



Annual Report 2022

Working to **empower women** in STEM to unlock their potential

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Acknowledgement of country

We recognise and acknowledge that Aboriginal People of mainland Australia and related island communities and Torres Strait Islanders as the First Peoples of this Country.

We acknowledge the respective Traditional Owners on whose countries we live and work, and Elders, past, present and emerging. We pay tribute to First Nations People enduring stewardship of this country. We honour and thank them for their ongoing contribution to our culture and society, to protecting our unique natural environments, to technological, scientific and digital innovation, to building a thriving economy and creating a sustainable future for all Australians.

This acknowledgement is integral to the process of healing, recovery, and development of relationships and our shared future with The First Peoples of Australia.



Introduction



Our vision and mission is to advance, connect and empower women in STEM to unlock their potential.

Women in Technology (WiT) is one of Australia's biggest communities that support women in across all fields of science and technology. As a not-for-profit organisation, we exist solely to create opportunities for our members and provide a dynamic platform to empower women from all disciplines to unlock their career potential.

For more than two decades we have helped women find the inspiration and support they need to achieve their aspirations and, in doing so, we are helping our community take full advantage of the outstanding talent, energy and capacity they bring to our emerging digital economy.

WiT fills an important niche in the professional support resources available to women, helping to nurture, guide and support them during their whole career. We were the first organisation to bring women from all disciplines, all ages and all career levels together in a single, inclusive group.

Today, our community network brings together women and the champions of change who support them. Our community includes more than 8,000 corporate and individual members, affiliates, and over 25,000 online supporters – and our numbers continue to grow.

Industry and government invested substantially in schools and universities to encourage and equip young women and girls to pursue careers in STEM. WiT builds on these pathways offering enrichment programs and support for women as they start their careers, as well as women facing the unique challenges of returning to work, those in middle levels wishing to advance and senior women taking on high level leadership responsibilities.

WiT focuses on the common ground shared by women in all areas of technology, providing collegial support and helping them build the confidence and skills to succeed in the workplace. This is critical to recruitment, retention and growth of female talent and leadership in STEM careers. The broad remit also distinguishes us from the many discipline-specific organisations, technical interest groups that have emerged in recent years.

WiT operates in Queensland where technological innovation plays a key role in the state's economic future and the demand for talent is creating new opportunities for women. But our reputation extends nationally and many of our development programs have been emulated by both commercial and not-for-profit groups around the country.





Chair's message

The Board's key focus over the year has been to deliver on the strategy set by the previous Board to move out of the past and into the future. A large part of the Board's outcomes over the year have been in support of management, to prepare for growth whilst continuing to provide the membership with quality career support, events and connections.

We made inroads into our advocacy strategy by becoming trusted advisors to key Corporate Partners and have begun to contribute to how Government consider solutions to advance the position of women in STEM. There is still a lot we can do in both these spaces.

As the transition Board we were set up to be, we are still building a strong foundation for WiT to be a sustainable association to serve its members. Things you will have seen recently include the establishment of volunteer committees, set up to work on projects and the permanent addition of the CALD Program to our offering.

A number of improvements behind the scenes have included; our new Audit & Risk Committee that has been recruited with highly skilled members that have begun to mature our internal processes and governance.

We've had significant Financial and Audit process improvements, which in turn make WiT's ability to run programs for its members more effective and reduce the time operational team members spend on administrative tasks. Driven by two key Board members with sound experience in Finance and Corporate Governance - our first skills based recruits to the Board.

Finally, I'd like to mention the improved maturity of our Operations Team. They have been supported by this Board to; increase its capacity in line with WiT's ongoing member needs and spend valuable time on improving internal systems and processes.

Iyari Cevallos

Chair
Try Pitch



General Manager's message

Management's key focus for 2022 was predominantly around our Strategic Thrive Pillar of our 2022-2024 Strategic Plan. With significant and continuous growth throughout the last 10 years, the resourcing of the organisation was in need of bolstering to provide a foundation for further growth and enable us to deliver to our members. 2022 saw:

- Successful implementation of a new powered by partnership program.
- Increase in funding via our new partnership and sponsorship structure.
- Increase in staff resourcing with recruitment of extra team members.

I am proud of the hard work and dedication of each and every member of our team. We have worked tirelessly to underpin organisational operations to support growth, ensuring that we have the necessary resources and infrastructure to continue delivering value to our members. We have implemented new processes and systems, streamlined our operations, to provide the highest level of service possible.

As we look ahead, we remain committed to serving our members and the broader community. We will continue to innovate and evolve, staying ahead of the curve and adapting to changing circumstances. Our focus remains on delivering the best possible outcomes for our members and making a positive impact for Women in STEM.

I take this opportunity to thank you, our members, sponsors, partners and community for your support and trust. Without your continued loyalty and commitment, we would not be where we are today. We value your feedback and welcome any suggestions as we strive to provide the best possible experience for you.

I am excited about the future and the opportunities that lie ahead for us. We will continue to work hard to deliver the best possible outcomes for you and our community. Thank you for your support and partnership.

Lisa Cawthorne

General Manager

Our impact



Professional & personal development

Our events feature thought-leaders and inspirational role models, to career-based learning experiences and social networking. Creating opportunities to connect, collaborate and learn from others is crucial for building strong relationships and supporting individual career development. In 2022 we delivered over 50 events and programs for our members and the broader community and impacted over 2000 women.

- **Step Up Professional Development Programming:** educational programs and webinars delivered to over 375 participants.
- **Board Readiness program:** our 2022 program empowered 19 female leaders across STEM with the tools, network and voice to confidentiality transition to the board table.
- **CALD Program:** our inaugural 2022 CALD program empowered 43 CALD women and worked with 19 corporates to support CALD women in their organisations.
- **Science stream events:** over 25 attendees across 2 events and panel discussions Thank you to our event speakers and event sponsors throughout the year.
- **Connectworks:** more than 460 members and guests joined us for our 4 annual connectwork events to connect with the STEM community.
- **Inspiring women in STEM:** more than 130 members and guests joined us across 2 events showcasing leading women in STEM.

Mentoring

Hundreds of mentees and mentors have successfully completed the WiT Mentoring program, a structured 12-week course which focuses on helping women achieve their personal career goals. Alumni continue to be connected via a dynamic community of practice that offers ongoing online and offline interaction.

Recognition

The annual WiT Awards are the premier showcase for women in STEM in Australia. The gala presentation attracts hundreds of guests who come together to celebrate the outstanding achievements of Queensland women across the spectrum of science and technology.

The Awards attracted over 400 nominations, nearly 200 applications, 48 shortlisted applicants, 46 finalists and 20 awardees. The Gala Dinner hosted over 900 attendees and 83 corporate tables as well as celebrating our 25 year anniversary!

Community membership

WiT membership continues to grow year-on-year. The organisation now has more than 10,000 members and affiliates with more than 50,000 government, corporate and individual supporters registered with our various channels. Members come from all technical disciplines – including all branches of ICT, medicine, engineering, environmental sciences, research, academia, business, industry and government.

Advocacy & influence

The backing of WiT's diverse and inclusive membership gives the organisation a strong voice in policy and decision making at both a state and national level. WiT is frequently asked to speak at community and industry events, or to contribute to Government discussions and forums, where it continues to advocate on behalf of women in all fields of science and technology.

Information

WiT's extensive social networks are an important source of news and information on matters of significance to its broader community. They provide a platform to recognise challenges and achievements and showcase female role models and an accessible, safe forum for advice and support. The annual WiT survey keeps a finger on the pulse of attitude and opinion in the community.



Contribution

WiT works closely with many other women's networks, startup incubators, universities and technical interest groups actively promoting events and opportunities of interest to our community.

Our Partners and Sponsors

2022 Powered By Partners



Major Partners



2022 event sponsors



Looking ahead



Our 2022 - 2024 Strategic Plan

Although women have made significant career inroads over the past two decades they are still under-represented in many STEM professional and in senior leadership positions across government, industry and academia.

Change is possible, and it's happening but too slowly. Our 2022-24 Strategic Plan guides our focus areas in helping to help overcome these barriers by encouraging women to build their capability and support each other. We seek to unlock the potential of women in STEM by helping to drive transformative, systematic and sustained change and providing opportunities for women to establish the skills, confidence and networks they need to claim their rightful place in our technology-driven world.

| | | | | |
|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PURPOSE | Unlocking the potential of women in STEM | | | |
| PILLARS | ADVOCATE | CONNECT | EMPOWER | THRIVE |
| STRATEGIC OBJECTIVES | Powerful advocate for equality of women in STEM | Build an active and engaged community of women in STEM | Provide the tools and support for career success | Build a strong and sustainable association |
| STRATEGIES | <ul style="list-style-type: none"> Contribute to government policy to advance the position of women in STEM. Inspire change within companies to advance the position of women in STEM. Change public perceptions of women in STEM. Optimise research to create practical, evidence-based, outcomes and initiatives that advance women in STEM. | <ul style="list-style-type: none"> Facilitate meaningful connection with peers. Create a thriving online tribe of women in STEM. | <ul style="list-style-type: none"> Deliver useful and timely insights. Provide access to education and event opportunities. Recognise and reward excellence. Provide access to career support. | <ul style="list-style-type: none"> Secure strong and sustainable funding streams. Effective staff resourcing. Drive member growth and engagement. Optimise technology to deliver value. Practice great governance. |

OUR VALUES



Our short & long term objectives

The 2022-2024 Strategy for WiT is centered around the four key Pillars of **Advocate, Connect, Empower and Thrive**. WiT will continue to deliver a broad program of events and strategies to:

- Be a powerful **advocate** for the equality of women in STEM.
- Build and **Connect** an active community of women in STEM.
- **Empower** women by providing the tools and support for career success.
- Built a strong and sustainable organisation with members that **thrive**.

Over the next 12 months the objectives are:

1. Completion of the transition to a Company Limited by Guarantee
2. Alignment of the Annual Awards categories to the WiT values
3. Adoption of a broader application process for the Annual Awards to improve our ability to recognise Women in STEM
4. Establishment and recruitment of Board and Project Committees aligned to the Strategic pillars and right sized for the new company structure to deliver better services for members and outcomes for partners
5. Review all levels of Membership to ensure we are delivering value, ensuring members can fully leverage all benefits of the WiT ecosystem
6. Enhance and optimise technology use and improve systems to future proof the business for growth including the use of data and insights to better serve our members with streamlined operations and personalised communications
7. Continue to deliver education, training and networking opportunities for our members
8. Complete an annual review of the 2022-2024 Strategy to assess progress, prioritise remaining initiatives and identify KPIs aligned to the strategy

Over the next 3 years the objectives are:

Advocate - Contribute to Government policy with the aim of advancing the position of women in STEM. Inspire and influence change within the business ecosystem to better integrate women and improve representation at all levels. Be a voice for Women and have a seat at the table where decisions are being made.

Lead - Position WiT as the experts on Women in STEM by creating opportunities for practical, evidence-based research, initiatives and programs through partnering with universities, government and research bodies.

Connect - Create a thriving tribe of women online and in person that is amplified through an expanding network of chapters in new geographies delivering contextualized and relevant offerings aligned and governed in accordance with the WiT values.

Empower - Provide access to education and events that address the structural challenges facing women in STEM. Recognise and reward, motivate and inspire excellence through sharing stories and evolving the WiT awards.

Thrive - Secure strong and sustainable funding streams and identify new high value offerings that will ensure stable operational delivery of programs that serve the WiT community.

Our Board & governance



Our Board

Under our current Constitution, the Board, or management committee under the *Associations Incorporation Act 1981* (Qld), is made up of a President, a Treasurer, a Secretary, and other Directors as members appointed of the association.

As supported by members at the 2021 Annual General Meeting, WIT intends to transition from an incorporated association to a public company limited by guarantee. Under this arrangement, where a new Constitution is passed at the 2022 Annual General Meeting, the Board will consist of no less than five and no more than ten Directors.

The primary role of the Board is to set the objectives, strategies and policies for WIT and to ensure that its management demonstrates proper, efficient stewardship and commercial practices which are in keeping with WIT's mission and purpose. This is achieved by:

- developing and approving WIT's strategic direction;
- selecting and appointing the General Manager, and monitoring their performance;
- monitoring financial and non-financial performance, risk management, governance arrangement and the integrity of reporting;
- approving decisions affecting WIT's capital, including approval of new business initiatives;
- ensuring compliance with regulatory requirements;
- informing and monitoring Board level policy positions.

Number of meetings

| | Eligible to attend | Attended |
|------------------|--------------------|----------|
| Iyari Cevallos | 9 | 9 |
| Kelly Wilkes | 9 | 8 |
| Janet Hou | 9 | 8 |
| Alison Stokes | 9 | 8 |
| Bronwyn Venus | 9 | 8 |
| Petria Skitek | 9 | 9 |
| Rowena Beckworth | 9 | 9 |
| Indi Tansey | 6 | 4 |
| Nadine Fiers | 1 | 1 |
| Kelly Addison | 1 | 1 |
| Rebecca Langdon | 3 | 3 |
| Simon Smith | 3 | 2 |
| Angela Jones | 3 | 3 |
| Melissa Sykes | 3 | 3 |
| Gunjan Allen | 3 | 2 |
| Genevieve Alder | 3 | 2 |
| Krysten Bougoure | 2 | 2 |

Board's Committees

We currently have one Board Committee, the Audit and Risk Committee. This oversees the audit of business and operational matters, identifies and manages business risk, and advises on matters relating to financial performance and budget development.

During 2023, we expected that the number of Board Committees will increase in assisting the Board to discharge its duties.

Our entity transition

In considering the benefits of WIT's transition to a company limited by guarantee to strengthen organisational governance and management and better facilitate entity growth in meeting WIT's mission and vision, Members passed a resolution at the 10 May 2021 Annual General Meeting in support of WIT's transition from an incorporated association to a public company limited by guarantee. During the year, the Board progressed WIT's transition, with full transfer expected following the 31 May 2023 Annual General Meeting.

Our people

As a small organisation, we pride ourselves on fostering a supportive and collaborative culture. Our operations team consists of two FTE staff members, including a General Manager, Membership and Administration Manager, Events Manager and Communications Manager.



Board Members



Iyari Cevallos

Chair

Iyari has over 15 years of global experience managing unique and complex engagements in the resource, banking, telco, energy and tourism sectors. She has a proven record of delivery in operational performance, digital transformation change, governance and risk management in both the public and private sectors. As a passionate leader in fast paced and evolving environments, she has been fundamental in influencing and leading positive change, contributing to a more equitable, just and sustainable society. Iyari is a regular speaker at corporate enterprise level conferences and is frequently called on as a lead facilitator for engagements aimed at blue sky thinking, strategy development, innovation or cross network industry think tanks.

Appointed: April 2022 (appointed Chair May 2022)



Kelly Wilkes

Director

Kelly grew up in Perth, Western Australia and had the luxury of a free range childhood, moving to Sydney in her teenage years. Travelling extensively in her youth, she has had a wide variety of experiences, opportunities and setbacks. Kelly has spent the last 20 plus years working in a variety of IT and business roles ranging from Insurance and Banking to Government and Education, from global giants to a 3-person technology start-up in Australia, Sri Lanka, Africa, Europe and the US. She is currently the Vice President of Operational Excellence for Vela Industries Goup. Kelly is passionate about using what she has learnt to help people work better together and enable them to realise their full potential.

Appointed: April 2022



Janet Hou

Director

Janet was trained as a doctor in China and an epidemiologist in Australia. She is currently employed as an Associate Prof in Epidemiology at UQ Poche Centre for Indigenous Health. Janet has been a passionate community volunteer, including Board Member of Queensland Chinese Associations of Scientists and Engineers Council (2006 -2016), Chair of Chinese Community Crime Prevention Consultative Committee in Queensland (2010-2014), and President of Queensland Chinese Forum (2010 – 2014). Janet’s leadership roles include Director of international research development between institutions in Australia and Asia, Medical Affairs Director in a USA company, Project Manager in QLD Health DG’s Office, and Academic Dean in a private institute of higher education in NSW where Janet chaired the Academic Board.

Appointed: April 2022



Alison Stokes

Director, Treasurer

Alison Stokes is the CEO and Co-Founder of a health tech startup *Beyond The Clinic* – a technology solution revolutionising the way healthcare is provided to achieve better outcomes for both patients and providers. With more than 15 years of experience in healthcare management, sales, marketing, business development and clinical practice, Alison has a well-rounded strategic understanding of clinical problems and the technical solutions required to drive efficiencies and improve patient care outcomes. Driven by her entrepreneurial mindset and innate ability to challenge the status quo, Alison is fast becoming a trailblazer for *female* entrepreneurs in the health tech space.

Appointed: April 2022

Resigned: April 2023

Board Members



Bronwyn Venus

GAICD MICDA

Director

Bronwyn was a senior researcher for more than 30 years with organisations including CSIRO, Department of Agriculture and Fisheries and the University of Queensland. She is passionate about the agriculture and food industries, and now heads the partnerships and grants program for Sugar Research Australia (SRA). Bronwyn brings industry and legislative knowledge and insight (particularly with relevance to the agriculture sector), along with an excellent working knowledge of the research and academia sectors. As the Head of Partnerships and Grants for SRA, Bronwyn's focus is on identifying partnerships to support the delivery of SRA's innovation and commercialisation agenda, building long-term, strategic partnerships aligned with the delivery of transdisciplinary systems and solutions to address industry priorities.

Appointed: April 2022



Petriea Skitek

Director

Petriea returned home to start a new initiative here in STEM in Australia from 20+ years in Japan where she had her own food, educational and consulting business supplying services to peak government bodies, leading international hotels, supermarket chains, marketing industries and independent schools both in Australia and Asian regions. Petriea has a depth of experience on boards starting with Australia-New Zealand Chamber of Commerce Japan (ANZCCJ), International Working Women's Association (IWWA) and ending as a specialist in international policy and a planning consultant over 8 yrs for the World Association of Cooks Societies (WACS 63 member nations) and the Asia Continental Director (15 countries). Petriea is currently a volunteer member for Zonta International, Brisbane South, an organisation of professionals that empowers women through service and advocacy that aligns alongside UN women for strategy and delivery.

Appointed: April 2022



Rowena Beckworth

GAICD, MBA and BEng(Aero)

Director, Audit & Risk
Committee Chair

Rowena is a company director, business leader and management professional with diverse industry experience. Her executive leadership appointments have included corporate strategy implementation, business services integration and Reconciliation Action Plan sponsorship. She has more than 20 yrs experience in leadership, project management and engineering roles spanning aerospace, defence and construction sectors. Throughout her career, Rowena has been a leader and advocate for advancing organisational commitment to diversity and inclusion through culture and systems that enable participation, parity and progression of people from diverse backgrounds and circumstances. Rowena is a graduate of the Australian Institute of Company Directors and holds a Masters of Business Administration and a Bachelor of Aeronautical Engineering, as well as a number of other post grad qualifications.

Appointed: April 2022 (appointed Audit & Risk Committee Chair September 2022)



Indi Tansey

Director

Indi is a creative connector who uses strategy and design as force for good, to create products and tools that help purposeful leaders make better decisions. She has worn many hats, as a company director, master storyteller, technology entrepreneur, adventure blogger and artist. Channelling more than 10 years' experience as a creative strategist in global advertising agencies in Europe, Latin America and Australia, she has co-founded and launched two technology businesses. Indi uses her unique skillset to build values and purpose led communities around ideas capable of creating the future we want. Indi loves to draw and to champion the stories of women, so if you see someone sketching on an ipad at a WiT event, please say hello as it is likely her!

Appointed: April 2022

Resigned: September 2022

Board Members



Nadine Fiers

GAICD, LLB (Hons)

Director, Company Secretary

Nadine has over 10 years' experience delivering best practice corporate governance. Cognisant of the role that corporate governance plays in shaping operational and strategic performance, Nadine is passionate about identifying opportunity and realising it for long-term sustainability and success. Nadine has qualifications in corporate governance and law, and is currently the Assistant Company Secretary of an ASX listed top 150 enterprise software company.

Appointed: held casual vacancy from December 2022



Kelly Addison CPA

Director, Treasurer

Kelly is an accomplished CPA with over 20 years' experience in Finance and Software Implementation. She has a proven track record of leading successful finance teams across multiple industries, including listed companies and not-for-profits. Kelly's passion for innovation and emerging technology has been a driving force throughout her career. She has a deep understanding of how technology can enhance processes and create efficiencies and is constantly exploring new ways to leverage technology to improve outcomes for clients. Over the past 8 years, Kelly has focused on innovation projects, software design and architecture within the legal industry. Her expertise has enabled her to develop cutting-edge solutions that have improved operational efficiency and delivered significant value to her clients.

Appointed: held casual vacancy from December 2022

Thank you to our Board Directors that departed during the reporting period.

Rebecca Langdon, Chair

April 2018 to April 2022

Simon Smith, Director & Treasurer

April 2020 to April 2022

Angela Jones, Director

April 2020 to April 2022

Melissa Sykes, Director

September 2017 to April 2022

Gunjan Allen, Director & Company Secretary

April 2020 to April 2022

Genevieve Alder, Director

April 2020 to April 2022

Krysten Bougoure, Director

April 2022 to August 2022

Lauren Barnett, Company Secretary

July 2022 to December 2022

Audit & Risk Committee

Thank you to our Audit & Risk Committee members for your commitment to supporting WiT's governance processes

Kate Bowden, Committee Member

Maria Buchsteiner, Committee Secretary

Lauren McCleary, Committee Member

Glen Tomai, Committee Member

Operations Team



Lisa Cawthorne
General Manager



Sue York
Admin & Membership Manager



Carla North
Marketing & Comms Manager



Christy Ward
Event Manager



Jennifer Cox
Bookkeeper

INSPIRING EXCELLENCE

We celebrate our success and achievements to inspire the next generation of leaders.

WE LIFT EACH OTHER UP

Incredible things happen when we support, guide and trust each other.

WE ARE THE CHANGE

We challenge the status quo by advocating for women in STEM with courage and respect.

STRONGER TOGETHER

We leverage the power of our network to foster professional relationships and partnerships.

FUTURE FOCUSED

We embrace change and learning opportunities to advance the skills and careers of our community.

25 YEARS

Thank you

Without the support of our Members, Partners and Sponsors the work we do to advance, connect and empower women in STEM to unlock their potential would not be possible.

