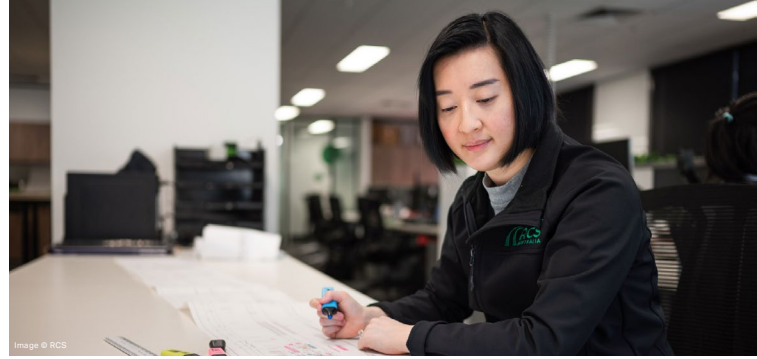


Women in Rail

Programs, events and initiatives



**Australasian
Railway
Association**



The Australasian Railway Association (ARA) is committed to advancing gender equality and inclusiveness in the rail industry.

As part of the ARA Women in Rail Strategy 2023-2026, the ARA undertakes regular research on gender diversity and provides professional development opportunities and workplace training aimed at increasing gender diversity in the rail industry.

Diverse teams drive performance, innovation and solutions that better meet the needs of the community.

The ARA is focused on supporting rail to be a safe, sustainable and productive industry and an employer of choice for all genders to ensure its long-term success.

Read our Women in Rail Strategy 2023-2026 [here](#).

Advocacy

ARA Women in Rail Committee and Working Groups

The Women in Rail Committee oversees progress of the Women in Rail Strategy, supported by two working groups and a network for information sharing.

The Committee is invitation only for executive and senior level professionals who have responsibility or a passion for improving female representation in the rail industry.

Members of the Committee and the working groups – the Organisational Impact Working Group and Building Capacity Working Group – will also form part of a broader Women in Rail Network, for generating ideas, sharing information and networking.

For more information, or to join any of the Committees or Working Groups, contact **ARA Policy Manager, Lauren Ascah**.

Champions of Change Rail Group

We are a proud member of the Champions of Change Rail Group, which is dedicated to fostering a diverse and inclusive workplace.

The group consists of 10 member organisations represented by CEOs and senior executives with more than 32,000 employees collectively across the Australian rail industry. The organisations represent passenger and freight rail operators and providers of integrated rail infrastructure networks and are dedicated to developing women leaders at every level.

For more information or to join the group click [here](#).

Industry Code of Conduct

The ARA is leading the establishment of an Industry Code of Conduct on respectful behaviours and commitment to eliminating harassment and discrimination.

This was included as a recommendation of the ARA National Women in Transport's *Progressing gender equality in the Australasian rail industry: Challenges and supportive practices* report because exclusionary behaviours and gender biases continue to impede diversity and inclusion progress in the rail industry.

The goal is to establish an industry-wide Code of Conduct which will serve as a tangible, visible acknowledgement to drive commitment to improving women's experiences in our industry.

A working group to develop the code is being established through the ARA Women in Rail Committee.

For more information contact **ARA Policy Manager, Lauren Ascah**.





Mentoring

Women in Rail Mentoring Program

Our Women in Rail Mentoring Program was established to support, guide and retain women working in rail through a tailored professional and leadership development program. Female mentees are paired with male or female mentors who can share their own career experiences and offer advice to support the mentee's career and leadership development.

The 2025 program will be delivered in a virtual format from April to December 2025.

Scholarships

ARA Professional Development Scholarships

The ARA's professional development scholarships provide opportunities for women in ARA member organisations who would personally value from attending these programs but would not otherwise have the opportunity.

For 2024-2025, the ARA will sponsor 12 women to participate in the Women Rising program (online) and one executive-level woman to participate in the Chief Executive Women Leaders Program (in person).

The courses support women across a range of professional levels and industry experience, including senior and emerging leaders.

For more information click [here](#).

AusRAIL Scholarships

The ARA provides scholarships to attend AusRAIL and AusRAIL PLUS each year. In 2025, the ARA will provide 10 women with the opportunity to network with industry peers and leaders and discover the latest in rail innovations with a complimentary registration to the AusRAIL PLUS 2025 exhibition in Melbourne.

Training

Diversity Training courses

The ARA partners annually with providers to offer affordable diversity training to members to improve awareness, support and education. In 2025, we are partnering with Diversity Australia to offer two different workshops. A two-hour, medium-engagement workshop called Break the Bias, and a shorter, one-hour session called Inclusive Language. The diversity training workshops will take place via webinar in May 2025.

The ARA will also be partnering with Diversity Partners to develop a Rail Male Allies course to be made available in 2025.

For more information contact **ARA Policy Manager, Lauren Asch**.

ARA Respect in Rail - free online course

The ARA has developed a new Respect in Rail training course, which will be available free of charge to our members. It features real-world rail scenarios to help recognise and respond to disrespectful behaviour and provides effective strategies to empower employees to confidently address situations where they witness or experience such behaviour.

For more information contact the **Workforce Development Team**.

Research

Gender Diversity Data Report 2024

The ARA, in collaboration with industry, regularly conducts research in order to progress our work to close the gender gap. Every two years, we undertake the Gender Diversity Data Report to track the industry's progress across Australia and New Zealand.

The survey is based on the Australian Government's Workplace Gender Equality Agency (WGEA) report and provides critical information needed to gain a comprehensive understanding of female participation in the industry.

Read the full report [here](#).

Progressing gender equality in the Australasian rail industry: Challenges and supportive practices

This report was prepared by specialist consulting firm Diversity Partners on behalf of the ARA and National Women in Transport to better understand the barriers and challenges hindering women's entry, retention and progression in the rail industry.

The research included more than 570 surveys, written submissions and focus groups and sets out 10 practical recommendations for organisations to improve gender diversity and inclusion. The report also explores the benefits of achieving gender parity and supporting women's leadership within the rail industry, as well as best practice initiatives.

Read the full report [here](#).

Gender Diversity Resources Guide

The ARA has developed a Gender Diversity Resources Guide for rail organisations who are seeking support and guidance around what steps to take and what resources are available to support a gender inclusive workplace.

The guide aims to inform and support organisations identify and address gender equality gaps in their organisations and is designed to help navigate where to start in implementing strategies and determine the right approach for your organisation's aims and means.

The guide includes several best practice resources that are free and available online. Many have been developed by the WGEA.

Read the Gender Diversity Resources Guide [here](#).

Networking

Women in Rail Network

The Women in Rail LinkedIn Network was established to provide new networking opportunities for women working in rail. Employees at ARA member organisations can join our Women in Rail LinkedIn group to stay up to date with all the latest information and industry updates.

Women in Rail events

Each year, the ARA holds Women in Rail lunches in our major capital cities to provide an opportunity for women in rail to network and hear the latest industry updates, along with the annual Women in Rail Breakfast at AusRAIL and AusRAIL PLUS. We encourage people of all genders to attend these events to show support for increasing gender diversity in rail.

Contact Details

P. 1800 826 011 | E. ara@ara.net.au
Unit 6a, 2 Brindabella Circuit, Brindabella Business Park ACT 2609
PO Box 4608, Kingston ACT 2604 Australia

ara.net.au

