Wine Australia

AUSTRALIAN Grape & Wine

Australian Wine Industry Gender Equity Toolkit

RECOMMENDATIONS

For industry bodies

Australian Grape & Wine

1. Renew the commitment of existing and potential signatories to the Australian Grape and Wine Diversity Equity and Inclusion in Wine Charter, coupled with communication of the toolkit to multiple stakeholders across the sector.

2. Explore the establishment of an industry-specific parental leave policy and flexible work framework – see Toolkit: ***Inclusive retention practices***.

3. Explore a centralised reporting mechanism for workplace issues that provides confidentiality and support – for key considerations, refer to Toolkit: ***Cultural Change***.

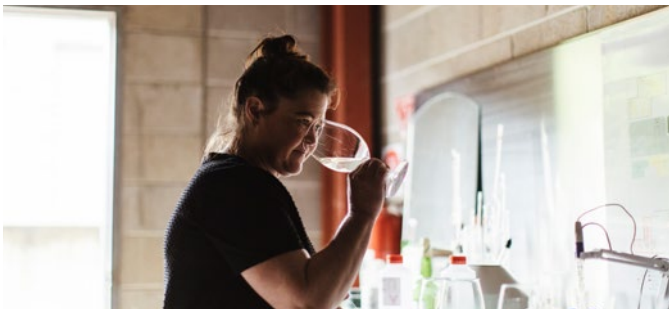
Wine Australia

1. Package and deliver the toolkit in collaboration with multiple stakeholders across the sector through a targeted extension and adoption program.

2. Explore options to develop and deliver a structured and formalised senior leadership peer-to-peer mentor program for female leaders in the sector, supporting the transition into and those currently working in senior leadership roles across the sector.

All industry led organisations at national, state or regional levels can:

1. Increase visibility of women leaders through awards, scholarships, structured networking, speaking opportunities, and industry publications.



2. Develop relationships with educational institutions and other relevant organisations (i.e. regional development boards) to promote wine industry careers to women and support pathways into leadership, leveraging the existing education and people development programs available across the sector (Careers in viticulture and wine, Rootlings, Next Crop, Wine Industry Mentor Program (early career mentees) and ***more***).

3. Pursue and/or formalise supports for small and medium sized businesses to implement and update equitable and inclusive practices identified in the Toolkit, e.g. support to implement flexible working during vintage, access to career development programs, and policy development. This might include regular monitoring of grant or other funding and support programs, joint responses and/or support with submissions; and exploring collaborative funding approaches.