

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

2026 Gender Equity Men (GEM) Program Onboarding 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.

About Today

- Congratulations and Welcome to GEM!
- About NAWO & Our Watch
- GEM program introduction
 - Session dates and content
 - What you can expect
 - Group Norms/Principles
- Getting to know your Mentoring Circle (30 minute breakout session led by your GEM Mentors)
- Support, questions and close.



The NAWO Impact



Get more involved with NAWO via: <https://nawo.org.au/whats-on/>

About Our Watch

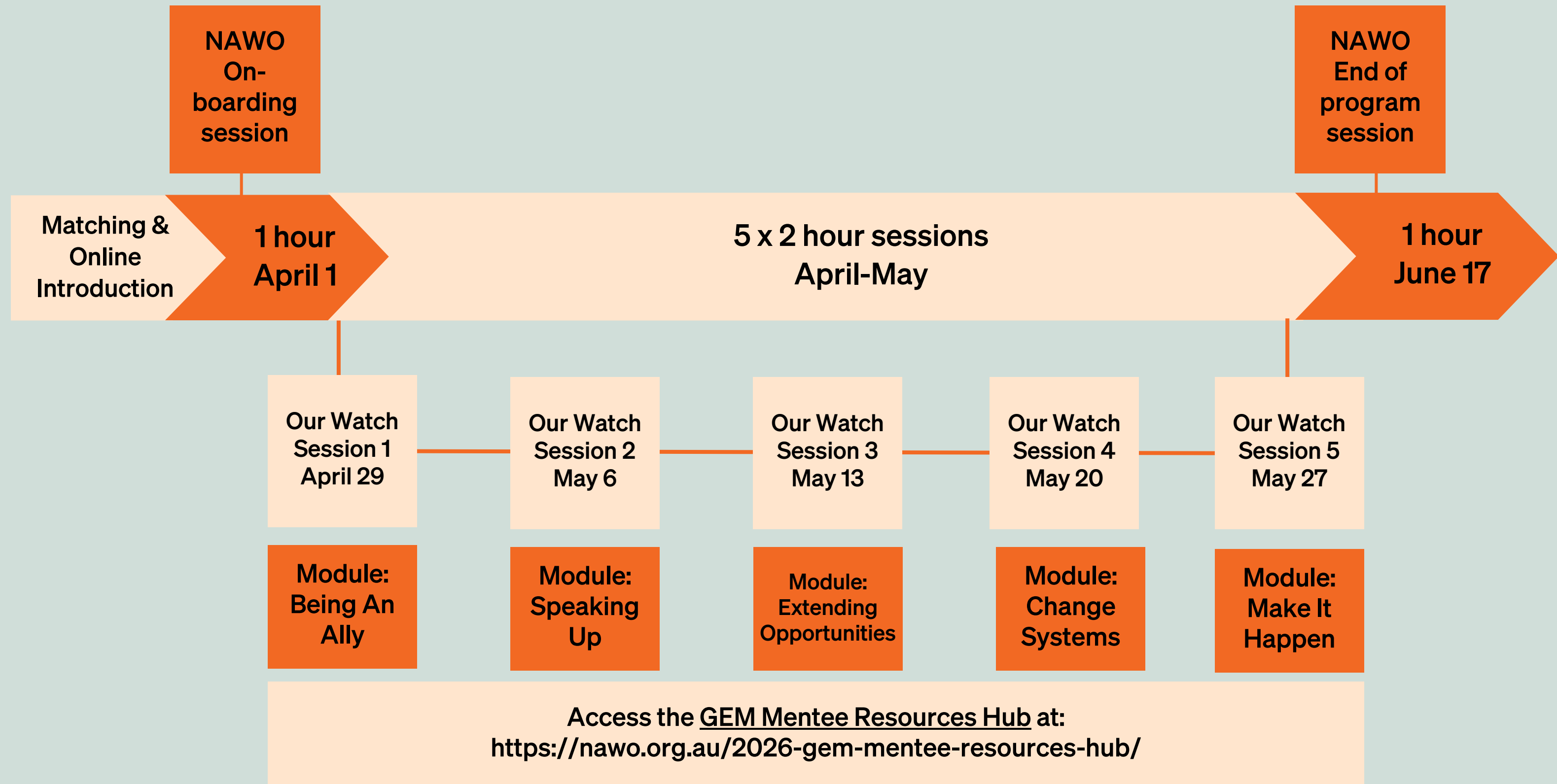
Men as Allies in the workplace

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

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



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.

About GEM: What You Can Expect

From Matthew Brierley - GEM Mentor 2025

- Creates a rare space for men to reflect, listen and talk openly about gender equality.
- 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.
- Men's involvement matters because we influence the systems where inequality occurs.
- Full commitment to every session is essential, as each one builds on the last and strengthens the impact.

Connecting with your fellow GEM program participants

Your fellow mentees are men working within operations who are leaders or mid-career level

You each aspire to support gender balance and equality in your businesses or industries

We ask you to actively and openly share in your mentoring circles and respect confidentiality

You are supported by experienced leaders from operational businesses - male or female mentors



NAWO GEM COHORT 2026

WhatsApp Group Invite

 WhatsApp.com

https://chat.whatsapp.com/KbUwKkMaZ3J6XL2bVvi3yB?mode=gi_t



Group Norms/Principles

Behaviours we would all like to commit to as a group, so that we get the most from this experience as a group - What should we agree to that will ensure order, respect and safety?

Our Whole Group Agreement

- Logistics - we connect to the zoom 2-5 mins before so that we are all in and ready for a 1pm AEST start.
- Process - we use hands up (walk through how to on zoom) to share in group discussion.
- Confidentiality - we are not to go out in the world and share other people's stories and experiences.
- We do ask that you keep cameras on - particularly during the mentoring sessions (if you have any issues with technology and zoom please notify us so that we can support you - email: mentoring@nawo.org.au)
- Lou/Liz will be opening the room 10 mins early and staying put 5-10 mins after session - if there is anything you need to talk to us about - we will be available then.
- Notify when recording is on/off, and no recording of circle discussions; only structured NAWO content parts of the sessions will ever be recorded.
- Turn on do not disturb on other devices during the sessions so that people aren't disturbed by work disruptions
- Ok if life (pets etc) interrupts in the background if you're working from home!

Mentoring Circle Breakout Discussion

Getting to know each other! (30 minutes)

Let's get started!

- Mentor introductions
- Around the circle introductions (share commonalities and differences)
- Reflective discussion: We have similarities and differences - What will help each of us feel included and supported throughout the program?



Support and resources available

The GEM Program will discuss themes of gendered violence and sexual harassment. If you are feeling impacted by any content covered, please take care and reach out for support if needed.

If you feel you need to leave our session you can do so by clicking the Red Leave button in Zoom

Support Services:

1800RESPECT – 1800 737 732

13 YARN – 13 92 76

LifeLine – 13 11 14

MensLine Australia – 1300 789 978

Men's Referral Service – 1300 766 491

Beyond Blue – 1300 224 636

If you are in immediate danger, call 000 for Police and Ambulance Help

Next steps & Close

Next GEM session: Session 1 - April 29 with Our Watch.

Between now and then please:

- Stay connected to your Mentoring Circle via email or NAWO's GEM Community WhatsApp
- Familiarise yourselves with the GEM Mentee Resources Hub:
<https://nawo.org.au/2026-gem-mentee-resources-hub/>
 - View NAWO's recent Allyship webinars
 - Read or view the Onboarding session resources and share your reflections with your Circle via email/WhatsApp!
- Complete the GEM survey (arriving in your inbox this week)



1 Bakery
simply HEALTHY LIVING

2 Coffee
Longlife milk
Cereal

coles coles

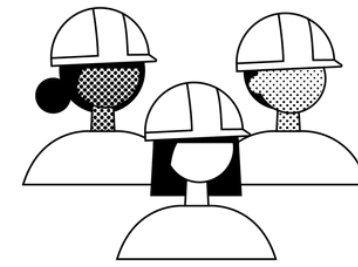
 **NAWO**
Balancing Gender in Operations

Questions about GEM?
Email:
mentoring@nawo.org.au



Get involved with NAWO

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



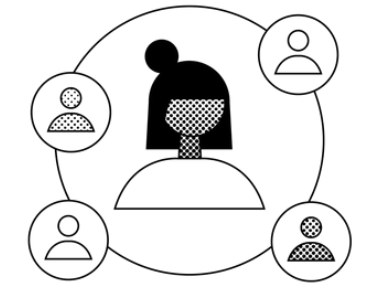
Coffee and Connect Sessions

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

Take a look at What's On at: <https://nawo.org.au/whats-on/>