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Property Male Champions of Change driving measurable progress on diversity

The 2017-18 Property Male Champions of Change (PMCC) Progress Report details actions and outcomes towards gender diversity amongst 21 of the property industry's major employers.

The PMCC group includes CEOs and senior executives from across the sector convened by business leader Carol Schwartz AM. Together they are focused on action to drive gender diversity at all levels in their workplaces, particularly in senior and executive roles, where women are under-represented.

The group's third annual report details outcomes including:

- All PMCC organisations have conducted a pay equity review, and have taken action based on the results, or are currently completing a review.
- In 75% of PMCC organisations, women made up 40% or more of promotions over the reporting period.
- 70% of leadership categories across PMCC organisations have achieved gender balance or progress towards balance over the past four years.
- Eight in 10 men (79%) and seven in 10 women (70%) believe the industry has become more diverse and inclusive over the last two years, according to a survey of ~2600 employees conducted across 85% of member organisations.
- PMCC released its *Closing the Gender Pay Gap Report* supported by 122 Male Champions of Change from the broader coalition. This report provides tools for uncovering and addressing drivers of gender pay differences and shares lessons learned by PMCC organisations in measuring and closing the pay gap over recent years.
- Members also led discussion forums with 210 managers to understand the enablers and roadblocks faced in delivering gender diversity initiatives. The forums identified new strategies to build and capitalise on diversity as a core management and organisational capability in the property sector.

The PMCC group has three focus areas: 'Managers Championing Change', 'Build an Inclusive Industry' and 'Grow the Talent Pool'. The report provides an account of progress against each of these priorities. It sits alongside PMCC data shared in the first Male Champions of Change Community of Practice Impact Report released today, charting gender diversity outcomes amongst some 200 organisations who are now members of the Male Champions of Change community (see www.malechampionsofchange.com/resources).

"The progress outlined in this report reflects the commitment and focus of the PMCC to driving gender diversity and inclusion in their organisations, and across the industry. While there is much more work to be done, I am encouraged by the progress we have made and the strong framework for action outlined by the PMCCs to build on this progress and accelerate change" said Carol Schwartz AM, Convenor of the Property Male Champions of Change.

Since inception, the Founding MCCs, founded by then Sex Discrimination Commissioner Elizabeth Broderick, have inspired several groups across Australia. There are now around 210 MCCs in Australia and globally. In Australia, MCCs together employ roughly 753,000 people (approximately 6 per cent of Australia's workforce).

Progress Report 2017-18 is available at <http://malechampionsofchange.com/groups/property-male-champions-of-change/>

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Background

PMCC objective and approach

- ◆ Achieve significant and sustainable change in the low levels of women in leadership. Representation levels are too low. The pace of change is too slow.
- ◆ Step up beside women, who have for so long been responsible for the gains achieved in gender equality. Recognise that all leaders, including men, have a role to play in progressing what is a significant economic and societal issue for Australia.
 - Use our collective influence to ensure the issues of gender equality and women’s representation in leadership in the property industry are advanced.
 - Develop a deep level of insight into the barriers that need to be tackled within our organisations, the property industry and broader society.
 - Work together to take high impact action. Our focus is on addressing systemic, policy, behavioural and cultural impediments, not on “fixing” or “changing” women.
- ◆ We are guided by our three Action Group plans – ‘Grow the Talent Pool’, ‘Managers Championing Change’, and ‘Build an Inclusive Industry’.
- ◆ We benefit from the advice and support of many – including Chief Executive Women and Women’s Leadership Institute Australia.

Purpose of the Report

Progress Report 2017-18 summarises how the Property MCC are tracking on the program of work that they have worked on throughout the year. The Progress Report, which is intended as an annual publication, provides data on PMCC organisations performance against key metrics, lessons learned and examples of innovative practice, and a detailed timeline and progress since 2015.

This report sits alongside the PMCC data in the first Male Champions of Change Community of Practice Impact Report – a capture of progress and impact of over 200 organisations across the Male Champions of Change community (see www.malechampionsofchange.com/resources).

Data description

An important element of PMCC membership is transparency – sharing progress and learnings – as we seek to achieve a significant and sustainable increase in the representation of women in leadership in the property industry. The PMCC closely track women’s representation in leadership using the data of the Workplace Gender Equality Agency (WGEA), Male Champions of Change impact measures, and internal reporting metrics. For more information, please see the Male Champions of Change Community of Practice Impact Report (www.malechampionsofchange.com/resources).

About the Male Champions of Change

- ◆ The Male Champions of Change (MCC) initiative was established by the then Australian Sex Discrimination Commissioner, Elizabeth Broderick in April 2010.
- ◆ The Founding MCC group is currently made up of 29 CEOs and Non-Executive Directors.
- ◆ Since inception, the MCC strategy has inspired and supported similar groups within sectors (Property, Sport, STEM, Architecture, Engineering), based in other states and internationally. It has also attracted significant international attention, profiled by the UN Secretary General High Level Panel for Women’s Economic Empowerment as a key initiative for global scale (https://www.empowerwomen.org/-/media/files/un%20women/empowerwomen/resources/hlp%20briefs/male%20champions%20of%20change_with%20cover.pdf)