

# D&I Barriers According to Underrepresented Group: Women

There can be barriers that relate to specific diverse groups. The table below breaks down some of the key challenges articulated within the research and industry reports. It also offers strategies for addressing these challenges.

## Barriers and tips for addressing these challenges.

Barrier/s	Tips for addressing these challenges
Gender bias and stereotypes	<ul style="list-style-type: none"><li>• Speak to the stereotypes about the resources sector being male dominated early on and address these conceptions. Communicate how the company is working to change this, the metrics around female participation, D&amp;I efforts around women specifically.</li><li>• Ensure policies and practices are in place to mitigate discrimination and bias of any kind towards women.</li><li>• Communicate the feedback mechanisms in place for women employees experiencing gender bias.</li></ul>
Lack of representation	<ul style="list-style-type: none"><li>• Use quotas or targets to ensure female numbers are being addressed.</li><li>• Periodically collect data and metrics to determine the percentage of women in the workplace.</li><li>• Ensure women are represented on interview panels, in leadership, etc.</li></ul>

### Work environment and culture

- Maintain open lines of communication around personal safety and work-life balance with women staff (as they may have caregiving responsibilities or concerns about their safety).
- Ensure the appropriate policies and procedures are in place to create a safe work environment and culture (e.g. zero tolerance for harassment, a designated contact person to report incidents to, opportunities for women to provide feedback, etc.)
- Where the workplace is remote – consider the barriers this may present for women with children and how they may be assisted (e.g. list of childcare in area).

### Leadership opportunities for women

- Companies can actively promote gender equality in leadership by identifying and developing talented women within the organisation, providing mentoring and sponsorship opportunities, and ensuring that women have equal access to leadership positions and opportunities for career advancement.

### Recruitment and hiring practices

- Introduce unconscious bias training for all staff in the company to ensure it does not present as a barrier in the recruitment and onboarding process.
- Job advertisements should use gender neutral language and highlight flexible working arrangements.
- Female staff should be part of all stages of the recruitment process.

Access to  
training and  
development

- Women need to be offered the equivalent opportunities for professional training and development compared to their male peers.