

Progress Update

MAY 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 6 May 2019 to discuss progress and specifically focus on action to leverage procurement spend to advance gender equality and take practical actions to address everyday sexism in our workplaces. The group also discussed implications for gender equality in the future of work.

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

The Build an Inclusive Industry Action Group are committed to leveraging their collective leadership to significantly advance the culture of the property industry to be more inclusive, with a view to attracting and retaining a diversity of talent and ensuring all employees can thrive.

At the 6 May 2019 meeting, the PMCC discussed how they can leverage their procurement spend to drive gender equality through their suppliers. PMCC agreed to collaborate on an initiative to drive gender equality through our supply chains by encouraging and supporting suppliers to reflect on and improve on gender equality in their organisations. The PMCC will develop a common set of tools and consistent guidance for suppliers. The initiative will include:

- ◆ Launching a 'panel pledge' for bid and receiving teams
- ◆ Mainstreaming gender equality into key intervention points in procurement process including 'code of practice', RFPs/RFTs, evaluation criteria, and upon renewal of contract. Note, any decisions regarding the application and weighting will be at the discretion of each PMCC organisation
- ◆ Investigate creating a technology platform to capture supplier assessment for tender prequalification and a supplier code of conduct assessment on gender equity
- ◆ Integrate gender equality considerations into informal procurement by communicating to budget managers expectation for gender equality in their sourcing decision.

The PMCC also discussed practical actions to address everyday sexism in the workplace. Drawing on resources collated from other MCC organisations, the PMCC discussed a toolkit of actions managers and colleagues can take to stop everyday sexism when it occurs in our workplaces. The Action Group will pilot these resources over the next quarter and collate into a Toolkit for distribution and use across PMCC organisations and the wider industry.

Elizabeth Broderick, founder and convenor of the MCC strategy, attended the second half of the meeting to provide some updates on MCC community of practice wide work streams, including an overview of the MCC Discussion Guide on the Future of Work. PMCC shared reflections on how the changing nature of work is currently impacting on their workforce including using technology to replace some tasks (e.g. valuations, accounting, shared services). PMCC discussed and noted the importance of ensuring a gender lens on all changes/transitions to uncover any possible disproportionate impact on men or women and ensure such changes are done intentionally (not unwittingly).

Several members of the PMCC took part in a Male Champions of Change delegation to the United Nations Commission on the Status of Women (CSW) in New York from 10-15 March 2019 lead by Elizabeth Broderick (Founder and Convenor of the MCC), including Steve McCann (Lendlease), Carmel Hourigan (AMP Capital), Selina Short (EY) and Kathy Mac Dermott (Property Council of Australia). The CSW is the chief global policy making body on women's rights and gender equality at the United Nations, attracting over 6000 participants from around the



world to UN Headquarters in New York. While in New York, the PMCC convened a 'Property Roundtable' in New York with over 40 US-based real estate industry leaders to share the PMCC strategy and actions that have been effective in advancing gender equality in the Australian property industry. As a result, there is interest in establishing a Male Champions of Change strategy which the PMCC, together with the MCC Institute, are supporting.

The next meeting will take place on 19 August 2019 and will focus on engaging other leaders in the property industry.

Highlights of action over the next 3 months

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

- ◆ Roundtable with other property industry leaders to share insights on effective actions to advance gender equality and share resources and tools to assist other organisations to advance gender equality
- ◆ Build an Inclusive Industry Action Group will:
 - pilot practical actions to address everyday sexism and develop a toolkit to roll-out across the industry
 - finalise a common approach to embedding gender equality in engagement with suppliers including a toolkit to support suppliers to advance gender equality
- ◆ Engaging an expert to inform our actions 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 PMCC 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.

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
- ◆ 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
- ◆ *In transition*, QIC Global Real Estate

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