



We chose to challenge, to advance women in construction



On International Women's Day (IWD), 8 March 2021, senior leaders on the Rozelle Interchange Project committed to a total of 51 pledges to create a more diverse and equal workforce, in our male dominated industry.

This commitment to advance the achievements of Women in Construction (WiC) was fitting on a day that celebrates the social, economic, cultural, and political achievements of women and accelerates gender parity.

Our WiC goals align with IWD 2021's theme of #ChooseToChallenge and embody the Project's values of care and deliver. The pledges commit to strive for gender equality, foster a culture that recognises the inherent value of women and celebrate their achievements in our industry. These targetted goals allow us to focus our attention on WiC every day of the year, not just on IWD.

The pledges take many different approaches including allocating budget for WiC events, quarterly reviews of progress, female participation in SLT meetings, mentoring and upskilling of staff and promoting female employment on the Project and construction industry.

As we hit our 50% target towards completing these commitments, the data showcases some of the amazing achievements made so far.

32 women participated in a mentoring program

12 Senior Leadership Team meetings with female guest participants

6 presentations to educational institutions targeting future career paths for WiC

10 new female engineers hired onto the Project

5 female students across high school and university provided with work experience

50% of WiC pledges completed to date

Through targeted goals, awareness and action, the Project is working hard to be part of a larger movement to make construction a better place for women to work.

We look forward to achieving and exceeding our 2021 pledge goals and setting new challenges, to help create a gender equal world that is diverse, equitable, inclusive and free of bias, stereotypes, and discrimination.

