



Gender Equity Men (GEM) Mentoring 2026

NAWO is a purpose-driven network striving to see gender balance valued and achieved at every level in operations. We bring together individuals and organisations committed to creating inclusive workplaces across historically male orientated industries such as supply chain, manufacturing, logistics, and technical services.



At NAWO, 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.

Facilitated in partnership with Our Watch, **Gender Equity Men (GEM)** is a program designed for men who are keen to become better gender equity allies at work or who want to achieve gender balanced teams but are unsure where to start.



[WHAT'S ON AT NAWO](#)



[NAWO MEMBER PORTAL](#)



Have a question about the program?
Get in touch with the mentoring
team via mentoring@nawo.org.au



Be a GEM!

For NAWO corporate member organisations, the GEM program serves as a powerful lever for enabling Gender Equity, creating an engaged community of male allies, fostering inclusion and leadership growth.

For men, the GEM program is a valued opportunity to learn how to advocate for gender balance, supported by a network of mentors, peers and professionals who also want to make that happen.

What GEM Mentees gain:

- Expert advice and guidance from Our Watch and select male and female operational leaders who volunteer their time as NAWO Mentors
- NAWO and Our Watch tools and resources
- Structured mentoring discussions, learning from real experience
- Expanded networks and peer insights
- Enhanced Leadership Skills - including the ability to champion inclusion and embed inclusive behaviours and gender balance in operations.

The GEM Program explores the following topics:

- Advocating for gender equity
- 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 equity creates supportive and safe workplaces for men
- How to be an active bystander.



Participants gain access to a dynamic calendar of NAWO events, leadership development forums, practical resources, and a community of professionals who are passionate about equity and excellence.



How the Program Works

This Australia-wide, virtual, mentoring program runs from **April to June 2026, over 12+ online program hours**, including:

- A 1 x hour program onboarding session and 1 x hour program closing session.
- 5 x 2 hour, fortnightly program sessions including presentations by Our Watch as well as Mentoring circle discussions with NAWO mentors to delve deeper into the content, share with peers, and instigate action.



The GEM Mentee Commitment

Active self-reflection, development planning, session logs and check-ins

Preparation for and participation in all 7 program sessions (approximately 12+ hours)

Openness to sharing, learning from experience, being challenged to embrace new and different perspectives

Who should apply?

People Leaders who are:

- Front-line, Mid Career or Senior and leading diverse teams (or keen to build more diverse teams)
- Working within operational industries (such as supply chain, energy, manufacturing, logistics, resources and engineering services)
- Aspiring to support gender balance and equity in their businesses or industries

How much does the program cost?

The cost per participant is \$750 (GST inclusive).

If you're paying as a non-member organisation participant, you need to take out NAWO Individual Membership. The cost is \$99 per year.

Can anyone participate?

GEM participants need to be NAWO Members (Individual or Corporate). Some organisations manage their applicants centrally, please contact your Manager to understand your employer's internal process.

Mentee applications for the 2026 GEM program open 1st December 2025 and close on 27 February 2026.

Mentors for the GEM program are selected by NAWO. If you have rich experience in gender-equity and allyship and would like to express interest in being a 2026 GEM mentor, email: mentoring@nawo.org.au

