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## Victorian Male Champions of Change release first progress report - sharing how they have made gender equality a personal priority

Eighteen months after their formation, the Victoria-based Male Champions of Change group has released its *Progress Report 2016*, which covers the barriers to gender equality that need to be tackled in their organisations and what they have learned through stepping up to lead action and drive change.

The *Progress Report 2016* highlights action MCC's have taken in the areas of personal leadership, measurement and accountability, flexible work, everyday sexism and workplace responses to violence against women. Highlights of the report include:

- Implementation of consistent standards of gender measurement and reporting, and greater transparency of progress
- Commitment to mainstream flexible work within their organisation with senior leaders modelling flexibility, profiling new ways of working and introducing technology and work spaces that enable greater agility. 50% of the group have announced an “All Roles Flex” or similar approach.
- Acknowledgement of domestic and family violence as a workplace issue with 95% of the organisations in this group introducing additional paid leave as a first step to improving workplace support for employees.

With the release today of *Progress Report 2016*, the *National est. 2015 Male Champions of Change* group join a growing cohort of male leaders stepping up beside women to advance gender equality in their organisations and raising the transparency of reporting on progress and results.

Representing a cross section of public, private and not-for profit, the members of this group are 19 Victorian-based leaders of global, national and iconic local organisations. They came together in 2015, convened by Kate Jenkins, Federal Sex Discrimination Commissioner.

‘As large employers, this group of MCCs has begun to make significant improvements in women’s representation in leadership and economic security, within their organisations.’ said Commissioner Jenkins. ‘Given who they are and what they do, they are also beginning to influence attitudes to women in the broader community, through their everyday interactions where people live, work, play and learn.’

‘We have a long way to go, but for the first time as a group, we collate and share our baseline numbers’, said Luke Sayers, CEO PwC. ‘The report demonstrates our willingness to be accountable for our progress and our results.’

‘For me it’s been 18 months of listening and learning with our people. I’m very pleased we’re making progress towards changing outdated ways of working, for women and men.’ said Adam Fennessy, Secretary Department of Environment, Land, Water and Planning.

*Progress Report 2016* is available at <http://malechampionsofchange.com/national-est2015-progress-report-2016/>

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