



SWA Approach to Mainstream GEDSI Across its Operations and Sector Planning

SWA – VISION STATEMENT

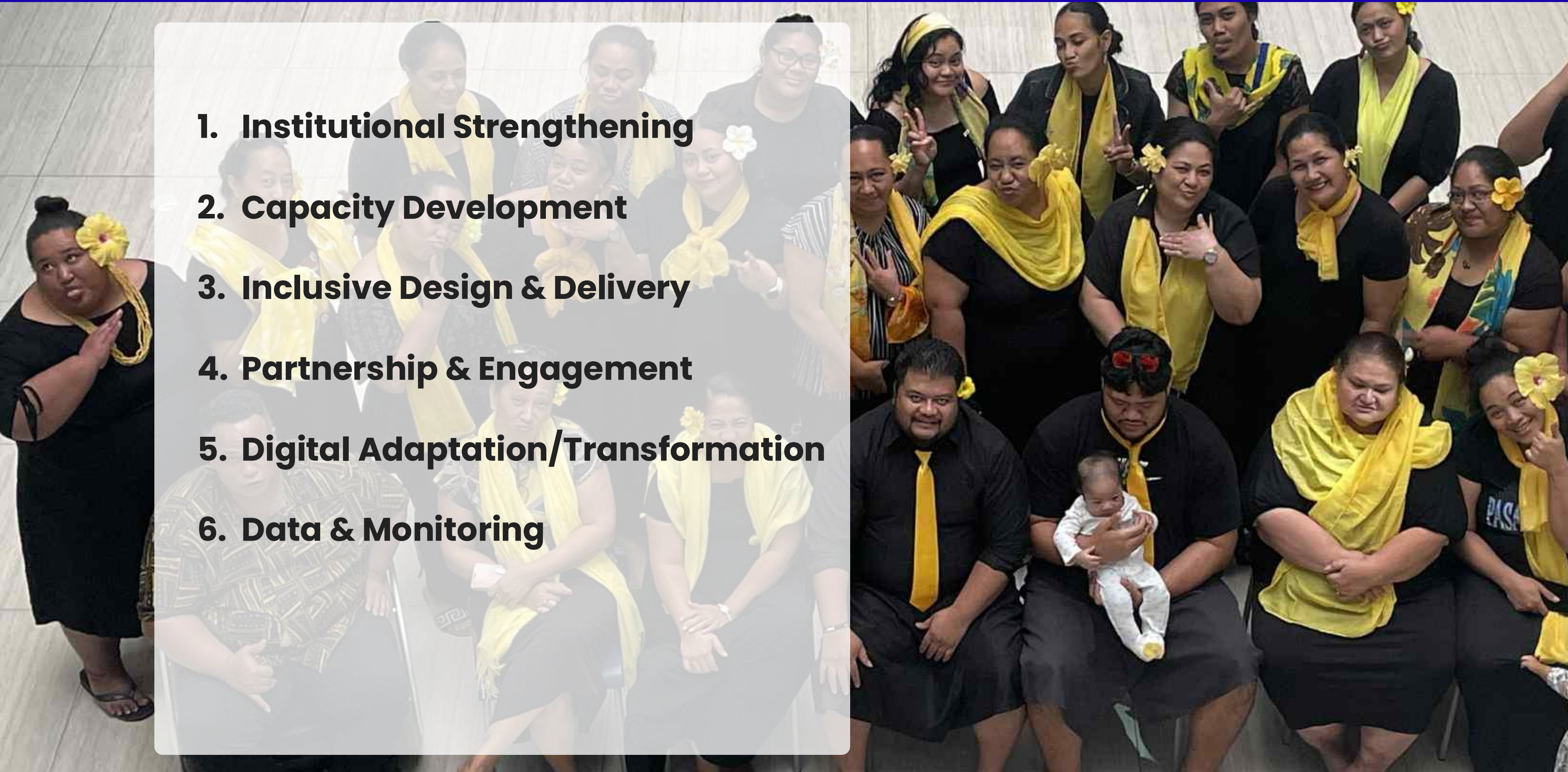
“Enriching and sustaining lives, by delivering quality and reliable water and wastewater services”

- ✔ Commitment to accessibility and inclusive infrastructure
- ▶ Inclusive Service Vision
- ▶ Inclusive and supportive environment
- ▶ Equitable Infrastructure Planning
- ▶ Alignment with Global Frameworks



INCLUSIVE DEVELOPMENT STREAMS

- 1. Institutional Strengthening**
- 2. Capacity Development**
- 3. Inclusive Design & Delivery**
- 4. Partnership & Engagement**
- 5. Digital Adaptation/Transformation**
- 6. Data & Monitoring**



Examples of GEDSI Mainstreaming at SWA

GEDSI in Corporate Plan

- GEDSI is integrated into the 2024–2027 Corporate Plan focusing on inclusion and resilience.

Inclusive Hiring Practices

- SWA employs staff with disabilities and diverse ethnic backgrounds to promote workforce diversity.

Strategic Partnerships with APTC

- Drafting of SWA GEDSI policy
- Hiring of a GEDSI Intern

Continuous Learning & Professional Development

- Gender inclusive

Leadership Commitment

- Leaders participate in workshops (PSEAH; GEDSI & Sensitization)
- Establish employee resource groups (ERG) to support GEDSI goals.



RESILIENCE & INCLUSION DRIVERS

Forces guiding infrastructure planning

- ✓ Resilience in Infrastructure
- ✓ Inclusion for Equity
- ✓ Community Engagement
- ✓ Digital Advancement
- ✓ Alignment with Regional Strategy



PRIORITY AREAS – GEDSI INTEGRATION

Operational Domains Embedding GEDSI

Inclusive Human Resources

- Inclusive hiring and training programs promote diversity and equity in the workforce.

Accessible Infrastructure Design

- Accessibility Audits ensures facilities are universally retrofitted and design for the benefit of all.

GEDSI Monitoring & Evaluation

- Frameworks with GEDSI indicators track progress and enable data-driven decisions.

Digital Uptake and Adaptation:

- Using digital platforms to strengthened customer responsiveness and monitor performance delivery.



GAP ANALYSIS & ONGOING CHALLENGES

Barriers to GEDSI Integration

- **Financial Support**
- **Building Infrastructure**
- **Resistance to Change**
- **Institutional Capacity Gaps**
- **Low Representation in Leadership**
- **Data and Coordination Challenges**
- **Water infrastructural and Procurement design**



BUILDING FORWARD BETTER FOR INCLUSIVE INFRASTRUCTURE

Roadmap for Building Forward Better

- GEDSI Institutionalization
- Capacity Building Initiatives
- Invest in Inclusive Infrastructure
- Strengthened Partnership and Collaboration
- Inclusive Development Integration



CLOSING REMARKS

