



# WOMEN IN SAFETY & HEALTH NETWORK STRATEGIC PLAN 2017 - 2018

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

<h2>Mentoring</h2> <p>To improve the value proposition for mentor / mentee participants; to increase &amp; sustain participation rates; to raise the profile of male mentors to female mentees (&amp; vice versa) &amp; their effective relationships; &amp; to support &amp; promote sponsorship.</p>	<h2>Events</h2> <p>To launch the WISH network &amp; provide a forum to grow participation; to provide both networking &amp; learning experiences; to provide a variety of environments in which participants can interact.</p>	<h2>Research &amp; Thought Leadership</h2> <p>To understand the current gender balance of participation &amp; leadership representation in the OH&amp;S profession; current position on gender pay equity; as well as the needs &amp; interests of women who are entering, or are in, the OH&amp;S profession.</p>	<h2>Social Media &amp; Marketing</h2> <p>Using online, print &amp; social media accounts, raise the profile of the WISH network.</p>
<h3>2017 Tasks</h3> <ol style="list-style-type: none"> <li>Jun/Jul: W.I.S.H Launch function around Australia via SIA branches &amp; joint events (speed mentoring format).</li> <li>Jun/Jul: Rolling mentor &amp; mentee relationship profiles in print, social media etc.</li> <li>Sep: Competition for the Top 10 Mentors of the Year (nominations from outside SIA)</li> <li>Sep: Male Champion of Change podcast &amp; panel discussion (for inclusion in State based conferences).</li> <li>Nov: Review the SIA Mentoring Material for suitability &amp; effectiveness amongst WISH (target market).</li> </ol> <h3>2018 Tasks</h3> <ol style="list-style-type: none"> <li>Feb: Rolling Profiles of Mentees sharing their stories in print, social media.</li> <li>Mar: Working party review of the effectiveness of the SIA mentoring program</li> <li>Mar: Review of the Females Speakers Register. Encourage female speakers to talk about their experience as a female leader (topics: workplace flexibility, maternity etc.)</li> <li>Jun/Jul: Mentor Recruitment Drive. Consider reciprocal mentoring for non SIA (but complimentary) associations as a source of new mentors</li> <li>Jun/Jul: Mentee recruitment drive (universities, TAFES etc.).</li> <li>Promote / consider targets for Mentor Experience / Mentor Shadowing experience for YSP (to the mentor program).</li> </ol>	<h3>2017 Tasks</h3> <ol style="list-style-type: none"> <li>Jun/Jul: W.I.S.H Launch function around the country - currently under consideration for hosting at Clyde &amp; Co on a cost recovery basis.</li> <li>To have a presence or hold an event at the SIA VIC, NSW, WA, NT and SA State conferences (eg. cocktail function)</li> <li>Nov: To review the events during 2017 for suitability &amp; effectiveness</li> </ol> <h3>2018 Tasks</h3> <ol style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> <li>Ongoing: To ensure ongoing presence or holding of an event at each SIA state and territory conference.</li> </ol>	<h3>2017 Tasks</h3> <ol style="list-style-type: none"> <li>May: Meet with safesearch regarding partnership for gender survey &amp; collaborate on the gender survey instrument. Draft FAQs to accompany survey.</li> <li>Jun: Identify research analysis partner (e.g. PhD student)</li> <li>Jul: W.I.S.H launch functions &amp; joint events should foreshadow the gender survey &amp; the major national annual get together of the WISH Network.</li> <li>Aug/Sept: Hold first AGM and major national get together of the WISH Network. Ask Network to provide feedback on gender survey questions. Release a Gender and the Safety Profession: Issues/Challenges/ Opportunities Initial Thought Leadership Report of the Working Group at that function.</li> <li>Oct: Provide gender survey question set to safesearch for research in their rem survey.</li> <li>Nov: Rem survey issued to the profession and circulated to Network (and beyond).</li> </ol> <h3>2018 Tasks</h3> <ol style="list-style-type: none"> <li>Mar: Issue Thought Leadership Report based on Gender Survey Data.</li> <li>Apr: Events to present Gender Survey Report.</li> <li>Jun: Further activities to be determined based on the findings of the data and analysis following the Gender Survey.</li> </ol>	<h3>2017 Tasks</h3> <ol style="list-style-type: none"> <li>SIA to add a call to action on all channels for WISH group sign up.</li> <li>May: Draft a number of scheduled quote posts to distribute via Hootsuite to be posted throughout year.</li> <li>Pre events – promote upcoming event with speaker bios, articles and related media online.</li> <li>Post events – post videos, photos of events online.</li> <li>Oct: promote survey to be completed online.</li> <li>Post survey results post articles and related material online.</li> <li>Promote successes via articles and other media online.</li> <li>Dec: Review analytics for 2017, summarise year in review with team .</li> </ol> <h3>2018 Tasks</h3> <ol style="list-style-type: none"> <li>Jan: Draft a number of scheduled quote posts to distribute via Hootsuite to be posted throughout year.</li> <li>Pre events: promote upcoming event with speaker bios, articles and related media online.</li> <li>Post events: post videos, photos of events online.</li> <li>Oct: promote survey to be completed online.</li> <li>Post survey results post articles and related material online.</li> <li>Promote successes via articles and other media online.</li> <li>Dec: Review analytics for 2018, summarise year in review with team.</li> </ol>

## 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.

