



Chief Executive Women

# ANNUAL REVIEW

FY22

We acknowledge the Traditional Custodians of the lands on which CEW works and pay our respect to the Elders past and present. CEW recognises their continuing connection to land, water and community and acknowledges the strength of Indigenous women leading their communities.

We extend that respect to Aboriginal and Torres Strait Islander people who are part of the CEW community.

## THANK YOU

**THOUGHT LEADERSHIP PARTNER**  
ANZ

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Lendlease

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**ANNUAL DINNER – PLATINUM**  
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ANZ  
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NAB  
QBE  
Salesforce  
Telstra

**ANNUAL DINNER – SILVER**  
Allens  
AMP  
Ashurst  
BCG  
Charter Hall  
CBA  
CyberCX  
Deloitte  
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EY  
Gilbert+Tobin  
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Macquarie  
Microsoft  
Mirvac  
Russell Reynolds Associates  
Spencer Stuart  
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Wesfarmers  
Westpac  
Woolworths

**ANNUAL DINNER – HOSPITALITY**  
Endeavor Drinks Group

**SUMMIT – GOLD**  
BHP  
Melbourne Business School  
PwC

**SUMMIT – SILVER**  
CBA  
Hesta  
IBM  
Johnson Partners  
Link Group  
Transurban

**SUMMIT – HOSPITALITY**  
Brown Family Wine Group

**STATE DINNER – WA**  
Woodside  
Fortescue Metals Group  
Cullen Wines

**STATE DINNER – VIC**  
Bupa  
PwC

**PRO-BONO PARTNERS**  
Bain & Co (Research Partner)  
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Deloitte  
King & Wood Mallesons  
Spencer Stuart  
Mahlab

**CONNECT SPONSOR**  
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**CEW SUPPORTERS**  
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Jarden Group  
Mahlab  
Oz Minerals  
QIC  
QUT

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## PRESIDENT'S REPORT

Financial year 2022 was a year defined by two events – living through significant Covid lockdowns and restrictions and a rise of women's voices across the country calling for a more equal economic and social future of Australia. Covid restrictions brought many challenges in how we work and interact in our communities re-emerge. Pleasingly, 12 months on we were together again, optimistic about the future and the role we can collectively play to help create a world where men and women have equal economic and social choices and responsibilities.

In winter last year we saw the impact of the pandemic through the organisations we lead and the communities where we live and work. We knew that many women were impacted first, and hardest, during this time. This experience demanded an active role in advocating for women and ignited members' desire for change. And so CEW's voice was activated alongside other advocates to make sure women were respected players in the economic and social future of Australia.

We used this voice to call for intentional investment and policy that places care at the centre of our economy. This was backed by five asks - well-paid jobs in our care sectors, more affordable and accessible early education and care, expansion of Commonwealth Paid Parental Leave, implementation of all 55 Respect@Work recommendations and a gender-balanced cabinet.

This was CEW's first election campaign. I am enormously proud of how members came together as the CEW community to play our part alongside others in resetting the national conversation about women and the economy. You can read more about our advocacy work and Federal Election campaign in this report.

In the midst of the election campaign, May also created an opportunity to get back together again at the CEW Annual Dinner. In the spirit of the times, we hosted our first 'national' Annual Dinner with events in Sydney, Melbourne, Perth, Brisbane and online on the same night. As CEW's biggest fundraising event, it was an important moment in time for the organisation. It was humbling

to hear **Robyn Denholm's** leadership story and to re-connect with so many. Thanks to the generous support of our members, sponsors and partners, the CEW Annual Dinner exceeded our expectations, raising funds for CEW scholarships and other CEW programs.

It was also pleasing to see our membership grow after a brief pause in new member nominations during the first year of the pandemic. Our membership criteria of 'high bar, wide lens' ensures CEW brings together influential women leaders from all spheres of the community to support our mission and vision. As at the end of June 2022 CEW had 920 members is expected to grow further in the years to come. I have enjoyed getting to know some of our new members through committees and various events.

The work of CEW would not be possible without the active contribution of our members. Our members play an active role through the Board and various Committees. Members also generously support our Scholarships program by reviewing applications and inspire other women by speaking about their leadership journey at the CEW Leaders Program. I'd like to take this opportunity to thank the many members who have been so generous with their time and leadership.

I would also like to thank CEW's generous pro-bono partners and sponsors. We could not achieve impact and influence without your ongoing support. Despite the enormous challenges of a Covid impacted year, I am pleased to confirm that CEW remains in a strong position with sound principles of financial management and strong governance overseen by the Finance Audit and Risk Committee. I thank them, and the rest of the Board and hard-working committees for their steadfast and active work throughout the financial year.



Sam Mostyn AO and CEW Scholar Kristy Masella

CEW has continued to grow in the face of some of the biggest challenges we have seen in some time. Thank you to the CEW Executive Team, led by CEO Susan Metcalf. The team has navigated the fast-moving changes in how we work and live, while enabling more women leaders by growing the Leaders Program, awarding more scholarships than ever before, pivoting events to the virtual world, and maintaining strong connections to members. They also played a pivotal role in shaping our policy platform and elevating it to the national agenda.

In accordance with CEW tradition my Presidency concludes at the AGM. I thank all CEW members and partners for their warm support throughout my term and look forward to the future of CEW under incoming President Sue Lloyd Hurwitz.

Thank you and warm wishes.

Sam Mostyn AO  
President

# BOARD MEMBERS

CEW is governed by a representative board comprising President, Treasurer and Chairs of the CEW Committees. The board is supported by a Chief Executive Officer and the CEW Executive Team, who deliver the CEW Leaders Program, scholarships, advocacy and thought leadership, while supporting our members, sponsors and partners.



Sam Mostyn  
PRESIDENT  
Nov 2020 - present



Clare Harding  
Treasurer  
Jan 2019 - present



Pauline Vamos  
Policy and Engagement  
Committee Chair  
Nov 2020 - present



Megan Corfield  
QLD Chapter Chair  
June 2021 - present



Bronwyn Evans  
Leaders Program Chair  
Nov 2020-present



Melanie Laing  
Membership Chair  
Nov 2020 - Aug 2021



Nicole Hollows  
Membership Chair  
Aug 2021-present  
FAR Chair  
Aug 2021-present



Colleen Harris  
Scholarships Chair  
Jan 2017 - Nov 2021



Deidre Willmott  
Scholarships Chair  
Nov 2021-present



Sally Bruce  
VIC Chapter Chair  
Nov 2020 - present



Amanda Harkness  
SA Chapter Chair  
Jan 2020 - present



AVA Margaret Staib AM, CSC  
ACT Chapter Chair  
Jan 2020 - present



Jackie Korhonen  
NSW Chapter Chair  
Nov 2020 - present



Denise McComish  
FAR Chair  
Jan 2019 - Nov 2021



Libby Lyons  
WA Chapter Chair  
Jun 2021 - present



Anita Jacoby AM  
Annual Dinner Chair  
Nov 2020 - present

# STRATEGY

## 2025 Strategy – Plan on a Page

VISION	Women and men have equal economic and social choices and responsibilities				
MISSION	Women Leaders Enabling Women Leaders				
PURPOSE	Support one another to excel			Enable Women Leaders	
Membership	Member Connections	Active Members	▶	Individual	Connections
<ul style="list-style-type: none"><li>Membership criteria; leadership, influence and impact</li><li>High bar, wide lens</li><li>Grow with qualifying member pool</li></ul>	<ul style="list-style-type: none"><li>Strengthen collegiality and recognition of members</li><li>Create opportunities to share wisdom and experience with members and others</li></ul>	<ul style="list-style-type: none"><li>Activate and engage members in CEW's mission</li><li>Thought leadership and evidence underpin active support of mission</li><li>Committees</li></ul>		<ul style="list-style-type: none"><li>Scale programs that enable women leaders to reach C-suite</li><li>Leaders Program extended offering</li><li>Scholarships and Alumni</li></ul>	<ul style="list-style-type: none"><li>Create opportunities to share wisdom and experience of members</li><li>Connect to women leaders</li></ul>
Partnerships	Build and maintain strategic alliances to maximise CEW's impact on the progression of women				
Advocacy	Evidence based advocacy for women's leadership, removal of barriers to progression and economic security				
Influence change to create equal choice and prosperity for all women					
Resourcing: deliver vision and mission with financial sustainability					
Measure progress					

"The work of CEW would not be possible without the active contribution of our members. Our members play an active role through the Board and various Committees. I'd like to take this opportunity to thank the many members who have been so generous with their time and leadership."

Sam Mostyn AO, President CEW



## CEO'S REPORT

CEW was an influential voice for women, and women in leadership, in FY22. Despite the impact of the pandemic (or perhaps because of its impact on women), CEW made significant progress towards delivering our vision – an Australia where women and men have equal economic and social choices and responsibilities. Our 2025 Strategy has informed and directed all activities undertaken in FY22.

### High bar, wide lens: growing our membership

CEW has grown from just under 600 members in FY19, to more than 900 at the end of June 2022 (before the intake of new members in FY23). This growth reflects the breadth and influence of women in leadership across all sectors of the community. Our ambitious change agenda would not be possible without our members, who are central to CEW's ability to drive lasting change and bring about positive outcomes for women and for Australia.

### Enhancing our thought leadership agenda

The Federal Election was an important moment in terms of CEW's impact and influence. Members were engaged in CEW's first election campaign, meeting with candidates from across the political spectrum, sharing our policy positions and advocating for change. As a result of these efforts, and those of our advocacy team, a number of these positions have been adopted into government policy. These changes will result in better outcomes for women across the economy, particularly through workforce participation.

CEW's advocacy was underpinned by our ongoing thought leadership. In September, we called 'time for targets', after the 2021 CEW Senior Executive Census found that progression of women into executive leadership was not moving fast enough. We also explored the barriers women's leadership

in STEM industries, one of our fastest growing sectors in Australia. This work is critical in ensuring women's representation at decision making tables around the country remains a priority for all.

### Leadership development

Leadership development has been a major focus in FY22, following a review of CEW's program offerings. The Leaders Program has built on the foundation of more than 15 years accelerating careers of women leaders. The way in which we all work has evolved significantly during the pandemic. The Leaders Program has continued to evolve to meet the needs of women leaders today. A learning framework, focused on 12 competencies has been introduced as part of its 'strengths-based' approach. Thank you to the members who have joined CEW facilitating and speaking in the program – sharing your personal experience is transformative for program participants. The Leaders Program now enjoys an unheard of NPS of 100.

The CEW Scholarships program also continued to flourish. In January our scholars began to travel overseas to complete their courses at world leading institutions like INSEAD and Harvard.

In FY22 our Connect Community grew to more than 2,000 women. This group brings together CEW Scholars and Leaders Program graduates to Interact, be Informed, and be Inspired. CEW Connect is strongly aligned with our ambition to grow the pipeline of women leaders. The evidence for this need was clear in the 2021 CEW Senior Executive Census that showed women held only 14% of 'line' roles (profit and loss accountability) in ASX 300 companies – the roles from which CEO appointments are primarily made.



### Together again

After two years of virtual events, CEW was delighted to bring everyone together again for the CEW Annual Dinner in March 2022. This year we staged the largest, most complex event in CEW's history – the national Annual Dinner with almost 1400 guests attending in Sydney, more than 500 in Melbourne and 300 people in Perth.

The positive impact achieved by CEW in FY22 would not have been possible without the active engagement of members – thank you for the time, energy, and resources you bring to CEW's mission to enable women leaders.

We are grateful to the many sponsors and partners who have continued to walk beside CEW over the past two years. Their support, and commitment to change, has enabled us to improve outcomes for women across Australia.

The Board and our Committees have continued to be at the forefront of change, continually seeking to advance CEW's mission through full programs of work, focussed on delivering the 2025 Strategy. Thank you for your support and commitment to the work of CEW.

CEW's success in FY22 has been achieved despite the difficult circumstances imposed by the pandemic. COVID-19 meant we were forced to postpone the Annual Dinner twice, move delivery dates for the Leaders Program and offer some

programs online, reschedule the CEW Leadership Summit to FY23, and continually manage ongoing operational challenges. FY22 sees CEW recording a deficit for the financial year; pleasingly close monitoring and tight expense management meant this is lower than forecast at the start of the budget year. Subject to any unforeseen circumstances, FY23 will see CEW return to a small operating surplus. Our financial sustainability strategy continues to be developed and rolled out to ensure CEW's revenue streams are diversified, and adequate to cover strategic and operational needs.

An enormous thank you must go to the Executive team who bring passion and intellect together to go above and beyond to support CEW's vision and mission. As a relatively small organisation with big ambitions to change Australia for the better, the results showcased in this report would not have been possible without the Executive Team's commitment and perseverance throughout FY22.

Thank you.

A handwritten signature in dark ink, appearing to read 'Susan Metcalf'.

SUSAN METCALF  
Chief Executive Officer



FY22

## HIGHLIGHTS

FROM 630 FY21 TO  
**920**  
MEMBERS  
(FY22)

**29** | SCHOLARSHIPS  
AWARDED

**66** | SPONSORS AND  
PARTNERS

**2,259** | ANNUAL DINNER  
ATTENDEES

CONNECT  
COMMUNITY

**2083**

WOMEN  
LEADERS



## MEMBERSHIP

CEW's ability to achieve its mission - women leaders enabling women leaders - is made possible by the continued influence, impact, and commitment of members. Growing this group of talented, influential and determined women increases CEW's ability to drive lasting change and bring about positive outcomes for women, women leaders and for Australia.

CEW's membership continues to grow as we completed two membership nomination rounds in FY22 and welcomed an additional 310 influential women leaders. By June, we were 920 CEW members strong.

CEW is focused on including the most influential women leaders in Australia as members regardless of where they live, their mode of employment (executive or non-executive), the type of organisation they lead, be it not-for-profit, public, or private sector.

Members can be nominated across 13 categories: Corporate, Non-Executive Directors, Universities, Industry or Professional Association, Professional Services, Funds Management & Superannuation Funds, Entrepreneur, Australian Judiciary, Commonwealth Government, State Government, Cultural & Recreation Organisations, Not-For-Profit, Significant Influence.

CEW is committed to building a membership that reflects the cultural and social diversity of women leaders in positions of influence. In recognition of this commitment CEW introduced a significant influence category for new member nominations. This new category gives CEW an opportunity to widen our membership while still keeping the bar high, so that we better reflect the wide experience of Australian women leaders.



"We continue to expand our membership criteria with a 'high bar, wide lens' to represent and contribute to the diverse communities across Australia. Being a member of an organisation of peers that advocates for greater fairness and enables other women leaders through leadership program and scholarships is very rewarding."

Nicole Hollows,  
Chair Membership Committee



STRATEGIC  
PILLAR  
MEMBERSHIP

## Together, we can eradicate sexual harassment in the workplace

In 2021, Australia was shocked and disappointed by stories of sexual harassment in workplaces around the country.

Like many, CEW members saw this moment in time as a catalyst for change to help make workplaces safe from sexual harassment.

CEW members came together to create Respect is Everyone's Business, a digital hub with tools and resources to help leaders take action at decision-making tables and in our workplaces.

While many organisations have made positive progress in responding to and preventing sexual harassment, it was clear that it remains a widespread and persistent issue. Respect is Everyone's Business equips leaders with the facts, scripts and resources they need to start a conversation and ensure this issue remains firmly on the agenda.

Thank you to CEW members Catherine Brenner, Kathy Mac Dermott, Marianne Perkovic, Jane Keating, Marina Go, Alison Terry, Robi Stanton, Libby Lyons and Sally Mackie. Bobbi Mahlab, Adrienne Revai, Fiona Crosbie, Sally Bruce, Gillian Brown, Lisa Interligi, Kate Jenkins contributed creative resources to launch the resources. Together you created a platform that has sparked conversations, driven action and made our workplaces safer for all. Thank you, Respect is Everyone's Business working group.

[respect.cew.org.au](https://respect.cew.org.au)



"Respect is Everyone's Business was created by members for members to enable conversations at leadership and board tables about preventing and eradicating sexual harassment in the workplace."

Catherine Brenner,  
CEW member



## CEW EVENTS

### CEW Annual Dinner 2022

In 2022 we were finally able to bring back our face-to-face events after a two-year pivot to virtual events. We celebrated being able to come together again by holding Annual Dinners simultaneously right around the country. A big thank you to the more than 2,000 people who attended in Sydney, Brisbane, Melbourne and Perth, or joined via our live broadcast.

The Annual Dinner is CEW's most important fundraising event. These funds are used to support women leaders through our Scholarship Program and enable us to work towards making our vision - a world where women and men have equal economic and social choices and responsibilities - a reality.

Those in attendance around the country heard Tesla Chair and CEW member Robyn Denholm deliver an inspiring, deeply personal speech about having the courage to take risks.

Our President Sam Mostyn AO encouraged everyone in the room to use their influence to drive action and shape the change we need. Thank you to our generous Annual Dinner Sponsors, raffle prize partners, CEW members and our guests who all made this fantastic event possible.

Thank you to the CEW Annual Dinner Committee Anita Jacoby AM, Sue Cato AM, Robi Stanton, Marianne Perkovic and Nicole Sheffield, as well as our state-based Committees around the country.

"For me being courageous comes when no one is watching – doing the right thing, standing up for those who can't for themselves."

Robyn Denholm,  
CEW member

STRATEGIC  
PILLAR  
ACTIVE  
MEMBERS



### CEW Summit Sessions

The CEW Leadership Summit is a chance to bring our community and stakeholders together, challenge them with new ideas, inspire them with bold thinking, and encourage them to forge connections so they can support one another to drive change.

In 2021 CEW Leadership Summit was forced online at short notice, due to the COVID-19 pandemic. Themed 'RE:SOLVE', the virtual event included prepared recordings and interviews, layered with discussion panels and guest presenters.

'RE:SOLVE' was broken into three sessions; Women in Parliament, Women, Men and the Whole Damn Thing, and Women in Leadership. More than 600 registered attendees heard Annabel Crabb in conversation with Natasha Stott Despoja AO and the Hon. Bronwyn Bishop AO as they discussed issues facing women in politics.

Our President Sam Mostyn AO was joined by David Leser and Hunter Johnson in session two, and shared honest reflections and personal perspectives on gender equity, the push to make it happen now and in the future and the role of men as allies.

In the final session Dee McGrath, Anita Jacoby AM and The Hon. Julia Gillard AC, brought the learnings from the first two sessions together. They discussed what it meant to 'RE:SOLVE' and realise better outcomes for women, and what we can learn about leadership from some of the most powerful women in the world.

CEW Summit Sessions were exclusive and free to CEW members, our Connect Community, and sponsors of the CEW Summit.





## POLICY, ADVOCACY AND RESEARCH

### CEW's Call for Change: Placing care at the centre of the economy



In November 2021, CEW President Sam Mostyn AO, delivered a National Press Club address that changed the conversation around the Australian economy and our care sectors. This landmark address called out the fragility of our economic assumptions, exposed by the pandemic. CEW called for intentional investment and policy to place care at the centre of our economy and unlock our greatest untapped resource – women.

This powerful moment was the launch of the CEW Federal Election Campaign 2022. The CEW Policy and Engagement Committee, led by Chair Pauline Vamos, brought together CEW members to shape a targeted policy agenda and powerful call for change.

Drawing on CEW's policy platform, CEW called for an Australia with:

- Women leaders at every decision-making table
- Women are economically secure and safe across their life course
- Women's workforce participation enabled across all sectors
- Workplace flexibility for men and women to work and care

To achieve this, CEW called on the future government of Australia to:

- 1 Invest in well-paid jobs in the care sectors
- 2 Make early education accessible and affordable
- 3 Expand Paid Parental Leave for all new parents
- 4 Make workplaces safe from sexual harassment
- 5 Appoint a gender-balanced Cabinet

STRATEGIC  
PILLAR  
ADVOCACY

"Leveraging women's participation and leadership is one of the most effective actions for business and government to boost the Australian economy. We need to change the way we think about what drives our economy - we need to invest in our people and place care at the centre."

Sam Mostyn AO, President CEW

## CEW Member Activation

Across the country, CEW members mobilised in coordinated advocacy to key decision-makers and candidates, led by state-based Policy and Advocacy working groups and State Chapters. CEW members capitalised on their spheres of influence and championed the CEW Federal Election Platform in media, social media and speaking opportunities.

- CEW members met with 38 candidates and key decision-makers
- Two new State-based Policy and Advocacy working groups activated
- 200+ media stories, including the front page of the Sydney Morning Herald and The Age.

## Influencing policy outcomes

CEW's campaign achieved significant influence in shaping election platforms and commitments by the incoming government and independents:

- Incoming ALP government committed to four of CEW's five key asks
- The Greens and seven Teal Independents fully endorsed the CEW Election Platform
- The LNP introduced changes to PPL and sexual harassment at work spending in the Federal Budget in March 2022

## Driving change for all women

CEW members ensured women's voices and women's workforce participation were central to the public debate and election platforms. CEW lodged a Pre-Budget Submission outlining key policy solutions for the 2022-23 Budget.

CEW partnered with Impact Economics and Policy to produce Addressing Australia's Critical Skill Shortages: Unlocking Women's Economic Participation, revealing that increasing women's participation in the paid workforce could address Australia's critical skills shortage and have long-lasting impact on productivity in Australia.

- Engaging women in paid work at the same rate as men could unlock an additional one million full-time skilled workers in Australia.



STRATEGIC  
PILLAR  
ACTIVE  
MEMBERS

CEW strengthened strategic partnership with key advocacy partners through collaboration throughout the campaign, including with BCA, ACOSS, ACTU, KPMG, Grattan Institute, Thrive by Five, The Front Project, Women For Progress, National Women's Alliances, The Shift, and economists and academics including Angela Jackson, Leonora Risse, Rae Cooper, Marian Baird, Elizabeth Hill, Miranda Stewart among others.

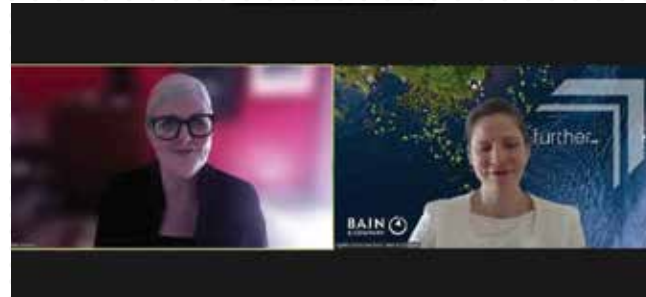
Thank you to all CEW members who took action and particularly to the Policy and Engagement Committee, state Policy and Advocacy Working groups and State Chapters for leading this campaign.



## CEW Senior Executive Census 2021

In 2021 the CEW's Senior Executive Census entered its fifth year. The CEW Census expanded its scope from ASX200 to ASX300 and included additional analysis around the use of gender diversity targets for executive leadership teams. The 2021 CEW Census revealed that despite the clear business case for gender parity, only 6% of the top ASX300 companies have women CEOs and 44 ASX300 companies have no women in their senior executive teams. The 2021 CEW Census showed that gender balanced executive leadership teams are achievable. CEW has called for gender balance targets for executive leadership teams. The CEW Census was launched with a CEW Circle, public launch panel and partnership event with ASX.

Thank you to our Census partners Bain & Company, HESTA, 40:40 Vision, Melior Investment Management and Spencer Stuart; CEW's Thought Leadership Partner, ANZ, and to Pauline Vamos and the Policy & Engagement Committee for the considerable work on the Census.



"The CEW Census data consistently and disappointingly shows us that without intentional action by leaders for executive leadership teams, change simply hasn't happened. That's why it's now time for targets,"

Sam Mostyn AO, President CEW



## STEM: Why Don't Women Get the Cool Jobs?

Today in Australia, women hold fewer than 10% of leadership positions in STEM related industries. With science, technology, engineering and maths (STEM) industries widely acknowledged as growth sectors, this must change.

CEW and Boston Consulting Group (BCG) brought women leaders in STEM from the membership and the CEW Connect community together to discuss the barriers – and solutions – to increasing women's leadership in these vital sectors.

CEW acknowledges the support and input of CEW members – the then Australian representative for G20 EMPOWER Council, Christine McLoughlin AM and Women in STEM Ambassador Professor Lisa Harvey-Smith, along with the Kaylene Zakharoff of Australia's Office for Women.

"I'm the last of the women in my starting cohort. All my female peers have dropped out of STEM and taken roles in other fields. I've been lucky to have a sponsor who pushed me into roles when there was resistance to a woman taking it on."

Senior executive,  
major energy business



## State based Advocacy

CEW State Chapters in WA, Queensland and Victoria have each led advocacy to further CEW's policy agenda at the State level.

In WA, the Governor of Western Australia, Premier and Women's Interests Minister, welcomed Libby Lyons and 30 CEW members to discuss women in senior positions, increasing women's economic security, and the critical need to address sexual harassment in the workplace. At the conclusion of the Roundtable, the Minister and CEW issued a joint statement.

In Queensland, Megan Corfield along with CEW members and Connect alumni met with the Minister for Women to discuss CEW policy priorities.



In Victoria, Sally Bruce and Paula Benson participated in consultations to inform the Victorian Government's new Gender Equality Strategy Safe and Strong.



# CEW LEADERS PROGRAM: A YEAR OF OPTIMISM

2022 has been a year of great change, growth and optimism for CEW's Leaders Program. Our Program is unique in its ability to enable, empower and encourage women leaders to find their strength, power and inner confidence. In FY22 we have guided, enabled and supported almost 300 women to become even better leaders.

In the last 12 months, the Program has been significantly refreshed to address the contemporary challenges, post pandemic. We have delivered a Program that sustains an NPS of 100+, carries great prestige and is building a reputation of excellence. The 'secret sauce' lies in the focus on 12 leadership competencies. These are brought to life through the wisdom of CEW Members as they share candid experiences and lessons learnt. Participants really enjoy the constructivist nature of their learning where they explore each competency in turn, in the context of their unique personal strengths.

The true success of the Leaders Program is the impact that it has on the participants. We witness each of them seize new opportunities in their career. They have renewed confidence to secure more senior roles or make positive lateral moves in their own organisations or indeed change direction and explore something completely new. We see the real and tangible impact in the progression of these women, and the confidence it gives them to be the next generation of exceptional women leaders. The Leaders Program, together with Scholarships, is the embodiment of our mission 'women leaders enabling women leaders'.

Thank you to CEW members who facilitate and speak at the CEW Leaders Program or refer participants to join. Thank you to our partners who generously host the CEW Leaders Program at their premises.

## STRATEGIC PILLAR ENABLE WOMEN LEADERS

"By far the best leadership program I have attended. Amazing facilitation and speakers to bring the content to life and I've left with a new network of amazing women leaders."

Katie Preston, CEW Leaders Program Participant



## Key Facts – FY22

11

Leaders Program cohorts

269

Leaders Program participants

22

CEW Members involved in program delivery



# SCHOLARSHIPS

## Awarded

29

SCHOLARSHIPS  
AWARDED  
IN FY21/22

### SCHOLARSHIP PARTNERS

Keith Kerridge Bonnie Boezeman AO



Asha Kayla  
ANZ:  
Harvard Business School  
Purpose and Profit: Creating  
Shared Value (online)



Marianna O'Gormann  
ANZ:  
AICD Company Directors  
Course & AIST Trustee  
Course



Sonya Rand  
ANZ:  
Executive Development  
Program Wharton  
(online)



Káti Jahromi Gapaillard  
Schmidmaier & Mayne:  
CEW Leaders Program



Catherine Peppler  
ANZ:  
Cambridge General  
Management Program



Michelle Lynch  
Exec Mgr Wharton:  
Executive Development  
Program Wharton (online)



Caroline Patrick  
Exec Mgr Wharton:  
Executive Development  
Program Wharton (online)



Alison Price  
Exec Mgr Wharton:  
Executive Development  
Program Wharton



Oliva Tyler  
ANZ:  
Oxford Impact Measurement  
Programme  
Saïd Business School Oxford Uni



Joan Ko  
ANZ:  
AICD Company  
Directors Course



Fiona Sneath  
Govt:  
Vincent Fairfax Fellowship -  
Cranlana Centre for Ethical  
Leadership



Rowan Brookes  
STEM:  
Vincent Fairfax Fellowship -  
Cranlana Centre for Ethical  
Leadership



Hema Wadhwa  
STEM:  
Leading for Results -  
INSEAD



Catherine Walsh  
Public Sector:  
Vincent Fairfax Fellowship -  
Cranlana Centre for Ethical  
Leadership



Cassandra Baker  
RSIEF:  
Harvard Kennedy School,  
NFP Leadership &  
Management



Sarah Mc Swiney  
STEM:  
MIT Sloan School of  
Management: Strategy  
Innovation Executive  
Certificate



Melissa Reader  
Entrepreneur:  
INSEAD AVIRA: Awareness,  
Vision, Imagination, Role,  
Action



Michelle Baltazar  
Maureen Kerridge:  
MIT Technology  
Management (online)



Nadine Rabah  
Maureen Kerridge:  
Harvard Authentic Leader  
Development Program



Jerril Rechter  
Not for Profit:  
Harvard Authentic Leader  
Development Program



Famey Williams  
RSIEF:  
Harvard Kennedy School,  
Leadership in Crises



Jaymee Beveridge  
RSIEF:  
Harvard Kennedy School,  
Leadership for the 21st  
Century



Hayley Foster  
Not for Profit:  
CEW Leaders Program



Esme Ng  
Small Business:  
Diploma of Positive  
Psychology and Wellness at  
the Langley Group Institute



Sarah Meredith  
Schmidmaier & Mayne:  
CEW Leaders Program



Camilla Marshall  
Schmidmaier & Mayne:  
CEW Leaders Program



Kiri Collins  
Schmidmaier & Mayne:  
CEW Leaders Program



Sara Stuart  
RSIEF:  
Harvard Kennedy School,  
Emerging Leaders



Amelia Fyfield  
Australian/Indonesian  
International Trade:  
Singapore Management  
University Executive Skills  
for Board Managers in  
Challenging Times

## CEW Scholarships Program returns to face-to-face study and experiences continuous grow

The CEW Scholarships program is one the most important ways we enable individual women leaders to enhance their leadership capability and support them to reach their full potential. CEW scholarships create opportunity for women to complete courses at top international business schools.

The proof is in the results. Take one scholarship as an example. Four of the past seven scholars who received our INSEAD Advanced Management Program scholarships have gone on to become CEOs. All four cite this scholarship, and the associated course, as directly contributing to their ascension to CEO.

The program has grown to provide 29 scholars with education and leadership opportunities throughout the financial year. From January 2022, our scholars were able to travel once again, after a pandemic-induced hiatus from international travel. Twelve took the opportunity to study abroad.

Members and partners continued to support the CEW Scholarships program. The first Maureen Kerridge AM Advertising and Media Scholarship was awarded in 2021, in memory of Maureen who sadly passed away in 2020. Our partners ANZ and the Aurora / Roberta Sykes Indigenous Education Foundations also supported our Sustainability and Indigenous scholarships, which form a key part of CEW's work towards a more equitable Australia that is equipped to deal with the challenges the future holds.

Our relationship with scholars does not end when they complete their course. They continue to support CEW, by attending events, speaking about their own experiences, and offering advice and guidance to CEW members. They are also important advocates for CEW's policy goals, both internally at their own organisations, and externally in the media and social media.

In FY22, Deidre Willmott was appointed Scholarships Committee Chair, following Colleen Harris' leadership over the past four years. Thank you to Deidre and Colleen for your leadership.



## Scholar Stories

Our scholars really demonstrate the impact of the program on women around the country.

For Kati Jahromi Gapaillard, CEO of children's harm prevention charity The Fathering Project and Schmidmaier Mayne Scholar 2022 CEW Leaders Program scholar, the program is helping her feel empowered to identify her own unique leadership qualities.

"While we have made progress on many areas of gender equality, women are still very under-represented in leadership and this situation is much starker for women with a culturally and linguistically diverse background, like me," she says.

"We still face many challenges, yet as leaders we need to learn how to overcome these, leverage our unique attributes and motivate, inspire and empower our teams to perform at their peak."

Jaymee Beveridge, Executive Director, Indigenous Strategy at the University of Wollongong, is the 2022 Roberta Sykes Indigenous Education Scholar. This scholarship has provided her the opportunity to study Leadership for the 21st Century at Harvard Kennedy School. A proud Bindal woman from far North Queensland with family ties to the Torres Strait Island and Palm Island, Beveridge says it is an opportunity show what is possible.

"I am an ancestor of tomorrow, and I am a role model that can illuminate how to successfully walk in two worlds," she says.

"I saw this as an opportunity to show mob that even an Indigenous girl from social housing, born to a single teenage mum who has dealt with adversity and traumatic life events can win a deadly scholarship that can send her to Harvard!"

Olivia Tyler, managing director of Edge Environment and CEW ANZ Sustainability Scholar 2022 will be supercharging her work towards a more sustainable economy and society through the Oxford Impact Measurement Program.

"I hope that some point in the future we don't need to differentiate environmental or social sustainability as a concept, because we're at a point where we'd never consider operating in any other way, but sustainably," she says.

## STRATEGIC PILLAR ENABLE WOMEN LEADERS



CEW Maureen Kerridge AM Media and Marketing Scholar Nadine Rabah



CEW Scholar Alison Price





# FINANCIALS

## FY22

FY22 was a challenging year as external circumstances continued to affect CEW operations. While the end of year result was a deficit, it was a better-than-expected result. CEW continues to be in a financially sound position with strong cash reserves.

CEW's sponsors continued to invest in CEW with an increase in sponsorship to \$1.3M (FY21 \$806k). Sponsors, members and guests were able to celebrate in person at the CEW Annual Dinner in May 2022 for the first time since September 2019.

Sponsorship for new scholarships also increased to \$85k (FY21 \$10k). This key part of CEW strategy provides high impact opportunities for women to study executive education courses at critical juncture in their careers. As overseas travel resumed, CEW scholars were able to complete courses awarded prior to pandemic restrictions.

The CEW Leaders Program generated \$1.7M in revenue, a significant increase from \$1M in FY21. This was partly due to being able to deliver programs face to face again, including delayed programs from FY20. While the program continues to be mission-led it makes a meaningful financial contribution to the broader work of CEW; net profit for increased by \$50k from \$392k in FY21 to \$441k in FY22. Continued investment into the Leaders Program, in line with the Board approved Growth Business Case developed with pro bono assistance from Kearney in 2020/2021, is underway in the form of refreshed content, new programs, and systems improvements.

Membership revenue increased to \$428k in FY22 compared to \$306k in FY21. Following a pause in new member nominations in FY21, two rounds of new member nominations were held in FY22. CEW welcomed 194 new members in August, included in FY22 revenue, and a further 116 new members in June – the revenue for which will be included in FY23. CEW's 2025 Strategy seeks growth in line with the 'qualifying member pool'. As more women reach the most senior levels of leadership, they become eligible for CEW membership. The growth in membership led

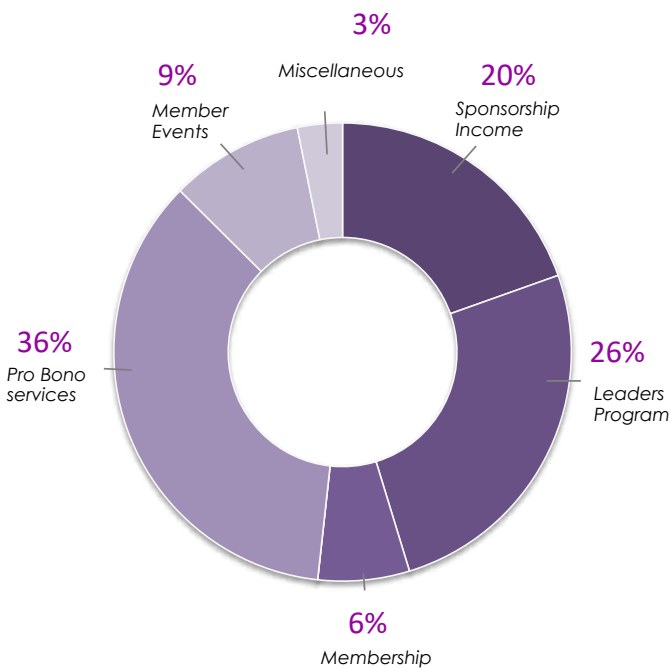
to an increase in membership revenues. A further two rounds of new member nominations will be held in FY23 before reverting to one round per period from FY24.

The CEW Leadership Summit, along with Leaders Program and sponsorship growth is a key initiative in CEW's financial sustainability strategy. As an advocacy and stakeholder engagement event it was due to be held in June 2022 and had a significant planned profit contribution to the CEW budget. Unfortunately, due to a short notice pandemic lockdown, it was unable to be held in FY22 and some costs associated with planning were incurred. The Leadership Summit was postponed to September 2022 when a very successful event was held – the financial contribution from which will be shown in FY23.

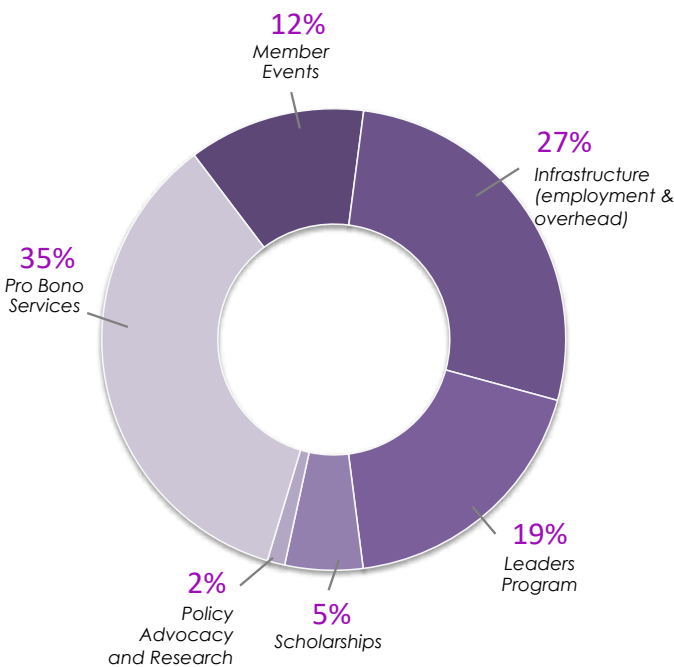
CEW is fortunate to have continued high level pro bono support from its partners. Pro bono contributions totalled \$2.4M in FY22, down from FY21 (\$3.1M). This reflects the specific one-off projects completed in FY21 (Financial Sustainability Strategy, Leaders Program Growth Case).

Thank you to our sponsors and partners who helped CEW navigate a challenging, but impactful year.

## REVENUE



## EXPENSES



## Financial Summary FY22

CEW's Audited Financial Accounts are available at [acnc.gov.au](https://acnc.gov.au) and on the CEW Member Hub.

### REVENUE

for the year ended 30 June 2022:

**\$6,618,936**

### EXPENSES

for the year ended 30 June 2022:

**\$6,757,334**

### NET DEFICIT (after depreciation)

for the year ended 30 June 2022:

**(\$201,255)**



# PEOPLE

## Committees

### Annual Dinner Committee

Susan Cato AM  
Caroline Gurney  
Anita Jacoby AM (Chair)  
Marianne Perkovic  
Nicole Sheffield  
Robi Stanton

### Policy & Engagement Committee

Carol Austin  
Juliet Bourke  
Toni Brendish  
Annette Carey  
Karen Chester  
Lisa Claes  
Judith Crompton  
Sally Fielke  
Cheryl Hayman  
Jan Mason  
Sam Mostyn AO  
Pauline Vamos (Chair)

### Finance, Audit & Risk Committee

Tanya Gilerman  
Clare Harding  
Amanda Harkness  
Nicole Hollows (Chair)  
Sam Mostyn AO  
Margaret Staib AM CSC

### Respect Is Everyone's Business (RIEB) Working Group

Catherine Brenner  
Gillian Brown  
Sally Bruce  
Fiona Crosbie  
Marina Go  
Lisa Interligi  
Kate Jenkins  
Jane Keating  
Libby Lyons  
Kathy MacDermott  
Bobbi Mahlab  
Marianne Perkovic  
Adrienne Revai  
Robi Stanton  
Alison Terry

### State Chapter Chairs

Sally Bruce - VIC  
Megan Corfield - QLD  
Amanda Harkness – SA  
Jackie Korhonen – NSW  
Libby Lyons - WA  
Margaret Staib AM CSC - ACT

### NSW Engagement Committee

Adrienne Bloom  
Sarah Brennan  
Deborah Coakley  
Vanessa Guthrie AO  
Cheryl Hayman  
Emma Hogan  
Jackie Korhonen (Chair)  
Sheila McGregor  
Joe Pollard  
Naomi Simson  
Debra Singh  
Penny Winn

### QLD Engagement Committee

Julieanne Alroe  
Megan Corfield (Chair)  
Anne Cross AM  
Bronwyn Morris AM  
Deborah O'Toole

### QLD Policy & Engagement Committee

Susan Buckley  
Louise Dudley  
Teresa Dyson (Chair)  
Kathy MacDermott  
Kerryn Newton  
Marianna O'Gorman  
Alison Quinn

### VIC Engagement Committee

Caron Beaton-Wells  
Sally Bruce (Chair)  
Debra Counsel  
Janette Kendall  
Dee McGrath  
Melinda McGrath  
Janet Michelmores AO  
Brooke Miller  
Mei Ramsay  
Carolyn Reynolds  
Elana Rubin AM  
Wendy Thorpe

### WA Engagement Committee

Donna Carrington  
Helen Cook  
Libby Lyons (Chair)  
Jennifer Mathews  
Gail McGowan PSM  
Gaye McMath  
Amy Stanley  
Andrea Sutton  
Heather Zampatti  
VALE: Michele Dolin

### Membership Committee

Laura Berry  
Kerri Burgess  
Kate Farrar

Nicole Hollows (Chair)  
Renae Lattey  
Jennifer Mathews  
Sandra McCullagh  
Brooke Miller  
Jenny Parker  
Jane Spring  
Susan Thomas

### Scholarships Committee

Kate Aitken  
Karen Bozic  
Lee Hatton  
Janet Matton AM  
Kate Munnings  
Helen Rowell  
Andrea Sutton  
Kristen Walsh  
Belinda Watton  
Deidre Willmott (Chair)

### Scholarships Committee and Reviewers

Kate Aitken  
Bonnie Boezeman AO  
Karen Bozic  
Susan Cato AM  
Nicole Duncan  
Erin Feros  
Lisa Gray  
Colleen Harris  
Lee Hatton  
Holly Kramer  
Karen Lonergan  
Libby Lyons  
Jan Mason  
Jennifer Mathews  
Janet Matton AM  
Gail McGowan PSM  
Katherine Milesi  
Kate Munnings  
Julia Newton-Howes AO  
Peggy O'Neal AO  
Sonia Petering  
Carolyn Reynolds  
Henrietta Rowe  
Belinda Rowe  
Helen Rowell  
Carolyn Scobie  
Jenny Seabrook  
Amy Stanley  
Andrea Sutton  
Christina Tonkin  
Kristen Walsh  
Sharon Warburton  
Belinda Watton  
Leah Weckert  
Deidre Willmott  
Susan Wilson

### Leaders Program Committee

Bronwyn Evans AM (Chair)  
Gaye McMath  
Nicole Duncan  
Kathleen Bailey-Lord  
Ayesha Razzaq  
Wendy Stops

### Leaders Program Facilitators

Kathleen Bailey-Lord  
Ann Burns  
Jacqueline Chow  
Nicole Duncan  
Lynette Mayne AM  
Lyn McGrath  
Karen Penrose  
Marianne Perkovic  
Dagmar Schmidmaier AM  
Janine Stewart

### Leaders Program Member Speakers

Kathleen Bailey-Lord  
Jodie Blake  
Kerri Burgess  
Ann Burns  
Megan Corfield  
Sharon Doyle  
Jane Hemstritch  
Kathy Hirschfeld AM  
Louise May  
Denise McComish  
Kim McKay AO  
Catriona Noble  
Marianne Perkovic  
Ayesha Razzaq  
Adrienne Revai  
Violet Roumeliotis AM  
Helen Rowell  
Diane Smith-Gander AO  
Amy Stanley  
Wendy Stops  
Sinead Taylor  
Alison Terry

### CEW Connect Committee

Marie Delaitre  
Von Slater  
Sam Apps  
Claire Hemphill  
Zahra Tariq  
Melinda Reddy  
Fiona David  
Deanna Lomas

# Staff

## CEW Executive Team 2021/22

The CEW Executive has 12 full-time and 7 part-time team members who work together to deliver all CEW initiatives while supporting our members, sponsors and partners.

**Susan Metcalf**  
CEO

**Alison Aggarwal and Melanie Fernandez**  
Director, Policy, Advocacy and Research

**Alexa Appel**  
Manager, Policy, Advocacy and Research

**Karon Burcham**  
Program Administrator, Leaders Program

**Tia Cayford, Kareena Newton**  
EA to CEO, Secretariat

**Ashley Cohen**  
Director, Finance and Operations

**Sean Coristine**  
Manager, Partnerships

**Anne Doherty**  
Manager, Projects

**Kirsty Edwards**  
Manager, Scholarships

**Gabrielle Green**  
Manager, Marketing and Communications

**Clare Henderson**  
Senior Manager, Business Development

**Tam Ho**  
Program Manager, Leaders Program

**Amanda Koster**  
Manager, Connect

**Rachel Lavell**  
Leaders Program Business Development Manager

**Kirsty Maher**  
Membership Administrator

**Sara Miller**  
Events Coordinator

**Tania Moran**  
Assistant, Finance & Operation / Manager, Member Services

**Claire Morgan**  
Director, Media and Communications

**Tegan O'Neill**  
Director, Member Engagement

**Sarah Rowley**  
Director, Leadership Development

**Dagmar Schmidmaier AM, Michelle Woolven**  
Director, Leaders Program

**Lucy Sykes**  
Program Manager, Leaders Program

**Kiana Taylor**  
Leaders Program Team Coordinator



CEW MEMBERS

Louise Adams  
Frances Adamson AC  
Kate Aitken  
Patty Akopiantz  
Fiona Allan  
Jane Allen  
Yasmin Allen  
Catherine Allfrey  
Melanie Allibon  
Julianne Alroe  
Emily Amos  
Michelle Andrews  
Lisa Annese  
Megan Anwyl  
Linda Apelt  
Tania Archibald  
Suzanne Ardagh  
Rachel Argaman OAM  
Cathie Armour  
Ilana Atlas AO  
Carol Austin  
Kate Axup  
Melissa Babbage  
Alex Badenoch  
Kathleen Bailey-Lord  
Pam Bains  
Marnie Baker  
Barbara Baker AC  
Fiona Balfour  
Leah Balter  
Kendra Banks  
Amanda Bardwell  
Ariane Barker  
Keir Barnes  
Bronwyn Barnes  
Monica Barone  
Cheryl Bart  
Christine Bartlett  
Julie Batch  
Cindy Batchelor  
Tracey Batten  
Louise Baxter  
Kelly Bayer Rosmarin  
Karyn Baylis AM  
Caron Beaton-Wells  
Madeleine Beaumont  
Margaret Beazley AC QC  
Megan Beer  
Susan Beeston  
Jun Bei Liu  
Marissa Bendyk  
Annabelle Bennett AC SC  
Michelle Bennetts  
Paula Benson AM  
Laura Berry  
Helen Besly  
Corinne Best  
Penny Bingham-Hall  
Marianne Birch  
Alex Birrell  
Bronwyn Bishop AO  
Julie Bishop  
Kylie Bishop  
Danielle Blain AM  
Claire Blake  
Jodie Blake  
Debby Blakey  
Anna Bligh AC  
Pauline Blight-Johnston  
Jo-Anne Bloch  
Adrienne Bloom  
Michelle Blum  
Jenny Boddington  
Bonnie Boezeman AO  
Leeanne Bond

Esme Borgelt  
Jennifer Bott AO  
Juliet Bourke  
Melanie Bourke  
Vivienne Bower  
Susan Boyd AM  
Karen Bozic  
Vicki Brady  
Katherine Bray  
Toni Brendish  
Sarah Brennan  
Catherine Brenner  
Maxine Brenner  
Jane Bridge  
Virginia Briggs  
Jillian Broadbent AC  
Lisa Brock  
Melanie Brock AM  
Elizabeth Broderick AO  
Lucinda Brogden AM  
Stacey Brown  
Rebecca Brown  
Gillian Brown  
Amy Brown  
Anna Brown  
Evie Bruce  
Sally Bruce  
Michele Bruniges AM  
Elizabeth Bryan  
Jenny Bryant  
Aimee Buchanan  
Susan Buckley  
Michele Bullock  
Kerri Burgess  
Catherine Burn APM  
Ann Burns  
Lisa Burquest  
Jody Burton  
Ita Buttrose AC OBE  
Lucia Cade  
Nerida Caesar  
Barbara Cail AO  
Fay Calderone  
Marika Calfas  
Meahan Callaghan  
Carolyn Campbell  
Anna Campbell  
Jodi Cant  
Louise Capon  
Annette Carey  
Nadia Carlin  
Penny Carl-Nelson  
Liz Carnabuci  
Maile Carnegie  
Kate Carnell AO  
Paddy Carney  
Donna Carrington  
Katarina Carroll APM  
Simone Carroll  
Vicki Carter  
Cathryn Carver  
Susan Cato AM  
Pamela Catty  
Dianne Challenor  
Robyn Chalmers  
Jasmine Chambers  
Sue Channon  
Annabelle Chaplain AM  
Barbara Chapman CNZM  
Karen Chester  
Elaine Chia  
Jacqueline Chow  
Christine Christian AO  
Libby Christie AM  
Lisa Chung AM

Robyn Denholm  
Ellen Derrick  
Nerina DiLorenzo  
Elizabeth Dibbs  
Moya Dodd  
Sandra Dodds  
Shelley Dolan  
Michele Dolin  
Carmel Donnelly PSM  
Susan Donnelly  
Dimity Dornan AO  
Pippa Downes  
Jacqueline Downes  
Eileen Doyle  
Vicki Doyle  
Sharon Doyle  
Vicky Drakousis  
Frances Drummond  
Penny Dudley  
Louise Dudley  
Sherry Duhe  
Nicole Duncan  
Emma Dunch  
Tonianne Dwyer  
Lesley Dwyer  
Bev Dyke  
Teresa Dyson  
Deb Eckersley  
Penelope Eden  
Cheryl Edwardes  
Naomi Edwards  
Diana Eilert  
Wafa El-Adhami  
Linda Elkins  
Elizabeth Elliott AM  
Teresa Engelhard  
Bronwyn Evans AM  
Carolyn Evans  
Melanie Evans  
Audette Exel AO  
Lillian Fadel  
Kathryn Fagg AO  
Jenny Fagg  
Stephanie Fahey  
Jackie Fairley  
Sylvia Falzon  
Kate Farrar  
Joanne Farrell  
Patricia Faulkner AO  
Helen Fazzino  
Marne Fechner  
Tracey Fellows  
Kirstin Ferguson  
Erin Feros  
Susan Ferrier  
Marie Festa  
Sally Fielke  
Shannon Finch  
Dale Fisher  
Marguerite Fitzgerald  
Erin Flaherty  
Denise Fleming AM  
Naomi Flutter  
Mary Foley AM  
Catherine Foley AO PSM  
Shez Ford  
Nicola Forrest  
Penny Fowler  
Nancy Fox AM  
Joanne Fox  
Sally Franklin  
Gillian Franklin  
Sally Freeman  
Dawn Freshwater  
Janine Frew

Melinda Cilento  
Lisa Claes  
Megan Clark AC  
Anastasia Clarke  
Abigail Cleland  
Deborah Coakley  
Julie Coates  
Julie Coates  
Rachel Cobb  
Lyn Cobley  
Julie Cogin  
Kerryn Coker  
Margaret Cole  
Megan Collins  
Anne Collins  
Genevieve Collins  
Anna Collyer  
Ellie Comerford  
Kathleen Conlon  
Melinda Conrad  
Lea Constantine  
Helen Conway  
Helen Cook  
Sharon Cook  
Helen Coonan  
Katie Cooper  
Teresa Corbett  
Anne-Marie Corboy  
Megan Corfield  
Susie Corlett  
Suzette Corr  
Debra Counsell  
Sarah Court  
Tessa Court  
Emma Covacevich  
Margaret Cowle  
Tanya Cox  
Caroline Cox  
Susan Coyle AM, CSC, DSM  
Maryjane Crabtree  
Fay Cranmer  
Alison Creagh AM CSC  
Carolyn Creswell  
Judith Crompton  
Alison Crook AO  
Fiona Crosbie  
Patricia Cross  
Anne Cross AM  
Rosalind Croucher AM  
Martina Crowley  
Melina Cruickshank  
Vanya Cullen  
Bernadette Cullinane  
Mary-Anne Curtis  
Rowena Danziger AM  
Swati Dave  
Libby Davidson  
Louise Davidson AM  
Patricia Davidson  
Valerie Davies  
Susan Davies  
Natalie Davis  
Megan Davis  
Julia Davison  
Alison deGroot  
Anne DeSalis  
Aneetha deSilva  
Michelle Deaker  
Alison Deans  
Tanya Deans  
Kate Dee  
Rebecca Dee-Bradbury  
Alison Deitz  
Jacqui Delacy  
Jane den Hollander AO

Leilani Frew  
Annika Freyer  
Catherine Friday  
Marion Fulker AM  
Tiffany Fuller  
Michelle Fyfe APM  
Elizabeth Gaines  
Margaret Gardner AC  
Helen Garnett PSM  
Rosheen Garnon  
Colette Garnsey OAM  
Alexandra Gartmann  
Vanessa Gavan  
Tracey Gavegan  
Cynthia Gebert  
Christine Gee  
Alexis George  
Maree Geraghty  
Belinda Gibson  
Kate Gibson  
Sue Gilchrist  
Tanya Gilerman  
Vicki Gillespie  
Sunita Glover  
Helen Gluer  
Marina Go  
Cassandra Goldie  
Denise Goldsworthy AO  
Debbie Goodin  
Felicity Gooding  
Christa Gordon  
Anne Gorman  
Joanne Gorton  
Suzie Gough  
Katherine Grace  
Elayne Grace  
Diane Grady AO  
Kathy Gramp  
Andrea Grant  
Lesley Grant  
Kiera Grant  
Lisa Gray  
Emma Gray  
Anna Green  
Kathryn Greiner AO  
Rachel Grimes AM  
Gail Hambly  
Jodie Hampshire  
Teresa Handicott  
Eva Hanly  
Jane Hansen AO  
Sandra Harding AO  
Clare Harding  
Amanda Harkness  
Sarah Harland  
Georgie Harman  
Catherine Harris AO PSM  
Fiona Harris AM  
Colleen Harris  
Lisa Harrison  
Pip Harrison  
Molly Harriss Olson  
Georgina Harrison  
Alison Harrop  
Kate Hart  
Kerri Hartland  
Jane Harvey  
Lisa Harvey-Smith

Leanne Harwood  
Margaret Haseltine  
Jane Hastings  
Lee Hatton  
Cheryl Hayman  
Harlene Hayne  
Colleen Hayward AM  
Debra Hazelton  
Michaela Healey  
Meredith Hellicar  
Jane Hemstritch  
Elaine Henry OAM  
Virginia Herlihy  
Sally Herman  
Louise Herron  
Jacqueline Hey  
Fiona Hick  
Allison Hill  
Sarah Hill  
Kathy Hirschfeld AM  
Cherrell Hirst AO  
Dorothy Hisgrove  
Emma Hogan  
Cassandra Hogan  
Eileen Hoggett  
Alexandra Holcomb  
Suzanne Holden  
Christine Holgate  
Anne Hollonds  
Nicole Hollows  
Christine Holman  
Deborah Homewood  
Cindy Hook  
Janelle Hopkins  
Jo Horgan  
Sue Horlin  
Fiona Horman  
Maxine Horne  
Tracey Horton AO  
Susan Horwitz AM  
Tanya Hosch  
Sarah Hosking  
Carmel Hourigan  
Rosemary Howard  
Sue Howard  
Kate Howitt  
Jayne Hrdlicka  
Vanessa Hudson  
Katie Hudson  
Michele Huey  
Amanda Hughes  
Olivia Humphrey  
Rachel Hunter PSM  
Sarah Hunter  
Jane Hunter  
Belinda Hutchinson AC  
Jane Huxley  
Rosemary Huxtable PSM  
Bernadette Inglis  
Cath Ingram  
Von Ingram  
Launa Inman  
Julie Inman Grant  
Lisa Interligi  
Betty Ivanoff  
Michelle Jablko  
Sheena Jack  
Marie Jackson  
Catriona Jackson  
Anita Jacoby AM  
Annamarie Jagose  
Naomi James  
Rebecca James  
Elizabeth Jameson AM  
Kate Jenkins

Jeanne Johns  
Sue Johnson  
Jacki Johnson  
Amanda Johnston-Pell  
Kate Jordan  
Fiona Jose  
Ronni Kahn AO  
Renata Kaldor AO  
Marlene Kanga AO  
Caryn Katsikogianis  
Sinead Kaufman  
Carolyn Kay  
Jane Keating  
Sue Keay  
Penne Kehl  
Michelle Kellaway  
Gail Kelly  
Philippa Kelly  
Anne Kelso AO  
Sue Kench  
Janette Kendall  
Narelle Kennedy AM  
Christine Kilpatrick AO  
Annette Kimmitt AM  
Julia King AM  
Annette King  
Patricia Kinnersly  
Alison Kitchen  
Aliza Knox  
Kate Koch  
Elizabeth Koff AM  
Jacqueline Korhonen  
Toni Korsanos  
Holly Kramer  
Lynn Kraus  
Tamar Krebs  
Linda Kristjanson AO  
Sarah Kruger  
Amanda Lacaze  
Katie Lahey AM  
Melanie Laing  
Amanda Laing  
Jennifer Lambert  
Linda Langton  
Fiona Larnach  
Renae Lattey  
Fiona Lavan  
Sally-Anne Layman  
Yuan-Kee Lee  
Francesca Lee  
Heather Leembruggen  
Eeva Leinonen  
Anna Lenahan  
Renee Leon PSM  
Jodie Leonard  
Liz Lewin  
Samantha Lewis  
Sian Lewis  
Rebecca Lim  
Alexis Lindsay  
Joy Linton  
Xiaoling Liu  
Jane Livesey  
Helen Livesey  
Nicole Livingstone OAM  
Susan Lloyd-Hurwitz  
Kathrina Lo  
Sally Loane  
Nicole Lockwood  
Karen Lonergan  
Ming Long AM  
Leone Lorrimer  
Bridget Loudon  
Anne Loveridge  
Virginia Lovett





CEW MEMBERS



Rebecca Lowde  
Danita Lowes  
Helen Lynch AM  
Libby Lyons  
Kathy MacDermott  
Sally Macdonald  
Susan MacDonald  
Sally Macindoe  
Geraldine Mackenzie  
Romilly Madew AO  
Ingrid Maes  
Bobbi Mahlab AM  
Liza Maimone  
Sandy Mak  
Claire Mallinson  
Ana Marinkovic  
Pauline Markwell  
Pip Marlow  
Anna Marsden  
Sandra Martinez  
Andrea Mason OAM  
Louise Mason  
Jan Mason  
Kate Mason  
Susan Massasso  
Holly Masters  
Kerrie Mather  
Jennifer Mathews  
Christina Matthews  
Janet Matton AM  
Lisa May  
Louise May  
Lynette Mayne AM  
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