



Let's all commit to making the workplace more inclusive and supportive, our collective efforts can change the world.

What are you doing this year to support women in the workplace?

Choose what's right over what's easy. Choose to Challenge.



### I choose to

- Allocate budget for Women in Construction (WIC) events.
- Have quarterly reviews of WIC progress.
- Continue female mentoring.
- Implement site tours for women to have conversations and promote employment working in the construction industry.
- Include female participation in SLT meetings.

**Steven Keyser**  
Project Director

- Hire at least one person on a part time or job share basis to support a woman returning to the workforce.
- Conduct career discussions with female members of the team at least once a month.

**Andrew Brooks**  
Safety Director

- Organise regular career conversations with women in the tunnel team to support their career progression and retention in the industry.

**Tim Burns**  
Tunnel Director

- Maintain the momentum and SLT support for the Women in Construction (WIC) committee.
- Enable three WIC focus groups.
- Enable female mentor/ mentee program on the project.

**Steve Kiddle**  
Surface Works Director

- Provide future female leaders with structured experience in the commercial and finance areas over the remainder of the project to support their career progression.

**Andrew Johnson**  
Mechanical & Electrical Director

- Co-ordinate personalised site tours for Finance/ Commercial staff to allow an understanding and provide perspective towards the relevance of the office work undertaken by individuals towards the project's delivery and ultimate success.
- Commit to providing an avenue for employees wanting to return to the workforce, work on a part time basis arrangement, work on a flexible time arrangement or work on a job share arrangement.
- Provide a parent's room facility on any relevant site with a returning to work mother.

**Ross Graeme**  
Finance and Administration Director

- Organise a minimum of six presentations to educational institutions targeted at women.
- Oversee project wide charity activities that raise funds to sponsor a scholarship of a young woman via Harding Miller Foundation.
- Provide an update of these commitments and progress against achieving them to the leadership team and wider project.

**John Crane**  
People, Environment and Stakeholder Director

- Conduct community interaction sessions twice per year (e.g. schools, community centre) to outline and/or demonstrate the broad opportunities for women, across both various roles in the industry and within the project environment.
- Provide one to two internships to women, within the PC/DE/Eng/Commercial functions in key focus areas, such as school age, unemployed and return to work women, to gain exposure to project roles over short, programmed periods.

**Ed Tenaglia**  
Project Controls Director

- Employ two female labourers to provide familiarisation with various construction plant. Provide training and competency in a construction plant operation.
- Seek feedback from participants to understand what they enjoy and identify areas for improvement.

**Vishal Khosla & Sash Despotoski**  
Rozelle Rail Yards team

- Provide training to upskill two of the project's female field personnel to provide them with greater responsibility such as managing the CWL laydown area.

**Christian Timney & Simon Baldwin**  
City West Link team

- Ensure current female staff and/or workforce are nominated for the Women in Construction Awards to highlight female talent, achievements and contributions on a significant infrastructure project and promote the opportunities that exist for women in the industry.
- Encourage VRE male and female employees to take part in facilitated workshops run on the project to better understand what women enjoy about working on the project and what they find challenging.

**Duncan Lambert & Tony Woods**  
Victoria Road East team

- Engage with an approved mentoring program to provide site experience to a female student for six months this year following which we can explore the possibility of a paid internship late 2021/early 2022.

**Brandon Perrin & Jamie Ross**  
Iron Cove Link team

- Conduct regular coaching conversations and feedback sessions for women to support their career progression.
- Look for additional training opportunities for women in non-traditional roles to assist in their career development.
- Investigate opportunities for part-time female dump truck drivers between school hours. This arrangement would be beneficial for women looking to return to the workforce and would assist in the site efficiencies as crews rotate through breaks.

**Sam Diamond, Mal Trench & Tony Macpherson**  
Tunnel Site A team

- Provide onsite work experience/vacation work for one or more female engineering students before the end of 2021.

**Dan O'Hanlon & Ryan Webb**  
Tunnel Site B team

- Continue to provide training for our workforce employees and create opportunities for upskilling.
- Organise Unconscious Bias training for the team.
- Provide an opportunity for site tours for women outside of the team.
- Actively seek out women for any vacant roles that arise.

**Daniel Backhouse & Glen Day**  
Tunnel Site C team

- Arrange for three females students to undertake work experience for a week from either a school or university and coordinate between Civils, Tunnels & M&E to host the students throughout the nominated week.

**Simon Valencia, Steven Leahy & Tim McCarthy**  
Mechanical & Electrical substations team

- Encourage our contractors to employ women in their workforce and ensure we have suitable facilities for them on the project and in the tunnel.
- Arrange toolbox talk articles that highlight the benefits of women in construction and the challenges they face.

**Adrian Bartlett & Lisa Cregten**  
Mechanical & Electrical mainline installation team

- Actively seek out female candidates for current and upcoming staff vacancies, in particular supervisory roles.
- Seek input from entire BEW team to identify any potential improvements that could generate a higher level of engagement with women in the industry (toolbox talk topic) and develop an action plan based on feedback.

**Sean Brennan & Phil Shandley**  
Back End Works team

- Promote the employment and hire of female tradespeople, welders, and fitters.
- Implement flexible work arrangements particularly for those with parental responsibilities looking to return to work.
- Promote office-based engineering support roles with site field visits to improve education and further value to the employee.

**John Bostock, Tim Martin & Owen Stacey**  
Plant Team

- Actively seek out and engage another female graduate to continue with the ITS and Utilities teams (mid-year) and take part in an approved mentoring program.
- Actively seek out opportunities within parent companies for women who express interest in vacant roles or opportunities.

**Dave O'Connor & Craig Gilbert**  
Utilities team

- Create a culture where flexible work is the norm to help balance personal/home commitments with work particularly for those who have children.
- Seek out Unconscious Bias training and ensure the team attends to help create a level playing field.
- Seek out avenues that facilitate female candidates such as WORK180 program when recruiting.

**Niall Fry**  
Spoil & Intelligent Transport Systems team

