

CHAMPION OF CHANGE



PURPOSE AND RECOGNITION

This award recognises a male who is an advocate and driver of change in advancing gender equality and inclusion in the construction or related industries. This award celebrates an individual's commitment towards the promotion of gender equality within the construction or related industries through accelerating women's leadership presence and advancing the interests of women.

The successful recipient will receive a tech-enabled research backed sponsorship program for three pairs within their organisation, delivered and facilitated by *Cultivate Sponsorship* experts in sponsorship and gender equality specialising in the construction industry. *Cultivate Sponsorship* helps businesses to deliver real, sustainable gender equality by teaching business leaders how to sponsor women and gives women greater advocacy in their business.

ELIGIBILITY

Any male employee or owner of an organisation operating in New South Wales in the construction or related industries is eligible for this award. The individual must have facilitated/instigated change and advanced the interests of women.

Nominations for this award may be made by the individual themselves or by a third party, provided that the nominee has provided their consent.

NOMINATION ATTACHMENTS

1. Nominee biography (access template [here](#))
2. Letter of endorsement to support nomination (from CEO/Managing Director/Manager/Supervisor)
3. Letter confirming the nominee's employment
4. Letter of endorsement from a woman who the nominee has either formally or informally sponsored, championed and/or advocated for in their career journey
5. High quality, professional headshot of the nominee (portrait orientation)
6. An image of the nominee 'in action' (onsite, in the office, with their team etc)

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SUBMISSIONS QUESTIONS & WORD COUNT

1. Describe the contributions made by the nominee to champion women and advance women's interests (max. 300 words)
2. Explain how these contributions were particularly innovative or significant (max. 300 words)
3. Provide details of challenges the nominee faced and how these were overcome (max. 300 words)
4. Provide a summary of the impact/legacy achieved by the nominee in relation to driving change for women in the industry (max. 350 words)



2023 WINNER | DAVID MADDEN, MBM

Since founding MBM in 2002, David Madden has grown the quantity surveying and advisory firm to its current 150-strong team, 40% of those women. David has a deep and abiding personal commitment to gender equality, which he has embedded into company priorities. He role models respectful behaviour, promotes an inclusive culture, and celebrates all diversity. The judges chose David from a close field for demonstrating that small organisations can achieve impressive diversity outcomes, despite their smaller budgets, when hands-on leaders champion change.



2022 WINNER | STEVE KIDDLE, JOHN HOLLAND

Described as a "force of nature" by his colleagues, Steve Kiddle is Construction Director on the \$4.9 billion Rozelle Interchange Project. Steve's commitment to diversity is multi-faceted. Among his 51 Women in Construction 'pledges', Steve has collaborated with subcontractors to create employment opportunities for female tradespeople, championed flexibility, mentored female engineers, developed a school STEM outreach program and introduced unconscious bias training.