



Australian Flexible Pavement Association media release

AfPA paves the way forward for diversity and inclusivity within the Australian road industry.

As the peak body representing the multi-billion-dollar flexible pavement industry the Australian Flexible Pavement Association (AfPA) are continuing to actively work toward paving the way for a more diverse and inclusive industry across Australia.

Held on June 22nd, AfPA will host a Diversity and Inclusion National Road Map Event in every capital city across Australia. AfPA aims to outline the road ahead in addressing diversity issues throughout the industry at the event. The roadmap will outline critical milestones, strategies, and actions for industry stakeholders to implement to reach more equitable outcomes for gender diversity and inclusion.

AfPA's diversity and inclusion policies target key areas requiring growth across the industry including empowering women, indigenous Australians, migrants, and all minority groups to take up a career in flexible pavement. AfPA's industry national diversity and inclusion committee work toward encouraging industry wide systemic inclusion practices, professional development, workplace culture reform and leadership initiatives.

The importance of getting behind this action was underscored last week at the 2022 National Roads and Traffic Expo in Sydney where AfPA had the honour of representing the industry and its members by championing diversity at the event. The expo, held across three days, brought together government, industry associations, advocacy groups and Australian businesses to discuss new and emerging improvements to diversity, health & safety, sustainability, and innovation outcomes.

Lise Sperling, Executive Director of NSW and ACT at AfPA, took a lead role as moderator for the industry discussion surrounding diversity within the roads and construction industry. The discussion focussed on how organisations can create positive change which facilitates diversity.

"To create the conditions for a more diverse and representative workforce, it is crucial that we genuinely reflect and assess performance, putting together appropriate strategies that lead to more suitable conditions, hours and opportunities," Lise said.

AfPA CEO, Carlos Rial, said:

"Major events such as the National Roads and Traffic Expo are critical for AfPA and its members, they allow us to discuss key issues and showcase all the positive changes the flexible pavement industry is making across the country."

"AfPA will continue to support every initiative that increases diversity and inclusivity across the road and civil works space. Having an equitable workforce has many benefits for the industry, including increased innovation, talent attraction and retention, and improved productivity.

"AfPA is pleased to be a driver of change within the flexible pavement industry, leading critical stakeholders on the path towards an inclusive and equitable workplace that provides opportunity for all.