Wine Australia

AUSTRALIAN Grape & Wine

Australian Wine Industry Gender Equity Toolkit

RECOMMENDATIONS

For small and family-owned businesses

1

Connect with other small businesses – begin with local and regional opportunities and work collaboratively to review the best-practice resources for recruitment and flexible work practices. – see Toolkit: ***Attraction and Recruitment***; ***Inclusive retention practices***; ***Further information***.

2

Develop clear position descriptions and advancement criteria to reduce reliance on informal networks – see Toolkit: ***Attraction and Recruitment***; ***Inclusive retention practices***.



3

Create formal policies around harassment, discrimination and reporting procedures, even in small teams. Establish clear reporting mechanisms for harassment and discrimination which ensure protection from repercussions – see Toolkit: ***Inclusive retention practices***; ***Cultural Change***.



4

Actively participate in industry-wide mentoring networks to provide opportunities beyond family connections and share insight into staff development practices – see Toolkit: ***Inclusive retention practices***.

5

Engage with industry-wide resources for insights and instruction on flexible work arrangements. Pilot, evaluate and refine flexible working arrangements that accommodate caregiving responsibilities and seasonal workload requirements, without career penalties – see Toolkit: ***Inclusive retention practices***.