

# Property Male Champions of Change Progress Update



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, the Sex Discrimination Commissioner of the Australian Human Rights Commission.

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

- Adam Tindall – AMP Capital
- Angus McNaughton – Vicinity
- Bob Johnston – The GPT Group
- Darren Steinberg – DEXUS Property Group
- Daryl Browning – ISPT
- David Southon – Charter Hall Limited
- John Kenny – Colliers International
- John Mulcahy – Mirvac Group
- Jonathan Callaghan – Investa Property Group
- Ken Morrison – Property Council of Australia
- Mark Steinert – Stockland
- Paul McLean – Savills
- Peter Allen – Scentre Group
- Ray Pittman – CBRE
- Rod Fehring – Frasers Property Australia
- Stephen Conry – JLL
- Stephen Ellis – Knight Frank
- Steve Leigh – QIC Global Real Estate
- Steve McCann – Lendlease
- Steven Sewell

## Progress

The Property Male Champions' focus in the first half of the year 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 focussed 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.

Since June, the Property Male Champions have divided into Action Groups aligned with the six areas above. They have developed ambitious and practical plans for each group with a view to publishing a report on progress a year from now.

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.