



## Property Male Champions of Change Progress Update

The Property Male Champions of Change (PMCCs) met on 27 April 2016 to discuss progress and specifically focus on two Action Group areas: Grow the Talent Pool and Enable Workers to be Carers.

### Grow the Talent Pool

- The PMCCs discussed results of a survey conducted by EY of over 3800 men and women in 18 of the PMCC organisations that mapped the pathways to property and the enablers and barriers to a career in property
- Reviewed the “Pathways to Property” for female leaders in the property sector
- Reviewed “talent” programs to surface best practice and action opportunities for enhancement
- Agreed upon a framework for action to ‘retain and promote’ and ‘attract and recruit’ female talent in the property sector

### Enable Workers to be Carers

- Reviewed carer, parental leave and return to work policies currently on offer by PMCC organisations to establish a baseline
- Explored the experience of carers in PMCC organisations
- Surfaced best practice carer and parental leave and return to work policies to enable our workers to be carers
- They identified and committed to practical and specific actions to enable workers to be carers

### Mainstreaming Flexibility

- The PMCCs learnt from leaders in workplace flexibility and researched the breadth of flexible working possibilities
- They examined the current uptake, perceptions and impact of flexible working practices in their organisations
- They agreed upon a framework for action in an effort to mainstream flexibility across their organisations

Progress continues on all six PMCC Action Groups (see below for detail), with a focus on “Own a Leadership Action Plan” scheduled for the third meeting this year (August 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, 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 last 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 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. They have developed ambitious and practical plans for each group with a view to publishing a report on progress in March 2017.

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.

A report on the PMCC's commitment to action and what they have learnt so far is planned for release by June 2016.

PROPERTY  
MALE CHAMPIONS  
OF CHANGE