



WIT

WOMEN IN
TECHNOLOGY

ADVANCE // CONNECT // EMPOWER

We trust all of our fabulous members had a relaxing Easter break with your families, and are feeling rejuvenated.

We held our Annual General Meeting on Thursday 4th April to great success. We thank all our members for coming, for your ongoing support and for making 2018 the success it was. Key announcements from the AGM:

- We sadly farewelled our Co-President, Life Sciences Dr Alison Rice who has served WiT for the last 4 years. We thank Alison for her contribution and wish her every success in the future. Read about Alison's contribution to WiT and her farewell [here](#).
- We welcomed our new Co-President, Life Sciences Dr Claudia Giurgiuman and are excited to have such an established contributor to the Life Sciences network. Claudia has more than 16 years' experience in medical research, research management and grants scheme development and management and holds a PhD in the field of Medicine, a Bachelor of Science degree with First Class Honours and a Postgraduate Certificate in Project Management.
- We will be focusing over the year on a new strategic plan prioritising: 1) Launching our new advocacy program; 2) Extending our reach; 3) Maintaining a strong grass-roots community and; 4) Planning for sustainability and growth.
- We announced our survey results - WiT surveys are an important finger on the pulse of Queensland women in technology and this year we had almost 400 participants. See below for some key findings.
- You can view our 2019 Financial Statement [here](#).



Our first mentoring program for 2019 commences this week. The program is fully booked with outstanding mentor response. If you have missed out send your EOI for our next session in July to secretariat@wit.org.au. We have supported more than 200 mentors and mentees in the last 3 years!

We kicked off our Board Readiness program with 20 participants. The program runs from March through to July with 9 workshops, culminating with an industry luncheon to celebrate our graduates and introduce them to industry. The Board Readiness program is highly regarded and is a customised leadership course for women wanting to step up to Directorship. The program is supported by the AICD. The program has been running for more than 10 years and to date, almost 100 participants have successfully graduated and well over 50% of graduates have gone on to gain Board roles, including more than 10 women than have come onto the WiT Board and 4 who have gone on to become President of WiT. [View our previous Board Readiness Graduates here.](#)

WiT Survey key takeouts

Who are you?

You are mostly hard-working career women from all branches of science and technology in the throes of your career

Why do you come to WiT? 29% for awards and recognition; 25% for Business opportunities; 13% to give back; and 11% for job opportunities

What else would you like WiT to do? 51% want more online events/resources; 54% more professional education; 36% - more job related services / career advice

and 32% more networking

What role does our community play – how do you describe WiT? 67%

describe us as an industry association; 19% a social networking group ... yet many of you already consider WiT to an advocate for issues that affect you – with 60% agree/strongly agree; 33% neutral; 7% disagree/strongly disagree.

WiT has a strong influence on women's rights – 42% agree/strongly agree; 49% neutral; 9% disagree/strongly disagree

How many of you have experienced gender bias at work?

- 58% have faced discrimination
- Only 13% experience bias
- 50% see equality as an organisational priority
- Only 18% are comfortable negotiating pay
- Only 16% observe gender bias

What are the biggest barriers facing women in our industry? Unequal

promotional opportunities; gender bias; lack of female role models; lack of mentors; reluctance to take risks; poor negotiation skills; different pay for same skills & inflexible hours and conditions.

Are we making headway with the issues? Only 49% agree that women have it better now than 5 years ago; only 32% believe business is doing enough and only 19% this Government is doing enough. A huge thank you to our corporate supporters and government employers for leading the way.

And would you have it any other way? WiT exists to help all of our members to balance the huge challenges and opportunities that come with being a woman in technology and we are glad you agree with 55% agreeing that WiT can help your career and the future looks bright with 83% of your agreeing you would recommend a career in technology.

WiT is determined to be nimble, relevant, responsive and above all helpful to you ... and as you can see, these are the key issues that underpin our huge program of educational activities and events. Unlike other organisations, we are diverse, inclusive and agnostic when it comes to professional disciplines. That is what makes WiT different...

WiT Awards 2019 - make your mark!



Our next WiT Awards Gala '**Make your Mark**' is to be held on Friday 30th August at Brisbane City Hall. Sure to be our largest Awards Gala to-date, we want to encourage you to support your female mentors, colleagues, sisters, friends, role-models, or all-out superstars by nominating them! Believe in yourself and apply... you never know... the next winner could be you! For some inspiration, you can read all about last year's winners [here](#).

So with this in mind, here are some quick facts to help you prepare:

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So with this in mind, here are some quick facts to help you prepare:

- **Nominations open Tuesday 7th May and close 31st May** - that's ONE MONTH to nominate your female mentors, colleagues, sisters, friends, or role-models.
- **You do not need to be nominated to apply. You can apply without being nominated** - However, if you nominate someone, or are nominated by someone, they do/you do, need to go on to apply.
- **Applications open Tuesday 7th May and close Sunday 30th June** - There is time to apply but if you want to submit the best application, then allow yourself time.
- For tips and tricks on how to apply and what to prepare for, you can contact us and we will send you a helpful manual; and of course are willing to answer any questions.
- After the application deadline, an expert panel reviews all applications and through a voting process, a few are shortlisted for an interview which is held on Saturday 3rd August. A separate expert panel then conducts the interviews, after which, the finalists are announced Monday 12th August and winners revealed at the Gala Awards ceremony on Friday 30th August.

Do you wish to attend the Awards but don't know how? If your company is sponsoring the Awards, contact your company rep as there may be a seat for you. Companies and individuals can also purchase seats or tables. Contact us to find out more or see the booking page [here](#).

What Awards could you nominate for or enter?

[ICT Awards](#)

[Life Sciences Awards](#)

[Employer of Choice Awards](#)

[NEW Sue Wickenden Entrepreneurial Award](#)

[NEW WiT Community Award](#)

Awards Sponsor Spotlight - thank you to two of our WiT Award sponsors:



Find out more about the Awards and how to nominate, apply or sponsor [here](#).

Coming events...mark the date!

Life Sciences Event #1 - Friends, Collaboration & Translation - 1st May CLOSING SOON! – [book now!](#)

Connectworks Networking Event - 7th May CLOSING SOON! - [book now!](#)

Step Up #2 - Planning your Financial Future - 21st May- [book now!](#)

Progress Your Leadership - 24th May - details coming soon

ICT City Series Breakfast #2 - 11th June – details coming soon

You can view all our upcoming events [here](#).

Jobs board

Do you know we have a jobs board? Check it out [here](#).

Are you interested in advertising on our Jobs Board or emails? We are taking EOI's from interested organisations. Email secretariat@wit.org.au for details.

For more information check the website at www.wit.org.au or follow us on:



Thank you for your continued support and we wish you all the best for achieving your goals in 2019 and beyond. WiT is here to support you on that journey... No question is too hard! [Contact us](#) anytime for help, advice or to give feedback.



Best wishes

Your WiT Board

L-R: Melissa Sykes (Chair Life Sciences), Marie Howarth (Communications), Emma Greenley (Secretary), Natasha Duerden (Marketing), Lisa Cawthorne (Operations), Bec Langdon (Chair ICT), Joanna Field (Co-President), Penny Holder (Governance), Di Su (Treasurer) & Alison Rice (Co-President)

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