

## Unique Opportunity

### Join the Champions of Change Architecture Group

As designers for the built environment, we recognise that diversity in leadership and across the profession is critical for both society and for architectural practices.

#### Do you want to play your part in not just envisioning the future of architecture, but actively shaping it?

Established in 2015 to address the under-representation of women in senior levels, the Champions of Change Architecture Group invites architectural practices to join us in our mission to achieve inclusive gender equality across the profession. As a member, you will collaborate with other leaders and contribute to a movement that is setting new standards for gender equality and cultures of care, respect and belonging, enabling all to prosper.

#### Why join us?

- **Belong to a community of leaders:** Connect with other leaders in architecture who are committed to driving change and sharing outcomes and lessons learned to leverage our impact.
- **Access key resources:** Access resources and toolkits to adopt and accelerate the pace of change, tested and informed by those in the profession.
- **Build inclusive cultures:** Without shifting entrenched workplace systems and practices that disadvantage women, we will continue to impede progress on gender equality in the architecture profession. Our strategies help build workplace cultures that value respect, inclusivity, and equality, and that enable all employees to thrive.

- **Grow as a leader:** Recognise the impact of visible leadership as we advocate for inclusive gender equality, the value of stepping up together, and the impact of standing behind our numbers.
- **Close the gender pay gap:** Addressing the national gender pay gap requires the effort of our whole community. Importantly, employers must step up and play their part. All leaders have the power to analyse their data and act on pay gaps within their organisations.

#### Strategic outcomes

- Gender balance in leadership, recruitment, graduates and promotions, capturing the performance advantage.
- Creating cultures of safety, care, respect and belonging, leveraging the talent advantage.
- Leadership, advocacy and impact on gender equality in the workplace and wider society.

#### Our commitment

By joining us, you are committing to listening, learning and leading through action as we approach our work both collectively and as individuals. We implement change within our practices and publicly advocate for inclusive gender equality across the industry.

#### Take the next step

Complete the [Expression of Interest form](#) to learn more about this unique opportunity to shape the future of the architecture profession in Australia.

**EOI close 5pm 30 August, 2024.**

## Testimonials



The Architecture Group is pivotal in elevating and structuring conversations around diversity—both within our practice and in our personal leadership journeys.

The candour and collaboration in the group to share experiences and elevate conversations to an industry level provides a unique opportunity to learn and grow in this important space.

**Tara Veldman**  
BLP – Managing Director (Champion)



The ongoing journey of AJC's culture is a remarkable example of how strategic initiatives can reshape an organisation. The Architecture Group has been instrumental in this evolution introducing tools that have not only reinforced the benchmarks for the organisation but have also become the foundation of our identity.

We encourage others to invest in becoming part of the Champions of Change to evolve their culture and our profession, together.

**Lynette Apostolou**  
AJC – Chief Operating Officer  
(Implementation Leader)



The generosity of the other Champions, masterfully convened, has created a safe space to share and learn together. I now have the confidence to lean into those moments where women are overlooked, dismissed and treated unfairly, and speak up.

Being a member of the Architecture Group has had a material impact on our practice at Woods Bagot and the proof is in the numbers and the lived experience. I encourage other practices to experience the benefits and call on my peers to continue the great work the alumni Champions and Implementation Leaders have started.

**John Prentice**  
Woods Bagot – Principal,  
Sydney Studio Chair (Alumni – Champion)



Joining the Architecture Group in 2015 has been a transformative experience for BVN. As one of the founding members, we have witnessed firsthand the profound impact this initiative has had on our gender equality journey.

We encourage other practices to step up and experience the benefits that have empowered us to make meaningful strides towards inclusive gender equality.

**Brian Clohessy**  
BVN – Head of People & Character  
(Alumni – Implementation Leader)

