

## The Australian Grape & Wine Sector

### Action Plan for the

## Diversity and Equality in Wine Charter

We will develop, implement and measure ongoing strategies, initiatives and programs to promote diversity across the sector. Monitoring and reporting on the sector's progress with respect to this Charter is an essential component of the implementation plan.

**Implementation of the Charter requires WFA to lead by example. WFA will:**

- require all Board and Membership Committee members to operate in accordance with the principles in the Charter.
- encourage all members to become signatories to (or declared supporters of) and operate in accordance with the principles in the Charter.
- maintain a list on its website of signatories and supporters.
- include a session in the 2019 OUTLOOK Conference devoted to this issue. WFA will explore the opportunities to hold a workshop/s on Equality and Diversity at the Australian Wine Industry Technical Conference in 2019.
- continue its sponsorship of Women in Wine Awards for 2018, Champion of Change.
- seek to work with external content providers to design and implement training programs in 2019–20 that can be offered by other organisations.
- work with Wine Australia to design and implement a system for the collection of appropriate statistics, to measure adoption and effectiveness of the Charter.
- encourage the Future Leaders Program to include a module on equality /diversity.
- actively target and encourage women to take leadership roles in committees and activities.
- actively encourage those in leadership roles to mentor young men and women to encourage and develop them.
- actively promote initiatives in the area of diversity and equality to the wine sector.
- report on progress at its Annual General Meeting.

## Measuring success

We will measure success by:

1. Organisations reporting on the gender make up of their Boards and senior management, including:
  - a. WFA, AV and Wine Australia
  - b. Large companies (possibly by providing copy of compulsory report to the Workplace Gender Equality Agency [www.wgea.gov.au/](http://www.wgea.gov.au/))
  - c. Research organisations: AWRI, CSIRO, NWGIC, University of Adelaide, South Australian Research and Development Institute/PIRSA, University of South Australia etc
2. Universities providing information about student and graduate gender breakdowns and also destinations of graduates
3. ABS reporting on gender in the workforce and pay
4. Voluntary reporting from wine sector companies on gender diversity (based on a provided template).

## What success looks like

Success will result in development of a culture and actions so that:

- People are prized for their leadership and ability to embrace responsibility and take measured risks.
- Employees can in turn trust their managers to support their initiatives and share responsibility with them.
- Society will recognise the wine sector as a leader in the field of diversity and equality and will identify it as a key brand value.
- Sector participants who have a strong sense of ethics, and display 'respect' and 'transparency', will become the accepted norm. These traits will go beyond simply complying with legislation.

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