

Gender Diversity Resources Guide

Supporting rail businesses on their diversity journey

STEP 1

Self-diagnose

Assess gender equality in your organisation and the areas where you need to focus with [WGEA's Diagnostic Tool](#)

STEP 2

Develop & implement a strategy

Develop a practical action plan that provides clear objectives, steps and accountability using [WGEA's Gender Equality Strategy Guide](#)

STEP 3

Review & measure progress

Monitor improvement and hold leaders accountable. Input to and benchmark against [ARA's Rail Diversity Report Card](#)

Focus Areas

Workplace culture

- Develop a [Gender Equality Strategy](#)
- Assess through workplace [consultation & surveys](#)
- Engage in mentoring via [ARA's Mentoring program](#) as mentee or mentor
- Implement [sponsorship](#) or shadowing in the workplace
- Provide [training](#)
- Practice [inclusive leadership](#)
- Take action in response to the [Respect@Work report](#) to [prevent sexual harassment in the workplace](#)

Recruitment, selection & promotion

- Review job descriptions by utilising [gender decoder](#)
- Implement [gender- inclusive job evaluation & grading](#)
- Set workforce targets with a [target setting guide and calculator](#)
- Refer to the [Recruitment and promotion guide](#) when implementing talent management and succession planning

Gender pay equity

- [Assess pay gap](#)
- [Rectify pay gap](#)
- Design an equitable [remuneration policy](#)

Flexible workplaces

- Undertake a [flexibility readiness assessment](#)
- Build a [workplace flexibility strategy](#)
- Utilise [parental leave guides](#)

Engage with a like minded community for support and information sharing such as the [ARA's LinkedIn Women in Rail Network](#)