

## MEDIA RELEASE

### MALE CHAMPIONS OF CHANGE RELEASE FIRST COMBINED IMPACT REPORT

7 December 2018

Male Champions of Change (MCC) have released their first combined Impact Report (FY2017-18) detailing progress on actions to achieve gender equality and advance more women into leadership positions.

The report tracks 142 organisations, representing around 70%<sup>1</sup> of the MCC coalition, which was established in 2010 by then Sex Discrimination Commissioner Elizabeth Broderick through the MCC Founding Group.

It shows that 68% of MCC members have achieved or improved gender balance in key management personnel since their first MCC report. 41% of organisations achieved gender balance in their workforce overall this year. While some MCC members have made strong progress, others have seen little change, with more work required to face the complex issues that result in gender inequality.

According to Elizabeth, these results demonstrate the importance of an intentional, consistent and long-term leadership focus on gender equality.

“When we started Male Champions of Change in 2010, one of our core principles was accountability – standing behind our gender representation numbers and sharing lessons learned to accelerate change.

“This report shows that the most compelling results are achieved in organisations where there is a strong leadership commitment and clear and visible action is taken; targets are set, monitored and managed as a business discipline; systems supporting recruitment, parental leave and flexibility are in place and adjusted to address bias; and inclusive leadership is developed and valued as a core leadership capability.

“We also learnt that driving impact requires a system-wide approach. Setting targets and having great policies is not enough. Creating the conditions and cultures – in organisations and society – which enable women to thrive at work is essential. Consistent with our mission, innovative actions led or supported by MCCs over the past 8 years are now the norm amongst those wishing to capitalise on the benefits of diversity,” says Elizabeth.

MCC organisations report a higher level of action to create the settings considered necessary to advance gender equality when compared to organisations reporting to the Workplace Gender Equality Agency (WGEA).

Action	WGEA Reporting Organisations 2017-18 <sup>2</sup>	Male Champions of Change Organisations <sup>3</sup>
Gender equality policy / strategy	75.0%	93.9%
Flexibility policy/strategy	70.7%	80.7%
Pay equity audit completed (and actioned, for MCC)	41.6%	83.0%
Domestic Violence policy/strategy	46.9%	61.9%

Other results for MCC organisations over the 2017-18 year include:

- 82% of MCC organisations have rates of women's promotions that are either gender balanced or are greater than their representation of women overall
- 57% of MCC organisations achieved gender-balance in their recruitment of women
- 54% of MCC organisations achieved gender-balance in their graduate recruitment

Case studies from organisations across a range of sectors, including large and smaller businesses, show how co-ordinated action impacts performance on gender equality. The report also includes a detailed account of progress on women's representation at all levels for participating organisations.

MCC will release the combined Impact Report annually. It is aimed at all those interested in and tracking progress of the MCC strategy, media, academics, practitioners and stakeholders such as employees, customers and suppliers of member organisations.

## Notes

1. MCC groups established in 2018 (Global Tech and Pakistan) are not accounted in the 2017-18 report. Some smaller-sized organisations are also not included due to significant structural changes underway at the time of reporting or where systems are not yet in place to accurately capture annual performance data.
2. Workplace Gender Equality Agency (2018) Australia's gender equality scorecard: Key findings from the Workplace Gender Equality Agency's 2017-18 reporting data, Sydney.
3. Includes organisations that report to WGEA and others (e.g. public sector organisations) that don't report to WGEA.

## Read the report

<http://malechampionsofchange.com/wp-content/uploads/2018/12/MCC-Impact-Report-2018.pdf>

## For more information please contact:

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## About Male Champions of Change

The Male Champions of Change is a coalition of CEOs, Secretaries of government departments, Non-Executive Directors and Community Leaders.

Established in 2010, by then Australian Sex Discrimination Commissioner Elizabeth Broderick, our mission is to step up beside women to help achieve a significant and sustainable increase in the representation of women in leadership. The coalition includes over 210 leaders across business and government in Australia and Internationally. In Australia our leaders employ some 753,000 people, representing around 6 percent of the Australian workforce.