

DIVERSITY AND INCLUSION PLAN ON A PAGE 2021 - 2025
SAFE, SKILLED, ENGAGED PEOPLE

VISION

Equity and Fairness:
GMW does not treat any individual or group differently due to visible or invisible difference.
GMW people are supported, enabled and empowered throughout their employment and life stages.
GMW has equity and fairness in all policies and processes.

GOALS

ALL ABILITIES	ALL GENDERS & SEXUALITIES	ALL AGES	ALL CULTURES
GMW is known as a disability friendly and inclusive organisation	GMW has equity in recruitment, remuneration and career opportunities and a gender diverse employee base which supports all preferences and orientation	GMW has flourishing entry-level recruitment programs, career support and development, and transition to retirement. We support parents and carers	GMW actively supports those from all cultures and religious beliefs We enable outcomes of the GMW Reconciliation Strategy

ACTIONS

<ul style="list-style-type: none"> • All Abilities employee network for people with disability and their allies • Creating awareness in GMW of difference: visible and invisible, physical and mental to support an inclusive culture • Developing a disability friendly culture • Actively support and partner with WaterAble • Review of recruitment policy • Accessibility review (e.g. facilities and training) 	<ul style="list-style-type: none"> • Gender Equality Action Plan including: <ul style="list-style-type: none"> • Sexual Harassment training • All Genders employee networks (to include women and LGBTIQ+ networks) • Gender Audit (including remuneration) • Women in leadership programs including regional mentoring • Policy and Procedure review • Unconscious bias training • LGBTIQ+ support 	<ul style="list-style-type: none"> • Graduate and trainee program • Career support and development regardless of age • Support for parents and carers • Transition to retirement program • Reverse mentoring • Employee Networks 	<ul style="list-style-type: none"> • Employment opportunities for First Nations people • First Nation Cultural awareness training including on country • Awareness training on the diverse cultures and religious beliefs of all our communities • Employee Networks
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