

Annual Review



FY23



CEW
Women Leaders Empowering All Women

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Acknowledgement of Country

We acknowledge the Traditional Custodians of Country throughout Australia and pay our respects to their Elders past and present. CEW celebrates the diversity of First Nations people and their continuing connection to land, water, and community, and acknowledges the strength of First Nations women leading their communities. We extend that respect to Aboriginal and Torres Strait Islander people who are part of the CEW community.

FY23 CEW Highlights & Impact

Membership

1,084 Members
(18% increase)

One membership round in FY23

2,568 women in the Connect
Women community

Thought Leadership and Advocacy

5 out of 5 key policy asks adopted in full
or part by the Federal Government

1 international delegation with CEW members to
the 67th Session of the UN Commission on the
Status of Women (CSW67)

2 thought leadership research
projects complete

8 CEW submissions to Government
reviews and enquiries

838

media mentions,
with a potential
audience reach of

71,886,616

FY23 Highlights & Impact, cont'd

Scholarships

26 Scholarships awarded

5 New scholarships introduced

723 Scholarship applications submitted

30 Years of CEW scholarships

Leadership Development

Launched the Executive Leaders Program

10 Leaders Programs and **two** Executive Leaders Programs delivered

308 Women attended these programs

98 NPS score for Leaders Program

100 NPS score for Executive Leaders Program



FY23 Highlights & Impact, cont'd

Events

4

Annual Dinners in 2023 and **3,026** Annual Dinner attendees

Inaugural CEW Leadership Summit launched in 2022 with **507** Summit attendees

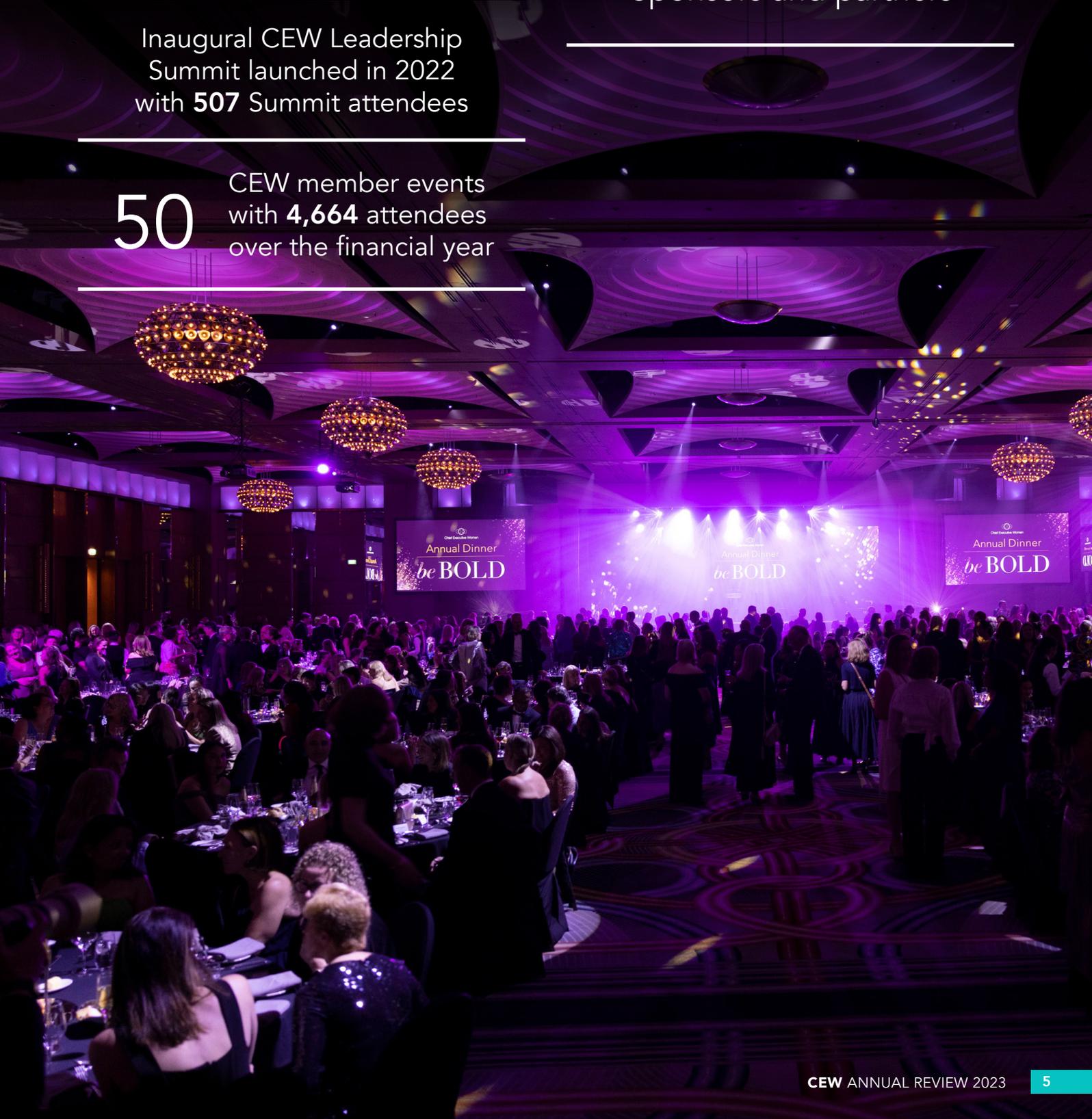
50

CEW member events with **4,664** attendees over the financial year

Sponsorship

82

Sponsors and partners



Message from the President



As I reflect on my first year as President of CEW, I am struck by how much has occurred both within CEW and outside the organisation.

We were able to further impact and influence decision makers to create better outcomes for all women and continued to shed a light on the lack of meaningful progress in creating gender balance at leadership levels.

We connected our members, our partners and all of our stakeholders to collectively progress our purpose and played a key role in providing learning opportunities through our education programs to further build diverse and gender balanced talent pipelines.

In FY23 our membership grew to 1,084 members, and we now have 2,568 women in our Connect Community. We continued to support women in leadership by awarding another 26 scholarships and providing leadership development programs to 308 women. Our Leadership Development Program and Executive Leadership Development Program continue to achieve Net Promoter Scores of 98% and 100% respectively. Our strong advocacy work continued with eight submissions to Government reviews and enquiries, and a number of thought leadership research projects undertaken. This led to another year of strong media activity providing significant audience reach and greater visibility of the work the CEW undertakes.

None of this work is possible without the efforts of the CEW team, all the members on the Board and our Committees, our broader membership, and of course our partners.

Further detail on the achievements during the reporting period is included in the CEO's Report.

I would like to acknowledge our former CEO Susan Metcalf, who resigned earlier this year. On behalf of all members, I'd like to thank Susan for her leadership over the past four years. She was instrumental in delivering our growth strategy and steering the organisation through the significant challenges of COVID-19. Many of the successes included in this year's report are a result of Susan's hard work and dedication to CEW.

Evolution of CEW

CEW's external landscape has transformed considerably since our inception in 1985, prompting us to continuously reaffirm our relevance to contemporary women in Australia by continuing to evolve our core purpose. When thinking about the future of CEW, it is clear that we have a significant opportunity to advance CEW's agenda during this critical moment in time.

As part of our evolution, the criteria for membership in 2019 was updated to reflect a 'high bar, wide lens' strategy. This shift delivered a 60% increase in members over the past three years, and an 18% growth in just the past year. It has also brought women from more diverse sectors to our membership, broadening the representation of women leaders across society. While this has assisted CEW to remain a dynamic and inclusive organisation, we know there is more to do to ensure we are a truly diverse and inclusive organisation.

We've recently updated our purpose from "women leaders enabling women leaders" to "women leaders empowering all women." We believe this more accurately encapsulates the breadth of our efforts and impact.

In addition to servicing the significant growth in our membership over the past three years, there has been an expansion of the activities we undertake to drive change. In particular, we have increased our advocacy efforts and grown our Leaders Program, while continuing to deliver our long-standing networking events and scholarships program.

With this growth the Board has continued to monitor and adapt various elements of CEW's operating model and capabilities to ensure we can continue to meet the expectations of our members, partners and the broader community.

Following the resignation of the CEO in March, the Board embarked on a recruitment process that specifically targeted candidates who could stand alongside the President as a spokesperson for CEW, lead the organisation to drive maximum impact, enhance our services to members, strengthen relationships with our corporate supporters, and grow our revenue to ensure CEW's financial sustainability over the long term.

Our new CEO, Marie Festa, who comes with almost 20 years' experience across various roles and sectors in corporate Australia, commenced in July, and has already begun to address a number of these objectives.

In addition, the Board agreed to form an independent Governance Working Group to review the governance of CEW and to ensure it is fit for purpose as we continue to expand our membership and our impact. This Group met with the Board and put forward suggestions on how we could modernise and enhance our governance. The Board has agreed in the first instance, to create an Interim Nominations and Governance Committee to carefully help the Board work through any changes that need to be made over time. I am committed to transparent member engagement as we work through this process. My expectation is that this process will take another 6-12 months. Stay tuned for engagement opportunities and thank you for your patience and input during this process.

Towards 2033 vision

The CEW Senior Executive Census data in 2022 told us that gender parity in CEO roles in the ASX 200 would not be achieved for another 100 years. In 2023 this reduced to 50 years. Yes, this is good news, but 50 years is still too long so we want to reduce it to 10 years. We are therefore looking towards 2033 as the target to achieve gender parity in corporate Australia.

In the coming years, our objective is to champion our three calls to action across all organisations:

- Set a 40:40:20 by 2030 gender target with real accountability and transparency;
- Invest in gender balanced CEO and Executive Leadership Team talent pipelines; and
- Build inclusive, flexible, and respectful workplaces.

At the same time, CEW will continue to progress our four pillars of advocacy that call for:

- Diverse women at every decision-making table;
- Workplace flexibility for all to work and care;
- Women's workforce participation enabled across all sectors; and
- Women to be economically secure and free from violence across their life course.



Working together to achieve our purpose

In order to achieve our purpose and objectives, we need to fix the system at all levels and view gender inequality as a collective problem that is in need of collective solutions.

We need to continue to call on policy makers and governments to enact policies that encourage and support female participation in the workforce, which is the single most significant lever we can pull to improve economic performance for the good of all.

We can all act in our own spheres of influence to break down gender bias and stereotypes that exist within our corporations, our sports clubs, our cultural and educational institutions, our health and community organisations and broader society.

By fixing the system and implementing measures that increase female participation in the workforce, we can maximise the productivity of the total workforce, rather than just half of it, boost the economy, lift the longer-term levels of retirement incomes, and lift household savings rates. As I said at our Annual Dinners around the country:

“An equitable world will not just be better for women, though it most certainly will be.

An equitable world is not just the right thing to do, though it most certainly is.

An equitable world is better for all.”

Thank you

Thanks to the passionate Executive Team, who work tirelessly to deliver the activities of the organisation, and to all the volunteer Committee and Board members who serve CEW with passion and energy.

Our corporate supporters play a critical role in sustaining the organisation and we thank you all for your generosity. We cannot do the work we do without you.

Lastly, I'd like to thank all of you, our members, for your support, action, and unwavering commitment to our purpose. I look forward to working with you all to deliver great outcomes for all women.



CEO's Report



I was delighted to be appointed as the CEO of CEW in July 2023. Having had a long career across multiple sectors and with various executive responsibilities, I am acutely aware of the challenges that impact the empowerment of women, and I am equally aware that when we overcome those challenges, it will deliver tremendous benefits for all.

I am excited by the opportunity to progress CEW's agenda at a time when advancing gender equality is rightly recognised as vital in solving many economic and societal issues facing Australia and the rest of the world.

Over the 2023 financial year, CEW continued to highlight its commitment to advancing the advocacy work that underscores our dedication to supporting women at all levels.

Our expanded efforts in policy, advocacy, and thought leadership have led to an increase in CEW's media presence and, as a consequence, the broader community.



Shedding light on inequalities

We completed two thought leadership pieces of research in FY23 that highlighted the continuing lack of gender balance in senior leadership positions in corporate Australia and offered ways to address this imbalance.

In July 2022, CEW, in partnership with Bain & Company, launched its thought leadership report [Take it from the Top: Top Five Ways Businesses Can Accelerate the Number of Women in Senior Leadership](#). This report identified the five common success factors from 22 Australian companies which are leading the way for executive gender balance and summarised these accelerators for other companies to consider.

Our second piece of research was CEW's annual Senior Executive Census. The Census, in its seventh year in 2023, continued to demonstrate that women's representation in senior leadership teams in Australia's top 300 ASX listed companies has progressed at a glacial pace, increasing, on average, less than 2% a year. At the current rate, it could take up to 50 years to achieve gender parity in CEO roles in corporate Australia. CEW called for action to accelerate this change to help solve the economic and social challenges facing Australians today.

We would like to thank our partners who have worked with us on the Census - Bain & Company, Spencer Stuart, Melior Investment Management, HESTA, and 40:40 Vision.

We also acknowledge and thank our long-standing thought leadership sponsor, ANZ, for supporting this impactful and highly valuable piece of research.

The impact and influence of CEW in policy and decision making

Our work leading up to the 2023 Federal budget culminated in a pre-budget submission that included a number of asks. Importantly, many of these asks were taken up by Government.

What we asked for	What we got
Embed a gender lens and gender responsive budgeting	<ul style="list-style-type: none">✓ The Government implemented gender responsive budgeting, named women's economic equality as a core objective of the Budget, and delivered a significant Women's Budget Statement
Make quality early childhood education and care universal	<ul style="list-style-type: none">✓ The Government has committed to a roadmap towards universal access✓ \$4.6 billion committed to the cheaper childcare package to increase Child Care Subsidy to 90% for eligible families✓ ParentsNext abolished
Strengthen women's economic security throughout their life course by reinstating the Single Parent Payment, increasing JobSeeker, and expanding superannuation for carers	<ul style="list-style-type: none">✓ Single Parent Payment reinstated until youngest child turns 14✓ Eligibility for JobSeeker recipients aged 55 or over expanded
Invest in well-paid, secure jobs in care sectors	<ul style="list-style-type: none">✓ 15% pay increase for aged care workers✓ \$72.4 million allocated support to build and retain ECEC workforce, access professional development, with a focus on reskilling and training particularly in regional and remote areas
Expand Paid Parental Leave to promote shared care	<ul style="list-style-type: none">✓ Paid Parental Leave will be expanded to 26 weeks by 2026
Make workplaces safe from sexual harassment	<ul style="list-style-type: none">✓ The Government has committed to implementing all Respect@ Work and Set the Standard recommendations, legislated 10 days of domestic violence leave, and created the next National Plan to end violence against women and their children, including a stand alone First Nations plan.

Connecting our members, partners and all stakeholders in order to progress our purpose

Our national events like the CEW Annual Dinners and CEW Leadership Summit allow us to come together to celebrate all that CEW and its allies have achieved, but they also provide a significant platform to set the agenda for the future and attract new supporters and allies to help deliver our shared purpose.

Our fundraising activity across our Annual Dinners provides crucial support to our CEW scholarships and programs. At our 2023 dinners, we raised \$220,000 nationally.

In September 2022, CEW held its inaugural Leadership Summit which was designed to continue important conversations around gender equality in leadership with a focus on sharing what active steps we can all take to reach gender parity in leadership.

The event brought leaders together for an uncensored conversation about what can be done to break through the malaise for the benefit of all Australians. It was a day of inspiring keynote speeches and panels that focused on real life examples of 'what works' and practical ideas and actions that can be taken to accelerate progress toward gender equality. Attendees left feeling empowered to drive meaningful change in their respective industries.

Building the pipeline of women leaders

We know that to deliver gender equity it is important to sponsor women and build the pipeline of future women executive leaders. CEW can play its part in continuing to impact change through its scholarships and Leadership Development Programs.

The positive outcomes from our scholarships program are numerous:

- Over the past 30 years, we have enabled almost 300 women to accelerate their careers as a result of the opportunities provided by CEW scholarships. In this past year, we have added five scholarship offerings to the program.
- Of the seven scholars that have taken the INSEAD AMP course, four have progressed to CEO.
- With the powerful partnerships established with Aurora Education and Roberta Sykes, we have now supported 30 First Nations women in their study at Harvard Kennedy Business School.
- ANZ have supported nine scholars in growing their experience in sustainability since 2021.
- Bonnie Boezeman has supported five nurses since 2019 in completing their Masters in Healthcare at SCU.
- The Maureen Kerridge Scholarship has supported five women in their leadership training at Harvard, MIT and Stanford.

"Hearing the concrete messages from the Prime Minister gave me great hope for the future." 2022 Leadership Summit attendee



Thank you to all our scholarships partners and supporters:

- Bonnie Boezeman AO
- Jane Hansen AO
- Keith Kerridge, in memory of Maureen Kerridge AM
- ANZ
- Australian Retailers Association
- Governance Institute of Australia
- Southern Cross University
- Aurora Education Foundation
- Melbourne Business School
- Chemistry Australia
- Actuaries Institute



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

Jaymee Beveridge, Executive Director, Indigenous Strategy, University of Wollongong. CEW and Roberta Sykes Scholar

Our Leaders Program was refreshed two years ago and has gone from strength to strength. Not only has it helped over 300 women each year to feel empowered to take their careers to the next level, it has become a source of revenue for CEW, enabling us to do more to achieve our purpose. The introduction of the Executive Leaders Program provides a unique offering for CEW members and senior executives, further enhancing CEW's credentials in this space.



"The scholarships CEW offers are life changing. The lessons, experiences, and the network you develop will be carried with you for the rest of your life. And the ripple effect you will have by bringing those learnings back into your lives – business and personal - will enrich the experiences of all around you so that together we can create more agile, diverse and welcoming Australian businesses."

Keren Paterson, Managing Director & CEO of Trigg Minerals, INSEAD Advanced Management Program Scholar

Positive feedback from Leaders Program participants demonstrates the impact both programs have on our future leaders:

- 92% felt that the course amplified their strengths and helped them recognise the complementary strengths in others
- 95% developed new competencies and strategies
- 98% connected with, and learnt from, the wisdom of CEW member, speakers, and facilitators
- The FY23 NPS score for Leaders Program was 98 and the Executive Leadership Program was 100

Our Connect Women community is comprised of Leadership Development Program alumni and scholars and continues to grow, it has now reached 2,568 women. This group of exceptional women are pivotal to our efforts in helping to drive action and investment in gender balanced talent pipelines. We are currently exploring opportunities to support this group of women and further leverage their potential to address the under representation of women in senior executive leadership roles across all organisations.



“Unbelievably powerful - life changing,”

**Veronica Kregor, Regional Executive
(Business Banking) ANZ. Leaders Program Alumna**

**“This course has given me the time
and space to really contemplate what is
next, whilst giving me practical tools and
commitments to implement how I am
leading today.”**

**Katherine Karcz, Partner KPM
Leaders Program Alumna**

Brand and reputation

CEW's bold advocacy has elevated our profile and access to Australia's key decision makers. To ensure our brand continued to represent who we are we refreshed our look and feel to align with the professionalisation of the organisation, the diversity and modernisation of our membership, and our bold advocacy voice. This updated brand reflects a more contemporary style, and elevates the CEW acronym to address the broadening of our membership. The brand will continue to evolve with the organisation.

CEW continues to be seen as a key source of information and is well respected by the media with 838 mentions across media channels and a potential reach of 71,886,616. We have commented on many issues including the work and care crisis, advancing gender diversity in corporate governance, work and skills shortage, flexible work environments, the Women's Budget Statement, paid parental leave, and, of course, our Census results.

Looking ahead

The key priorities ahead for me and the CEW team include identifying opportunities to increase member and stakeholder engagement while continuing to deliver impact through our work in scholarships, advocacy, and leadership development.

When we combine our purpose to have women leaders empower all women with our vision to accelerate gender parity by 2033, we know that our strategy needs to continue to be both focused and

deliberate. Building on the CEW 2025 strategy, we have developed three calls to action which will be front of mind in everything we do to give us the best opportunity for success:

- Set a 40:40:20 target
- Create diverse gender balanced talent pipelines
- Build inclusive, flexible, and respectful workplaces

We continue to call on every CEW member to help drive change in any way possible including:

- Using their sphere of influence to advocate for change and deliver on our purpose and vision
- Supporting and promoting CEW programs that grow diverse, gender balanced pipelines
- Being champions for inclusive, flexible, and respectful workplaces; and
- Inspiring the pipeline of women leaders by speaking about their leadership journey at the CEW Leaders Program

I would like to acknowledge the amazing CEW Executive Team, who work tirelessly day in and day out, to deliver on all of CEW's initiatives, programs, events and advocacy efforts. On behalf of all members, I would like to thank the highly talented professionals who come to work every day because they believe in the purpose of CEW and want to be part of the change we are all striving towards.

Financials

FY23 saw a return to normal operations after the impact from COVID-19 lockdowns in prior periods. The first CEW Leadership Summit took place, Annual Dinners were held across four states, and there was a significant increase in support from sponsors, and attendance across our Leadership Programs. We grew our membership base across one round of nominations, and we continued to invest in the Scholarship program and advocacy initiatives. At the end of the period, CEW's financial position was sound with strong cash reserves.

CEW has enjoyed strong support from corporate sponsors in FY23, with sponsorship revenue increasing from \$1.3 million in FY22 to \$2.1 million in FY23. Sponsorships continue to be a major funder of CEW's ongoing work.

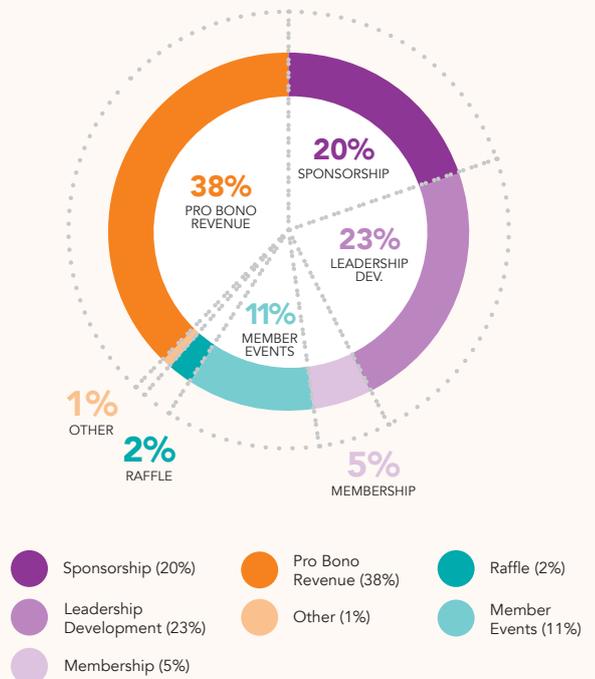
The CEW Leaders Program and Executive Leaders Program generated \$2.4 million in revenue in FY23, which was a significant increase from \$1.7 million in FY22. The net profit contribution of the program was \$500,000 in FY23 compared to \$440,000 in FY22. This increase was due to our ability to deliver a full year of programs face-to-face and continued investment in Leadership Development with refreshed content, new programs, and systems improvement. The profitable income from the Leadership Development Programs is another major funding source of CEW's work.

CEW's scholarships program continued to be a key part of the CEW strategy, providing high impact opportunities for women to study executive education courses at a critical juncture in their careers.

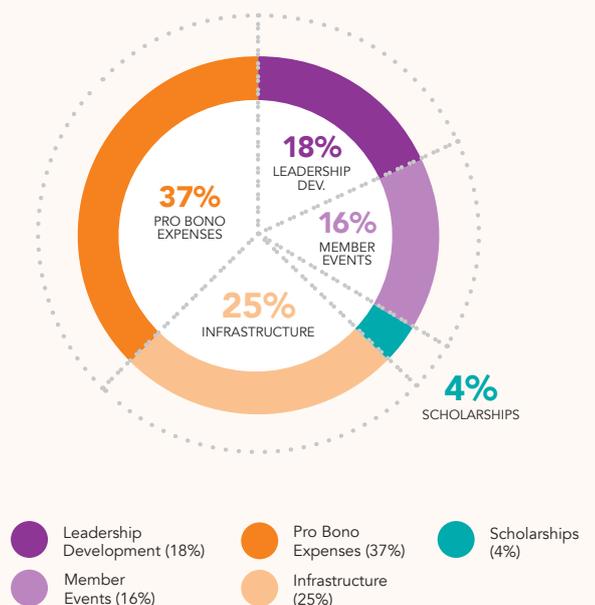
The program was funded by direct investment from CEW, sponsors, donors, and the proceeds from raffle tickets sold at the Annual Dinners in FY23.

Membership revenue increased from \$428,000 in FY22 to \$562,000 in FY23, with CEW welcoming one round of new members in FY23.

Revenue



Expenses



The inaugural CEW Leadership Summit was held in September 2022, which provided a \$186,000 net profit contribution, including sponsorship revenue.

Annual Dinners were held in Sydney, Melbourne, Brisbane and Perth. These dinners continue to be the organisation's most popular events, and are seen as a valued part of the networking experience for CEW members.

CEW is fortunate to have a high-level pro bono support from a number of partners. Pro bono contributions totalled \$3.98 million in FY23, up from \$2.36 million in FY22. This contribution includes a specific one-off strategy refresh project in FY23.

Thank you to all of our sponsors
and partners for their ongoing
support during the period



People

CEW Executive Team

Current Team

Nadia Awan

Team Administrator (Members & Scholars)

Corrine Barchanowicz

GM Member Engagement & Marketing

Ava Calabria

Event Coordinator

Cynthia Crespo

Brand & Marketing Manager

Brianna Delahunty

Policy & Research Manager

Kirsty Edwards

Scholarships Manager

Melanie Fernandez

GM Policy, Communications & Research

Marie Festa

Chief Executive Officer

Tam Ho

Senior Manager, Leadership Development

Peta Kwok

Project Manager, Research

Siena MacMillan

Operations Manager

Alana McGuinness

GM HR, Operations & Secretariat

Sara Miller

Event Manager

Tania Moran

Member Relationships & Services Manager

Sarah Rowley

GM Programs & Business Development

Molly Statham

Leadership Development Program Manager

Donna Stubbs

GM Finance

Lucy Sykes

Leadership Development Program Manager

Kiana Taylor

Leadership Development Team & Projects
Coordinator

Sally Walker

Senior Business Development Manager

Sarah Wylie

Business Development Specialist

Past Employees in FY23

Alison Aggarwal

Director Policy, Advocacy & Research

Tia Cayford

EA & Secretariat

Ashley Cohen

Director, Finance & Operations

Hugo Cohen

Event Coordinator

Sean Coristine

Manager, Partnerships

Mandi Gunsberger

Manager, Business Development

Amanda Koster

Manager, Leaders Program

Clare Henderson

Senior Manager, Business Development

Jawoon Kim

Manager, Member Engagement

Claire Morgan

Director, Communications

Kirsty Maher

Membership Admin

Susan Metcalf

Chief Executive Officer

Tegan O'Neill

Director, Member Engagement

Board Members

CEW is governed by a representative Board comprising a President and Chairs of the CEW Committees. The Board is supported by a Chief Executive Officer and the CEW Executive Team, who deliver CEW's Leadership Development Programs, scholarships, advocacy and thought leadership, while supporting our members, sponsors and partners.



Susan Lloyd-Hurwitz
President, Nov 2022 – Present



Sally Bruce
Chair - VIC Chapter



Megan Corfield
Chair - QLD Chapter



Nicole Hollows
Chair - FAR Committee
Chair - Membership Committee



Anita Jacoby AM
Chair - Annual Dinner



Jacqueline Korhonen
Chair - NSW Chapter



Libby Lyons
Chair - WA Chapter



Pauline Vamos
Chair - Policy and
Engagement Committee

Current Committees

Annual Dinner Committee

Sue Cato AM
Sunita Gloster AM
Caroline Gurney
Anita Jacoby AM (Chair)
Susan Massasso
Marianne Perkovic
Robi Stanton

Leadership Development Committee

Kathleen Bailey-Lord
Ann Burns (Chair)
Jessica Curtis
Fiona David
Kellie Dix
Elize Godley
Zak Hammer
Claire Hemphill
May Leung
Elsa Masztak
Gaye Mcmath
Ayesha Razzaq
Amy Stanley
Wendy Stops
Zahra Tariq
Meredith Wheelhouse
Deidre Willmott

QLD Engagement Committee

Megan Corfield AM (Chair)
Kellie Dix
Teresa Dyson
Elizabeth Jameson AM
Kathy Mac Dermott
Alison Quinn
Debbie Smith

Finance, Audit, Risk Committee

Jody Burton
Louise Dudley
Kate Gibson
Tanya Gilerman
Nicole Hollows
Susan Lloyd-Hurwitz

NSW Engagement Committee

Adrienne Bloom
Sarah Brennan
Patricia Egan
Vanessa Guthrie AO
Cheryl Hayman
Emma Hogan
Jacqueline Korhonen (Chair)
Sheila McGregor
Joe Pollard AM

Membership Committee

Laura Berry
Kerri Burgess AM
Kate Farrar
Nicole Hollows
Lisa Interligi
Rena Lattey
Jennifer Mathews AM
Sandra McCullagh
Jenny Parker
Jane Spring AM
Liesel Wett OAM

Policy & Engagement Committee

Carol Austin AM
Juliet Bourke
Toni Brendish
Lisa Claes
Sally Fielke
Cheryl Hayman
Susan Lloyd-Hurwitz
Jan Mason
Elizabeth McNamara
Sam Mostyn AO
Pauline Vamos (Chair)

Scholarships Committee

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

State Chapter Chairs Committee

Sally Bruce
Katie Cooper
Megan Corfield AM (Chair)
Kate Croser
Margaret Staib AM CSC
Cath Ingram
Jacqueline Korhonen AM
Libby Lyons AM (Chair)

Summit Committee

Paula Benson
Ann Burns
Jodie Hampshire
Dee McGrath (Chair)
Caryolyn Reynolds
Henriette Rothschild
Deborah Schembri
Katrina Troughton

WA Engagement Committee

Stephanie Buckland
Donna Carrington
Olivia Humphrey
Libby Lyons AM (Chair)
Gail McGowan
Gaye McMath
Amy Stanley
Andrea Sutton
Susan Wilson
Heather Zampatti

VIC Engagement Committee

Caron Beaton-Wells
Sally Bruce (Chair)
Katie Cooper
Caroline Cox
Dee McGrath
Melinda McGrath AM
Brooke Miller
Mei Ramsay
Carolyn Reynolds
Elana Rubin AM
Wendy Thorpe

CEW Members A-C

Louise Adams	Kendra Banks	Bronwyn Bishop AO	Stacey Brown
Dana Adams	Amanda Bardwell	Kylie Bishop	Gillian Brown
Frances Adamson AC	Ariane Barker	Danielle Blain AM	Rebecca Brown PSM
Kate Aitken	Leah Barlow	Claire Blake	Amy Brown
Patty Akopiantz	Bronwyn Barnes	Jodie Blake	Anna Brown OAM
Fiona Allan	Keir Barnes	Debby Blakey	Catherine Brown OAM
Jane Allen	Monica Barone	Anna Bligh AC	Val Brown
Yasmin Allen AM	Christine Bartlett	Pauline Blight-Johnston	Anne Browne
Catherine Allfrey	Julie Batch	Jo-Anne Bloch	Evie Bruce
Melanie Allibon	Cindy Batchelor	Adrienne Bloom	Sally Bruce
Julieanne Alroe	Tracey Batten	Michelle Blum	Michele Bruniges AM
Emily Amos	Louise Baxter	Jenny Boddington	Elizabeth Bryan
Michelle Andrews	Catherine Baxter	Bonnie Boezeman AO	Jenny Bryant
Lisa Annese	Kelly Bayer Rosmarin	Leeanne Bond	Aimee Buchanan
Megan Anwyl	Karyn Baylis AM	Esme Borgelt	Stephanie Buckland
Linda Apelt	Caron Beaton-Wells	Jennifer Bott AO	Susan Buckley
Geniere Aplin	Madeleine Beaumont	Juliet Bourke	Michele Bullock
Anna-Maria Arabia	Margaret Beazley AC KC	Melanie Bourke	Kerri Burgess
Tania Archibald	Megan Beer	Vivienne Bower	Kate Burleigh
Suzanne Ardagh	Susan Beeston	Susan Boyd AM	Catherine Burn APM
Rachel Argaman OAM	Jun Bei Liu	Karen Bozic	Ann Burns
Lorie Argus	Alexandra Belcastro	Vicki Brady	Lisa Burquest
Cathie Armour	Sandra Bellekom	Katherine Bray	Jody Burton
Michelle Ash	Marissa Bendyk	Toni Brendish	Ita Buttrose AC OBE
Ilana Atlas AO	Annabelle Bennett AC	Sarah Brennan	Shelley Cable
Carol Austin	Michelle Bennetts	Catherine Brenner	Lucia Cade
Kate Axup	Paula Benson AM	Maxine Brenner	Nerida Caesar
Alex Badenoch	Erica Berchtold	Jane Bridge	Gillian Cagney
Kathleen Bailey-Lord	Laura Berry	Virginia Briggs	Barbara Cail AO
Pam Bains	Helen Besly	Jillian Broadbent AC	Kathy Cakarnis
Marnie Baker	Corinne Best	Lisa Brock	Fay Calderone
Barbara Baker AC	Penny Bingham-Hall	Melanie Brock AM	Marika Calfas
Fiona Balfour AM	Marianne Birch	Elizabeth Broderick AO	Meahan Callaghan
Leah Balter	Alex Birrell	Lucinda Brogden AM	Carolyn Campbell

CEW Members C-D

Anna Campbell	Anastasia Clarke	Tessa Court	Lisa Davies
Jodi Cant	Abigail Cleland	Emma Covacevich	Natalie Davis
Louise Capon	Deborah Coakley	Margaret Cowle	Megan Davis
Annette Carey	Julie Coates	Tanya Cox	Julia Davison
Nadia Carlin	Julie Coates	Caroline Cox	Joanne Dawson
Penny Carl-Nelson	Rachel Cobb	Susan Coyle AM CSC DSM	Alison de Groot
Liz Carnabuci	Lyn Cobley	Maryjane Crabtree	Jacqui De Lacy
Maile Carnegie	Melanie Cochrane	Fay Cranmer	Stephenie De Nichilo
Kate Carnell AO	Julie Cogin	Margaret Crawford PSM	Anne De Salis
Paddy Carney	Kerryn Coker	Rowena Craze	Aneetha de Silva
Donna Carrington	Margaret Cole	Alison Creagh AM CSC	Michelle Deaker
Katarina Carroll APM	Benedicte Colin	Carolyn Creswell	Alison Deans
Simone Carroll	Megan Collins	Judith Crompton	Tanya Deans
Vicki Carter	Anne Collins	Alison Crook AO	Alice DeBoos
Cathryn Carver	Genevieve Collins	Fiona Crosbie	Kate Dee
Brianna Casey	Amber Collins	Kate Croser	Rebecca Dee-Bradbury
Sue Cato AM	Karina Collins	Patricia Cross AM	Alison Deitz
Pamela Catty	Anna Collyer	Anne Cross AM	Jane den Hollander AO
Dianne Challenor	Ellie Comerford	Rosalind Croucher	Robyn Denholm
Robyn Chalmers	Kathleen Conlon	Martina Crowley	Ellen Derrick
Jasmine Chambers	Melinda Conrad	Melina Cruickshank	Natalie Devlin
Annabelle Chaplain AM	Lea Constantine	Vanya Cullen OAM	Pip Dexter
Barbara Chapman CNZM	Helen Conway	Bernadette Cullinane	Nerina Di Lorenzo
Karen Chester	Helen Cook	Mary-Anne Curtis	Elizabeth Dibbs
Elaine Chia	Sharon Cook	Rowena Danziger AM	Moya Dodd AO
Jennifer Child	Helen Coonan	Anouk Darling	Sandra Dodds
Jacqueline Chow	Katie Cooper	Swati Dave	Shelley Dolan
Christine Christian AO	Christine Corbett	Maree Davenport	Michele Dolin
vale Libby Christie	Megan Corfield	Fiona David	Carmel Donnelly PSM
Lisa Chung AM	Susie Corlett	Libby Davidson	Sue Donnelly
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Lisa Claes	Ruth Coulson	Patricia Davidson	Pippa Downes
Megan Clark AC	Debra Counsell	Valerie Davies	Jacqueline Downes
Catherine Clark	Sarah Court	Susan Davies	Eileen Doyle

CEW Members D-H

Vicki Doyle	Kathryn Fagg AO	Gillian Franklin	Debbie Goodin
Sharon Doyle	Stephanie Fahey	Sally Franklin	Felicity Gooding
Melissa Doyle	Jackie Fairley	Bree Fraser	Christa Gordon
Vicky Drakousis	Sylvia Falzon	Sally Freeman	Anne Gorman
Frances Drummond	Kate Farrar	Dawn Freshwater	Joanne Gorton
Rosalind Dubs	Joanne Farrell	Leilani Frew	Suzie Gough
Louise Dudley	Sally Farrier	Annika Freyer	Katherine Grace
Penny Dudley	Patricia Faulkner AO	Catherine Friday	Elayne Grace
Sherry Duhe	Helen Fazzino	Marion Fulker AM	Diane Grady AO
Nicole Duncan	Marne Fechner	Tiffany Fuller	Kathy Gramp
Emma Dunch	Tracey Fellows	Michelle Fyfe APM	Lesley Grant
Tonianne Dwyer	Natasha Fenech	Elizabeth Gaines	Kiera Grant
Lesley Dwyer	Kirstin Ferguson AM	Rachna Gandhi	Lisa Gray
Bev Dyke	Erin Feros	Margaret Gardner AC	Emma Gray
Teresa Dyson	Susan Ferrier	Helen Garnett PSM	Anna Green
Debra Eckersley	Marie Festa	Rosheen Garnon	Kathryn Greiner AO
Penelope Eden	Sally Fielke	Alexandra Gartmann	Rachel Grimes AM
Cheryl Edwardes AM	Shannon Finch	Vanessa Gavan	Michele Grow
Naomi Edwards	Dale Fisher AM	Tracey Gavegan	Kaylene Gulich PSM
Lindley Edwards	Marguerite Fitzgerald	Lisa Gay	Caroline Gurney
Patricia Egan	Erin Flaherty	Cynthia Gebert	Vanessa Guthrie AO
Diana Eilert	Denise Fleming AM	Christine Gee	Michelle Guthrie
Wafa El-Adhami	Amanda Fleming	Alexis George	Mary Hackett
Linda Elkins	Naomi Flutter	Maree Geraghty	Andrea Hall
Elizabeth Elliott AM	Chloe Flutter	Belinda Gibson	Karen Halligan
Yasmina Elshafei	Mary Foley AM	Kate Gibson	Jane Halton AO PSM
Teresa Engelhard	Catherine Foley AO	Sue Gilchrist	Gail Hambly
Eglantine Etienne	Shez Ford	Tanya Gilerman	Jodie Hampshire
Bronwyn Evans AM	Nicola Forrest	Vicki Gillespie	Teresa Handicott
Carolyn Evans	Megan Foster	Sunita Gloster AM	Eva Hanly
Melanie Evans	Penny Fowler	Marina Go AM	Jane Hansen AO
Audette Exel AO	Nancy Fox AM	Cassandra Goldie AO	Sandra Harding AO
Lillian Fadel	Joanne Fox	Denise Goldsworthy AO	Clare Harding
Jenny Fagg	Dani Fraillon	Alexandra Goodfellow	Amanda Harkness

CEW Members H-K

Georgie Harman	Sarah Hill	Michele Huey	Amanda Johnston-Pell
Emma Harrington	Michelle Hinchliffe	Amanda Hughes	Fiona Jolly
Catherine Harris	Kathy Hirschfeld AM	Olivia Humphrey	Kate Jordan
Fiona Harris AM	Cherrell Hirst AO	Rachel Hunter PSM	Fiona Jose
Colleen Harris	Dorothy Hisgrove	Sarah Hunter	Kim Josling
Lisa Harrison	Emma Hogan	Jane Hunter	Ronni Kahn AO
Pip Harrison	Cassandra Hogan	Belinda Hutchinson AC	Renata Kaldor AO
Molly Harriss Olson	Eileen Hoggett	Nell Hutton	Marlene Kanga AO
Georgina Harrison	Alexandra Holcomb	Jane Huxley	Kathy Karabatsas
Alison Harrop	Suzanne Holden	Rosemary Huxtable AO	Caryn Katsikogianis
Kate Hart	Christine Holgate	Bernadette Inglis	Sinead Kaufman
Kerri Hartland	Anne Hollonds	Cath Ingram	Carolyn Kay
Jane Harvey	Nicole Hollows	Von Ingram	Kristie Keast
Lisa Harvey-Smith	Christine Holman	Launa Inman	Jane Keating
Leanne Harwood	Deborah Homewood	Julie Inman Grant	Sue Keay
Margaret Haseltine	Cindy Hook	Lisa Interligi	Penne Kehl
Jane Hastings	Janelle Hopkins	Ceri Ittensohn	Megan Keleher
Lee Hatton	Jo Horgan AM	Betty Ivanoff	Michelle Kellaway
Cheryl Hayman	Sue Horlin	Gabrielle Iwanow	Gail Kelly
Harlene Hayne CNZM	Fiona Horman	Michelle Jablko	Philippa Kelly
Colleen Hayward AM	Maxine Horne	Sheena Jack	Anne Kelso AO
Debra Hazelton	Tracey Horton AO	Catriona Jackson	Sue Kench
Michaela Healey AM	Susan Horwitz AM	Marie Jackson	Janette Kendall
Rachel Healy	Tanya Hosch	Anna Jackson	Tracey Kennair
Meredith Hellicar	Sarah Hosking	Anita Jacoby AM	Narelle Kennedy AM
Jane Hemstritch AO	Sue Houghton	Martine Jager	Christine Kilpatrick AO
Elaine Henry OAM	Carmel Hourigan	Annamarie Jagose	Annette Kimmitt AM
Rose Herceg	Rosemary Howard	Naomi James	Julia King AM
Virginia Herlihy	Sue Howard	Rebecca James	Annette King
Sally Herman OAM	Kate Howitt	Elizabeth Jameson AM	Bronwyn King AO
Jacqueline Hey	Adelle Howse	Kate Jenkins AO	Patricia Kinnersly
Leanne Heywood OAM	Jayne Hrdlicka	Jeanne Johns	Alison Kitchen
Fiona Hick	Vanessa Hudson	Sue Johnson	Aliza Knox
Allison Hill	Katie Hudson	Jacki Johnson	Kate Koch

CEW Members K-M

Elizabeth Koff AM	Joy Linton	Sandy Mak	Hannah McCaughey
Jacqueline Korhonen	Xiaoling Liu	Claire Mallinson	Denise McComish
Toni Korsanos	Jane Livesey	Tanny Mangos	Kathleen McCudden
Holly Kramer	Helen Livesey	Erica Mann	Sandra McCullagh
Lynn Kraus	Nicole Livingstone	Ana Marinkovic	Marie McDonald
Tamar Krebs	Susan Lloyd-Hurwitz	Pauline Markwell	Catherine McDowell
Linda Kristjanson AO	Kathrina Lo	Pip Marlow	Vicki McFadden
Sarah Kruger	Sally Loane	Cosima Marriner	Beverley McGarvey
Elizabeth Kumaru	Nicole Lockwood	Anna Marsden	Gail McGowan PSM
Helen Kurincic	Helen Lofthouse	Sandra Martinez	Rebecca McGrath
Amanda Lacaze	Karen Lonergan	Samantha Martin-Williams	Lyn McGrath
Katie Lahey	Ming Long AM	Rebecca Maslen-Stannage	Dee McGrath
Melanie Laing	Leone Lorrimer	Andrea Mason OAM	Kay McGrath OAM
Amanda Laing	Bridget Loudon	Jan Mason	Melinda McGrath
Tracey Lake	Anne Loveridge AM	Louise Mason	Gai McGrath
Jennifer Lambert	Virginia Lovett	Kate Mason	Jenny McGregor
Linda Langton	Rebecca Lowde	Nhung Mason	Sheila McGregor
Fiona Larnach	Sarah Lowe	Susan Massasso	Kim McKay AO
Renaë Lattey	Danita Lowes	Holly Masters	Julie McKay
Fiona Lavan	Helen Lynch AM	Kerrie Mather	Siobhan McKenna
Sally-Anne Layman	Libby Lyons	Jennifer Mathews	Kate McKenzie
Yuan-Kee Lee	Kathy Mac Dermott	Christina Matthews	Helen McKenzie
Francesca Lee	Sally Macdonald	Darlene Mattiske-Wood	Christine McLoughlin AM
Anna Lee	Susan MacDonald	Janet Matton AM	Jenelle McMaster
Heather	Jenny Macdonald	Lisa May	Gaye McMath
Renee Leon PSM	Fiona Macgregor	Louise May	Wendy McMillan
Jodie Leonard	Sally Macindoe	Lynette Mayne AM	Margaret McMurdo AC
Martine Letts	Kathleen Mackay	Jane McAloon AM	Sarah McNamara
Liz Lewin	Geraldine Mackenzie	Maree McCabe AM	Elizabeth McNamara
Samantha Lewis	Glenice Maclellan	Jan McCahey	Sandra McPhee AM
Sian Lewis	Romilly Madew AO	Carolyn McCann	Michelle McPherson
Rebecca Lim	Ingrid Maes	Edwina McCann	Tammy Medard
Christine Linden	Bobbi Mahlab AM	Wendy McCarthy AO	Sam Meers AO
Alexis Lindsay	Liza Maimone	Therese McCarthy Hockey	Luisa Megale

CEW Members M-R

Sweta Mehra	Jude Munro AO	Nerida O'Loughlin PSM	Sonia Petering
Angela Mentis	Margaret Murphy	Peggy O'Neal AO	Claire Peters
Janet Menzies	Susan (Sue) Murphy AO	Meg O'Neill	Robyn Petrou
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Sharon Miles	Jane Murray	Kelly O'Rourke	Ann Pickard
Gillian Miles	Emma Neil	Vanessa Orth	Sally Pitkin AO
Katherine Milesi	Lesley Nelson	Nessa O'Sullivan	Denice Pitt
Naomi Milgrom AC	Emma-Jane Newton	Deborah O'Toole	Joe Pollard
Brooke Miller	Kerryn Newton	Tanya Oziel	Lara Poloni
Anita Mitchell	Julia Newton-Howes	Mary Padbury	Debbie Poole
Beth Mohle AM	Suzy Nicoletti	Katie Page	Chiara Porro
Carmel Monaghan	Catriona Noble	Deborah Page AM	Kim Portrate
Tanya Monro	Anne Nolan	Fiona Pak-Poy	Melodie Potts Rosevear OAM
Barbara Moore	Robyn Norton AO	Jane Palfreyman	Toni Power
Helen Moore	Helen Nugent AC	Kate Palmer AM	Jane Power
Sophie Moore	Lisa O'Brien AM	April Palmerlee	Michelle Power
Clare Morgan	Kaylene O'Brien	Susan Panuccio	Danielle Press
Sue Morphet	Elizabeth O'Brien	Yianna Papanikolaou	Elizabeth Proust
Kate Morris	Cathy O'Connor	Matina Papathanasiou	Susan Provan AO
Bronwyn Morris AM	Sue O'Connor	Jenny Parker	Jennifer Purdie
Fiamma Morton	Clare O'Connor PSM	Christine Parker	Jingmin Qian
Cara Morton	Kylie O'Connor	Kellie Parker	Pascale Quester
Karen Moses	Maria O'Connor	Geraldine Paton AO	Alison Quinn
Sam Mostyn AO	Jacqui O'Dea	Lisa Paul AO PSM	Padma Raman PSM
Amanda Mostyn	Rhonda O'Donnell	Pamela Pearce	Kylie Rampa
Megan Motto	Kelly O'Dwyer	Cheryl Pearce AM CSC	Mei Ramsay
Anthea Muir	Linda O'Farrell	Susan Pearce AM	Sam Randall
Leonie Muldoon	Karen O'Flynn	Karen Pedersen	Penny Ransom
Carmel Mulhern	Elizabeth O'Leary	Sneza Pelusi	Katrina Rathie
Karin Muller	Kate Olgers	Gail Pemberton AO	Ayesha Razzaq
Karen Mundine	Jenny Oliver	Karen Penrose	Samantha Read
Kate Munnings	Anne-Marie O'Loughlin AM	Marianne Perkovic	Laura Reed

CEW Members P-S

Mary Reemst	Nicolette Rubinsztein	Miriam Silva AM	Caroline Spencer
Cathie Reid AM	Leigh Russell	Melanie Silva	Joanne Spillane
Sally Reid	Francoise Russo	Helen Silver AO	Annabel Spring
Thérèse Rein	Mandy Rutherford	Michelle Simmons AO	Jane Spring AM
Adrienne Revai	Kate Ruttiman	Naomi Simson	Margaret Staib AM CSC
Amanda Revis	Diana Ryall AM	Catherine Sinclair	Andrea Staines OAM
Carolyn Reynolds	Sarah Ryan	Rosemary Sinclair AM	Maria Stamoulis
Loretta Reynolds	Julie Rynski	Debra Singh	Amy Stanley
Fiona Reynolds	Nicole Salimbeni	Raynuha Sinnathamby	Robi Stanton
Shelley Reys AO	Lisa Samuels	Angela Skandarajah	Louise Stark
Jill Rezsдовics	Melanie Sanders	Anna Skarbek	Christine Stasi
Sharon Ridgway	Kerry Sanderson AC	Eva Skira AM	Amanda Steele
Heather Ridout AO	Clare Savage	Rachel Slade	Emma Stein
Amanda Rischbieth AM	Sonya Sawtell-Rickson	Andrea Slattery	Gretta Stephens
Susan Rix AM	Angela Scaffidi	Judy Slatyer	JoAnne Stephenson
Claire Robbs	Dagmar Schmidmaier	Jenni Smith	Samantha Stevens
Renee Roberts	Kerry Schott AO	Heather Smith PSM	Dayle Stevens OAM
Shelley Roberts	Misha Schubert	Rowena Smith	Janine Stewart
Corry Roberts	Carol Schwartz AO	Debbie Smith	Deanne Stewart
Susan Roberts	Carolyn Scobie	Cindy Smith	Sonja Stewart
Catherine Robson	Cynthia Scott	Courtenay Smith	Miriam Stiel
Imelda Roche AO	Maria Scott	Emily Smith	Leonie Still
Patricia Rochford	Jenny Seabrook	Suzanne Smith	Karen Stocks
Claire Rogers	Margie Seale	Diane Smith-Gander AO	Catherine Stoddart PSM
Lisa Ronson	Katrina Sedgwick	Erica Smyth AC	Wendy Stops
Kirsten Rose	Jillian Segal AO	Georgie Somerset AM	Natasha Stott Despoja
Henriette Rothschild	Nicole Sheffield	Michelle Somerville	Vanessa Stoykov
Violet Roumeliotis AM	Margaret Sheil AO	Nicole Sorbara	Lyndall Stoyles
Belinda Rowe	Ann Sherry AO	Tanya Southey	Adele Stratton
Henrietta Rowe	Deena Shiff	Kate Spargo	Ann Stubbings
Helen Rowell	Selina Short	Naseema Sparks AM	Kristin Stubbins AM
Nicola Roxon	Vittoria Shortt	Nicky Sparshott	Josephine Sukkar AM
Libby Roy	Sabina Shugg AM	Belinda Speirs	Louise Sullivan
Elana Rubin AM	Julie Shuttleworth AM	Claire Spencer AM	Vanessa Sullivan

CEW Members S-Z

Sandra Sully	Katrina Troughton	Juliana Warner	Jane Wilson AO
Nicole Sumich	Helen Troup	Emma Warren	Susan Wilson
Andrea Sutton	Sharmila Tsourdalakis	Alison Watkins AM	Melanie Wilson
Jan Swinhoe	Monika Tu	Philippa Watson	Penny Winn
Cristina Talacko	Jennifer Tucker	Kylie Watson-Wheeler	Olivia Wirth
Catherine Tanna	Belinda Tumbers	Belinda Watton	Elena Wise
Arlene Tansey	Lucy Turnbull AO	Karen Webb APM	Carly Wishart
Alison Tarditi	Laura Tyler	Kris Webb	Karen Wood
Joanne Taylor	Leonie Valentine	Leah Weckert	Fiona Wood AM
Sinead Taylor	Mary Vallentine AO	Victoria Weekes	Danielle Wood
Alison Telfer	Pauline Vamos	Deanne Weir	Mary Wooldridge
Anne Templeman-Jones	Kathryn van der Merwe	Julie Wells	Megan Wynne
Debbie Terry AO	Ainslie van Onselen	Jan West AM	Robina Xavier
Alison Terry	Maya vanden Driesen	Kate West	Sandra Yates AO
Jane Thomas	Lisa Vasic	Catherine West	Deborah Yates
Susan Thomas	Kate Vidgen	Jennifer Westacott AO	Christine Yates
Deborah Thomas	Rosemary Vilgan	Liz Westcott	Catherine Yeomans
Fiona Thompson	Niki Vincent	Liesel Wett OAM	Merryn York
Kate Thorley	Donna-Maree Vinci	Teifi Whatley	Jeannette Young
Wendy Thorpe	Carolyn Viney	Julie White	Janine Young
Lisa Tobin	Jaki Virtue	Trish White AM	Lizzie Young
Rebecca Tomkinson	Jad Vodopija	Janet Whiting AM	Jenny Young
Alyson Tong	Sonja Vodusek	Amanda Whiting	Nareen Young
Christina Tonkin	Cecile Wake	Anna Whitlam	Deborah Young
Joanne Toohey	Nicola Wakefield Evans	Jayne Whitney	Zoe Yujnovich
Kate Torney OAM	Mary Waldron	Kate Wickett	Heather Zampatti
Selina Torrance	Kylie Walker	Shemara	Christine Zeitz
Vanessa Torres	Vanessa Wallace	Deanne Wilden	Sarah Zeljko
Samantha Tough	Louise Walsh	Simone Wilkie	Vanessa Zimmerman
Katie Tovich	Kristen Walsh	Cassandra Williams	Emma Zipper
Fiona Trafford-Walker	Jacqui Walshe	Athalie Williams	
Gabrielle Trainor AO	Catherine Walter AM	Skipp Williamson	
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Since 1985, CEW has influenced and engaged all levels of Australian business and government to achieve gender balance. Through advocacy, research, targeted programs and scholarships, CEW helps to remove the barriers to women's progression and ensure equal opportunity for prosperity. CEW's members work actively to realise our vision of a community where women and men have equal economic and social choices and responsibilities.

Contact us at cew@cew.org.au

