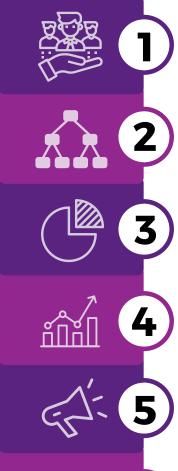# Women in Leadership Strategy

The Council of Ambulance Authorities is dedicated to improving gender balance across ambulance sectors in Australia, New Zealand, and Papua New Guinea. It will work on delivering outlaid commitments of this strategy by 2025 and actively provide a forum for discussion and seek solutions to current challenges.

1

Promote
Build awareness relating to gender balance in leadership positions through activities and campaigns and actions developed from evidence data.

2

Framework
Establish a Women in Leadership strategy and road map for gender equality endorsed and supported by the CAA Board.

3

Collect, Monitor, and Respond
Commit to begin bench-marking data to assist with better understanding of the workforce gender segmentation.

4

Report, Investigate, and Analyse
Measure and report progress against set targets, to be able to track performance across Australia, New Zealand, and Papua New Guinea with the aim to share knowledge and support relevant programs.

5

Advocate
Advocate for workplace culture and approach that enables career progression for effective female leadership.

6

Opportunities
Grow available development opportunities for future leaders who are dedicated to growing gender balance in the ambulance sector.

7

Mentoring
Develop mentoring programs to support career growth, ensuring mentors themselves have training to gain skills to support emerging leaders.

8

Talent Pipeline
Build a talent pipeline through identifying emerging female leaders and encouraging them to step up to career growing opporutnites.

9

Education and Training
Identify education and training opportunities for emerging leaders to equip them with necessary skills to lead the sector.

10

Scholarship
Establish a scholarship for meritorious women in the workforce to help them advance their careers.

11

Network
Seek to provide networking opportunities to give women access to mentors and sponsors across the ambulance sector.

12

Community
Ensure all CAA member workforce reflect their communities (gender, minorities, ethnicity etc.)