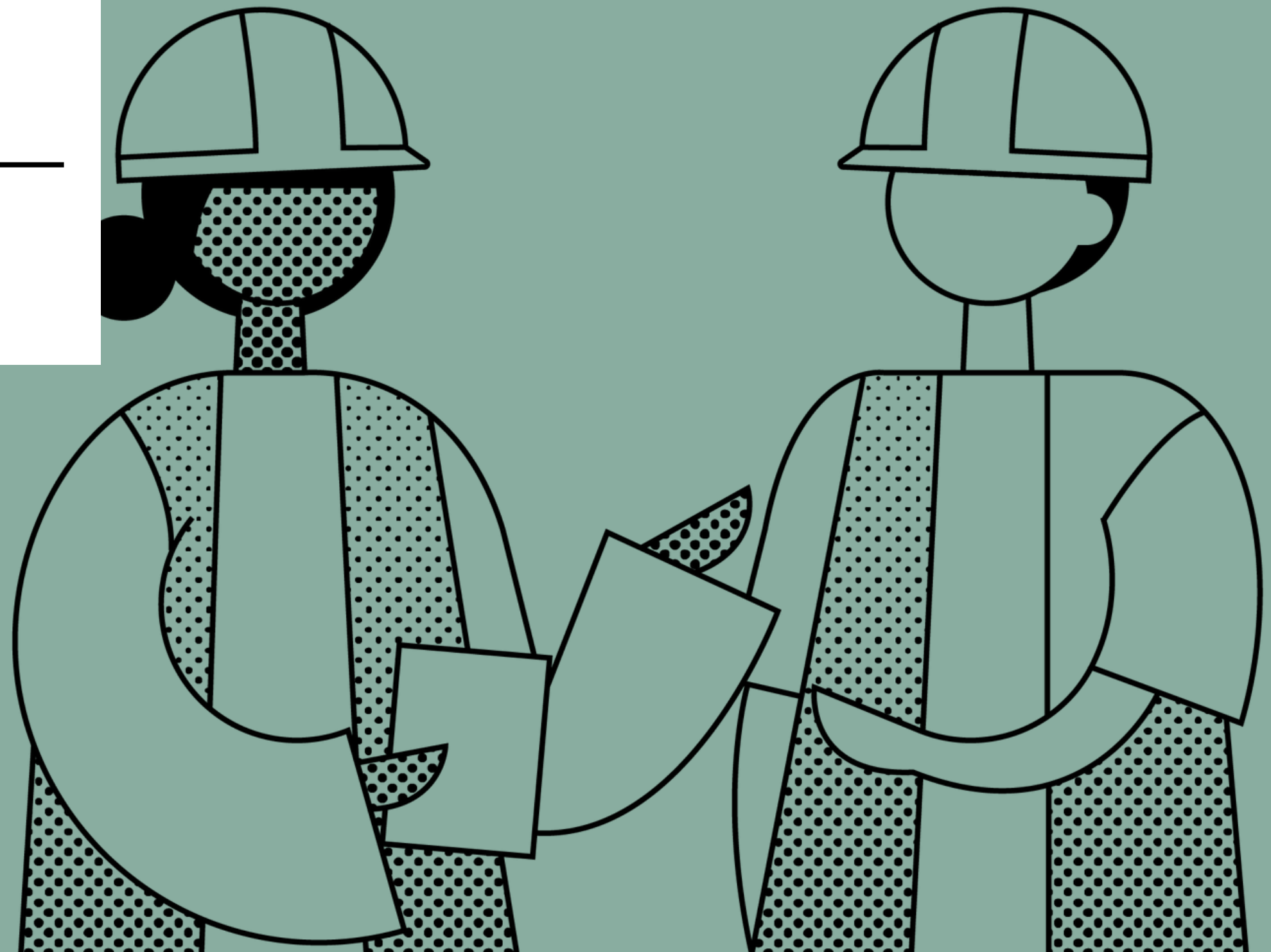
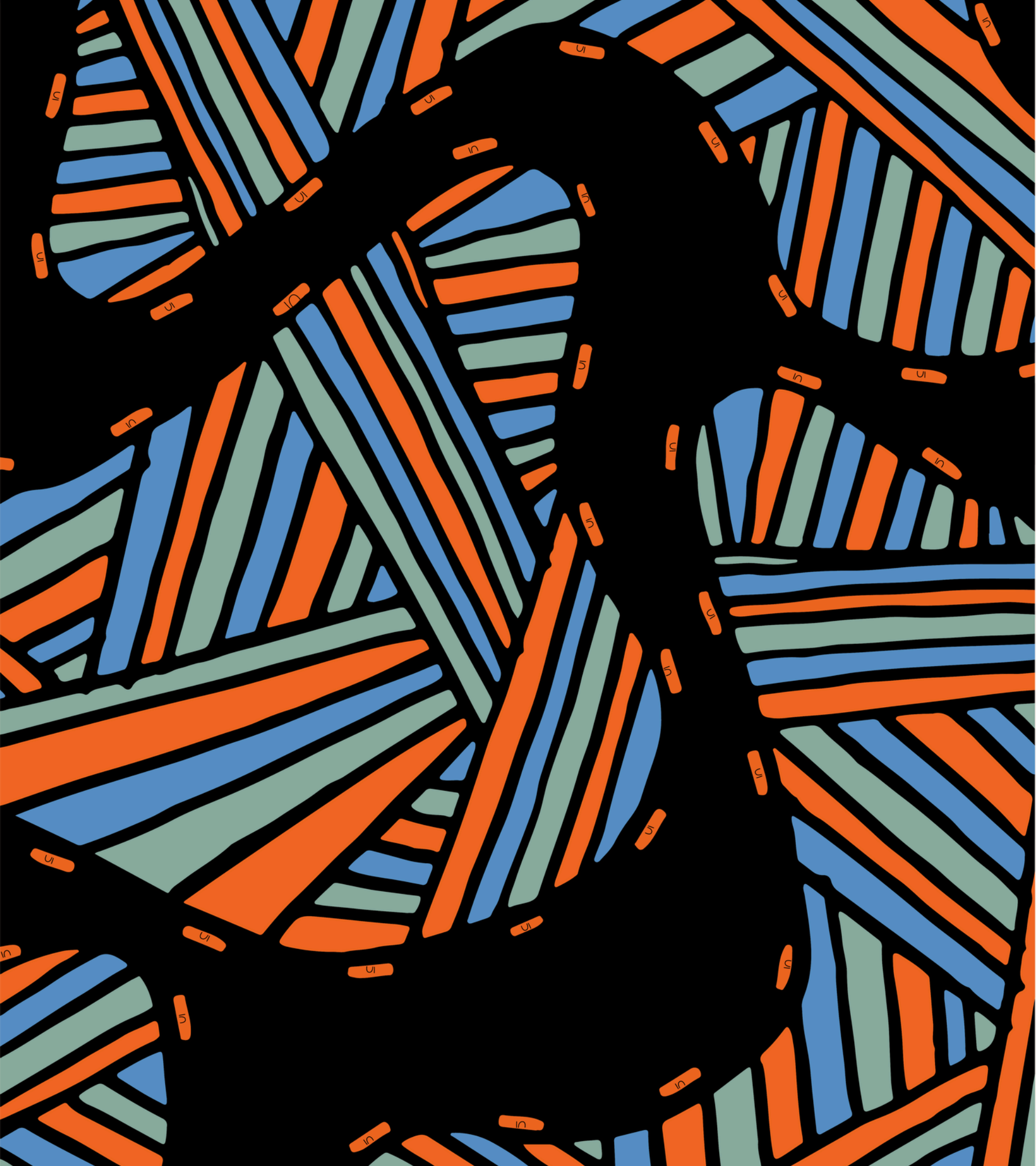


NATIONAL WEBINAR AND KNOWLEDGE SHARE

Bold action for gender equity





ACKNOWLEDGEMENT OF COUNTRY

“Kiiraka”

BY ARTIST NARELLE OSBORNE

Australia as a whole from its land to its people is diverse and has many layers.

Knowledge Share Forums

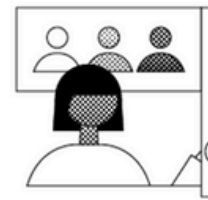
NAWO hosts Knowledge Share Forums for front line leaders and Executive Forums for senior leaders.

Topics are driven by our Nine Levers for Gender Balance – actionable levers your organisation can pull in order to better attract, retain, develop and promote top talent from much broader, and more diverse pools.

Nine Levers for Gender Balance

Layer 1 – Leadership, Communication Frameworks & Action

1



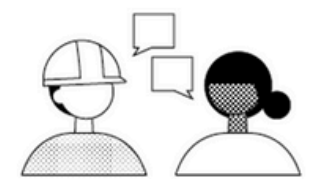
Unwavering leadership commitment to inclusion & diversity

2



Engaging & supporting leaders as role models

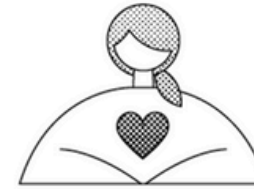
3



Clearly articulating the benefits of diverse teams at all levels

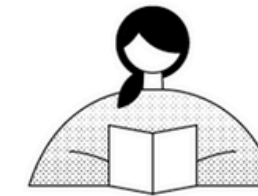
Layer 2 – Principles, Policy, Practice & Process

4



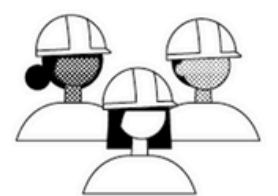
Fostering a values based, inclusive & respectful culture every day

5



Getting the basics right, policy, goals reporting & accountability

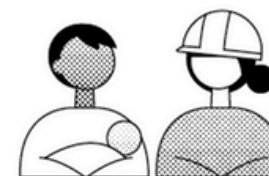
6



Embracing a diverse talent pool through hiring, promotion development & remuneration

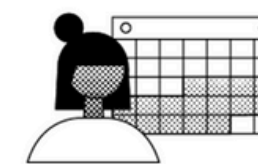
Layer 3 – Supporting Successful Work/Life Integration

7



Enabling parents to 'share the care'

8



Effectively managing transitions to & from extended leave

9



Actively identifying & supporting flexible work options

What does bold action **feel like?**

Empowering and supportive

Validating, a connection to
purpose/ making a difference

Risky, courageous or fearless

Stretch and discomfort

Let's be fearless!

“The most memorable and impactful changes... often have been the result of fearless decision or actions”

The Fearless Diversity, Equity and Inclusion Practitioner

When we are fearless, we can use our drive, our voices and actions to inspire and mobilise others to create real change.

To be fearless, we need to test and learn. Failure and mistakes is part of the learning process.

Leverage our knowledge, data, skills and tools and use our intuition to guide us. This is what makes us credible and speak with clarity and compassion.

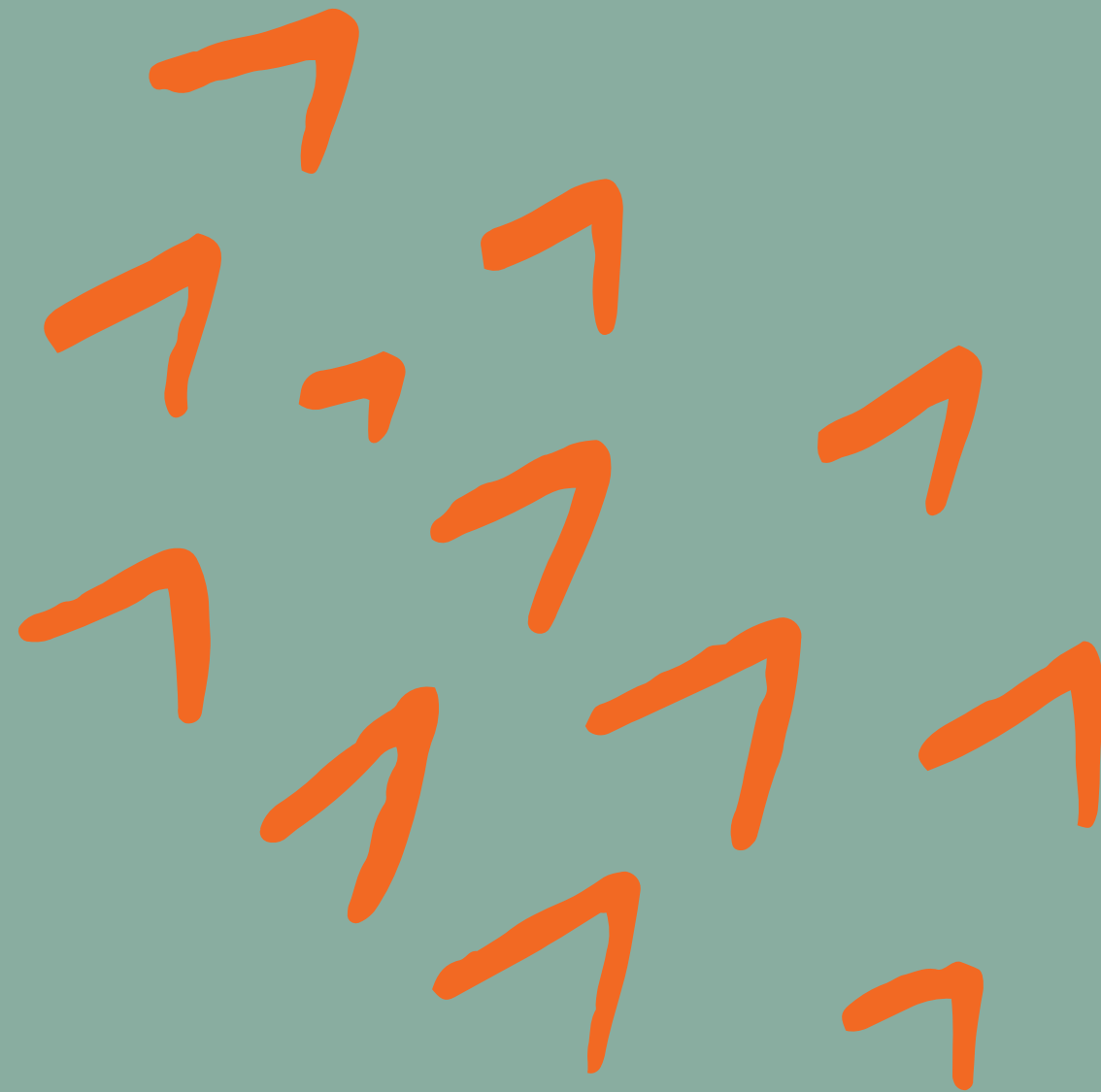
It is about progress, not perfection.

How to overcome resistance



- 1. Use data**
- 2. Get curious**
- 3. Seek expertise**
- 4. Create a movement**

Create a movement



- ✓ Internal communications channels, promotional posters, visual displays, QR codes etc.
- ✓ NAWO URL / QR code / Logo on company ID cards, email signatures, payslip
- ✓ NAWO events listed in company L&D calendars
- ✓ Active sponsorship and attendance - bring others and share stories
- ✓ Executive performance objective linked to NAWO activation
- ✓ Host an idea session / helpful resource share session
- ✓ Watch parties of live and recorded webinars
- ✓ Use NAWO resources in internal training and toolbox conversations / team meetings
- ✓ Connect site managers to relevant state committees
- ✓ Include in onboarding packs and key transitions e.g. parental leave, promotion, etc.
- ✓ Recognition program integration

Welcome to our panel



Brooke Westphalen

Head of Organisational
Development DuluxGroup
Head of PCC, YatesGroup



Tegan West

Senior HR Manager
Australasia
H-E Parts International



Lorna Rechichi

General Manager - Heavy Lift
Monadelphous Group
Limited

Let's discuss. In the context of gender equity...

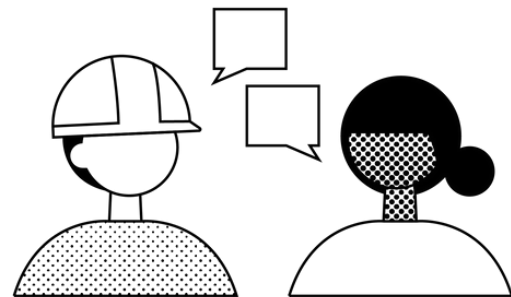
1. What would you do today if you were brave?
2. How will you know you are successful?
3. What support do you need?

Get involved with NAWO

In person events

Connect with others face to face

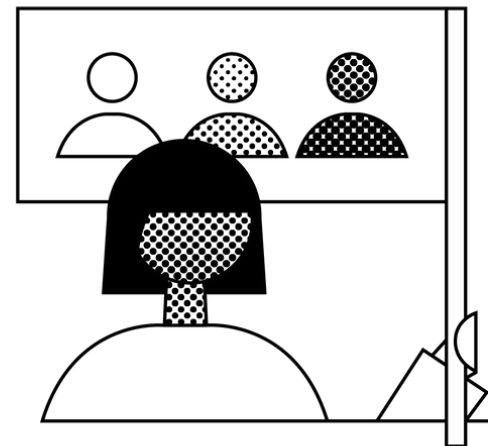
- 12 February - **Sydney**
Diageo site tour
- 13 February - **Melbourne**
Coffee catch up
- 20 February - **Perth**
Speed networking
- 5 March - **Newcastle**
Headshots and hot coffees
- 6 March - **Adelaide**
Accelerating action with SAGE
- 19 March - **Gladstone**
Meaningful connections
- 26 March - **Newcastle**
Orica site tour



Online events

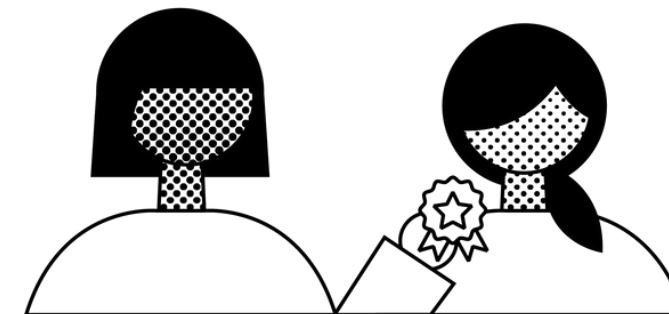
Join us live or catch up with recorded sessions

- **National Webinars and Knowledge Share Forums** (starting today!)
- **What a Job! sessions** (starting 13 February)
- **Career Club sessions** (starting 27 February)



Resources

Access a range of resources including webinar recordings, case studies and articles are all part of your NAWO membership - at nawo.org.au/portal



Socials

Follow us on our **social media channels:**

-  NAWO National Association of Women in Operations
NAWO Network News
-  NAWO – National Association of Women in Operations
-  @nawo_au
-  @womeninoperations
-  NAWO Podcasts

