

Building Bridges: PMW Impact Report

ABOUT PMW

At Professional Migrant Women (PMW), our vision is to amplify visibility, representation and recognition of the value of migrant women in Australia.

Facing unique barriers in the job market and workplace, migrant women often struggle with limited networks, cultural differences, gender inequity, unconscious bias, negative stereotypes, and a lack of role models. That's why PMW is committed to providing the support and resources necessary to overcome these barriers and find success.

Our programs, created by professional migrant women for professional migrant women, offer valuable insights and provide a culturally sensitive environment for growth.



I met amazing women who were struggling like me. When I saw I was not alone I got the strength to keep trying and landed my first professional job in Australia."

- 2022 MENTEE

PROMOTING ENGAGEMENT, PROGRESSION, AND LEADERSHIP

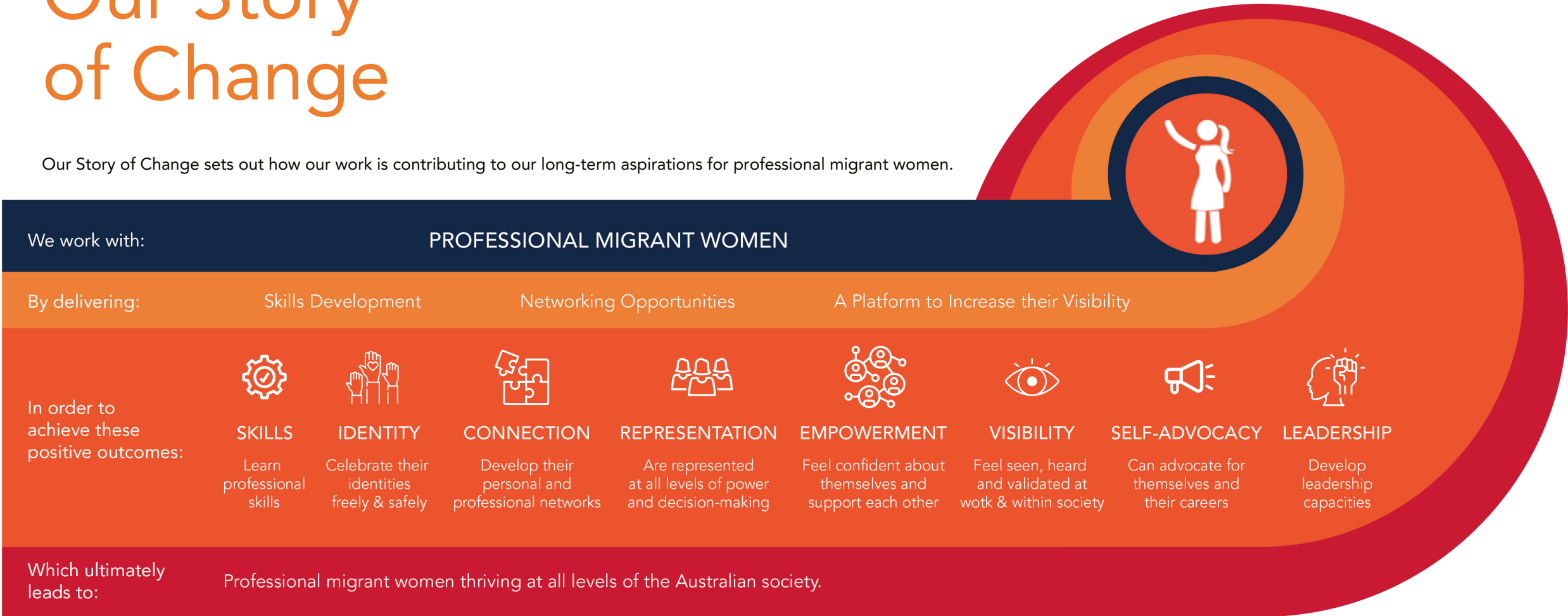
At PMW, we believe in the far-reaching effects of increasing women's economic participation, benefiting individuals, families, and the entire community.

- Our welcoming community offers support and meaningful connections that foster a sense of belonging and identification with positive role models.
- We support migrant women on their professional journey, equipping them with employability skills, enhancing their competencies, and boosting their confidence to conquer their career goals in Australia.
- We offer a platform for migrant women to have opportunities for social participation, career progression, and access to leadership development.

At PMW, we're a community committed to promoting equity, inclusion, solidarity and success for migrant women in Australia.

Our Story of Change

Our Story of Change sets out how our work is contributing to our long-term aspirations for professional migrant women.

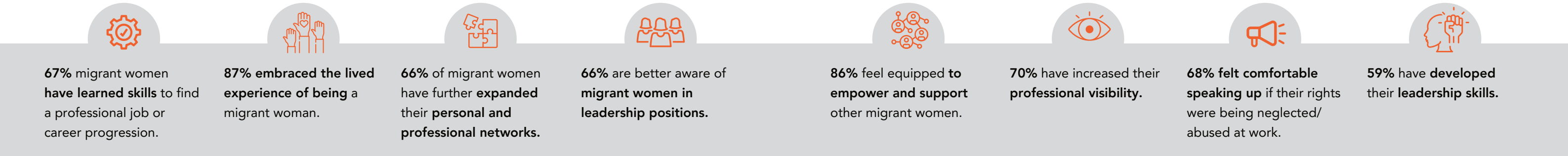


Our Reach

Over the past four year, we've had:

- 8 mentoring programs.
- 118 mentees with an 80% employment success rate.
- 1 published book and 90 migrant women authors.
- 1 podcast with 14 episodes (& counting!)
- 35 authors speaking in 18 book talks.
- 44 total events held online and face-to-face.
- 2,109 total event participants.
- 12,639 combined social media following.
- 33 volunteers.

Our Impact



“Thanks to PMW, I’ve got the skills to be better prepared for jobs applications and being more confident working as a migrant woman.”

“Seeing other women within PMW being proud of their accent and wanting to overcome challenges have made me feel proud of my accent and believe in myself, trust the fact that I do speak English!”

“It provided an immense support when I needed it. [...] Seeing all these women grow and empower themselves is amazing, I think PMW gives you an opportunity to practise sisterhood, lifting up women.”

“PMW has... ‘showed me role models to look up to who sound and look like me. It has led me to connect and collaborate with some amazing PMW’s that I would never have met otherwise.”

“I was inspired to connect with other migrant and professional women and to get involved in more projects which help other migrants.”

“PMW has given me the opportunity to have a voice, share my migrant journey. Confidence to write and publish my own work See that my voice is valuable.”

“[PMW] raised awareness of broader employment issues impacting migrant women and inspired me to be more connected.”

“I have been able to get more visibility as a leader. PMW has giving me a chance to co-author Undeafated. That’s a major life milestone for me.”



Preparing for the Future

Did you know that women from diverse backgrounds offer invaluable skills? Their contributions include fresh perspectives, flexible thinking, vast networks, and exceptional cultural and linguistic abilities. Research shows that companies with minimal gender and ethnic diversity in executive teams **are 27% more likely to underperform** compared to their peers⁽¹⁾.

With almost 30% of Australians born overseas (as per 2021 data), Australian organisations are uniquely positioned to leverage this rich diversity. However, the full potential of this diverse talent pool remains untapped, as evidenced **by the nearly 40% of survey respondents in this report** feeling stuck or overqualified in their positions, seeking greater support from employers.

Advocating for systemic change to identify and eliminate barriers is crucial. Hence, strive not just to meet quotas but to ensure significant representation from diverse groups, thereby fostering divergent thinking and propelling your company to new heights.

THE WAY FORWARD

- **COLLABORATE** with universities to continuously expand our knowledge base and inform our practices.
- **INVOLVE** public and private organisations in supporting and promoting culturally diverse women.
- **ADVOCATE** for diversity and inclusion policies and practices to create more career opportunities for professional migrant women.
- **EMPOWER** professional migrant women in their workplaces through our **Intersectional Labs** programs.

ABOUT THIS REPORT

From March to September 2023, we embarked on a journey to understand and measure the changes that our community members have achieved thanks to engaging with PMW.

This process involved:

1. Conducting a focus group with approximately 20 of our members to understand the changes they experienced as a result of engaging with PMW, and understand how PMW could better support them moving forward.
2. Developing PMW's Theory of Change, informed by input from our community.
3. Analysing responses to a survey PMW compiled with our members to measure these changes.

The demographics and outcomes presented in this report correspond to the information provided by the 71 women who participated in this survey. This is a representative sample of our overall community.

SPECIAL THANKS

We want to express our heartfelt gratitude to the amazing group of professional migrant women - Marcela Giraldo, Ale Catania, Ola Abdelnour, Catalina Neira, and Lina Orozco Munera. They generously dedicated their time and expertise to create this Impact Assessment, which marks a milestone for PMW. We would also like to extend our gratitude to the 70 women who actively contributed to this project sharing their valuable opinion.

To all of you, Thank you!

(1) McKinsey & Company, Diversity wins - How inclusion matters, 2020.