

GEM Fact Sheet

Gender Equality Men (GEM) Mentoring Program.

We understand that many men want to advocate for gender balance, but need better access to tools, practices and a community to empower them to make that happen. The NAWO GEM (Gender Equality Men) Program seeks to support men working across operations with the support, resources and expertise they need to step-up as leaders promoting better gender balance in the workplace.

Why take part? The NAWO GEM Mentoring Program offers members access to experienced leaders from across multiple industries and member companies outside of their own. Senior-level 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.

What's on offer? The NAWO GEM Mentoring Program comprises seven 45-minute information sessions, supported by seven corresponding 90-minute mentoring sessions. These are led by incredible, highly-experienced industry executives as the mentors. They also feature invited guests and subject matter experts to provide input on the latest ideas and great practice.

How to get involved? Talk to your manager and HR business partner about being part of this exceptional program commencing in February 2025.

"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

Registrations for the 2025 cohort open on Monday 19 August and close on Sunday 20 October 2024. The program commences in February 2025 and runs through to the end of October 2025.

WHAT THE GEM PROGRAM COVERS

The GEM Mentoring Program explores the following topics with 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.

Participating in the GEM Mentoring Program is capped, so there are limited spots.

GEM 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 a mentor 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 offers the GEM Mentoring Program as set out below:

WHAT IT IS	Group sessions with a peer network of 4-6 men from different operational businesses, facilitated by senior operational leaders
TARGET MENTEES	Men who are leaders in operations and passionate about gender equality
TIME COMMITMENT	7 group sessions: <ul style="list-style-type: none">• 7 x 45 min information sessions• 7 x 90 min facilitated mentoring groups• Attendance at launch event• High level of personal and shared accountability• Virtual delivery
REGISTRATION PROCESS	<ul style="list-style-type: none">• Direct registration via the link commencing 19 August 2024.• NAWO reviews registrations to create best-fit matches – January 2025• NAWO confirms participation and introduces mentors to their mentees – early Feb 2025
INCLUDES	Virtual mentoring launch event, mid program networking event and alumni celebration
COST PER PERSON	\$750 including GST