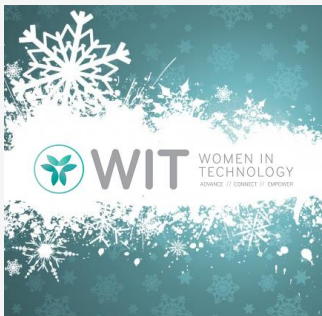




# WIT

WOMEN IN  
TECHNOLOGY  
ADVANCE // CONNECT // EMPOWER



## PHOTO GALLERY

Can you find yourself  
in one of these  
gorgeous happy  
snaps from our 2019  
events?

### Merry Christmas Contact

The WiT Christmas party is always loads of fun and this year was no exception as friends, old and new, kicked up their heels to celebrate the end of another busy year. The sold-out event was a great way to reflect on how much WiT and our fabulous members have achieved in 2019. We can't wait to see what the new year brings!

Special thanks to NTT, especially Laura Ritson and Tim McElwaine for their generous support in hosting us at their stunning offices overlooking the Brisbane CBD.

### 2019 Highlights

As many of you know, WiT was formed by 10 women. They were bold, bolshy and insightful and they came together to find answers to the unique challenges they faced as female pioneers in technology. Now 22 years later, our community continues to advance, connect and empower women in STEM-based careers.

In 2019, WiT supported members with more than 40 professional and personal development events. Highlights included our sought-after Board Readiness Program, WiT Mentoring, and exclusive workshops such as Managing Stress in the Workplace, Transferable Skills with Dr Sue Keay,

The Squiggly Career Journey with Indi Tansey, Critical Thinking with Jason Murray and our first weekend wellness session to just name a few!

Of course, who could forget our biggest and brightest WiT Awards which attracted more than 150 nominees and 700 guests to the elegant ballroom of Brisbane City Hall. Not sure what you missed? Check out the [video](#) and meet the [winners](#).

## 2019 IN REVIEW



### Our community is growing

WiT is continuing to grow as a peak community for women in stem-based careers in Australia, thanks to the support of the Queensland State Government, our many corporate and not-for-profit partners and thousands of wonderful members.

A snapshot of our community:

- 7,000 members and affiliates
- 23,000+ supporters on social media

- Diverse and inclusive
- Discipline and subject matter agnostic - all professions, from all branches of science and technology

You made your mark in 2019. We can't wait to continue the great work in 2020 as together we advance, connect and empower women in STEM-based careers.



**Is there a career issue or tech topic you are passionate about? We want to hear from you!**

So many of you have great ideas to share and by sharing we inspire and connect. We are opening our networks so you can tell your story. WiT members have the opportunity to suggest articles about the amazing work they are doing in technology or career topics they feel passionate about. If you have a great idea for a short article, vlog or blog post please pitch your idea to [media@wit.org.au](mailto:media@wit.org.au).

State of the nation for women in STEMM

One of our great supporters and members, Em. Professor Maree Smith was the keynote speaker at the AusBiotech 2019 Queensland Women in Life Sciences Luncheon. This year's theme was 'an hour to empower'.

Professor Smith's speech is a great state-of-the-nation summary of gender equity in science and technology. She has kindly agreed to share it with all WiT members.

While Professor Smith highlights so many crucial issues in her address, here is just one of her insights:

"In Australia, women comprise 47% of the workforce but only 16% of the STEM-skilled workforce. This is in an era where it is predicted that 75% of all future jobs in Australia will require STEM literacy and skills. It was estimated by PWC in 2015, that shifting just 1% of Australia's workforce into STEM jobs would add \$57.4 billion to the nation's GDP over 20 years. Thus as a nation, we can ill-afford to under-utilize the talent of half the work force. Hence, there are many initiatives aimed at removing barriers faced by girls and women at every stage in the STEM career pipeline spanning the taking of STEM subjects at high school at one end, and reaching the most senior levels in our chosen fields, at the other. Hence, the raft of interventions aimed at addressing every stage of the STEM career pipeline."



**Emeritus Professor Maree Smith PhD AC FTSE FAHMS  
Director CIPDD - School of Biomedical Sciences - UQ**

"With hard work, girls can do anything, women can do anything, I strongly believe in those principles" Professor Smith AC.

Professor Smith has combined her research career with her strong sense of responsibility to guide the next generation.

For her eminent service to science through pioneering research and innovation in the treatment of neuropathic pain, including her quests in gender equity and as a role model, Professor Smith was honoured as a Companion of the Order of Australia in 2019.

[READ SPEECH](#)

**WiT Mentoring Programme: WiT member strives to bring happiness**

We caught up with Gloria Vega, one of our recent WiT mentoring graduates, to find out how the supportive program has helped bring her dreams into action.

Did you know that Australia has a loneliness epidemic? The Australian Psychological Society has reported that 1 in 5 Australians feels lonely and this social isolation can lead to poor health and premature mortality.

In contrast, despite its poverty and violence, Latin America consistently reports high levels of happiness, stemming from the relentless pursuit of joyful affective expressions and relationships that is embedded in its culture.

To bring the two together, Gloria has formed a charitable foundation called Acude which aims to connect Australians and Latin Americans, using the Latin American mastery in seeking social connection to help break isolation issues in Australia and linking Australians with foundations that help break cycles of poverty in Latin America.

"The WiT mentoring program served as a catalyst to help transform my social enterprise idea into action," Gloria said. "The program's initial workshop and tools helped me to visualise new realities. I worked with Julia Huynh, my mentor, to sharpen up my enterprise model, as well as balance personal and professional needs. The group also gave me an opportunity to tell my story within a supportive environment."

As a result of the program, Gloria entered and won the UQ Global Engagement Latin American Colloquium competition, which aims to advance Latin American and Australian relations through entrepreneurship and innovation.

Check out her video or follow her new foundation to find out how Acude will connect communities, locally and abroad.

[WATCH VIDEO](#)





### **WiT Member Named Fellow of the Australian Academy of Technology and Engineering**

Congratulations to WiT member and University of Queensland Professor Neena Mitter, who has been made a Fellow of the Australian Academy of Technology and Engineering. Professor Mitter was one of 25 leaders recognised for her contribution to the application of science, technology and engineering to solve real-world problems.

[Read more](#)

### **2020 Queensland Women in STEM Prize is Open for Applications**

Do you know a female early to mid-career researcher who is working to make a difference in Queensland?

### **Australian Gender Equality Council – Quarterly Update**

As 2019 comes to an end, AGEQ reflect on achievements. To coincide with their launch in 2018, the AGEQ developed the powerful #ItsTime

Three cash prizes of \$5,000 are available to support professional development opportunities in three categories:

- Jury Award – for the most meritorious applicant, as determined by a panel of esteemed judges
- Aboriginal and Torres Strait Islander Jury Award - for the most meritorious Aboriginal and Torres Strait Islander applicant, as determined by a panel of esteemed judges
- People's Choice Award - for the applicant with the highest number of public votes.

To apply, applicants must provide a written submission along with a two-minute video detailing their work, benefits for Queensland and their STEM engagement by 4 February 2020. Click [here](#) for more info.

campaign to remind us all about the facts of gender equality and the long journey we have ahead to achieve it. They are now in the process of setting their priorities for 2020. Click [here](#) for more info.

### **Australian Bureau of Statistics Findings on Gender Indicators**

ABS has revealed the gender gap between men and women is closing in some areas.

A significant revelation of the 2019 Gender Indicators publication, released last month, was for the first time the number of women in executive level positions in the public service surpassed men (51.2% & 48.8% respectively).

Although we still have a long way to go but women are breaking the glass ceiling in private and public sector. Click [here](#) for more info.

**Accessibility is being able to get in the building. Diversity is getting invited to the table. Inclusion is having a voice at the table. Belonging is having your voice heard at the table!**

WIT Co-President Dr Claudia Giurgiuman featured at the IMNIS (Industry Mentoring Network in STEM) Leader's Forum. The Leaders Forum explored what needs to happen for more effective collaboration opportunities between universities and commercial industry partners.

The participants also discussed what is working (and what isn't) from the perspectives of industry, government and academia, and examined how inclusive leadership and diversity in skills, research, disciplines and people can boost innovation, productivity and profit.

Dr Giurgiuman's speech focused on the importance of understanding stakeholders and how leaders can facilitate collaboration.



### **See you in 2020!**

On behalf of the Board and staff we wish all of our members, friends and supporters a happy and safe Christmas holiday break.

We hope you can join us for our [first Connectworks event](#) in the new year.

[www.wit.org.au](http://www.wit.org.au)

