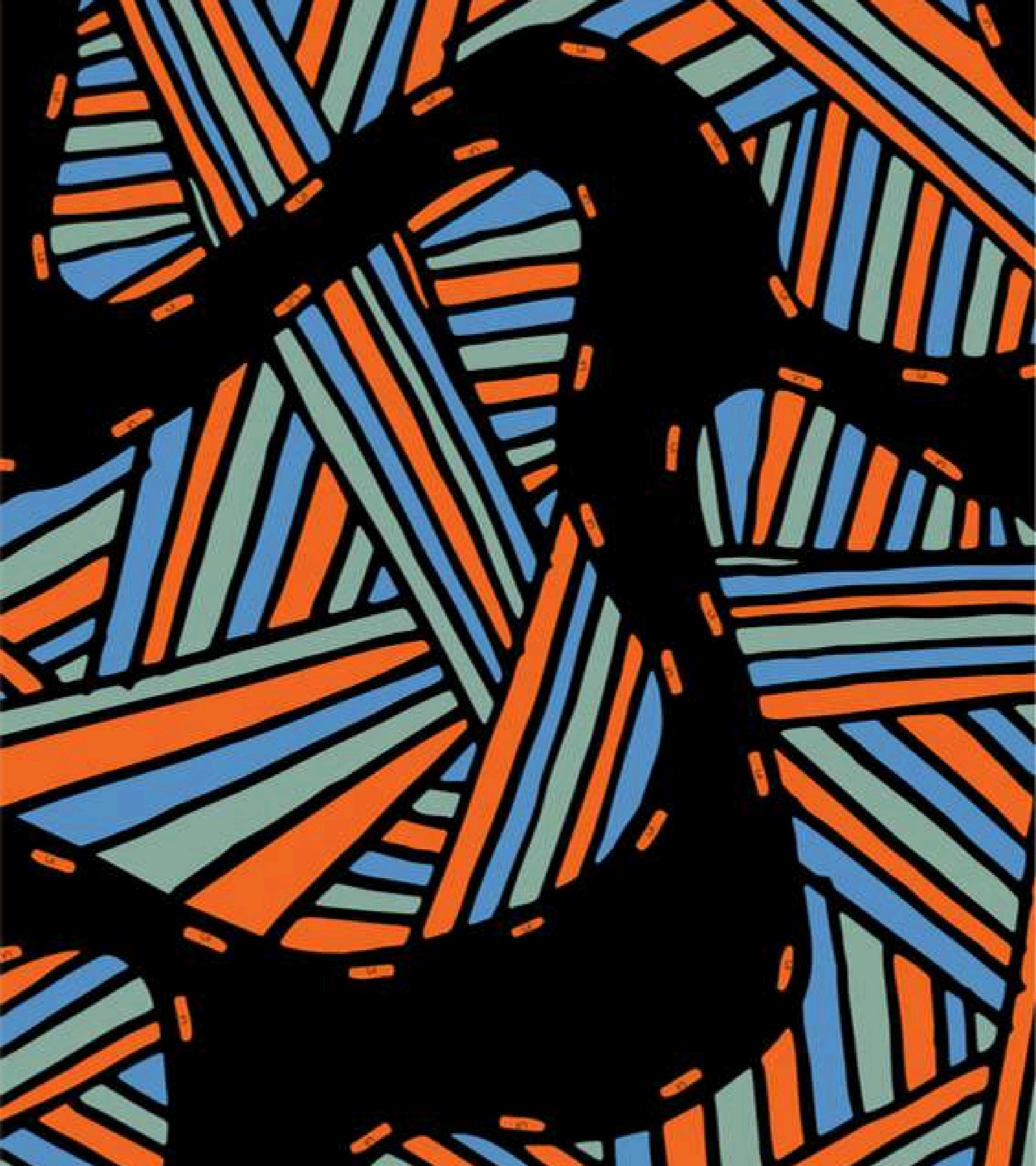


Gender Equity Men (GEM) Program: Information Session





ACKNOWLEDGEMENT OF COUNTRY

“Kiiraka”

BY ARTIST NARELLE OSBORNE

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

Introducing NAWO and Our Watch



Louise Weine
NAWO CEO



**Elizabeth Morrow
Foley**
**NAWO Mentoring
Program Manager**



Cameron McDonald
**Our Watch
Sector Engagement
Lead**

What are we covering today?



- About NAWO and Our Watch
- 2026 Gender Equity Men Program (GEM)
 - Program Overview
 - A few words from a GEM Mentor
 - Your commitment as a GEM Mentee
 - Next steps
 - Q&A
- Close

Our Corporate Members



NAWO is balancing gender in operations

Our vision is to see gender balance valued and achieved at every level in operations.

We are a national network of leaders, individuals and organisations where everyone plays a role in creating diverse and inclusive workplaces.



NAWO/OPAL SITE TOUR, NSW

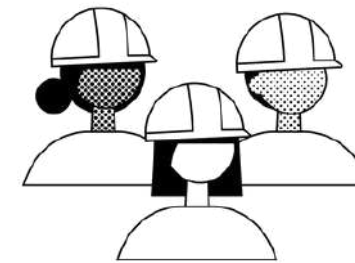


WA STATE COMMITTEE



NAWO Network

Online



Join webinars on topics like flexible work, and inclusive leadership.

Check out Career Club

View What A Job!

Inclusion Habits

Mentoring Program

In Person



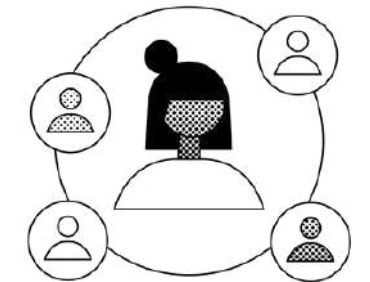
Coffee and Connect Sessions

Site Tours

Watch Parties

Panel discussions

Volunteering



Join your local state or regional NAWO Committee

Organise an event at your workplace

Become a NAWO Mentor

Check out What's On at NAWO here: <https://nawo.org.au/whats-on/>

About Our Watch

Men as Allies in the workplace

Our Watch is the national leader in the primary prevention of violence against women in Australia.

We work with businesses, governments and communities to drive long-term cultural change where people live, work and play.



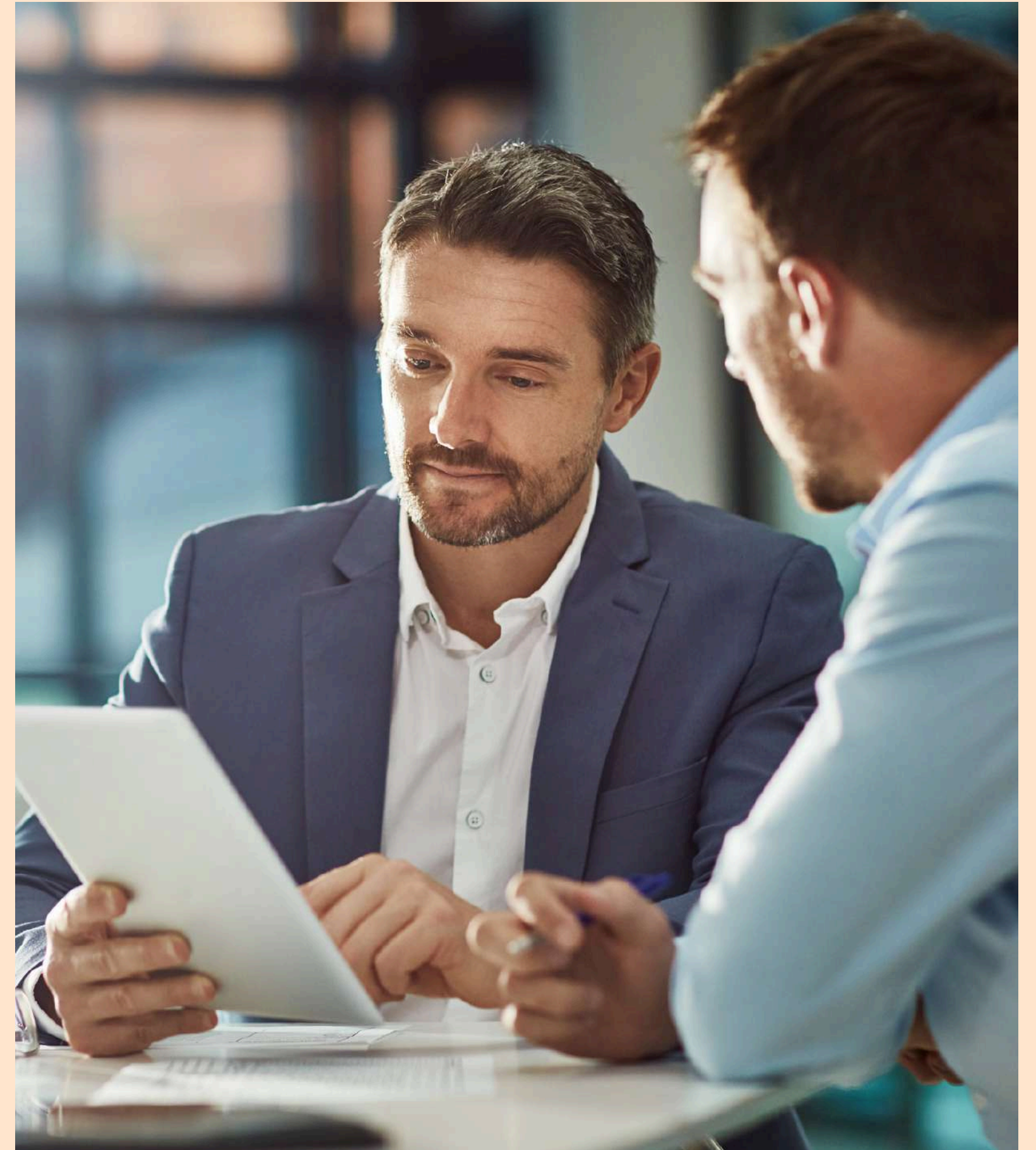


2026 Gender Equity Men (GEM) Program

About GEM

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.

Co-facilitated by Our Watch and selected NAWO Mentors, the NAWO GEM (Gender Equity Men) Program seeks to empower men working across operations with the **support, resources and expertise** they need to step-up as leaders promoting better gender balance in the workplace.



2026 GEM Program Overview



**Australia-wide
virtual
mentoring
program for
male leaders in
operations**



**7 Sessions
across
April-June
2026 (12+
online contact
hours over a 3
month period)**



**Information
delivered by
Our Watch to
support
knowledge and
capacity
building**



**Mentoring circle
discussions with
NAWO mentors
to delve deeper
into the content,
share with peers,
and instigate real
world action**

About GEM Mentees...

Men working within operations who are leaders or mid-career level	Aspire to support gender balance and equality in their businesses or industries
Individual or Corporate NAWO members, from diverse organisations or an organisation-wide cohort of up to 10 mentees	Open to actively sharing in Mentoring Circle Discussion Groups of 4-6 men; supported by male or female mentors who are experienced leaders from operational businesses



What the GEM Program Covers and Why

The GEM Program explores the following topics with mentees:

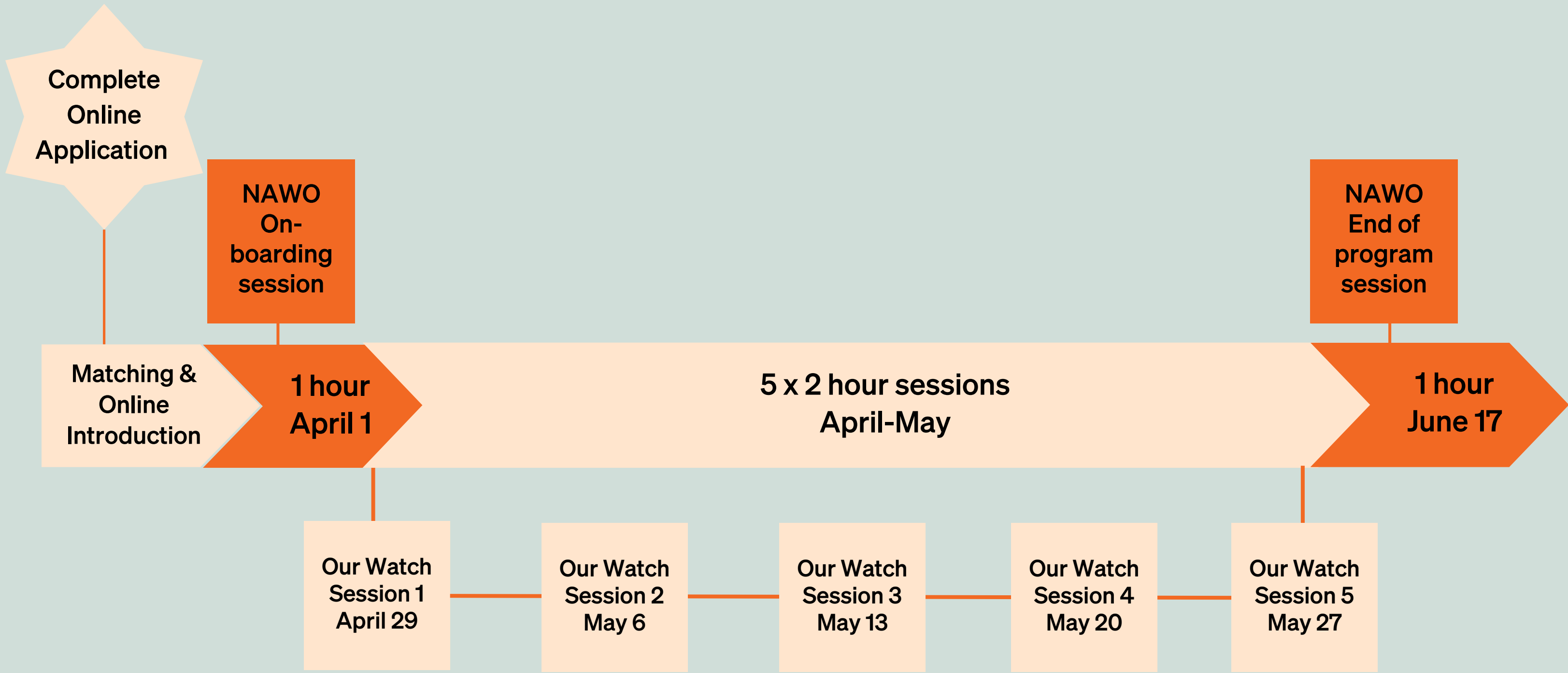
- Advocating for gender equality
- Assessing policies and practices with a gender lens (leave policies, flexible work, rostering schedules)
- Sponsoring gender balance and diverse talent in the workplace
- Unconscious (and conscious) bias
- Assessing risk for sexual harassment and gendered violence in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

Why take part?

Matthew Brierley - GEM Mentor

- Creates a rare space for men to reflect, listen and talk openly about gender equality.
- Men's involvement matters because we influence the systems where inequality occurs.
- It's about practice, not perfection, and turning values into everyday actions.
- Helps men see what they previously missed and respond differently in real situations.
- Insights carry into teams, families and communities, driving wider change.
- Builds accountability, connection and ongoing learning.
- Full commitment to every session is essential, as each one builds on the last and strengthens the impact.

GEM 2026 Time Commitment



All program sessions take place on a Wednesday at 1pm AEST. GEM Mentees and Mentors attend all program sessions and participate in active self-reflection, development planning, session logs and check-ins.



How you are supported...



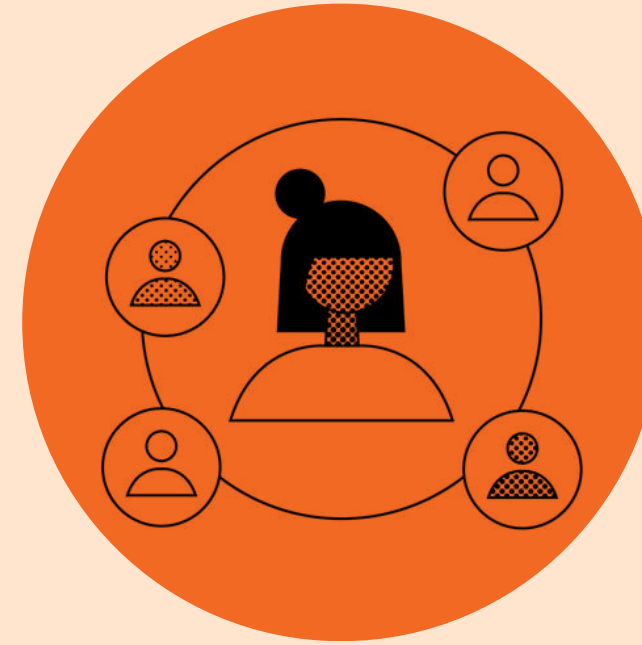
**NAWO tools,
resources and
hosting
platform**



**Expert advice
and guidance
from Our
Watch and
senior
operational
leaders**



**Structured
mentoring
discussions
and
supported
self reflection**



**Expanded
networks and
peer insights**



**NAWO
Membership
and induction
into the NAWO
Mentoring
Network**

Take part as a GEM Mentee if you...

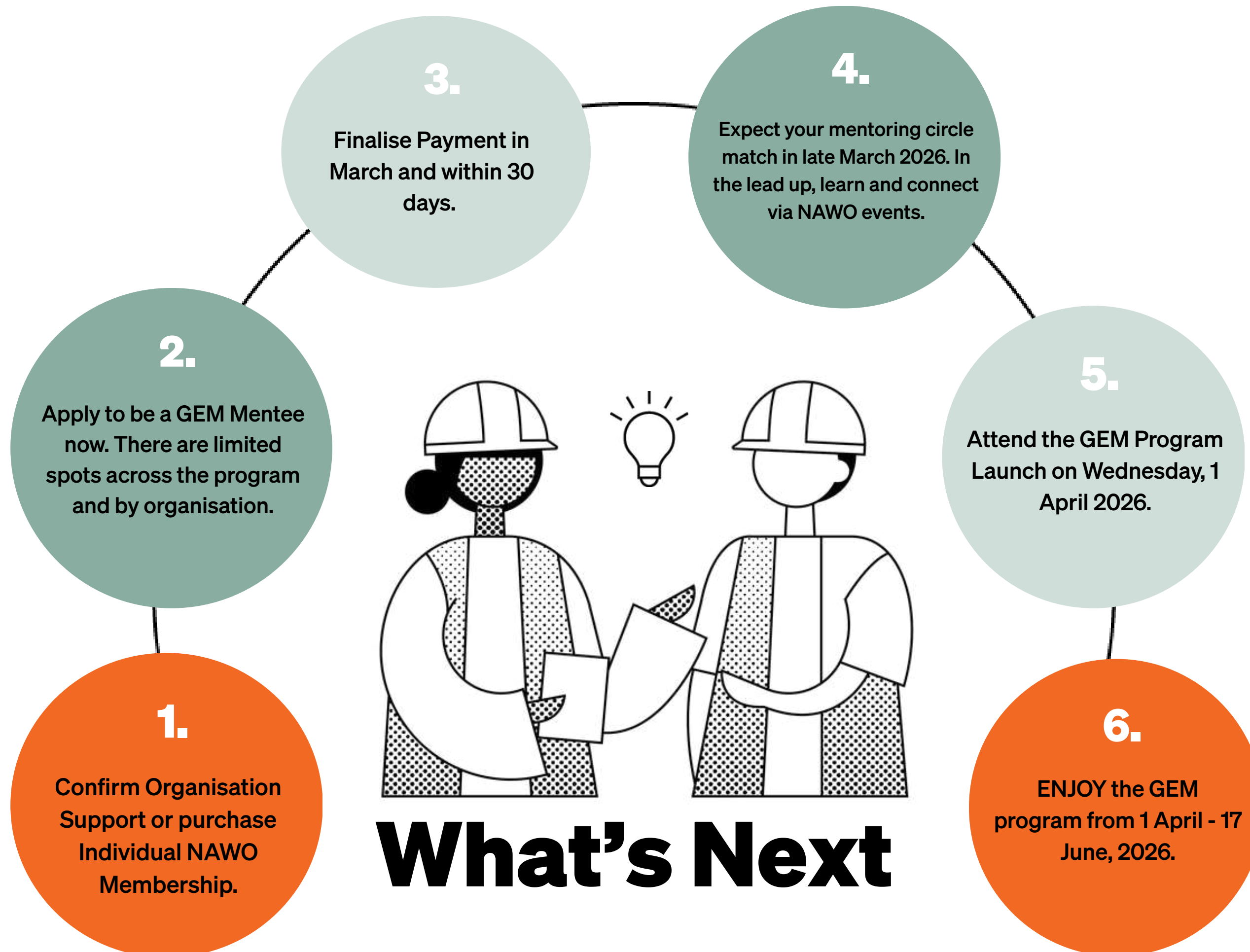
- Aspire to grow your capacity to support gender balance and equality in operations
- Are committed to playing an active role in your own development, career and leadership
- Have the capacity and availability to take part for the full program
- Have the support of your organisation and your manager to participate (time and/or cost - \$750 incl GST)

Applications are open now and close 27 February 2026.

Please note - There are a limited number of spots in the program and for each NAWO Member organisation.

Apply now!







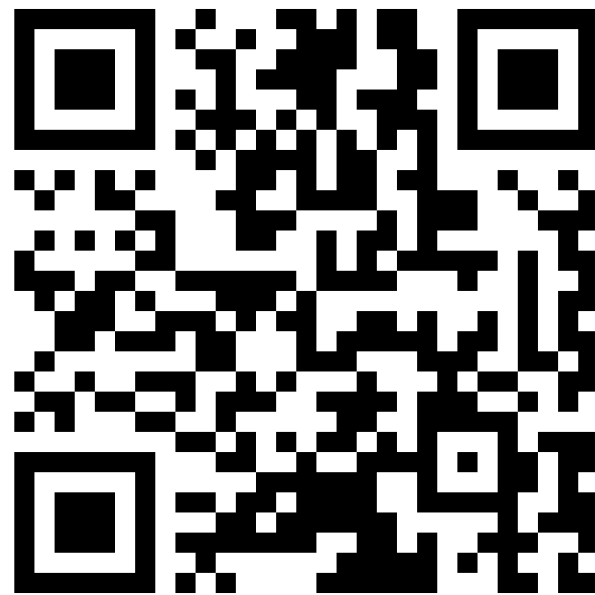
Questions about GEM?

Contact us or express interest at:
mentoring@nawo.org.au



Apply today!

GEM Mentee application:



Member organisations are welcome to nominate cohorts of up to 10 GEM participants.

For more information: <https://nawo.org.au/gem-mentoring/>

To express interest in being a 2026 GEM mentor, please email: mentoring@nawo.org.au

GEM applications are open until 27 Feb, 2026.

Thanks for being part of this session.

