

Property Male Champions of Change Progress Update

The Property Male Champions of Change (PMCCs) met on 10 November 2015 to discuss progress and specifically focus on two Action Group areas: Lead on Gender Reporting and Own a Leadership Action Plan.

Lead on Gender Reporting:

- The PMCCs reviewed their publically reported WGEA data, discussing critical areas for focussed efforts
- They agreed to develop a framework for reporting as a group, both internally to each other and externally to the market
- This framework will include annual reporting standards as well as standardised internal metrics
- The group agreed to publically communicate an update on process and progress in the first quarter of 2016

Own a Leadership Action Plan:

- Using the Leadership Shadow Model (<http://malechampionsofchange.com/wp-content/uploads/2015/02/20.-The-Leadership-Shadow.pdf>) as a framework for discussion, the PMCCs reviewed their personal reflections and feedback on their own leadership on the issue of gender diversity
- The PMCCs shared their personal leadership action plans, to which they will hold themselves accountable on “stepping up” on this issue

The PMCCs are proud to announce that Ernst & Young (EY) Real Estate Leader, Doug Bain, will join the group as a Special Advisor. EY continues to offer the PMCCs critical strategic pro bono services and is a key partner in executing our group’s agenda.

We congratulate the following PMCC organisations for receiving WGEA Employer of Choice Citation: AMP Limited, Lendlease, Mirvac Group and Stockland.

Progress continues on all six PMCC Action Groups (see below for detail), with a focus on “Break the Boys Club” and “Mainstreaming Flexibility” scheduled for the first meeting in the new year (February 2016).

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

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

- Peter Allen, Scentre Group
- Daryl Browning, ISPT
- Jonathan Callaghan, Property Group
- Stephen Conry, JLL
- Stephen Ellis, Knight Frank
- Rod Fehring, Frasers Property Australia
- Bob Johnston, The GPT Group
- John Kenny, Colliers International
- Steven Leigh, QIC Global Real Estate
- Steve McCann, Lendlease
- Paul McLean, Savills
- Angus McNaughton, Vicinity
- Ken Morrison, Property Council of Australia
- John Mulcahy, Mirvac

- Ray Pittman, CBRE
- David Southon, Charter Hall Limited
- Mark Steinert, Stockland
- Darren Steinberg, DEXUS Property Group
- Adam Tindall, AMP Capital

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

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.