

## Male Allies Training and Industry Challenge – Speaker Notes

### SLIDE 1 – INTRODUCTION

Today I'd like to take a few minutes to talk about culture, specifically, the role each of us plays in shaping a respectful, inclusive and fair workplace.

Allyship in Action is an initiative dedicated to doing exactly that. It's a long-term, coordinated effort to shift the way our industry operates, building workplaces where everyone feels valued, respected and able to do their best work. It brings together programs, resources and opportunities for individuals and organisations to take meaningful action, not just talk about it.

This is not a standalone program or a one-off activity.

It's part of a longer-term effort to strengthen how we work together, across our teams, our projects and our industry.

### SLIDE 2 – WHY THIS MATTERS

The challenges we see in our industry are not isolated, they are structural and shared.

Construction remains a heavily male-dominated sector:

- around 96% of trades are men
- and close to 88% of the overall workforce

So if we're serious about change, we need to engage men, not just as supporters, but as active participants.

The data is clear:

- men in allyship programs are 3x more likely to advance gender equity
- almost 70% of women want men more involved and women with male allies are 70% more likely to progress in their careers

This is not just the right thing to do, it's what drives outcomes.

## SLIDE 3 – THE CURRENT REALITY

When we look at the lived experience across the sector, the picture is quite stark.

Construction has the **highest gender pay gap of any industry, 23.8%, 47% of women are in the lowest pay quartile** and representation in leadership remains below the **30% threshold** where meaningful change typically occurs.

But beyond the numbers, it's the everyday experience that matters.

- **88% of women report experiencing microaggressions**
- 80% of those are verbal and many come from direct managers or clients

What's most concerning is what happens next:

- **63% report no change after raising issues** and in some cases, behaviour actually worsens

This is where culture is either reinforced, or reset.

## SLIDE 4 – VIDEO

This video brings some of those everyday situations to life.

As you watch, consider:

- how these scenarios might show up in your own teams
- and what role you could play in shaping a different outcome

[Link to play video](#)

## SLIDE 5 – FROM AWARENESS TO ACTION

The Male Allies Training is designed to bridge the gap between awareness and action.

It focuses on practical capability:

- recognising behaviours and bias
- responding constructively in the moment
- supporting colleagues in a way that builds trust and respect

It is intentionally designed to be accessible:

- five short modules
- flexible, self-paced
- relevant to both site and corporate environments

This is about building confidence — not just knowledge.

## **SLIDE 6 – INDUSTRY CHALLENGE**

Alongside the training, we're participating in the Industry Challenge.

This introduces an element of shared accountability and visibility across the sector.

Every completion contributes to our organisation's participation and reflects our collective commitment.

It's also an opportunity to demonstrate leadership, not just internally, but across the industry.

## **SLIDE 7 – WHY THIS MATTERS FOR US**

When we strengthen culture, the benefits are tangible.

For our organisation:

- stronger engagement and retention
- better collaboration and performance
- improved safety outcomes and risk management

For individuals:

- a greater sense of belonging and respect
- confidence to contribute and speak up

And for the industry:

- a more sustainable and diverse workforce
- an environment that attracts the next generation of talent

## **SLIDE 8 – CLOSE / CALL TO ACTION**

The next step is straightforward. If you haven't yet engaged with the training, I encourage you to do so. If you have continue the conversation within your teams.

Because ultimately, culture is shaped through consistency, through what we reinforce, what we challenge, and what we choose to prioritise.