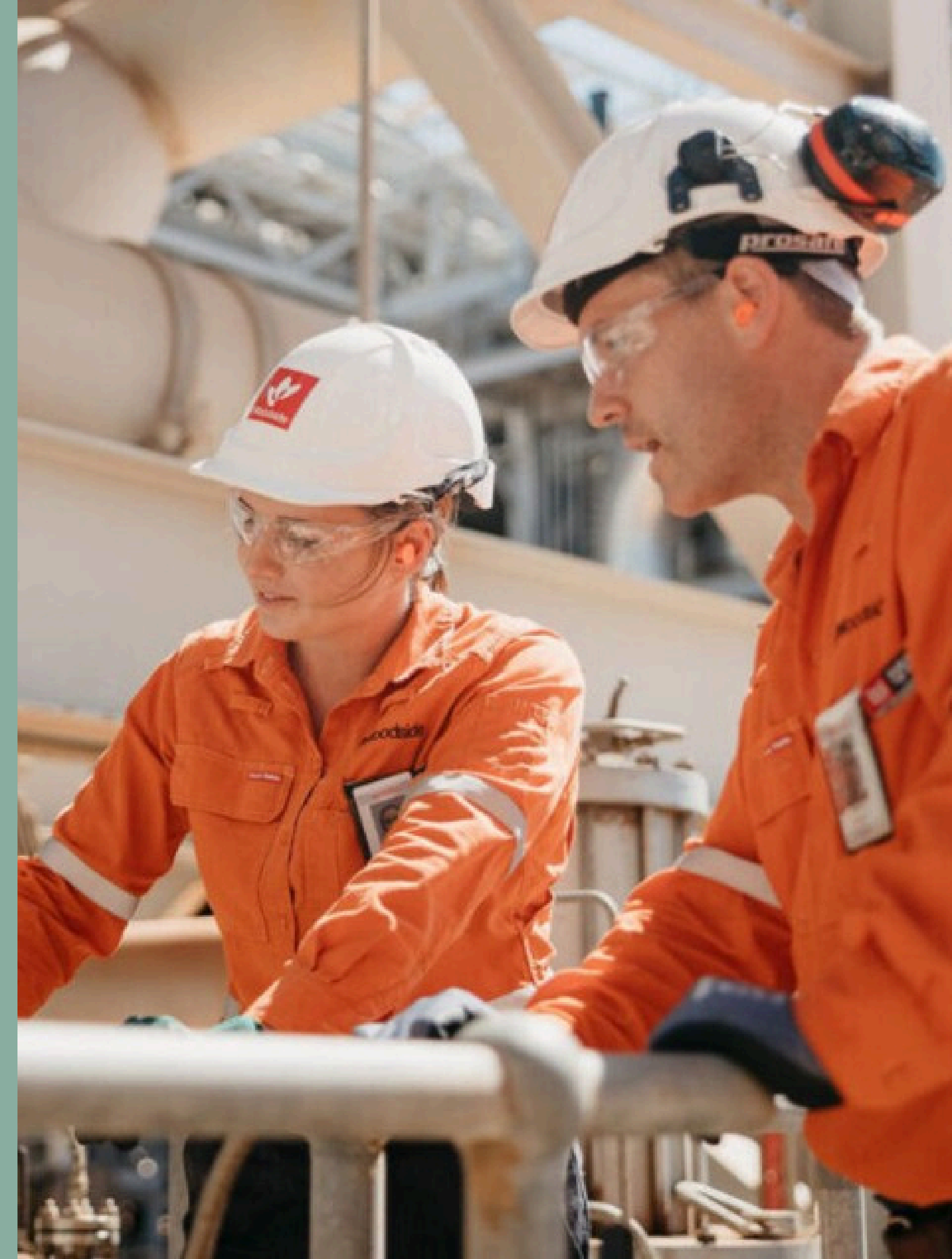


WOMINJEKA
KAYA
GURUMBA BIGI
YUMALUNDI
BUDYERI KAMARU
HELLO AND WELCOME...

2026 Gender Equity Men (GEM) Program

Mentor Check In - March 2026





ACKNOWLEDGEMENT OF COUNTRY

“Kiiraka”

BY ARTIST NARELLE OSBORNE

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

Thanks for being a GEM!

Today is a quick chance to:

- Say hello and introduce you to other GEM mentors
- Provide a quick overview of the GEM program and your role as a Mentor
- Share GEM resources
- Provide a brief guide for facilitating the ‘Get to know you’ breakout discussion in the Onboarding session on April 1
- Answer any questions.



2026 GEM Circle Mentors

Supported, as needed, by fellow NAWO GEM mentors

Louise Weine (NAWO), Kirstan Wilding (Hydro

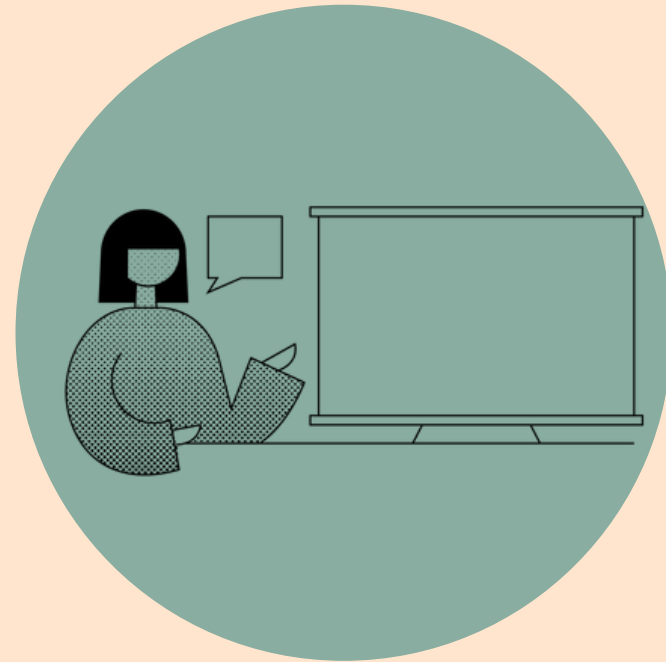
Tasmania) and Matthew Brierley (Chevron)

Anita Harrison (Tassal Group) & Ben Horsfield (Orica)	Charisma Shyju (Sydney Water) & Darren Pugh (Bunnings)	Kartini Oei (bp Australia) & Andy Coop (Maersk)	Kate James (Hydro Tasmania) & Rene Barrett (Rio Tinto)
Gaynor Richmond (Bunnings) & Daniel Torzillo (Maersk)	Tania Montesin (dss+) & Tabz Malik (Local Government)	Carolyn Schroten (Primary Connect) & Gareth Williams (SAGE Group)	Wern Tan (CCEP) & Tim Hunt (TasWater)

2026 GEM Program Overview



Australia-wide virtual mentoring program for male leaders in operations



7 Scheduled Sessions across April-June 2026 (12+ online contact hours)

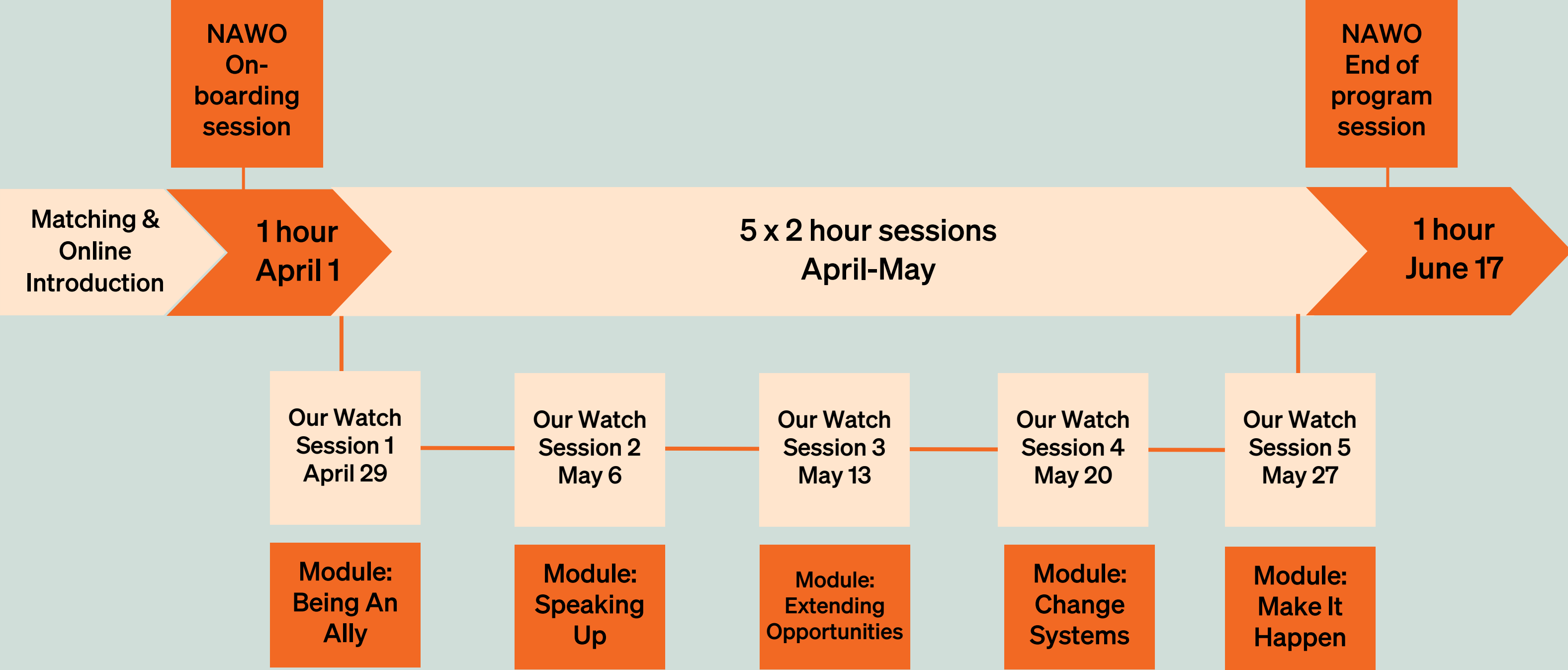


Information delivered by Our Watch to support knowledge and capacity building



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

Program Session Dates & Content



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.



Self Reflection: Your own Allyship experiences

As a GEM Mentor it will be important to reflect on and share your own experiences of being an Ally or supporter and/or of having Allies or supporters.

Consider:

- Moments or actions that have gone ‘pear shaped’ and why?
- Moments or actions that have gone well and why?



The role of a GEM Mentor

- Emphasise that men's involvement matters - we all can influence the systems where inequality occurs.
- Create a safe space for men to reflect, listen, ask questions and talk openly about gender equity (see resource on Psychological Safety).
- Normalise that it's about practice, not perfection, and turning values (both personal and organisation values) into everyday actions.
- Support men to:
 - See what they may have previously missed and respond differently in real situations.
 - Carry learning and insights into teams, families and communities, driving wider change.
 - Build accountability, connection and ongoing learning.

The role of a GEM Mentor cont'd

Prior to each session

- Access the GEM Mentoring Resources Hub to read the session's Mentor Guide and in-session resources.
- Contact your Circle co-mentor to agree roles in the breakout mentoring discussion (e.g. you may wish to each facilitate different sections of the discussion).
- Familiarise yourself with the optional resources on the GEM resources Hub, if you have time and capacity.

During Our Watch presentation sections

- As you listen to the content being presented, think about your 'curious questions' to ask as a Mentor in your Circle breakouts e.g. *"I'm curious, how did you feel about that video? Are you open to sharing what it brought up for you?"*

During Mentoring Circle breakouts

- Balance using the Mentor Guide with asking curious questions and embracing the discussion that comes up in the Circle.
- Share practical, personal and professional examples, modelling both vulnerability and confidentiality.
- Avoid dominating the conversation - involve each mentee in the discussion.
- Draw out the unique experiences of mentees in the circle - expect diversity of opinion, life experience and professional experience.

Agenda - Onboarding Session April 1

- Welcome to GEM!
- Program introduction
 - NAWO & Our Watch
 - Quick GEM overview
 - Session dates and content
 - What you can expect
 - GEM Resources
- Getting to know your Mentoring Circle
(40 minute breakout session led by
GEM Mentors)
- Next steps, Questions and close



First Mentoring Circle - Mentor Guide

The intent of the first Mentoring Circle in the Onboarding session on April 1 is simply to get to know each other and build rapport. You will have 40 minutes in your breakout room:

- Introduce yourselves as mentors and share what mentoring in this program means to you
- Do ‘around the circle’ introductions (Name, Work intro - role, organisation, people leader? Personal intro - sport, family, interest or hobby?).
 - As a part of introductions, ask each mentee to ‘Share one commonality and one difference’ they have heard with another in the circle: e.g. “Building on what you have heard so far from others, including Mentors, share something you believe you have in common with someone and something you differ in.” For example: “I also love playing tennis, however I don’t have care giving responsibilities” OR “I also lead a large team, however I am not as experienced in leading gender balanced teams”
- Conclude with a group discussion:
 - “We have similarities and differences - What will help each of us feel included and supported throughout the program?”

Next steps & Questions

- Access GEM Mentor resources at: <https://nawo.org.au/2026-gem-mentoring-resources-hub/>
- The first Our Watch info session will take place on April 29:
 - Take a look at the Mentor Session Guide and resources for April 29 and connect with your Circle co-mentor
 - Between now and then, please stay connected with your Mentoring Circle via email or NAWO's WhatsApp Community (e.g. We suggest you share reflections with each other after viewing the NAWO Allyship webinars)
- Questions?



1 Bakery
simply

coles

2 Coffee
Longlife milk
Cereal

 **NAWO**
Balancing Gender in Operations
**For questions & support
email:
mentoring@nawo.org.au**