



Strategic Plan 2024-2027

Mission Statement

To establish a thriving network that builds an industry culture where women are empowered and celebrated, barriers are reduced, and water operations is an attractive, viable and visible career path for everyone

Vision

An industry culture that celebrates and unites women working in water and their allies



CONNECT collaborators, mentors and allies across the Women in Water Operations **network**

Nationwide networking for women in operations and their allies:

- Connect like minded professionals across the sector
- Knowledge and experience sharing
- Space for open conversation
- Connection through industry conferences and webinars
- Establish coaching and mentoring programs



ATTRACT and retain women by reducing barriers and showcasing career **pathways**

A national framework for attracting and retaining women:

- Work collectively to highlight and reduce barriers
- Make pathways visible in schools and universities
- Promote pathways for all women in water
- Educate on the viability of the sector



CREATE partnerships and opportunities that foster diverse emerging talent and **leadership**

Create partnerships and cross sector collaboration:

- Nationwide partnerships and collaborations
- Build quality inclusion
- Foster leadership capability to retain industry talent
- Connect emerging leaders with mentors and coaches
- Increase presence at industry events



CELEBRATE women in water operations and their value and **achievements**

Promote and recognise women in water operations:

- Celebrate women in water operations on a national scale
- Make space for recognition in online print, industry news, social media and newsletters
- Representation at workshops, seminars, webinars and conferences