



INCLUSIVE NETWORKING STRATEGIES



OUR VISION

An Australia where women and girls who want to, can, and do, work in trades

OUR MISSION

We create equity and equality in trades by:

- partnering with employers to shape culturally safe and inclusive workplaces; and
- educating, supporting and mentoring girls and women in non-traditional trades.

OUR GOALS

- To increase community awareness of trade as career options for girls and women
- To reduce barriers for women to access trade careers
- To support employers to create more inclusive workplace environments
- To enable women to thrive in sustainable careers after their apprenticeship or traineeship
- To engage the community in support of change
- To enhance TWA operational efficiency, effectiveness and sustainability.



Tradeswomen Australia Group is a certified social enterprise and a registered not-for-profit

ACKNOWLEDGEMENT OF COUNTRY

The Tradeswomen Australia Group acknowledges the Australian Aboriginal and Torres Strait Islander peoples as the first inhabitants of the nation and the traditional custodians of all the lands and waters where we live, learn and work.

Tradeswomen Australia pays respect to Elders past, present and emerging.

INCLUSIVE NETWORKING

This information sheet was developed to meet the problem of networking organisers who have noticed the lack of diversity and of new attendees at their events.

Are you asking...

Where are all the women?

Why don't people attend our event?

What should we do differently?

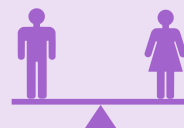
In the 21st century, it's time to revisit networking and make it more inclusive.

WHAT IS NETWORKING?

Networking is the process of making connections and building relationships for professional purposes.

This is usually done in an informal or social setting. The advantage of networking is people get to know others with the same passions, interests and work focus. It is often the place that work opportunities are revealed.

True networking occurs when there's a shared understanding that everyone in the room has equal value.



Tracking Success

Networking event organisers need to track which events attract the most diverse attendees. Then this success can be duplicated.



STRATEGIES FOR INCLUSIVE NETWORKING OPPORTUNITIES

For broader networking opportunities it is beneficial to aim across teams, across organisations and member groups.

Ask the question

Organisations can ask their employees, members or industry networks what sort of networking opportunities would interest them. This can be done through online surveys which are easy to set up.



Lunch time events

As it is sometimes difficult for people to stay after work, lunch time can be ideal time to organise networking events. Lunch can be included as training or education is delivered and networking possible both pre- and post-event

Networking for fitness

Offer the opportunity to employees or members to join mixed sporting teams. The 10,000 Steps challenge, netball, rowing and jogging have been found to be good ways for people to network.



Cater for networking

Networking is different to socialising with friends and family. Offering non-/low-alcohol drinks, providing food and setting an end time, encourages an inclusive and work-oriented event.

Celebration of cultural events

Celebration and networking around cultural events promote inclusivity. For example: Chinese New Year, St Patrick's Day, Eid al Fitr (end of Ramadan), Diwali, Rosh Hashanah (Jewish New Year).



Picnics

Networking picnics are becoming more popular. It allows for a wide range of people to attend - families, partners and pets. It encourages attendees to mingle and make different connections.



Celebrate achievements

Awards events within and between organisations are an excellent way for cross-generational networking. Especially effective if it is to celebrate an outstanding achievement, a big work milestone or a team which has delivered great work.

