

The AWWA Inclusion and Representation Charter

AWWA is committed to creating inclusive environments. The views of our clients, their support networks, and our partners, guide our thoughts and actions. By respecting diverse perspectives and expertise, we aspire to contribute to meaningful, relevant, and positive outcomes for all.

IRC Guiding Principles

A person-centred approach

We place our clients and their networks of support at the heart of what we do, by considering their unique needs, goals, and aspirations when shaping individualised intervention and service plans.

Collective decision-making

We foster a sense of shared ownership and accountability by ensuring that the diverse voices of our clients and partners are heard and respected, so as to co-create sustainable and holistic solutions.

Continuous programme development

We innovate, design, and implement services that address evolving social and community needs by analysing data, and evaluating the insights of those we support so that our programmes remain relevant.

Diverse partnerships

We harness the power of collaboration by fostering cross-sector and multi-stakeholder partnerships to combine resources and expertise that lead to sustainable solutions, programmes, and greater collective influence in advocating for change through social stewardship and equity.

Effective service delivery

We ensure that high-quality services are provided by qualified and skilled professionals in an efficient manner to meet the specific needs of our clients.

Enhancing employability

We seek to support the independence and financial stability of our clients by working with our clients and partners on workplace accommodations such as supported internship and employment programmes, consultations on accessibility, and job redesign

Everyone is valued

We create environments and spaces where everyone feels a sense of belonging and is respected, thus resulting in positive experiences for all.

Optimal participation

We provide our clients and their networks of support with relevant and adequate services and resources so that they feel independent, integrated and included, they make informed choices, and they better advocate for themselves with a sense of autonomy and dignity.

Purposeful communication

We build trust and foster collaboration through transparent and respectful communications so that our clients and partners are adequately informed and engaged.

Sharing of resources

We optimise, consolidate and share resources such as knowledge, best practices, tools, and assets with our clients and partners to maximise collective outcomes and impacts.