



Property Male Champions of Change Progress Update

The Property Male Champions of Change (PMCCs) met on 15 August 2016 to discuss progress and specifically focus on 'stepping up on personal leadership' including opportunities for bridging the sponsorship gap for women in the industry.

Stepping up on personal leadership

- The PMCCs reflected on impact and progress in implementing their personal leadership action plans over the last 10 months and shared feedback they have received from colleagues.
- The PMCCs committed to additional personal leadership action goals over the next 12 months.
- As a common theme arising from many 'personal leadership action plans', the PMCCs discussed 'sponsorship' and the impact of the sponsorship gap on women's career progression in the industry. PMCCs discussed several examples of formal sponsorship programs and explored their application to their own organisations. Gary Wingrove, CEO of KPMG and Founding Male Champions of Change member, was invited to the meeting and shared KPMG's Bird-Walton sponsorship program.

Lead on Gender Reporting

- The PMCCs briefly reviewed progress on implementation of agreed internal reporting metrics and reviewed progress in the representation of women in leadership positions in PMCC organisations through a comparison of 2014-16 and 2015-16 WGEA gender representation data.
- PMCCs committed to an in-depth review of progress against all 'Lead on Gender Reporting' commitments in their meeting in November 2016 including reviewing internal reporting metrics such as women's participation rate in leadership programs, gender representation of hires for CEO to CEO-3 and total organisation, uptake of formal flexible work arrangements and returns from carer/parental leave.

Progress continues on all six PMCC Action Groups (see below for detail), with a focus on "Lead on Gender Reporting" scheduled for the fourth meeting this year (November 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.

In July 2016, the PMCC released their first report – [Our Commitment](#) – that outlines the PMCCs commitments and Action Plans.

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.

