

WOMEN IN CONSTRUCTION

UPDATE

MEETING 2: MAY 2023

COMMUNIQUE FOR THE QUEENSLAND WOMEN IN CONSTRUCTION ADVISORY COMMITTEE



The Queensland Women in Construction Advisory Committee met in Brisbane on Wednesday 10th May 2023 to continue discussions on key focus areas, as the committee transitions into the strategy development phase over coming months.

Queensland-based gender research

Committee members discussed the opportunity for Queensland-based gender research to be undertaken to guide the development of appropriate strategies and actions to address gender inequality and enhance diversity within the Queensland construction industry.

The committee reflected on the [Building Gender Equality: Victorian Women in Construction Strategy 2019-22](#) research undertaken by RMIT University

in 2020, and actions the Victorian Government is undertaking to address gender inequality in construction. It was agreed to seek further insight from the Victorian Government on how actions have been implemented and learnings to date.

Committee members discussed an upcoming research project to be undertaken in Queensland by RMIT University, building on collaboration from the first Queensland Women in Construction Advisory Committee meeting held in February 2023.

This research project will commence in June 2023 under the auspice of one of the QWICAC member organisations, with a survey of existing construction workers to be undertaken to gather intel on men's experiences working with women in construction, and the experiences of women currently working in the industry.

For more information visit:
csq.org.au/women-in-construction

CSQ

**SUPPORTING
MORE WOMEN IN
CONSTRUCTION**

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Committee Priorities

The committee workshopped key priorities over the coming months, with a focus on:

- potential opportunities to support women's participation in the construction industry.
- potential opportunities to increase support for female apprentices.
- potential opportunities to educate construction workers, including employers, on gender equality in the workplace and the benefits of a diverse workplace.

Initial concepts/themes to be further explored by the committee included, but were not limited to:

- Flexibility
- Psychological Safety
- Mentoring
- Education
- Awareness
- Advocacy

The committee agreed to establish working groups to further explore each theme and consider existing support programs/strategies and possible actions/strategies to address key challenges/gaps. Working groups will provide regular activity updates to the Committee.

Strategy concept

CSQ has commenced work on a Strategy concept that will incorporate the work of the committee. An early working draft of the Strategy, outlining recommendations to government and industry on potential actions to promote gender equality and diversity in construction, will be available in the coming months.



Strategy Sponsor

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Queensland Women in Construction Advisory Committee Secretariat

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MEMBERSHIP

Rian Kelso (Chair)	Programs and Project Manager Director	PPTU Services Trades College Australia
Sean Cummiskey (Deputy Chair)	General Manager, Industry Services & Procurement	Construction Skills Queensland
Toni Bull	Regional Executive Director	Housing Industry Association
Rebecca Callow	HR Manager	Shadforth
Jacqui Collie	Governance, Political & Executive Officer	CFMEU
Geoff Favell	Queensland Training Ombudsman	Queensland Training Ombudsman
Sue-Ann Fresneda	Deputy CEO	Master Builders Queensland
Loren Hickey	Pre-Contracts Manager, Infrastructure	John Holland
Katie O'Malley	Group Corporate Affairs Manager	BESIX Watpac
Damian O'Sullivan	Hydraulics Compliance Officer (PPTU Male Ally of the Year 2022)	Multiplex
Glenn Robinson	Regional Director	Multiplex
Stacey Ross	Chief Executive Officer	The Centre for Women & Co
Sheree Taylor	Queensland Specification Manager President	BlueScope NAWIC Qld