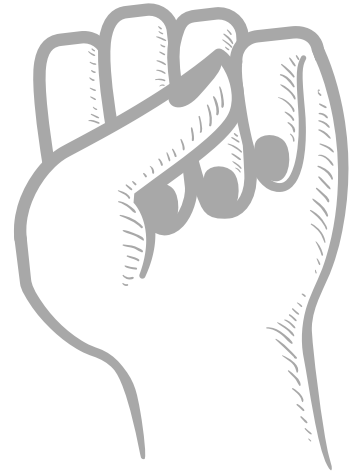


MULTICULTURAL WOMEN'S LEADERSHIP

Women in Australia, make up half the population, however gender equality and equity in the workplace is yet to be achieved. When it comes to leadership, Australia has fallen behind countries who we regard as our equals.



MULTICULTURAL WOMEN ISSUES

Overcoming
gendered
norms



Flexible work
arrangements
& Affordable
Childcare



Lack of
access to
education &
language



SUPPORT STRATEGIES

- Create a Multicultural Women's strategy
- Establish a Multicultural Women's advisory committee
- Seek advice from relevant Multicultural and Women's sector organisations
- Celebrate significant annual community events; Cultural Diversity Week, International Women's Day
- Improve English language skills; prevent the need for an interpreter
- Nurture all women's voices being heard
- Learn relevant industry jargon
- Establish internal & external support networks
- Acknowledge achievements; certificates, awards event, stakeholder communications
- Support Parental Leave
- Find & use your voice

LEADERSHIP PATHWAYS

- Introduce a Multicultural Women's Representative on the Board; portfolio and position
- Deliver professional development programs
- Establish a Multicultural Women's mentor partnership program
- Promote Multicultural women's participation & opportunities
- Participate in leadership programs; scholarships, training, coaching programs

**Leadership
is not accidental,
you have to plan
and aspire to it.**



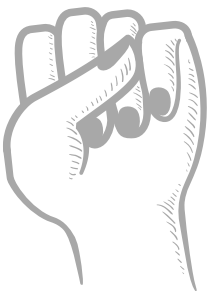
MULTICULTURAL WOMEN'S LEADERSHIP

WORKSHEET

WHAT ARE YOUR ORGANISATION'S MULTICULTURAL WOMEN'S NEEDS?



WHAT PREPARATIONS WILL NEED TO BE TAKEN TO ACHIEVE EQUALITY AND EQUITY FOR PEOPLE OF DIVERSE CULTURES AND GENDERS?



WHAT TOOLS DO YOU HAVE TO SUPPORT MULTICULTURAL WOMEN'S LEADERSHIP?

