WEM PRIDE

Scope

Water & Environmental Management Pride (WEM Pride) has been established to provide a network for LGBTQIA+ people and their allies working, studying and volunteering within the WEM sector and in particular for members of CIWEM.

General

1. Networks are groupings of CIWEM members and wider stakeholders with an interest in the subject scope of the network in question.

2. Networks are constituted as a pool of stakeholders, membership of which is open to all interested individuals, with a central Steering Group comprising no more than 25 individuals who are required to demonstrate expertise in the subject field in order to become a Steering Group member.

3. Network Steering Groups are accountable to the CIWEM Chief Executive and Trustee Board via the Diversity & Inclusion Champion, who provides administrative support to facilitate their work and is responsible for ensuring that CIWEM’s messaging, approach and position is consistent across its range of activities and in accordance with CIWEM's aims and governance criteria.

4. CIWEM shall engage with stakeholders of all forms, to promote and advance best practice in, and awareness of, environmental management and the value of the profession.

5. CIWEM shall engage network steering group members as expert representatives to this end. This engagement shall be as broad and open as practicable and undertaken on a ‘reasonable endeavours’ basis.

6. Networks shall operate first and foremost via the ‘Communities’ platforms accessible via the CIWEM website.

7. Steering Group Chairs shall be elected by Steering Group members. Chairs shall serve a term of 9 meetings before nominations are sought and a successor is elected. Existing Chairs may be nominated for re-election but nominations should always be sought at least every year.

8. A Vice-Chair shall be identified to enable Chair’s duties to be discharged if the Chair is unavailable.

9. The role of the Chair (or Vice-Chair as appropriate) is:
   
   9.1. To Chair meetings of the Steering Group

   9.2. To formally sign off, on behalf of the Steering Group, final drafts of written materials including consultation responses, position statements and Minutes of meetings, as appropriate and defined by the Diversity & Inclusion Champion

   9.3. To act as the first point of contact for expert representation of CIWEM in the context of the Steering Group’s subject scope, for media, parliamentary inquiry or meeting appearances.

10. Steering Groups shall have consideration of CIWEM’s Diversity and Equality Policy in identifying new members.

11. Steering Groups shall ensure that they recruit at least one Early Career’s Water and Environmental Leader.
**Terms of Reference**

The terms of reference of the WEM PRIDE Network Steering Group are:

1. To provide a focal point within the Institution for expertise in relation to the subject scope.

2. To keep appraised of developments in their field and to provide advice to CIWEM’s executive in relation to any appropriate activities with which the Institution may engage.

3. To identify developing topics of concern to CIWEM and its stakeholders (including members).

4. To anticipate requests to CIWEM for comments or opportunities for CIWEM to positively influence policy and management. To prepare appropriate materials and up-date them when necessary, to inform responses to such requests and opportunities.

5. To identify topics within the areas of the subject scope which would be appropriate focus for conferences, symposia, publications, and education and training activities.

6. To identify and utilise the expertise of other members of CIWEM as well as external stakeholders in the area of the subject scope as necessary or beneficial to the Institution.

7. To promote the Institution’s interests in this field with other organisations.

8. To liaise with other CIWEM networks or local branches in areas of common interest.

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