



## More Talk, More Action: AfPA proudly hosts International Women's Day Industry Forum, with a Focus on Diversity and Gender Inclusion

**Wednesday 08<sup>th</sup> March 2023**

The Australian Flexible Pavement Association (AfPA) has proudly celebrated the invaluable contributions made by women in the flexible pavement and construction sectors as it hosted its annual International Women's Day Industry Event in both Sydney and Melbourne.

The Events focussed on this year's International Women's Day theme, #EmbraceEquity, and sought to provide a meaningful space for industry representatives to share and swap insights to create a stronger, more empowered workforce.

The event, sponsored by Downer, welcomed a diverse range of industry leaders paving the way toward a more inclusive industry, who provided insights on ways to foster diversity and belonging in the workplace. The experts also acknowledged the importance of gender inclusion in addressing Australia's skills and labour shortage, highlighting the need for collaborative efforts to bridge the gap.

The NSW Event was opened by the AfPA Diversity and Inclusion Chairperson, Kym Murphy General Manager Roadtek.

- The NSW Event Panellists included:
- Katriina Tahka | CEO, A Human Agency & A-HA!
- Thierry Madelon | CEO, COLAS Australia Group
- Cassandra Roberts | Laboratory Supervisor, Downer
- Loletta Yuen | Business Relationship Coordinator, UTS

The Victorian Event combined the WOMENG Program, as supported by RMIT, Austroads and AfPA, the keynote speaker was Emma Pane, Area Manager at Boral.

To further its commitment to diversity and inclusivity, AfPA took the opportunity to announce the Diversity and Inclusion Charter, a national commitment embraced by its Board to cultivate a workforce that values and promotes respect, equity, and inclusion for all.



The Charter's commitments also focus on promoting and leading best practice strategies in the recruitment, retention, and career progression cycle, as well as providing greater exposure to training opportunities, work placements and mentoring that identify, attract, and retain women who remain underrepresented in the industry.

Lise Sperling, Executive Director of NSW/ACT and Head of Federal Advocacy and Government Relations AfPA in support, said:

“Meaningful reflection leads to meaningful action. We have a unique opportunity to increase the representation and influence of women in male-dominated industries, and to truly boost industry productivity requires us to hold up a mirror to reflect the barriers that limit gender inclusion.

“We recognise and champion the women that tirelessly contribute to the roadwork and construction sector and believe that a diverse and inclusive workforce leads to better outcomes for all.

“We're also proud to lead an industry association that reflects and promotes the inclusion of women and see the Diversity and Inclusion Charter as a starting point to bring about this change. It's the beginning but not the end of AfPA's commitment to driving inclusion, diversity and belonging in the industry.”