



2021 ANNUAL REPORT



Women in Technology (WiT) recognises and acknowledges 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.



Students from Inala State School performed a special Acknowledgement of Country at the 2021 WiT Awards



President's Message

Community is the heart and soul of WiT, so I'd like to start this message with gratitude to our warm, welcoming, and uplifting community. This year we welcomed 1200 new members to our community, and I share gratitude to all our 8800 members and affiliates for your engagement, contributions and ongoing feedback and support.



To our valued corporate partners and event sponsors, I want to personally thank each and every one of you for your generosity and ongoing support in recognising and celebrating the valuable contributions of STEM women in Queensland.

Thank you to all the facilitators, educators and speakers who presented to our community in 2021 – we are grateful your expertise and the insights you shared with our community to inspire them to learn and empower them to advance their career in a unique and meaningful way.

I'd also like to thank my fellow volunteer Board Members for their commitment and steady hand in steering WiT towards our vision for the future. To our small but impactful operations team, thank you for supporting our members and keeping us moving; to our talented volunteer teams, thank you for always willing to lend a hand, and to our General Manager Lisa Cawthorne – thank you for being a constant voice and champion of Women in Technology.

This year we continued to face into the impacts of a global pandemic. WiT continued to respond flexibly to ensure we could not only maintain but grow our support to members. We did this through launching our new values, shining a light on the regions and rejuvenating our programs. The evolution of WiT continued with major steps towards becoming a Company Limited by Guarantee.

WiT will be celebrating 25 years of our incredible community and impact in 2022. The celebration will bring to life not only the last 25 years but to shine a light forward to the future of WiT. We have a rich past and a vibrant future, with many exciting stories to share.

WiT continues to grow from strength to strength. We always remember where we came from but are always looking forward to where we need to be. An incredible community I'm proud to be a part of.

Bec Langdon
2021 WiT President



Our 2021 Board



Bec Langdon
President



Gunjan Allen
Director and Secretary



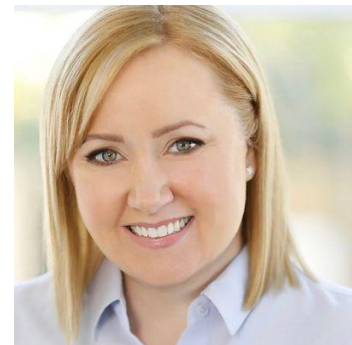
Simon Smith
Director and Treasurer



Dr Melissa Sykes
Director
Chair of the Sciences Committee



Genevieve Alder
Director
Chair of the Technology Committee



Angela Jones
Director



Indi Tansey
Director

Our 2021 Technology Committee



Genevieve Alder
Chair



Chloe Babington



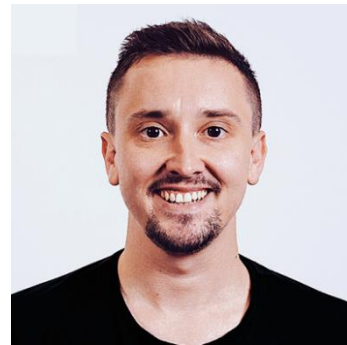
Jeanette Cornell



Jo Killalea-Walford



Elena Schamp

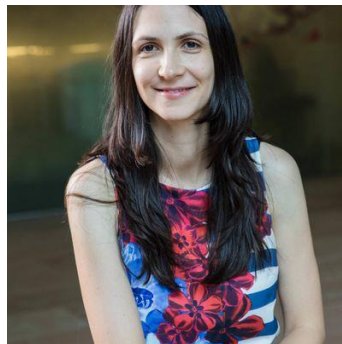


Aaron Thomas

Our 2021 Sciences Committee



Dr Melissa Sykes
Chair



Dr Lena Constantin



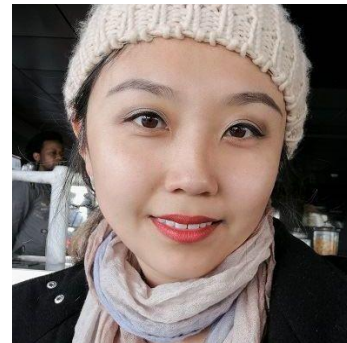
Dr Karishma Mody



Dr Kinnari Shelat



Dr Brit Winnen



Maria Nguyen

General Manager's Message

Over the last 25 years WiT has seen consistent and steady growth as an organisation and can now boast being the largest organisation of its' kind in Queensland. Alongside this growth is the need for a strong and consistent operations team that can support 'business as usual' as well as organisational growth and development.

For the last 10 years the organisation has been supported by a small resource pool which has sustained the growth of the organisation. However, by the end of 2020 operations resourcing was stretched to its limit and there was an increasing need to ensure a greater infrastructure to support continued growth, transition to a Company Limited by Guarantee and a more strategic board to support further organisational growth and increased support for members and the greater community.

2021 saw the beginning of change and development of our operations team and capacity. With the addition of Carla North to support with Events and Communications we saw, not only a more refined and effective marketing and story-telling presence, but also an increased capacity to focus on further growth of the operations team via increased funding.

Following the release of our 2022-2024 strategy the operations team went about laying the groundwork for what promises to be a transformational change for WiT as an organisation over the next 3 years with increased funding, programming and advocacy for our industry and members.

Lisa Cawthorne
General Manager

Our 2021 Operations Team



Lisa Cawthorne
General Manager



Sue York
Membership and Administration



Carla North
Events and Communications



For 25 years – long before it was a hot topic on the political agenda – Women in Technology (WiT) has been advocating for gender equality within STEM.

However, creating an environment where women can thrive as STEM professionals and progress as leaders is a shared responsibility between advocacy organisations like WiT, start-ups, small businesses, medium sized companies, government agencies, major universities, research enterprises, and large multi-national and global corporations.

As a member-based not-for-profit enterprise, WiT is funded by individual and corporate members. We rely on the generous support of our partners and event sponsors to empower women to realise their ambitions, achieve their potential and gain the recognition they deserve.

Thank you to all our individual and corporate members, valued partners and event sponsors for your generous financial support and standing alongside us on this ongoing journey.

Together, we can continue the challenging, yet rewarding, journey towards creating a fair and equitable society, where everyone has the opportunity to participate in and benefit from Australia's growing digital economy and thriving STEM fields.





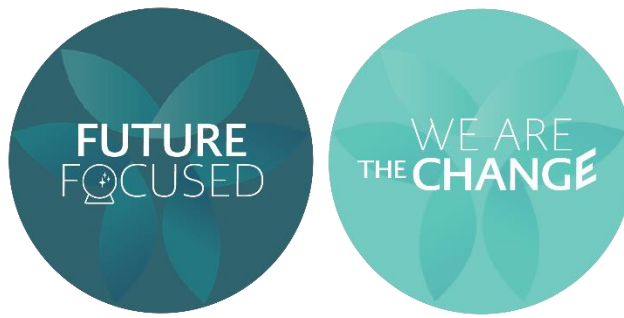
The WiT Values Project was launched in 2020 to ensure that the principles driving our organisation resonate with members as strongly today as they did when WiT was founded 25 years ago. These core values underpin every decision and action our organisation takes towards creating a thriving STEM community.

The top 20 values identified by members and stakeholders were mapped to five themes confirming our priorities and articulating them in a fresh and contemporary way.

This is the result:

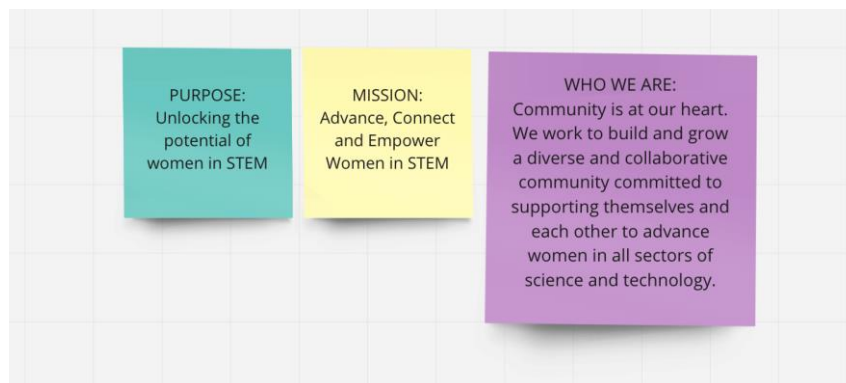


- **We lift each other up:** Incredible things happen when we support, guide and trust each other.
- **Stronger together:** We leverage the power of our network to foster professional relationships and partnerships.
- **Future focused:** We embrace change and learning opportunities to advance the skills and careers of our community.
- **Inspiring excellence:** We celebrate our success and achievements to inspire the next generation of leaders.
- **We are the change:** We challenge the status quo by advocating for women in STEM with courage and respect.



Transitioning to a Company Limited by Guarantee

At our 2020 strategy day we identified our purpose or 'why'. We confirmed our mission and spent time discussing and sharing who we are as an organisation.



This resulted in WiT beginning the process of transitioning to a Company Limited by Guarantee to bring our Constitution up to date to reflect the position of the broader science and technology fields throughout the public and private sectors.

WiT Awards refresh

In November 2020 a retrospective was undertaken to highlight opportunities for improvement around the Awards processes and categories to ensure the WiT Awards remain aligned with criteria that are widely considered measures of impact in STEM careers in academia, industry and government roles.

This feedback was collated from the Board, Committee Members, Volunteer Judges and Sponsors.

For the 2021 Awards, the Board agreed to introduce some adjustments to award categories, titles and criteria to ensure candidates were placed in the most appropriate categories through a pre-shortlist review. To better reflect today's world of STEM, more significant enhancements to the awards categories will be implemented in 2022 to coincide with WiT's 25-year celebrations.

Regional Update

Expanding WiT's presence into regional areas continues to be a key strategic priority. We have continued to secure support from DAFF and collaborate with regional advisors from across health, agriculture and food industries to extend our influence and presence across regional and rural Queensland. WiT is currently bringing on regional advisors from the mining sector.

In 2021 the focus has been sourcing grant funding to create a virtual mentoring program especially designed for STEM professionals in rural and regional areas, with the long-term view of delivering WiT Programs or events that align with the support needs of STEM professionals in the regions.



What we celebrate ...grows!

Many women are doing amazing work and the annual WiT Awards are about giving them the recognition they deserve, building support for their work, and inspiring the next generation of leaders by showing what is possible.

The 2021 WiT Awards had close to 200 nominations, 100 applications, 35 finalists, 15 winners and 830 guests in attendance.

While COVID-19 continues to impact lives and livelihoods locally, nationally and globally, we are incredibly grateful to have had the opportunity to bring so many people together in one room to celebrate the outstanding achievements and valuable contributions of women and champions of change in Queensland's STEM community.

Congratulations to our award winners, finalists, applicants, and nominees on your outstanding achievements, valuable contributions, commitment to your passion, and well-deserved success. We've got a feeling this is only the beginning of even more great things to come!



2021 WiT Awards: Celebrating our past and future

Thank you to Bernadette Hyland Wood – a highly respected and much-loved founding WiT member – who wrote this heart-warming reflection and shared it on her LinkedIn Profile.

As anyone who has organised a large event knows, it is done in the spirit of community building — It is to celebrate creating and making — be it a scientific discovery, a contribution to human knowledge, a clever bit of tech, and to enjoy a serendipitous moment in what makes us human.

Thursday 21 October 2021, was no exception. After a date change due to a lockdown in Brisbane, the annual gala celebrating Women in Technology's 24th anniversary was held. From the moment one entered the Royal International Convention Centre in Brisbane, the buzz of many hundreds of women and allies of women in STEM disciplines and industry was palpable.

Ascending on the escalator, I walked into an enormous lobby filled with beautiful, smart and engaging people. At last, together, we would spend an evening in sparkling fancy dress, celebrating the contributions of a diverse group of women in STEM and the many leaders and organisations who support us.



What immediately came to mind was a distant memory of sitting a Queensland veranda with Sonja, Sonia (yes two!), Ann, me and other co-founders of the nascent Women in Technology organisation 24 years ago! Then, a handful of us were simply looking to come together with others who 'looked like us' where 'look' is broadly interpreted to be a person pursuing an education or career in life sciences and technology and identifies as female.

We come in all shapes and sizes. We come from all over the world. We speak diverse languages and celebrate differently. However, we are bound by a desire to make the path easier for those who follow. This is what I took the theme of the 2021 WiT celebration to mean – ‘What we celebrate, grows...’. Together, we celebrated our past, advancing, connecting, and empowering our future. Twenty-four years ago few of us could imagine where we would be today.

The celebrations opened with two Indigenous girls sharing a Welcome to Country before an enthusiastic audience of more than 800 Queensland innovators. We are intensely fortunate to be the newest arrivals here & have the opportunity to learn & live among the oldest continuous culture on the planet.

Next up on stage is the one & only, Sonja Bernhardt, arguably the ‘mother of WiT.’ In her inimitable style, wearing a gorgeous Madame Butterfly-like dress, Sonja spread her colourful wings and shared the ‘The Heart of our Values’ award.



The recipient of the inaugural award went to Dr. Catarina Moreira an information systems and computer engineer from QUT. Sonja shared with us that she wanted to do something to ‘pay it forward’ with her success – the recent sale of her female-led software company that served the aged care sector. Sonja maintained a policy of hiring female engineers and analysts arguably to prove the point – don’t tell us there just aren’t good women out there!

Along with Sonja, I have witnessed with genuine amazement, WiT’s metamorphosis over the last 24 years. We look forward to the next generation of remarkable girls and women who are and will continue to lead Australia’s innovation frontier.

Bridging our founders with the future, next up was nine-year-old Malia Knox who crowdsourced more than \$22k to install a statue of Dr. Abigail Allwood, an Australian geologist and astrobiologist who works at the NASA Jet Propulsion Lab in the U.S. Dr. Allwood studies stromatolites, detection of life on other planets, and evolution of life on early Earth.

Young Malia thought it would be cool to see a statue of a female Australian space scientist at the Brisbane Planetarium to inspire the next generation of scientists and engineers. Seeing female faces serves a reminder that many extraordinary women have walked before us and have helped to pave the way.



"I would like to have a statue of Abigail Allwood built. She is from Brisbane and was the first female and first Australian to be a principal investigator on a Mars mission. I thought it would be nice to see a statue of Abigail in Brisbane's planetarium so people can learn more about women in space.

It's important because young girls like me need to see more female role models so they know what they can be when they grow up."

Malia Knox, founder of #femalefaces4publicplaces

We celebrated many extraordinary women including Nikki Howson, CTO of GIVIT Australia (such a great organisation!!), Dr. Terese Milford, Senior Future Technologies Development Engineer (how cool is *that* title) at Energy Queensland.

The gracious and intelligent Dr. Claudia Giurgiuman, CEO Wesley Medical Research, recognised for her determined commitment to science and technology growth in Queensland.

Each of these women are improving the quality of lives of thousands of Queenslanders each year.



We are so proud of each of you who were recognised as rising stars in science and technology to those who often quietly yet persistently make outstanding contributions over the course of a lifetime. You are the change!

I was honoured to be seated at the WiT table next to one such Queensland legend — Dr. Dimity Dornan AO, Executive Director and Founder of Hear & Say, and her delightfully supportive partner Peter Dornan AM. Together Dimity and Peter have been pioneering solutions for deaf/hearing impaired children and adults for more than two decades.



Our table raised a glass to our STEM heroines who are no longer with us. The legacy of an exceptional innovation lives on through The Sue Wickenden Excellence in STEM Award for 2021 — which went to Fiona Holmstrom, Director and co-founder of STEM Punks. Bravo Fiona!

WiT has grown from a dozen women on a veranda sharing a cheese platter & sparkling wine to the largest (mostly volunteer run) professional networking organisation supporting more than 7000 women in their careers in technology & life science.

And after a disruptive 18 months, punctuated by short, sharp lockdowns in Queensland, (led by two highly competent females, Queensland's Premier and Chief Health Officer), we celebrated in style!

Brisbane and Australia's science and technology landscape has changed, for the better over the last twenty-four years.

We are better for working across the silos and paving the path for those who follow — whatever direction they may go. Indeed, what we *see* around us and celebrate grows!

It is moments like this that we truly come to understand what it means to 'Celebrate our past — advancing, connecting, and empowering our future!'

Written by Bernadette Hyland Wood (pictured centre)





Creating opportunities to connect, collaborate and learn from others in a safe, welcoming environment is crucial for building strong relationships and supporting individual career development.

In 2021, we delivered **42** events and programs for our members and the broader community, including:



Step Up Webinar Series

10 webinars delivered over 10 months

Topics covered include:

- Effective Communication
- Leaving a legacy
- Leveraging your personal brand
- Creating your advisory board



WiT Mentoring

2 x 12 week mentoring programs delivered in 2021

WiT connected 46 mentees with 46 mentors during 2021.



WiT Board Readiness

The 2021 program empowered 24 female leaders from across STEM with the tools, the networks, the voice and the confidence that they need to take their seat at the board table.



Science Stream Events

117 registrations received across 3 events

- Career Translation in Science - moving from an academic to business/industry CV
- Support your research using non-traditional sources to diversify and increase your funding
- Communicating your science effectively to engage audiences and empower your career

Thank you to all our 2021 event speakers and venue sponsor, the Queensland Brain Institute at The University of Queensland.



Connectworks

Connectworks is an opportunity for the STEM community to come together to enjoy an evening of connection, conversation and a few laughs in a safe and relaxed environment.

More than 500 registrations received for the 4 networking events held in 2021

Thank you to our 2021 event sponsors

MOQ Digital and Data 3 (Christmas Connectworks)



Inspiring Women in STEM

More than 240 registrations received for the four breakfast events held in 2021.

2021 Keynote Speakers

- Dr Sarah Pearson
- Marianne Vosloo
- WIT Founder Sonja Bernhardt

The breakfast series concluded with a panel discussion on challenging the status quo to unlock your optimal potential facilitated by WIT Board Director Indi Tansey.

The panel included:

- Ruth 'Rocket Woman' Harrison
- Fiona Holmstrom
- Professor Peta Ashworth OAM
- Kelly Wilkes

Thank you to our 2021 Event Sponsors

McCullough Robertson Lawyers, Microsoft, NextDC and ASG Group

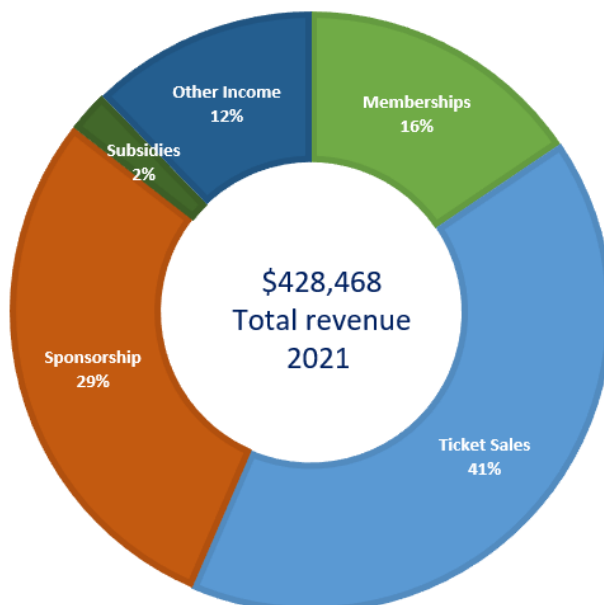




Women In Technology has delivered a 2021 financial result representing both growth and diversification in its operations. The unwinding of COVID-19 restrictions has enabled the pursuit of event and training opportunities which were not possible in 2020. Additionally, leveraging collaboration technology has enabled the delivery of programs to a much wider regional audience than previously possible, and a renewed interest and growth in corporate and individual membership. Following the withdrawal of COVID-19 related Government support, this represents a more sustainable income model for the organisation going forward.

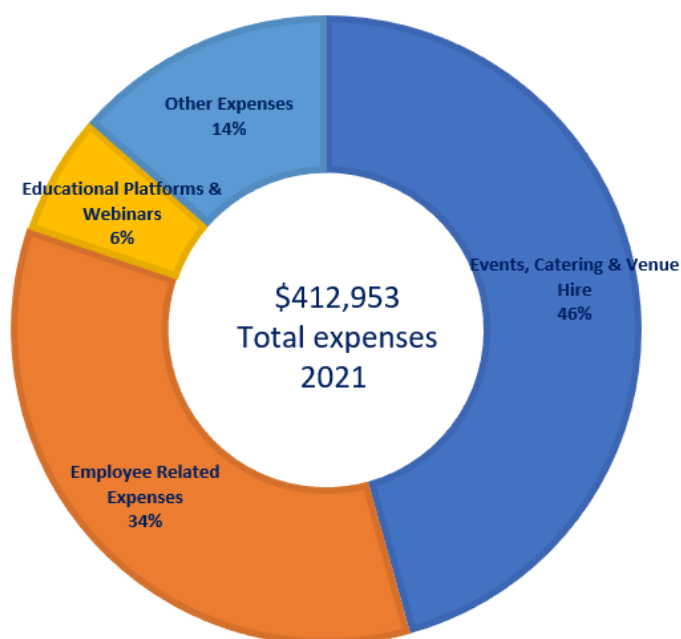
REVENUE

Total revenue in 2021 was \$428,468, of which 41% was derived from event ticket sales, 29% from sponsorships and 16% from memberships. 2021 income increased 66% from 2020 income of \$258,182, primarily due to ticket sales from the physical hosting of the annual WiT Awards (held virtually in 2020) and other educational events, an uplift in sponsorship income and an increase in membership volume. Revenue from Government subsidies (Jobkeeper and Cashflow boost) fell from \$46,112 in 2020 to \$9,600 in 2021 as these supports were wound down.



EXPENDITURE

Total expenditure for the 2021 year was \$412,953, relative to \$206,088 in 2020. Expenditure increases were driven largely by event and training costs incurred in delivering the WiT Awards, and other educational events. Total reported surplus for the 2021 period was \$15,515 relative to \$52,094 in 2020.



ASSETS

Total assets as at 31 December 2021 were \$212,392, relative to \$205,872 in 2020.

Total liabilities were \$45,025 with Net assets totalling \$167,367 as at 31 December 2021.

