

GEM Information Sheet

Gender Equality Men (GEM) Mentoring Program

Our Mentoring Program offers members access to experienced leaders across multiple industries and member companies. Senior volunteer mentors support mentees to achieve set objectives, overcome challenges, access sponsorship, and maximise capabilities to further their careers in operations. The program is designed to address challenges faced by operations professionals across a broad range of intersecting identities and experiences.

Our new GEM (Gender Equality Men) Program seeks to support men across operations with the tools, resources, and expertise to step-up as leaders for gender equality in their workplaces. We understand that a lot of men want to advocate for gender balance, but need better access to tools, practices, and community to empower them to make that happen.

The GEM Program will run along the same timeframe as our standard NAWO Mentoring Program (February to October) and comprise of seven sessions. These will be led by two incredible Mentors, and also feature invited guests and subject matter experts to provide input on the latest ideas and great practice.

Talk to your manager and HR business partner about being part of this exceptional program commencing in February 2024. Registrations open in September 2023.

"With the pace of change accelerating and the complexity of problems increasing, there has never been a more important time, nor a harder time, to be a leader than now. To thrive into the future we need all of the world's best minds and diverse experiences on the task, not just a subset of them, which is why I mentor women in operations and seek to remove barriers. "

– Ricky Butler – Vice President, Australia Pacific Metals, Orica

What Will The GEM Program Cover?

The GEM Program will explore the following topics with our mentees:

- Advocating for gender equality
- Assessing policies and practices with a gender lens (leave policies, flexible work, rostering schedules)
- Sponsoring gender balance and diverse talent in the workplace
- Unconscious (and conscious) bias
- Assessing risk for sexual harassment and gendered violence in the workplace
- How gender equality creates supportive and safe workplaces for men
- How to be an active bystander

The GEM Mentoring circle will be capped, so this is a very limited opportunity.

Mentee Eligibility Checklist

GEM MENTEES

- Are men who work in operational industries and are passionate about gender equality
- Are committed to playing an active role in their own development and career progression
- Are NAWO Members (Individual or Corporate)
- Have the capacity and availability to work with the Mentors for the full program
- Have the support of their organisation to participate (time and/or cost)

[REGISTER YOUR INTEREST IN BECOMING A NAWO MENTEE](#)

Program Overview

NAWO is offering the GEM Mentoring Program as set out below:

WHAT IT IS	Gender Equality Men (GEM) Mentoring Program
TARGET MENTEES	Men who are leaders in operations and passionate about gender equality
TIME COMMITMENT	<p>7 group sessions:</p> <ul style="list-style-type: none">• 1×90 min facilitated group orientation session• 6×90 min facilitated mentoring groups• Attendance at launch event• High level of personal and shared accountability <p>*Virtual delivery</p>
REGISTRATION PROCESS	<ul style="list-style-type: none">• Direct registration via the link commencing 26 September 2023• NAWO reviews registrations to select participants – January 2024• NAWO confirms participation and introduces mentors to their circle – early Feb 2024
INCLUDES	Virtual mentoring launch event, 7 dedicated GEM Program circle sessions, and alumni celebration
COST PER PERSON	\$660 +GST