

DRAFT - ACWA FOUNDATION – 501c3
Strategic Plan One-Page Summary - May 2023

VISION: *The ACWA Foundation envisions a California water industry that embraces, reflects, and respects the people it serves.*

MISSION: *To serve all Californians by advancing diversity, equity, and inclusion within the water industry through education, research, and workforce development.*

Guiding Principles:

- **Impact:** *Move industry forward*
- **Engage and Empower:** *Reach out to new communities*
- **Collaborate:** *Create big tent for water industry*
- **Include:** *Welcome differences and create a level playing field*
- **Transparent:** *Share information openly*
- **Educate:** *Provide the educational foundation for people to succeed*

GOALS

2023 Priorities

- 1) **Build Sustainable Governance Model** – *Implement a solid leadership foundation and succession plan.*
- 2) **Position the Foundation** – *Build awareness of the Foundation and its vision, mission, goals, and objectives.*
- 3) **Ensure Financial Stability** – *Secure future revenue streams.*
- 4) **Establish Baseline for DEI** – *Develop an understanding of diversity, equity, and inclusion through education across the California water industry.*

2024 Priorities

- 5) **Empower Change in the California Water Industry** – *Increase the number of women and minorities on boards and in senior management roles within California water agencies.*
- 6) **Create Opportunities for Collaboration** – *Seek partnerships with academia, business, and other organizations to expand DE&I educational opportunities and reach.*

2025 Priorities

- 7) **Promote Foundation Programs to Diverse Communities** – *Develop recruitment and education opportunities.*
- 8) **Increase Recognition as a Trusted Resource for DE&I** – *Increase awareness and engagement in programs available to support the California water industry.*