

NATIONAL OFFICE

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Driving Business Success for Consulting Firms in the Built and Natural Environment

17 April 2014

The Hon Tony Abbott MP

Prime Minister
PO Box 6022
House of Representatives
Parliament House
Canberra ACT 2600

Dear Prime Minister,

The *Consult Australia Champions of Change* is a group of 13 CEOs from the built environment consulting sector who are taking collective action to address gender equality in their workplaces.

Our companies provide engineering, design, architecture, technology, surveying and project management solutions, most often for public infrastructure and mining and heavy industry.

As Consult Australia Champions of Change, we are committed to actively advancing equality across our business and to acting as advocates for the consulting industry. We believe that this is important because the talents of employees with broad experiences in their professional and personal lives deliver productivity, problem solving and businesses success dividends.

We are writing to express our support for the principles of reporting as a valuable tool in efforts to address barriers to the advancement of women in our industry. All reporting regimes include an element of administrative burden but, as business leaders, we understand the primacy of data and the merits in making the effort to collect it. The reporting requirements under the *Workplace Gender Equality Act 2012* are a framework to help us achieve our workplace diversity and business growth goals.

We followed the recent debate around the option to 'wind back' reporting requirements with interest and were pleased to learn that the Government will in fact retain a strong reporting framework. The important thing is to ensure that there is a good balance of efforts and rewards.

The consultation process to fine-tune gender equality reporting is an opportunity to increase support for collecting, reporting on, and analysing gender equality data that will deliver huge benefits to the business sector and the economy in general.

Yours sincerely,

Handwritten signature of Megan Motto in black ink.

Megan Motto, Chief Executive, Consult Australia

Handwritten signature of Matt Harris in black ink.

Matt Harris, President, Consult Australia

Handwritten signature of Greg Steele in blue ink.

Greg Steele, Managing Director – Australasia, Hyder Consulting

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Handwritten signature of Peter Bailey in black ink.

Peter Bailey, Chair and Chief Executive Officer - Australasia Region, Arup

Handwritten signature of Mark Bruzzone in black ink.

Mark Bruzzone, Managing Director, Government & Infrastructure, Australia, MWH

Handwritten signature of John Pitt in black ink.

John Pitt, Managing Director, Pitt & Sherry

Handwritten signature of Gary Spence in blue ink.

Gary Spence, Managing Director, Brown Consulting

Handwritten signature of Ian Hopkins in blue ink.

Ian Hopkins, Chief Executive Officer, NDY

Handwritten signature of Michael Shirley in blue ink.

Michael Shirley, Group Vice President ANZ Infrastructure & Environment, Jacobs SKM

Handwritten signature of Phil Duthie in black ink.

Phil Duthie, General Manager - Australia/New Zealand, GHD

Handwritten signature of Melvyn Maylin in blue ink.

Melvyn Maylin, Managing Director Australia, Opus

Handwritten signature of Hari Poologasundram in black ink.

Hari Poologasundram, Chief Operating Officer, Australia and New Zealand, SMEC

Handwritten signature of Adam Kilsby in black ink.

Adam Kilsby, Managing Director and Principal, Golder

Handwritten signature of Mark Dimmock in black ink.

Mark Dimmock, Managing Director Australia-Pacific, Parsons Brinckerhoff

Handwritten signature of Bob McGowan in blue ink.

Bob McGowan, Managing Director Australia, URS

Copied to:

Senator the Hon Eric Abetz, Minister for Employment
Senator the Hon Michaelia Cash, Minister Assisting the Prime Minister for Women
Helen Conway, Director, Workplace Gender Equality Agency
Elizabeth Broderick, Australian Sex Discrimination Commissioner
Kate Carnell, CEO, Australian Chamber of Commerce and Industry
Jennifer Westacott, CEO, Business Council of Australia