

Progress Update

FEBRUARY 2019

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 February 2019 to discuss progress and specifically focus on action to activate managers as champions of change and discuss progress closing the gender pay gap. The group also discussed next steps in responding to and preventing domestic and family violence.

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

The Managers Championing Change Action Group are committed to identifying and implementing effective strategies to cascade commitment to managers and activate internal champions of change through their organisations. At the 4 February 2019 meeting, the PMCC discussed actions they have taken over the last year to engage, empower and embed gender equality through management. PMCCs discussed the strategies to support gender balanced (40:40:20) recruitment, including the importance of including KPIs for gender-balanced shortlist in agreements with recruitment partners, noting that gender-balanced shortlists result in more balanced appointment outcomes. Tim Reed, CEO of MYOB and member of the Male Champions of Change STEM, attended the meeting to share insights from work at MYOB and across MCC STEM organisations, including the use of a 'growth mindset' to advance gender equality and innovation.

The PMCC also discussed ongoing work conducting regular pay equity audits, in line with their commitment to conduct a pay equity audit at least every two years (using an externally verified methodology) and taking action on the result. The PMCC noted the progress that has been made in close the like-for-like gender pay gap in their organisations and the power of transparency within their organisations around the action taken. It was noted that all PMCC organisations have conducted a like-for-like pay gap review in the last two years (or are currently doing so) and taken action on the results.

The PMCC also discussed next steps progressing the ideas generated through the Special Session on Workplace Responses to Domestic and Family Violence held in August 2018. PMCCs endorsed an Action Plan that has the dual goals of supporting employees in our workplaces experiencing domestic and family violence and leveraging our industry footprint to support survivors of domestic and family violence among our clients, customers and communities, through both individual and collective action. Domestic and family violence will be an on-going agenda item at each quarterly meeting.

The PMCC welcomed Phil Rowland, President and CEO of CBRE Australia and New Zealand to his first meeting as a member of the Property Male Champions of Change.

The next meeting will take place on 6 May 2019 and will focus on 'Build an Inclusive Industry' Action Group.

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 distil insights from implementation of their action plan aimed at cascading commitment for gender equality to other leaders in the industry
- ◆ Meeting with procurement teams to see how we can advance gender equality across the industry and beyond through the 'supplier-multiplier' effect



- ◆ Convening a 'Property Roundtable' with industry leaders based in New York as part of the UN Commission on the Status of Women conference in March 2019.
- ◆ Advancing the action plan on workplace responses to domestic and family violence including actions to enhance support for survivors in the workplace and leveraging our industry footprint to prevent and respond to domestic and family violence.

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
- ◆ Phil Rowland, CBRE
- ◆ Selina Short, EY (Special Adviser)
- ◆ Mark Steinert, Stockland
- ◆ Darren Steinberg, Dexus.

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