

# Charter of the Consult Australia Male Champions of Change

Our role as leaders, both individually and collectively, is to intervene and disrupt the norm, and make a material change to the unacceptably low levels of women in leadership in Australia's consulting industry.

Since the inception of the Male Champions of Change over two years ago, we have learned much about the issues facing women in our industry. Whilst our individual companies may have made some progress, as an industry our progress toward gender equity is still unacceptably slow.

Being a Champion of Change requires time, investment and above all commitment. To bring about the change we desire we need to work together, step up and lead with visible action.

We agree to take the following actions to achieve the change we all desire:

- Agree a shared purpose, clear priorities and publicly commit to using our individual and collective leadership and resources to advance gender equity and women in leadership
- Work together to create peer pressure – to build our network of consulting CEO champions
- Through the Champions of Change network, share experiences, best practice, data and strategies for advancing gender equity and women in leadership
- Work together to identify and implement visible high impact actions that move the dial with respect to women in leadership in our industry
- Lead with action and advocacy, working within our organisations and collectively to:
  - Sponsor and/or mentor women into leadership positions
  - Partner with schools and universities to raise the level of women in our industry
  - Encourage a greater focus on STEM subjects in schools
- Reflect on our own leadership, holding ourselves accountable for the results we achieve

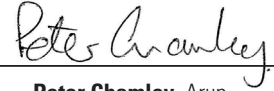
# Signatories to the Charter of the Consult Australia Male Champions of Change



**Todd Battley**, AECOM Australia Pty Ltd  
Chief Executive Officer Australia  
& New Zealand



**Greg Steele**, Arcadis  
Chief Executive Officer Asia Pacific




**Peter Chamley**, Arup  
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**William Cox**, Aurecon  
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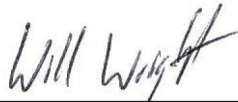
**Craig Lee**, Beca  
Managing Director



**Peter Massey**, Calibre  
Managing Director & Chief Executive Officer



**Ian Ball**, Cardno  
Chief Executive Officer and Managing Director



**Will Wright**, Douglas Partners Pty Ltd  
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**Phillip Duthie**, GHD Pty Ltd  
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**Paul Gardiner**, SLR Consulting  
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Chief Executive Officer

**AECOM**

**ARCADIS** Design & Consultancy  
for natural and  
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**BECA**

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