

## Progress Update

JUNE 2018

The Property Male Champions of Change (PMCC) is a group of 21 senior leaders in the property industry, who came together in 2015 determined to achieve a significant and sustainable increase in the representation of women in leadership in the property industry. The PMCC meet quarterly to discuss progress advancing their Action Plans, and share insights and challenges in accelerating change.

The PMCC met on 4 June 2018 to discuss progress and specifically focus on actions taken to engage managers as champions of change with a view to cascading commitment to gender equality through their organisations. The PMCC also endorsed new Action Plans for their next two years of work.

This Progress Update outlines key highlights of the meeting discussion as well as key areas of action over the next three months.

In preparation for the meeting, the five members of the 'Managers Championing Change: cascading our commitment' Action Group personally held 14 forums involving over 210 managers to discuss barriers and opportunities for managers leading on gender equality. Through these discussion forums, the PMCC identified that the vast majority of managers in our organisations are supportive of initiatives to attain gender equality, but on occasion may face some barriers progressing the initiatives, including because of a lack of clarity regarding the purpose of some programs/strategies, and gaps in the tools and training available to support managers.

Through these discussions, the PMCC identified opportunities for empowering managers to champion change, including regularly engaging with managers on the purpose of gender equality initiatives; inviting managers to contribute to the strategy; equipping managers with the tools and skills needed to drive change and specific initiatives; addressing issues in the systems, processes and policies that may be impeding managers' ability to progress change; increasing manager ownership and accountability for change including through KPIs; and equipping managers with the tools to address backlash and pushback. The PMCC reaffirmed the importance of, and their commitment to, regular discussion forums with managers to discuss concerns and identify solutions together.

Following a strategic plan build over 8 months, the PMCC endorsed new Action Plans for the next 24 months of work against the following key priority areas:

- ◆ Grow the talent pool
- ◆ Build an inclusive industry
- ◆ Managers championing change: cascading our commitment

In addition, the PMCC are committed to implementing commitments and leveraging opportunities for impact identified over their last three years of work together, including:

- ◆ Personal leadership
- ◆ Lead on gender reporting and close the gender pay gap
- ◆ Normalise flexibility and caring

PMCC Special Adviser Carmel Hourigan chaired the meeting on 4 June, and will also chair the next PMCC meeting in September, where the group will focus on the Build an Inclusive Industry Action Group, including a deep-dive on 'everyday sexism'.



## Highlights of action over the next 3 months

Over the next quarter, the PMCCs will be focused on the following areas:

- ◆ Build an Inclusive Industry Action Group will conduct discussion groups on 'everyday sexism' to identify its prevalence, what it looks like and its impact and report back to the group at our next PMCC meeting in September
- ◆ PMCC will be rolling-out a survey that explores the drivers and barriers to a career in property and experiences and perceptions of diversity and inclusion in the industry. We will be able to track progress over the last two years by comparing the results of the 'Grow the Talent Pool' survey administered in 2016 to ~3800 people across PMCC organisations
- ◆ PMCC will be interviewing and developing 20 case studies of women across our industry with a view to highlighting the diversity of roles in the industry and different pathways to a career in property
- ◆ Special Session on Workplace Responses to Domestic and Family Violence will be held in August 2018 to explore what more we can do within our organisations and as a collective
- ◆ Grow the Talent Pool Action Group will hold two workshops with talent managers, HR and women from across our organisations in July, to explore opportunities for improving the retention and promotion of women in property
- ◆ PMCC will be launching their 2017-18 Progress Report in July 2018.

## Background

The Property Council established the Property Male Champions of Change in 2015 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
- ◆ 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
- ◆ Grant Kelley, Vicinity Centres
- ◆ Steven Leigh, QIC Global Real Estate
- ◆ Steve McCann, Lendlease
- ◆ Paul Craig, Savills
- ◆ Ken Morrison, Property Council of Australia
- ◆ John Mulcahy, Mirvac
- ◆ James Patterson, Cushman & Wakefield
- ◆ Ray Pittman, CBRE
- ◆ Selina Short, EY (Special Adviser)
- ◆ Mark Steinert, Stockland
- ◆ Darren Steinberg, Dexu

The Charter and Progress Reports of each meeting are available on the [PMCC website](#).