

Male Champions of Change for Gender Equality Foundation Group Charter

As Male Champions of Change, we commit to actively advancing gender equality across our organisations and community.

Our purpose is to help achieve significant and sustainable improvements in the representation of women in senior leadership. This includes a focus on:

Leadership

- Building gender equality into our organisational strategy and operations, driven by the Male Champion of Change and their leadership team.
- Changing workplace conditions, cultures and mindsets to enable both women and men to advance equally within our organisations.
- Working to increase women on our boards, executive committee and in line management.

Talent development

- Recruiting, developing and retaining diverse candidates as a priority.
- Adopting and implementing policies and practices that eliminate gender discrimination and bias in areas such as recruitment, hiring, pay, and promotion.
- Developing workplaces where health and safety are prioritized and all forms of violence in the workplace - including verbal, physical, sexual - and sexual harassment, are prohibited.
- Developing mechanisms to foster balance between work and family life for women and men.

Public advocacy

- Sharing experiences and strategies for advancing gender equality across corporate, government and community sectors.
- Creating a catalogue of best practices for achieving gender equality.
- Being spokespersons for the promotion of gender equality, both individually and collectively.
- Working together to increase the dialogue among our peers and to build our network of Champions.

Accountability

- Assessing and publicly reporting on our individual and collective progress and results on gender equality, consistent with local and global leading practice reporting frameworks.