

Reconciliation, Equity, Diversity and Inclusion Award Criteria Form

Purpose OPWA Values Statement - OPWA supports and promotes a fully diverse workforce, equitable employment opportunities and an inclusive work environment for all public works organizations across Ontario and in the delivery of public works services to the communities that our members serve. OPWA is committed to incorporating these values in the make up of our organization, its culture and function, and in the operation of activities we undertake on behalf of our membership

Members of OPWA, and Indigenous nations, municipalities and private organizations who provide public works services will be recognized for their outstanding leadership supporting reconciliation, equity, diversity and inclusion in their organizations and in the services that they provide to communities.

Celebrating full diversity, choosing to be equitable and a commitment to inclusivity will only strengthen the talent and creativity of public works. This award will highlight people, Indigenous nations, municipalities and organisations that see workplace equality as more than just policies and practices, and is something that runs throughout the very heart of what they do.

The DEI Award aims to recognize the passion, dedication and engagement of individuals and teams who are committed to promoting reconciliation, equity, diversity, inclusion and accessibility in the public works industry

Eligibility Anyone actively involved in the public works profession is eligible, OPWA membership is not required.

Nomination Process Nominations of projects should be made by the managing public agency or OPWA chapter or branches.

For any issues with submission, please contact info@opwa.ca

Selection An OPWA individual, Indigenous nation, municipality, or organization who provides public work services has promoted or demonstrated excellence and leadership in most or all of the following areas:

- a. Promoting educational training about reconciliation, equity, diversity and inclusion
- b. Embedding a commitment to reconciliation, equity, diversity and inclusion in strategies and policies
- c. Supporting diverse organizations through demonstrated allyship
- d. Examining policies, procedures and practices for unconscious bias
- e. Fostering a workplace culture that engages young professionals in advancing reconciliation, diversity, equity and inclusion goals.
- f. Participating in outreach activities in the community to support and promote reconciliation, equity, diversity and inclusion in public works.

Nominations should present specific and concrete examples to illustrate how the nominee meets each of the eligibility and award criteria, showing the nominee's outstanding efforts and accomplishments toward advancing DEI in public works.

The Awards Committee reviews the nominations and selects the award winners.

Deadline **March 6th, 2026 to be eligible.**

Presentation For the winning submissions, designated representatives from the public agency, contractor and consultant (one each) will be presented with a framed certificate at the annual National Public Works Week Event.