

MALE CHAMPIONS OF CHANGE

PROPERTY

Property Male Champions of Change Progress Update

The Property Male Champions of Change (PMCCs) met on 21 November 2016 to discuss progress and specifically focus on best practice gender reporting, including best practice approaches to gender pay reviews.

Lead on Gender Reporting

- PMCCs reaffirmed their commitment to increase the number of organisations invited to apply for the WGEA Employer of Choice Citation
- In February 2016, the PMCCs committed to report internally to the PMCC group against a best practice gender diversity reporting framework every 12 months. At the November 2016 meeting, the PMCCs conducted an in-depth review of progress against this reporting framework. Metrics include:
 - Recruitment: hires for CEO to CEO-3 vacancies (male vs. female); hires for total organisation (male vs. female)
 - Career progression: leadership program participation (male vs. female); promotions (male vs. female); voluntary turnover (male vs. female)
 - Flexibility: part time positions (male vs. female); organisation wide formal flexible working arrangements (male vs. female); CEO to CEO-4 level formal flexible working arrangements (male vs. female)
 - Carer/parental leave: returns from carer / parental leave; returns from parental leave with continued employment for 12 months
- PMCCs reviewed approaches to embedding cultural indicators into employee engagement surveys and agreed to ensure key 'cultural indicators' were included in their employee engagement surveys
- PMCCs considered 'best practice' approaches to measuring the gender pay gap to assist them to implement their commitment to conduct a gender pay review at least every two years using an independently verified methodology.

In advance of the Founding Male Champions of Change Extraordinary session on workplace responses to domestic and family violence on Wednesday 23rd November 2016, to which more than half of PMCCs attended, the PMCCs

noted the significant work being undertaken by many PMCC members on this issue, including approximately half of the member organisations adopting a Domestic and Family Violence policy.

In recognition of the PMCCs close alignment with the Male Champions of Change Community of Practice, the PMCCs agreed to adopt the unified Male Champions of Change logo.

Progress continues on all six PMCC Action Groups (see below for detail), with a focus on “Break the Boys’ Club” scheduled for the first meeting of 2017.

Context

The Property Council established the Property Male Champions of Change to drive gender equality in the historically male-dominated property industry and achieve a significant and sustainable increase in the number of women in senior leadership roles.

The initiative builds on the transformational work achieved by the founding Male Champions of Change group, established in April 2010 by Elizabeth Broderick, former Sex Discrimination Commissioner of the Australian Human Rights Commission.

Convened by Carol Schwartz AM, the members of the Property Male Champions of Change are:

- Peter Allen, Scentre Group
- Doug Bain, EY (Special Adviser)
- Daryl Browning, ISPT
- Jonathan Callaghan, Investa Property Group
- Stephen Conry, JLL
- Stephen Ellis, Knight Frank
- Rod Fehring, Frasers Property Australia
- David Harrison, Charter Hall Limited
- Carmel Hourigan, AMP Capital (Special Adviser)
- Bob Johnston, The GPT Group
- John Kenny, Colliers International
- Steven Leigh, QIC Global Real Estate
- Steve McCann, Lendlease
- Paul Craig, Savills
- Angus McNaughton, Vicinity Centres
- Ken Morrison, Property Council of Australia
- John Mulcahy, Mirvac
- James Patterson, Cushman & Wakefield

- Ray Pittman, CBRE
- Mark Steinert, Stockland
- Darren Steinberg, DEXUS Property Group

The Property Male Champions' focus when they formed in 2015 was on "Listening and Learning," to inform the group's plan for action. "Listening and Learning" represents one of the most important elements in the Property Male Champions of Change strategy. It involves deep exploration and personal engagement to build understanding of the issue from a range of different perspectives.

To this end, the Property Male Champions focused on understanding the facts, relevant research (including the EY and the Property Council report on gender diversity in the property industry), existing frameworks and what has and has not worked in the past. The group reflected on the impact of their leadership on gender equality, engaged with women peers, gender experts and their own employees – women and men – to gain different perspectives on the issue, new ideas and potential solutions. Through this work, the Property Male Champions identified six areas of action:

- Stepping up personal leadership
- Establishing best practice measurement and reporting
- Developing innovative approaches to recruitment and retention
- Mainstreaming flexible work practices
- Breaking the boys' club culture in the industry
- Enabling workers to be carers.

The Property Male Champions have divided into Action Groups aligned with the six areas above.

In July 2016, the PMCC released their first report – [Our Commitment](#) – that outlines the PMCCs commitments and Action Plans.

The Property Male Champions have established a [Charter](#), in line with the guiding principles of the founding Male Champions group, which articulates their commitment and the standards to which they hold themselves.