Wine Australia

AUSTRALIAN Grape & Wine

Australian Wine Industry Gender Equity Toolkit

RECOMMENDATIONS

For large employers



1. Implement and formalise mentoring programs that specifically support women's career progression, including structured pathways from technical roles into management positions – see Toolkit: ***Inclusive retention practices***.

2. Implement transparent recruitment and promotion criteria – see Toolkit: ***Attraction and Recruitment***.

3. Develop comprehensive workplace policies that address harassment and discrimination, ensuring clear reporting mechanisms and protection from repercussions – see Toolkit: ***Inclusive retention practices***; ***Cultural Change***.

4. Review workplace health and safety procedures to ensure they are gender-neutral and based on occupational health standards rather than assumptions about physical capabilities – see Toolkit: ***Inclusive retention practices***.

5. Establish leadership development programs that recognise and value diverse management and leadership styles – see Toolkit: ***Inclusive retention practices***.

6. Create formal and specialised sponsorship programmes where senior leaders actively work with women candidates for their leadership advancement – see Toolkit: ***Inclusive retention practices***.

7. Institute regular workplace culture audits to identify and address instances of everyday sexism and unconscious bias – see Toolkit: ***Inclusive retention practices***; ***Organisational Assessment***.

