

Male Champions of Change for Fire and Emergency Services Charter


As Male Champions of Change, we commit to actively advancing gender equity across our organisations and the wider community – stepping up beside women leaders in our sector who will act as our Special Advisors.

Our purpose is to advance gender equity, inclusive cultures and achieve significant and sustainable improvements in the representation of women in our workplaces, including senior leadership positions amongst our paid staff and volunteers. This includes a focus on:

Leadership

- Building gender equity into our organisational strategy and operations, driven by the Male Champions of Change, Special Advisors and their leadership teams.
- Changing conditions, cultures and mindsets to enable both women and men to advance equitably within our organisations.
- Working to increase women on our boards/governing bodies, executive committee and in line management at both staff and volunteer levels.

Talent development

- Recruiting, developing and retaining diverse people as a priority.
- Adopting and implementing policies and practices that eliminate gender discrimination and bias in areas such as recruitment, rewards and promotion.
- Developing workplaces that are respectful and inclusive, where health and safety are prioritized and all forms of violence - 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 equity across corporate, government, public, community and volunteer sectors.
- Creating a catalogue of best practices for achieving gender equity.
- Being spokespersons for the promotion of gender equity, 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 equity, consistent with applicable local and global leading practice reporting frameworks.