

Our Approach

The Male Champions of Change approach is to Listen, Learn and Lead through Action.

This involves listening to women peers, gender experts, and our own employees – both women and men. It means learning about existing thinking and what has and hasn't worked. This listening and learning must then translate into taking practical action, tracking the impact of our actions – including progress made, failures and lessons learned.

Our collaboration operates with four guiding principles in mind:

Guiding principle	This means we...
1 Step up beside women	<ul style="list-style-type: none">◆ Listen and learn from women's experience and leadership◆ Partner with women – a vision driven together is more likely to succeed◆ Take responsibility with women for accelerating improvement in our organisations◆ Advocate for women's representation
2 Prioritise achieving progress on women's representation	<ul style="list-style-type: none">◆ Treat women's representation as a priority◆ Continuously listen and learn◆ Set targets that crystallise intent◆ Seek out innovative and effective approaches◆ Invest capital, time, and people to achieve our aspiration
3 Stand behind our numbers , sharing lessons learned	<ul style="list-style-type: none">◆ Publish and share group results◆ Take action to remove obstacles to progress
4 Shift the system , not "fix women"	<ul style="list-style-type: none">◆ Acknowledge and address systemic biases that get in the way of women's advancement◆ Avoid the limitation of solutions that put the onus on women to adapt◆ Recognise that advances for women are advances for men too