

Thank you for your confirmed participation at tomorrow's Women's Economic Empowerment Consultation to the United Nation's High-level panel, which Tennis Australia is proudly hosting. We have now finalised all the participants and expect at least 40 influencers.

This is a landmark event and an incredible opportunity for Australia in our efforts as a country to move more progressively towards achieving Gender Equality.

We are fortunate to have Jayne Hrdlicka, CEO of Jetstar Group, join us and co-chair the meeting. Mrs. Patricia Francis, Secretariat Representative of the UN Secretary-General's High-Level Panel on Women's Economic Empowerment, will provide an introduction which sets out the work of the Panel, our objectives, some details of our targets, process and the role of business. Then we can open up to participants contributing their experiences of what works and what does not as challenges that need to scale up. The scaling up and acceleration is ideally what the Panel wants to achieve, hence lessons learnt and case studies are important to be captured.

As such, we appreciate your willingness and preparation to share your personal and organisational insights on what measures, practices, tools, reports and studies were most effective in impacting the equal inclusion of women at all levels of your organisation.

Some questions to consider;

- How did you learn of and arrive at the most innovative practices?
- Where do you find it is most difficult to influence real and measurable change?
- Where and how should future efforts be directed, into what specific actions, to make the high priority and measurable changes?
- How are you supporting women owned enterprises and do you have programs to increase them in your supply chain?
- How have you successfully supported and implemented new, controversial or previously mismanaged equality based policies and procedures?

Below is a non-exhaustive list of interest areas we wish to explore tomorrow

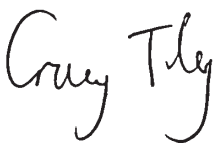
- **Leadership selection & promotion processes** - including for board and executive positions
- **Talent Management** - ensuring that an equal representation exists throughout the talent pooling and pipelining process
- **Recruitment Practices** - e.g. Quota's, unbiased people management and interview training, use of 'blind' resumes
- **Organisational Learning & Development** - access to leadership, mentoring and professional development for women. Equal access and opportunity for non-gender specific training
- **Equal and enforced support and leave** for men and women around pregnancy and parenthood
- **Cultural change management** - addressing historical cultural norms

This consultation will be used not only to support high-level advocacy of women's economic empowerment and increase its profile and support, but importantly, support the creation of a new roadmap for organisations globally who want to be bold and pro-active in inspiring and actioning measurable change towards a more rapid achievement of gender parity.

We would like to see concrete outcomes emerge from tomorrow's discussion and agree on recommendations for key actions that can be taken by the private sector and other stakeholders. Having recently signed onto the Women's Empowerment Principles (WEPs), we would like more CEOs to agree to and sign the WEPs, and agree to measure their businesses gender measures and commit to take action to close the gender gaps we find within our organisations and our lives.

Please let me know if you have any questions. We all look forward to seeing you at Melbourne Park in the Davis Cup room for the consultation and a prompt 10.30am start tomorrow.

Yours sincerely,



Craig Tiley

Chief Executive Officer
Tennis Australia

