



# #BreakTheBias

is a call to action to confront gender bias and inequality and to seek out and celebrate women's achievements.

We can all make a difference within our work groups and at home by taking steps to break the bias and build a more gender equal world.



## We will Break the Bias through:

- Female attendance at SLT meetings, with a minimum of three women to gain experience and provide feedback to SLT on WiC experiences.
- Attending and providing input to WiC meetings on a minimum quarterly basis.
- Providing personnel time to attend schools to showcase opportunities in the construction industry.
- Supporting fundraising activities to provide further scholarships to Harding Miller foundation.

- Steven Keyser

- Conducting a one-on-one mentoring and career development session with each female engineer in the tunnelling team on a monthly basis.
- Actively seeking out female candidates for any vacant roles that arise.
- Facilitating two tunnel tours for female office staff across the project.

- Sam Diamond

- Providing work experience opportunities in the M&E team to a minimum of five female year ten high school students to influence them to pursue a career in construction.

- Andrew Johnson

- Supporting upskilling and promoting female members in the team.
- Providing opportunities for female team members to participate in SLT meetings.

- Andrew Brooks

- Increasing our female staff from 25% to 30% by IWD 2023. We will attract women to the industry via our part time recruitment campaign, networking events held throughout the year and agencies such as Career Seekers, Career Trackers and Graduate/Undergraduate recruitment.

- Engaging 10 female blue-collar employees both directly and through our M&E subcontractors.
- Presenting at two subcontractor forums and working collaboratively to attract female trades to the Rozelle Interchange and build a talent pool for future pipelines of work.

- Renee Barker

- Hosting two events this year highlighting the success of women on the project and themed around #BreakTheBias.

- Ross Graeme

- Providing a program whereby young women interested in law / finance / commercial can spend some time on the project shadowing members of the team to see how those non-engineering disciplines are applied in construction.

- Jacob Leslie

- Raising at least \$20,000 for another Harding Miller sponsorship.
- Running a minimum of six events that demonstrate the career opportunities in construction, which are targeted at female school and university students.
- Openly discussing why women seem to leave our industry just before they start a family, investigating the reasons why and exploring measures to put in place to arrest that trend.

- John Crane

- Taking SLT accountability for supporting, promoting & implementing these initiatives and more as a member of the Rozelle Interchange Women in Construction Committee in 2022.

- Steve Kiddle

