OUR GOAL: Diversity and inclusion across the Australian health & safety profession and in practice.

**Mentoring**
- To improve the value proposition for mentor/mentee participants; to increase & sustain participation rates; to raise the profile of male mentors to female mentees (& vice versa) & their effective relationships; & to support & promote sponsorship.

**Events**
- To launch the WISH network & provide a forum to grow participation; to provide both networking & learning experiences; to provide a variety of environments in which participants can interact.

**Research & Thought Leadership**
- To understand the current gender balance of participation & leadership representation in the OH&S profession; current position on gender pay equity, as well as the needs & interests of women who are entering, or are in, the OH&S profession.

**Social Media & Marketing**
- Using online, print & social media accounts, raise the profile of the WISH network.

### 2017 Tasks
1. Jun/Jul: W.I.S.H Launch function around Australia via SIA branches & joint events (speed mentoring format).
2. Jun/Jul: Rolling mentor & mentee relationship profiles in print, social media etc.
3. Sep: Competition for the Top 10 Mentors of the Year (nominations from outside SIA)
4. Sep: Male Champion of Change podcast & panel discussion (for inclusion in State based conferences).
5. Nov: Review the SIA Mentoring Material for suitability & effectiveness amongst WISH (target market).

### 2018 Tasks
1. Feb: Rolling Profiles of Mentees sharing their stories in print, social media.
2. Mar: Working party review of the effectiveness of the SIA mentoring program
3. Mar: Review of the Females Speakers Register. Encourage female speakers to talk about their experience as a female leader (topics: workplace flexibility, maternity etc.)
4. Jun/Jul: Mentor Recruitment Drive. Consider reciprocal mentoring for non SIA (but complimentary) associations as a source of new mentors
5. Jun/Jul: Mentee recruitment drive (universities, TAFES etc.).
6. Promote / consider targets for Mentor Experience / Mentor Shadowing experience for YSP (to the mentor program).

### 2017 Tasks
1. Jun/Jul: W.I.S.H Launch function around the country - currently under consideration for hosting at Clyde & Co on a cost recovery basis.
2. To have a presence or hold an event at the SIA VIC, NSW, WA, NT and SA State conferences (e.g. cocktail function)
3. Nov: To review the events during 2017 for suitability & effectiveness.

### 2018 Tasks
1. Mar: W.I.S.H Research function around the country to be held to profile the research report and feedback from the Research and Thought Leadership team members following their 2017 survey.
2. Mar: To hold a webinar conference in relation to the WISH Research Report to facilitate participation by any persons who were unable to attend the above events.
3. To hold a W.I.S.H event including the W.I.S.H ‘AGM’ for committee selection and discussions each year together with the national conference.
4. Ongoing: To ensure ongoing presence or holding of an event at each SIA state and territory conference.

### 2017 Tasks
2. Jun: Identify research analysis partner (e.g. PhD student)
3. Jul: W.I.S.H launch functions & joint events should foreshadow the gender survey & the major national annual get together of the WISH Network.
5. Oct: Provide gender survey question set to safesearch for research in their rem survey.
6. Nov: Rem survey issued to the profession

### Measurements of Success
- 50% increase and sustained participation rates for Mentee / Mentor relationships
- Baseline – annual survey of awareness and acceptance / suitability of mentoring programs amongst Mentors and WISH.
- Establishment of a growing number of active participants in the WISH network in each state and territory
- Conduct a gender survey and release initial thought leadership report on that research. Identify areas for further exploration by the WISH Network that arise through the findings of the gender survey.
- A heightened promotion of and increased collaboration / cross promotion to the WISH tasks and focus areas.