

National est2016 Group Charter

March 2017

Opportunity for Action

The movement for gender equality has historically been “a struggle for women by women.” Women’s efforts have been and continue to be largely responsible for progress. This is true despite two critical facts: 1. Gender inequality is an issue that affects all people – socially and economically and 2. Leaders, particularly in the private sector, government and civil society, who hold substantial power to accelerate change, are predominately men. Engaging powerful men to step up beside women to take action on gender inequality is essential to progress.

As leaders in Australian business and public sectors we have the opportunity and power to disrupt the status quo. Advancing gender equality is vital for realising women’s human rights and creating a fair and prosperous Australia, and it’s good for business.

Objective

The Male Champions of Change strive to achieve a significant and sustainable increase in the representation of women in leadership positions. We hold ourselves to account by tracking women’s representation in our organisations.

Our Commitment

We are committed to using the power and influence we hold to step up beside women to deliver change. We will work together 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 so that we can be effective in achieving our objective. We commit to inspiring other leaders to step up to create change.

We commit to:

Step up beside women

- ◆ 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 change in our organisations
- ◆ Advocate for increasing women’s representation in leadership in our sphere of influence

Prioritise achieving progress

- ◆ Attendance at MCC meetings is essential
- ◆ Treat women's representation as a priority
- ◆ Set targets for women's representation that crystallise intent
- ◆ Invest capital, time, and people to achieve our aspiration

Stand behind our numbers, sharing lessons learned

- ◆ Assess and publicly report on our individual and collective progress and results
- ◆ Track progress made, failures and lessons learned

Shift the system, not "fix women"

- ◆ Understand and address systemic biases and impediments that get in the way of women's advancement
- ◆ Change workplace conditions, cultures and mindsets to ensure both women and men advance within our organisations and avoid solutions that put the onus on women to adapt
- ◆ Recognise that advances for women are advances for men and everyone has a role to play in achieving gender equality