

# Our Watch



Preventing violence  
against women

# Gender equality men (GEM)



**NAWO**

Balancing Gender in Operations

# Ways of working agreement

What actions and behaviour are you willing to role model and that you hope to see from others when we spend this time together?

Chatham house rules

Respectful

Truth and Honesty

Availability and being Present in our work together

Right to pass

Cameras on and muted when not speaking

Safe space to share thoughts and ideas without fear of judgement

Being a voice for anyone

Truthful and honest

Learning space rather than a therapeutic space

Curiosity

Acknowledge that we are all imperfect

Providing a psychologically safe environment for everyone

To help create awareness

Stay open minded

Equality for all

Listen with curiosity

Be vulnerable

avoid judgement

1. Why are you here?

2. Why is being an ally important to you?

## Why are you here?

To learn new skills

To learn and get a new perspective

because I value and respect my coworkers

To become more aware of unconscious biases

Lead by example

To support and feel supported

Be a better leader

to learn how to be a better ally

To create a more diverse work environment

To share lived experience

Be a better ally

Understanding challenges across different workplaces

To create awareness

learn how to be a better ally

Growth, impact and perspective

Understand the challenges my daughters face in the workforce

To learn how I can help + support others

To help others grow

To learn to

To challenge myself and learn

To become more educated and learn some new tools/skills to grow

to build my understanding and support in being an active ally

Be apart of Change

To share and support

Be part of the change

To improve my awareness around this topic and champion the next lot of leaders coming through

## Why is being an ally important to you?

To be supportive, and help other grow

To be part of the change

We all should have access to the same opportunities

To make others feel understood

Women just simply deserve to be equal - cannot find any argument that counters that

To get strong equality within all spaces

To arrest culture repeating behaviours in the work place

Because everyone should have the right to be treated fairly and equitably

Fairness, responsibility and impact

Lead by example

Provide equal opportunities

Help address the lack of diversity present in teams currently

To create safer spaces for all people

I work in a team which is typically male dominated. I want to be able to support the few women in the team and over time, move toward a 40:40:20 split

Helping those who need it

A way to pay forward the help and allyship I've been the beneficiary of

To see others grow and contribute

Its good for my mental health and wellbeing to be an ally

to help identify unseen bias

Gender inequality is very real and requires positive change

Create a better workforce

Grow as a leader

Help drive change and lead by example

Watched many women not getting fair share and cannot justify it - truly believe it should change - Just not RIGHT

1. What values do you hold that drive this passion?

## Values

Kindness

Empathy

Fairness

Equality

Social Justice

Honesty

Thinking of others

Fairness

Developing others

Empathy

Representation

Empathy

Gratitude

equity

Community

fairness

Fairness

Equality for all

Empathy

Neutrality

Do it because it is right thing to do

Empathy

Honesty

Respect

fairness, courage and accountability

Open mindedness

Empathy

Look out for and after each other

Authenticity

Development of others

respect of all, non diverse thoughts and actions

1. What do you most want to address in your sphere of influence?
2. What will the world and/or your workplace look like if lots of people become allies for gender equality?

### Address in your sphere of influence?

Lead by example and be seen as an advocate for GEN	Unconscious bias	change for the better	Mindful communication	Behave & lead in the appropriate way
	To address confirmation bias	create awareness	Be an effective advocate	set an example for the team, influence my peers
	Stronger collaboration	My own shortcomings	What changes big or small I can make to make things easier and simpler for others	unconscious bias   missing issues driving feelings of inequity
	Better delivery	Recruitment and development of all	Recognition, let women speak, career development	Bias

### Visions for the world

An environment where equity becomes the norm for all	A happier place to live	Proper Equality and balance no matter the circumstance	Balanced	More effective & efficient
	Feeling Safe	People feel they belong, and they are empowered to be who they are	Greater choice and acceptance	Greater understanding
	To be in a world where we don't see gender in those sitting opposite us	Diversity of thought across all levels or areas of life	More productive work environments	Safe
	If more people genuinely became allies for gender equality, the workplace and society would shift from being reactive to being intentionally fair.	Human race will survive and might even thrive which is not path we are on	Workplaces that are safe for all people and value the contributions of diverse voices	more productive and better outcomes / better place to live/work
	Safe, fair, respectful workplaces for all	Equity starts at home, scales globally	Inclusion through empathy and action	equitable and safe workspaces and spaces in general