**ROADS AUSTRALIA**
DIVERSITY & INCLUSION STRATEGY

**Vision**
A diverse, inclusive, thriving infrastructure industry

**WIDENING THE POOL**

**ENGAGE WOMEN**
- Increase diversity at single table lunches & as speakers
- Promote pay equity & flexibility in industry
- Support women on parental leave
- 50/50 gender target – RA Fellowship Program

**SUPPORT INDIGENOUS & SOCIAL ENTERPRISE**
- Increase indigenous enterprise representation at RA
- Support government social procurement policies
- Link skilled refugees and migrants with industry

**FOSTER YOUNG TALENT**
- Engage and educate young professionals
- Promote an inclusive culture at RA
- Mentor future leaders - RA Fellowship Program