



Elizabeth Broderick AO
EB&Co Principal

Elizabeth is a globally acknowledged leader, social innovator and advocate who has delivered major change initiatives in complex political, social and organizational environments including in government, private sector, academic, military and community sectors.

A former Australian Sex Discrimination Commissioner (2007-2015), Elizabeth has worked to break down structural and systemic barriers faced by women and men, and to promote gender equality in all aspects of society.

As principal of Elizabeth Broderick & Co. she has led significant reviews of workplace culture in global organisations across the private, public and NGO sectors.

She established and convenes the 'Champions of Change' coalition, a strategy engaging over 260 CEOs and their organisations to lead on diversity, equity and inclusion.

From 2017 - 2023, Elizabeth was a United Nations Special Rapporteur and Independent Expert on discrimination against women and girls, leading UN country missions in all regions of the world and engaging with nation states to lift the status of women and girls globally.

In 2016, Elizabeth was appointed an Officer of the Order of Australia and was named 2016 NSW Australian of the Year.

She has qualifications in computer science and law and has been awarded seven Doctorates of Law (Honoris causa) for her contributions to business and human rights.



Leigh Russell GAICD
EB&Co Partner

Leigh is a distinguished executive and director renowned for her exceptional people-focused leadership. With a multifaceted career spanning over two decades, she has held roles such as people & culture specialist, CEO, board director, adviser, consultant, author, and speaker. Her diverse experience encompasses various sectors, including corporate environments, boardrooms, and Australia's dynamic sporting industry.

After a successful executive career, including serving as the CEO of Swimming Australia and Netball Victoria, Leigh has leveraged this experience as an independent consultant, advising boards, CEOs, and executive teams on workplace culture, governance, HR strategy, organisational effectiveness, and adaptive leadership. Her expertise extends across sectors such as professional services, elite sport, government, and the arts, where she serves as a trusted advisor on complex workplace issues and best practice governance.

Leigh's educational background includes qualifications in Behavioural Sciences, Business, Education, and Career Coaching. Leigh is a graduate member of the Australian Institute of Company Directors, a member of Chief Executive Women, and an accredited Extended DISC Facilitator.



Lisa Pusey
EB&Co Partner

Lisa has over 20 years' experience leading complex gender equality initiatives, in Australia and internationally.

Working overseas for six years in several international women's human rights organisations, Lisa worked closely with United Nations expert bodies to advance gender equality.

More recently, she was Adviser to Elizabeth Broderick (Sex Discrimination Commissioner) and worked with her on several significant projects during her five years at the Australian Human Rights Commission. She led the National Review into Discrimination in the Workplace (relating to pregnancy, parental leave, and return to work), and led key sections of the review into the treatment of women in the Australian Defence Force.

Lisa also works closely with Elizabeth and the CEO of Champions of Change to support, grow and execute the strategy, and has led the Coalition's work on workplace responses to domestic and family violence. Prior to this she worked in the community legal centre sector.

She currently works on a range of gender equality initiatives with the Champions of Change Coalition and the University of Sydney.

Lisa is a member of the National Women's Safety Alliance's Policy and Advocacy Advisory Committee, Monash University's Safe and Equal @ Work Advisory Board, and a board member of Women's Legal Services NSW and Women's Fund Asia Limited.



Lisa Ryan
EB&Co Partner

Lisa brings to the team three decades of experience working in organisational culture, systems change and leadership for social impact. Lisa has worked with EB&Co on a range of high-impact projects, including most recently the Review of Bullying, Sexual Harassment and Sexual Assault in the NSW Parliament; and the review of gendered barriers to promotion within the NSW Police Force.

A social worker by training, Lisa is highly skilled in designing methods that create safety for people to share their lived experience, and in working with people across organisations to leverage organisational strengths, identify structural and systemic challenges, and building a shared agenda for change.

Lisa is an adaptive leadership specialist and brings to this project a particular interest in the role of leaders in creating psychological safety and enabling both wellbeing and high performance.



Jane Latimer AO
EB&Co Director of Strategy and Engagement

Jane is Director of Strategy and Engagement at Elizabeth Broderick & Co. and an Emeritus Professor in the Faculty of Medicine and Health at the University of Sydney.

As a leader in Women in STEM, Jane has worked with the Australian Academy of Science to promote diversity and contributed to the development of Australia's National Decadal Plan for Women in STEM. She has represented Australia at APEC Women in STEM meetings and serves on the Advisory Board of Franklin Women, Australia's leading professional community supporting women across the health and medical research ecosystem.

Jane's recent work has focused on developing leadership capability collaborating with University of Oxford to interview Vice Chancellors and research leaders across Australia. In 2020 at the request of Australia's first Chief Medical Wellness Officer, she worked with Clinical Heads of Departments in one of Sydney's largest health districts to review Leadership Culture. Her dual academic and culture roles provide her with a unique insight into the cultural challenges facing leaders working in the health and research sectors and how these might be addressed.

Over the past 20 years she has led research that has attracted over \$21.5 million in research funding and published in top medical journals like *Nature*, *New England Journal of Medicine*, and *Lancet*.

Jane also serves on the External Advisory Board of Gender and Disaster Australia, a leading national organisation addressing the harmful impacts of gender stereotypes in disasters including bushfires, floods, earthquakes, hurricanes, and cyclones.



Dean Peacock
Senior Associate

Dean has worked on issues related to global health, human rights and workplace culture for the last three decades and is internationally recognised for his pioneering work to support men to advocate for equality and respect in their homes, communities and workplaces. He supports organisations to strengthen their commitment and capacity related to gender equality, the prevention of sexual exploitation and harassment, and to diversity, equity and inclusion. In this capacity, he has worked with many United Nations agencies, nongovernmental organizations, philanthropic foundations and private sector organisations. Most recently, he has worked with the United Nations High Commissioner for Refugees, the United Nations Interagency Standing Committee on Humanitarian Affairs, the International Organisation for Migration, and the World Health Organization in Europe and the Western Pacific.

Dean is an Honorary Senior Lecturer at the University of Cape Town's Division of Social and Behavioural Health in the School of Public Health and a Scholar in Residence at the Violence, Inequality and Power Lab at the University of San Diego's Joan B. Kroc School of Peace Studies. He previously served as an advisor to UN Secretary-General Ban Ki-moon, UN Women, and many other organisations. He is the Co-Chair of the board of directors of No Means No Worldwide, a member of the board of Community Advice Offices of South Africa, and an expert advisor to the Task Force on Halving Global Violence. His writing has been published widely in academic journals and in influential media globally.



Lynette Garrick
Operations Director

Overseeing the business operations of the organisation, Lynette brings to the team her extensive experience in managing business operations across a diverse range of settings and industries. With exceptional organisational skills, and a background in accounting, she has worked in the financial services industry, the not-for-profit sector, with the School of Medical Sciences at UNSW, and more recently at the Australian Human Rights Commission. Before this, Lynette ran her own small business for 10 years.

In 2011, she began working with Elizabeth Broderick – the then Sex Discrimination Commissioner. Over this time, she was responsible for overseeing the logistics of a highly functioning, fast paced and effective team.