

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

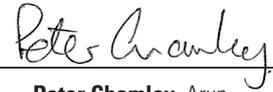
Signatories to the Charter of the Consult Australia Male Champions of Change



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



Malcolm McDowall, Arcadis
Chief Executive Officer Asia Pacific



Peter Chamley, Arup
Chair and Chief Executive Officer
– Australasia Region



Louise Adams, Aurecon
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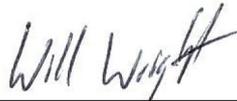
Craig Lee, Beca
Managing Director



Peter Massey, Calibre
Managing Director & Chief Executive Officer



Ian Ball, Cardno
Chief Executive Officer and Managing Director



Will Wright, Douglas Partners Pty Ltd
Managing Director



Phillip Duthie, GHD Pty Ltd
General Manager – Australia



Patrick Hill, Jacobs
Senior Vice President & General Manager
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Matthew Harris, Rider Levett Bucknall
Managing Director



Paul Gardiner, SLR Consulting
Managing Director, Australia & New Zealand
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James Phillis, SMEC
(Member of the Surbana Jurong Group)
Chief Executive Officer

AECOM

ARCADIS Design & Consultancy
for natural and
built assets

ARUP

aurecon

BECA

calibre

Cardno

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Geotechnics | Environment | Groundwater

GHD

JACOBS

NORTHROP

RLB Rider
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SLR

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