



Chief Executive Women

2019/20

ANNUAL REVIEW

Celebrating 35 YEARS

We acknowledge the Traditional Custodians of the lands on which CEW works and pay our respect to the Elders past, present and emerging. 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.

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PRESIDENT'S REPORT

A review of FY20 cannot overstate the impact of the pandemic on all our lives: in the workplace, financially and societally. From the start of the COVID-19 crisis, we have seen extraordinary courage, stamina, and humanity demonstrated by many, including CEW members, in dealing with extraordinary challenges. As an organisation, CEW has worked hard to respond in the way we work and how we engage, as we continue to strive for better outcomes for women.

Right now can be a time of accelerated change for all women and their rights, their economic prosperity, and their long-term well-being.

35 years ago, CEW's founders joined together out of a mutual passion to get a fairer deal for women leaders, and I would like to acknowledge those founders and pioneers including: Barbara Cail AO and Bonnie Boezeman AO, Penny Carl-Nelson, Beverley Dyke, Gillian Franklin, Anne Gorman, Helen Hill, Julia King, Heather Leembruggen, Helen Lynch AM, Pauline Markwell, Geraldine Paton AO, Imelda Roche AO, Penelope Seidler AM, Emeritus Professor Leonie Still, and Carla Zampatti AM.

Today, the passion and commitment to securing fundamental rights for women remains, and the focus on gender balance and women in leadership continues to unite CEW. CEW's membership now consists of 654 of Australia's most senior and distinguished women leaders, whose shared mission is 'women leaders enabling other women leaders' to strive for a gender lens and diversity in leadership across corporate Australia, our governments, or our communities.

We must ensure decisions that govern our lives will be shaped by decision-makers who reflect a diversity of experiences, understanding, and expertise.

In 2019 CEW launched its 2025 Strategy, and one year on, we have seen CEW delivering against these core priorities: membership grew and we welcomed 91 new members for 2019-2020. CEW delivered 45 events, the highlight for FY20 being the CEW Annual Dinner with keynote speaker Jo Horgan, Founder/Co-CEO of MECCA Brands. We adapted to online events and launched CEW Circle to unite CEW's membership on a national scale.

Our partners and sponsors helped CEW work



SUE MORPHET
President

on its purpose by supporting our scholarships, Leaders Program, advocacy and research, and communication and we thank them for their help in making these initiatives and activities possible.

In FY20, CEW committed to a pro-active Advocacy program. CEW has long advocated for improved childcare affordability to increase primary caregivers' opportunities to work and grow their careers, their household income and superannuation. We must reduce the cost of childcare to grow workforce participation, particularly for people working full-time, and rebuild Australia's economy post-COVID-19.

It is clear that women are not treated seriously. CEW's ASX200 Senior Executive Census in 2019 confirms that change is still too slow. At the end of FY20, the results are disappointingly flat-line. We will continue to relentlessly pursue better representation for women leaders.

CEW members contribute in many ways to the organisation's achievements and success, with special acknowledgement of the energy, commitment and expertise of the CEW Board and its Committees; CEO Susan Metcalf and her executive; to everyone involved in producing our CEW events; and to all members who contribute to and support our communications, submissions, roundtables and government relationships.

What resounds throughout my term as President is CEW's unique membership – the resilience, courage, passion, and the community. Each member has a strong voice. Together we can and do make a difference to make change happen for women. If ever there was a time, it's now, and we must.

Finally, it has been a great privilege to serve as CEW's President over the last two years. I am delighted that Sam Mostyn will serve as CEW's 18th President and I look forward to continuing as a part of the incredible CEW membership and community.

BOARD MEMBERS

CEW is governed by a representative board comprising President, Treasurer and Chairs of the CEW Committees. The CEW President is elected by the board every two years. The board is supported by a Chief Executive Officer and a small executive team, who coordinate CEW's advocacy, thought leadership, programs and scholarships, and support our members, sponsors and partners.



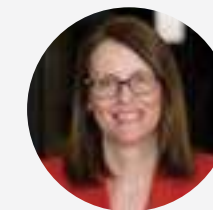
Sue Morphet
PRESIDENT



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Margaret Staib AM, CSC
ACT Chapter Chair



Kate Vidgen
VIC Chapter Chair



Fiona Wardlaw
Membership Chair



Melanie Willis
NSW Chapter Chair

CEO'S REPORT

FY20 has not been the year any of us could have imagined.

Twelve months ago, the CEW 2025 Strategy launched to strong endorsement from members. This Annual Review highlights year one work implemented to deliver on the 2025 strategy.

CEW's voice and influence continues to grow and strengthen. 'Finding your Voice' framed the Annual Dinner in September 2019, resonating strongly, with keynote speaker Jo Horgan inspiring more than 1282 guests.

CEW's thought leadership activity continued through collaborations with pro bono and cross-sector partners. In particular, the Gender Equity paper with KPMG, and subsequent advocacy on childcare as an enabler of women's workforce participation, were prominent.

CEW's role in advocating for the conditions that create equal economic and social choices for women has been clearly demonstrated during the COVID-19 pandemic. Government, partners and media have sought CEW's voice in relation to a gender lens in policy, women's workforce participation, strengthening women's economic security; and advancing gender equality in the workplace. The CEW ASX200 Senior Executive Census with Bain provided a platform for public discussion on the need for more women in senior leadership.

COVID-19 has and continues to create challenges for CEW. The CEW Board, the Finance Audit and Risk Committee and our pro bono partners Deloitte, worked closely with the Executive to carefully steward CEW's financial sustainability through this very difficult period. Paid hours of the Executive team were reduced by 20%-30%, and the organisation accessed JobKeeper to ensure continuity of employment and services to members. The Executive team are to be commended for their resilience and extraordinary commitment to CEW during this time.

Adapting to changed circumstances presented new and innovative opportunities. The very successful member-only CEW Circle was



SUSAN METCALF
CEO

launched and will continue into the future. President Sue Morphet delivered several addresses online to update Members on CEW's position and advocacy. State Chapter Chairs each held a series of Zoom meetings to connect and provide the member-to-member support that is at the heart of CEW.

While the pandemic meant it was not possible to undertake new member nominations in 2020 for 2021, CEW welcomed 91 new members in 2019. Our new members were asked to sign CEW's revised Membership Commitment, which arose from the 2018 Governance Review. The work identified in the Governance Review was largely completed in FY20 including Charters for every Committee, and a suite of CEW policies to support transparent and robust operations.

In the April – June quarter, CEW member Cynthia Scott lead a review of CEW's Programs, focusing on the 'education' offering. Demand for the Leadership Shadow Workshop and ELT Conversations has reduced, and these programs are on hold. The Programs Review identified the strategic opportunity to build on the success of the Leaders Program and grow its reach. Work is underway to define the plan for 2021 onwards.

During the year Leaders Program alumni and CEW Scholars joined the Connect community to enjoy 'One-Table' lunches and a series of guest speaker events across the country. 23 more scholarships were awarded to Wharton, INSEAD, MIT Sloan, Harvard Business Schools, Harvard Kennedy School and others. CEW's 2019/2020 Scholars are introduced in this Annual Review.

In late 2019 the Board also approved further investment in CEW's infrastructure to improve members services, robust data management and to allow better information management.

The introduction of Salesforce has resulted in a fresh 'Member Hub', integrated communication processes and a vastly improved event management system. The return on this investment will continue to be realised for many years to come.

At 30 June 2020, CEW returned a small operating surplus for the year. This extraordinary result in very difficult times would not have been possible without the efforts of every member of the Executive team, and the support of the Board and Committees. Thank you for your continued support, active engagement and wise counsel.

SUSAN METCALF
Chief Executive Officer

STRATEGY UPDATE

2019 - 2020

CEW's 2025 Strategy advances our mission of women leaders enabling women leaders, to realise a vision of women and men having equal economic and social choices, and responsibilities. This is the foundation of CEW's work.

The CEW 2025 Strategy focusses on:

- Membership having a 'high bar' and 'wide lens'. The Membership Criteria has been reviewed with this principle in mind
- Member Connections. Members have provided significant support to one another during the pandemic. New ways of connecting have included virtual meetings, President's Address and CEW Circle
- Active Members. Members support for CEW thought leadership and advocacy and engagement in Committees has been pivotal to accomplishing the work of CEW
- Individual Connections to support the progression of women. The Leaders Program, Scholarships and Connect have created connections between women from many sectors
- Connections to members and their experience, which provide powerful exemplars for women aspiring to senior levels of leadership
- Partnerships with strategic partners to amplify CEW's impact. Examples include commercial, not-for-profit and government agency partners such as WGEA
- Advocacy to remove barriers to progression. CEW's evidence-based approach with Bain (Census), KPMG (Gender Parity report) and others created a platform for influence

To ensure the CEW 2025 Strategy achieves impact, a set of measurable success metrics to track CEW's performance are in development. These measures will track and annually report on CEW's performance and ensure activities are targeted to deliver strategic impact.

There are three target outcomes:

- Equal representation of women in leadership positions (Census and AICD data)
- No gender pay gap across comparable roles in society (WGEA data)
- Equal representation of women in the leadership pipeline (WGEA data)

Achieving these outcomes will take significant time and is dependent on, and contributed to by, a range of factors external to CEW. Specific measures will track performance against the 2025 Strategy and to assess whether our activities are delivering on CEW's vision including:

- Growth of CEW member qualifying pool, and comparable growth in geographic and sector representation of CEW members
- Growth in active member engagement contributing to CEW mission. The 2025 Strategy includes a shift in the role of members from 'being served' to 'being of service'
- Career progression of Leaders Program and Scholarship alumni
- Growth and diversity of partnerships, to broaden networks of influence
- Advocacy positions adopted, measured by the number of CEW advocacy positions accepted by government as well as employers
- Growth in new revenue streams and partner revenue to ensure the organisation is financially sustainable and well positioned for new opportunities

We look forward to reporting on CEW Strategy in coming years.

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">Membership criteria; leadership, influence and impactHigh bar, wide lensGrow with qualifying member pool	<ul style="list-style-type: none">Strengthen collegiality and recognition of membersCreate opportunities to share wisdom and experience with members and others	<ul style="list-style-type: none">Activate and engage members in CEW's missionThought leadership and evidence underpin active support of missionCommittees	<ul style="list-style-type: none">Scale programs that enable women leaders to reach C-suiteLeaders Program extended offeringScholarships and Alumni	<ul style="list-style-type: none">Create opportunities to share wisdom and experience of membersConnect to women leaders	
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					



“Women leaders enabling women leaders are the foundation of CEW. Our 2025 Strategy will see CEW grow its influence and impact ensuring womens’ voices are heard in leadership and by leaders. We must influence change to create equal economic and social choices and prosperity for all Australian women.”

SUE MORPHET – President | Chief Executive Women

THOUGHT LEADERSHIP AND ADVOCACY FOR CHANGE

CEW has harnessed the influence of our powerful and diverse members, together with our strong research program, to develop and drive a proactive policy and advocacy agenda. Now, more than ever, has been a time of significant challenge and opportunity for policy change from both business and government.

CEW members activated and coordinated their advocacy efforts to engage leaders across business, government and the wider community. We built sustained partnerships with business leaders, industry advocates, economists, academics and women's advocacy networks.

Our Business Engagement Committee members led working groups and roundtables drawing on the breadth of experience and expertise across the CEW membership to tackle priority issues of flexible work, enabling women's workforce participation through access to childcare, and women's economic security.

CEW continued its signature thought leadership, publishing our third *CEW ASX200 Senior Executive Census* in September 2019. The CEW Census charts the annual progress of Australia's top 200 companies in improving the representation of women in their senior leadership. Disappointingly, it showed slow progress which had flatlined in a number of key areas.

COVID-19 and the ensuing economic downturn resulted in widespread hardship across our community, but also significant gendered impacts. Women were initially the hardest hit by job losses, being concentrated in insecure and part time work, and overrepresented in industries which had been most impacted. Women also shouldered the bulk of increased care arising from school closures and a strained healthcare system.

CEW brought together members across industries and sectors to inform targeted solutions to ensure women's economic security, workforce participation and prosperity were maintained. CEW member roundtables shaped CEW's COVID-19 Policy Platform, Submission to the Select Committee COVID-19 Inquiry into the Australian Government's response to the pandemic, as well as our research project with Bain & Co on best practice flexible work.

CEW has long advocated for improved accessibility to childcare as a key enabler of women's workforce participation. Over the year this advocacy became a priority campaign. CEW convened a coalition of key partners including economists, think tanks, academics and early childhood sector representatives to shape reform of the childcare system to address workforce disincentives and unlock women's workforce participation and productivity. We saw a shift in the conversation on childcare and shone a light on its vital role to enable parents' workforce participation.

We enhanced our government relations and advocacy, calling for a gender lens to be applied to government decision making, policy development and budget allocation. CEW produced our inaugural *Pre-Budget Submission 2020/21* and undertook delegations to Federal Parliament. CEW published a submission to the Retirement Income Review with recommendations to strengthen women's economic security across the life course.

Members will continue to drive CEW's advocacy to achieve positive change to enable women's leadership, remove barriers to progression and ensure economic security for all women.

PUBLICATIONS

2019

CEW ASX200 Senior Executive Census

CEW launched our third CEW ASX200 Senior Executive Census ([link](#)), charting the annual progress of the ASX200 in improving the representation of women in their senior leadership.

[Click here to read full report](#)



Childcare

In 2019, CEW partnered with KPMG to launch and provide a forward for the [Unleashing Our Potential](#) report. The report identified the powerful financial workforce disincentives created by the current childcare system. CEW drew on the expertise of our childcare coalition partners to produce advocacy papers focused on the importance of childcare to support strong economic recovery, growth and productivity and providing key recommendations for reform of the current system.

2020

Submissions

Inaugural [Pre Budget Submission 2020/21](#) outlining key recommendations for the Federal Budget and delegation to Federal Parliament.

CEW submission to the [Retirement Income Review](#).

Case for Change

CEW published the [Case for Change](#) demonstrating the need for action on gender equality by reviewing the current status of women in Australia in leadership, economic security, workforce participation and workplace flexibility.

COVID-19 Response

CEW COVID-19 [Policy Platform](#) focused on the impact of the crisis and ensuing economic downturn on women's leadership, workforce participation, economic security and workplace flexibility.

CEW submission to the [Submission to the Select Committee COVID-19 Inquiry into the Australian Government's response to the COVID-19 pandemic](#)

FOUNDING MEMBERS

where it all began . . .

APRIL
1985



Barbara Cail AO
Founder



Bonnie Boezeman AO



Penny Carl-Nelson



Beverley Dyke



Gillian Franklin



Anne Gorman



Helen Hill



Julia King



Heather Leembruggen



Helen Lynch AM



Pauline Markwell



Geraldine Paton AO



Imelda Roche AO



Penelope Seidler AM



Emeritus Professor Leonie Still



Carla Zampatti AM

A WORD FROM CEW FOUNDER

Barbara Cail AO

Founder

May 4, 2020

I launched Portfolio magazine in 1985 to promote and celebrate women's intelligence, their executive and leadership capabilities. By contrast, the leading women's magazines at that time had a predominance of women's personal issues.

The Editor of Portfolio featured some great standouts but alas, there was virtually no business culture that automatically promoted women into leadership roles. I phoned the 16 'standouts' and proposed we form a group to strengthen and promote the value of women in leadership roles. It was positively agreed and CEW was created.

35 years later 600+ 'stand out' women with the CEW Brand of Leadership are still continuing this commitment to strengthen women's leadership and doing it with spectacular results.

35 years ago, men owned the majority of corporate and professional power and many were amused by a group of women with similar aspirations. Now, I smile with deep satisfaction when I read and learn about women owning and using power responsibly.

Over the period of 35 years, hundreds of CEW women have seriously and generously contributed to the organisation. This has resulted in an illustration of great leadership capabilities and automatically becoming ideal examples and important role models for all women aspirants. In their having gained power, they have helped to reduce the male domination of it.

Now, with COVID-19, a huge business and social hiccup has to be navigated by the CEW Brand of leadership skills. It is essential that these skills must deepen and strengthen to ensure that the power gained over the past 35 years is not diluted.

– BC

35 YEARS LATER,

600+ 'stand out' women with the CEW Brand of Leadership are still continuing this commitment to strengthen women's leadership and doing it with spectacular results.

LEADERSHIP AND COVID-19

#leadfrominside

CEW has supported and witnessed exemplary leadership from our members over the last financial year. While the COVID-19 pandemic has affected all Australian communities, our members saw the impacts up close – in the midst of challenging circumstances, they made tough decisions, navigated doing business in ever-changing environments, all while advocating and working towards a better, fairer world for all.

The pandemic has disproportionately affected women. Our members brought a wealth of experience, knowledge, strength and resilience to the challenges presented by COVID-19. CEW members were, and still are, at the forefront of calling for more government and business strategies to keep women in the workforce, such as equitable access to childcare and flexible work.

CEW member and Director of the Women's Gender Equality Agency, **Libby Lyons** led calls for capitalising on this change to permanently improve opportunities for flexible work arrangements which would benefit productivity and inclusion.

'Less than 2% of workplaces set targets for men's engagement in flexible work. Whilst we won't need to be working from home every day forever, social isolation might be the catalyst for more equitable access to flexible working for women and men.' – Libby Lyons

During this crisis, we witnessed leadership that is clear and compassionate, providing an example for other leaders in the community to follow. Australian Banking Association Chief Executive Officer Anna Bligh recognised that 'an extraordinary avalanche of need and despair in the

community' meant that banks needed to respond, providing customers with 'what they need, when they need it'.

The Australian Red Cross created COVID CONNECT, an initiative to build social connections that are essential for wellbeing. CEW member, Judy Slatyer, Chief Executive Officer of Australian Red Cross, said the program has made tens of thousands of calls to people home alone 'as well as helping the most vulnerable with meals, hygiene items and vital information. COVID CONNECT builds on our long experience of providing outreach to people experiencing vulnerability across Australia'.

We witnessed extraordinary leadership from our members as our country looks towards a new COVID-19 normal and economic recovery. CEW member, Jennifer Westcott, Chief Executive Officer of the Business Council of Australia, has been at the forefront of working to ensure Australia's economic recovery benefits all Australians.

'We have the know-how, resilience, resources and the will to collectively stare down these challenges and reboot the economy as the country recovers.'

CEW applauds strong, thoughtful leadership that helps our communities and supports the economic recovery from this crisis. CEW members have and continue to innovate and adapt, looking toward emerging from the COVID-19 crisis with women having an equitable future. They are drawing on their experience, wisdom and resilience on the front lines of Australia's response.

They are women leaders enabling women leaders.

Alison Kitchen

Australian Chairman, KPMG

How did the pandemic unfold for you and what was its impact on your role?

I vividly remember standing in a supermarket on the evening of Friday 13th March. I had flown in from Sydney to Melbourne and stopped off at a supermarket to pick up some essentials. I was so delighted to find the toilet paper shelf stocked that I took a snap and sent it to my daughter. I was struck in that moment by how an ordinary task of a supermarket shop felt extraordinary. I had an overwhelming sense of the impact COVID was starting to have for all Australians.

That Friday in March also marks the last airplane flight for me for and a dramatic shift to my day to day. With all business travel suspended, I have gained lots of time back in my days. My meetings with clients and the non-executive director community have changed dramatically. Where previously it might take months to align diaries, I have enjoyed picking up the phone and having meaningful conversations about the issues as they unfolded, the challenges and opportunities shared by the business community.

How did you respond professionally and personally to the challenges?

At KPMG our immediate focus was protecting the health and wellbeing of our people, strengthening the financial resilience of our business and ensuring continuity of service to our clients. The uncertainty and rapidly evolving nature of the pandemic called for critical business decisions based on imperfect information. More than ever, I have reflected on our firm's purpose and values in decision making and been transparent in explaining those decisions to our staff.

There has been a real coming together across the business community and sharing of experiences and offering solutions to our shared COVID challenges. Virtual round-table discussions have come together in a matter of hours. The conversations have been dynamic

and the value of diversity of thought and experience around board tables on display.

On a personal note, pre-COVID I was always rushing through life and focused on getting to the next thing. COVID has forced me to slow down, re-evaluate how I spend my time and enjoy being in the moment. It has been quite refreshing.

What do you hope for as Australia emerges from the pandemic?

The disproportionate economic impacts of COVID on women has been widely reported. I am deeply concerned that without deliberate ongoing focus and commitment by business and organisations like CEW, we risk losing the hard-won gains on women's equality and workforce participation and leaving women behind in the COVID recovery. A sustainable recovery requires we leverage the full potential of our workforce. KPMG is committed to driving the important conversations around child-care reform that encourages female workforce participation and eliminates the punishing disincentives that exist in the current system.

We have the know-how, resilience, resources and the will to collectively stare down these challenges and reboot the economy as the country recovers.

LEADERSHIP AND COVID-19

Frances Adamson

Secretary, Department of Foreign Affairs and Trade

This year has been challenging and demanding—both personally and professionally. It has also been rewarding to see how my colleagues in the Department of Foreign Affairs and Trade have been supporting Australia and Australians.

We have been on the frontline of the Australian Government's response to COVID-19; serving Australians at home and overseas and supporting our economy and those of our closest neighbours.

Our highest priority is assisting Australians who wish to return home. Since March we have helped over 29,100 Australians to return, and we continue to provide all possible assistance to Australians overseas.

Australia's future will be defined by a dynamic global environment. We want to see our democratic values, strong economy and rich multicultural society remain. DFAT's work will continue to be central to delivering on the Government's priorities and Australia's recovery.

Of course, none of this will happen without strong leadership and a workforce strengthened by its diversity. I have long believed that generous and inclusive leadership is the foundation by which we achieve better results and maximise Australia's global influence. By way of example, our work to introduce flexible work practices over the last few years provided a strong foundation to quickly stand up a department-wide remote workforce in response to the pandemic with, at one stage, over 3400 staff working remotely.

As DFAT's Diversity and Inclusion Champion, I am personally committed to a diverse workforce. As of June 2020, 40 per cent of our Posts were led by women—the highest proportion ever. We have recently refreshed a number of diversity & inclusion and leadership strategies, setting targets and methods to keep leaders—at all levels—accountable.

Our diversity helps make us better leaders, policymakers, service providers and advocates. A diverse and contested world requires a foreign service that represents and draws on the talent, perspectives and experience of all Australians.

Catherine Tanna

Managing Director, EnergyAustralia

This has been a tough year. However, I've been proud to see our people rising to the challenges posed by the pandemic. They have not only adjusted to the change, but in many cases embraced it, so that we could keep the lights on and support our customers throughout this global crisis.

We were able to move most of our Melbourne-based workforce to a home office environment within a week. We undertook not one, but three, major maintenance projects that also provided much needed employment for hundreds, if not thousands, of additional workers. And we were able to recruit more customer service representatives to manage the exponential rise in customers requiring our support.

What I've learnt throughout this period is something that we intuitively know. That people can achieve extraordinary things if they are given the right support, the right tools, and the encouragement to try something new.

This is going to hold us in good stead as we continue to overcome the challenges of the energy transition. As a leader in the energy sector, Energy Australia's responsibility is to deliver reliable, affordable, and cleaner energy for customers.

The energy transition is complex – and can be contentious at times – but as an optimist, I am convinced that we can solve the issues at hand.

Achieving this starts with industry and government coming together, and for negotiations to commence by identifying and agreeing on the things that unite us, of which there is an abundance that go to the heart of supporting households, businesses and communities.

I have no doubt industry and government leaders agree to this objective, and with that, we should all get on with the job. Customers depend on us.

Another extraordinary aspect to my year has been serving the Australian people as a member of the National COVID-19 Coordination Commission.

It was an honour and a responsibility that I took extremely seriously given that lives could change in some way because of the advice provided.

The original Commissioners witnessed frank and fearless exchanges on the path forward; whether it could be shaped by ending the climate wars and aspiring to net zero emissions by 2050.

In all, I believe the work accomplished by the commission will, in conjunction with the government's response, provide the basis for lifting the country up and onwards to a strong, confident, and bright future.

•
'What I've learnt throughout this period is something that we intuitively know. That people can achieve extraordinary things if they are given the right support, the right tools, and the encouragement to try something new'.
•

2019

HIGHLIGHTS

654

MEMBERS

575

ATTENDED ONLINE
EVENTS

173 FROM 47

LEADERS PROGRAM
PARTICIPANTS

ORGANISATIONS

1282

ANNUAL DINNER GUESTS

1400+

CONNECT

Leaders Program & Scholarship Alumni

23

WOMEN AWARDED
SCHOLARSHIPS

38

SPONSORS & PARTNERS
Supporting CEW's work

2019

HIGHLIGHTS

July

Member Connections



QLD Winter Dinner

CEW held the inaugural Queensland Member and Guest Winter Dinner at Customs House Brisbane which was sold out with over 130 guests. Guest speakers included Sue Morphet, CEW President; Tonianne Dwyer, QLD Chapter Chair and Professor Peter Hoj, Vice Chancellor, The University of Queensland. The theme was 'Supporting Queensland's Women Leaders', raising profiles in the local business community.

VIC Member Winter Cocktail Event

The Victorian Member Winter Cocktail Event saw 32 members attending this intimate gathering. The drinks were held at the RACV City Club, Wine cellar with a guest speaker Christian Maier, Sommelier.

September

Evidence-based Advocacy, Active Members

CEW ASX200 Senior Executive Census

CEW released its third annual ASX200 Senior Executive Census in partnership with Bain & Co and Spencer Stuart. The CEW Census measures progress in achieving gender balance in the highest levels of corporate Australia and engages senior leaders on gender equality. Results highlighted we still have a long way to go. The CEW Census generated significant media attention and public debate.

September

Connections, Financial Sustainability

Annual Dinner 2019

CEW's 2019 Annual Dinner was held on 19 September and featured Jo Horgan, Founder/CO-CEO, Mecca Brands. Jo Horgan is a CEW member and an inspiring Australian entrepreneur.

The dinner was attended by 1282 guests and including many CEW sponsors and partners. Funds raised support the delivery of CEW's scholarships and programs.



2019

HIGHLIGHTS

October

Member Connections

VIC Members and Guest Dinner

CEW held the Annual Victorian Members and Guests Dinner at the Melbourne Cricket Ground, celebrating successful Victorian women; Debbie Lee, Women's Football Operations Manager, Melbourne Football Club and Jane Woodlands-Thompson, General Manager of Women's Sport, Collingwood Football Club with special moderator Jean Kittson, Australian performer and comedian. Each special guest shared revealing personal stories surrounding their career paths, the industry they have chosen and culture and performance within the AFLW. Nearly 200 CEW members, Connect and guests joined CEW for this special night.

November

Connections, Partnerships

IBM's Ginni Rometty connects with CEW

In November, CEW, in partnership with IBM, welcomed Ginni Rometty, IBM Chairman, President and CEO. Speaking to a packed audience, Ginni shared her insights on maximising the benefits of digital transformation and tapping into the full potential of a diverse and inclusive workforce. Award-winning journalist and author, Leigh Sales, moderated an interactive audience session following the keynote. Almost 200 CEW members, Connect and business partners attended.

Thank you to CEW Member Lynette Mayne AM for facilitating this opportunity.



November

Advocacy for Women's Leadership

The Deal

The Australian, together with CEW, published the fifth special edition of The DEAL in 2019.

The 56-page CEW Special edition was dedicated to women and leadership and edited by Helen Trinca, National Managing Editor of The Australian. CEW members interviewed included: Jillian Broadbent AC, Alexis George, Holly Kramer, Romilly Madew AO, Pip Marlow, Wendy McCarthy AO, Sheila McGregor, The Hon Nicola Roxon and Carol Schwartz AO.

The DEAL was supported by many of CEW's sponsors and CEW members' organisations.



The Australian's fifth special edition of The DEAL in 2019 was titled *What they tell their daughters*.



Photos used with permission from The Australian ©.

December

Membership

New Members

CEW welcomed 91 outstanding women leaders. New members represented a breadth of experience and geographic locations and increased CEW's membership to 654.

Member Connections

NSW Christmas Drinks

NSW members were invited to celebrate the festive season and connect their fellow members before 2019 came to a close. 57 members joined came together, hosted by Melanie Willis, NSW State Chapter Chair.

QLD Member Christmas Drinks

QLD members joined Tonianne Dwyer, QLD Chapter Chair to close out the year and celebrate the achievements of 2019. Nicole Hollows, CEW Member hosted members for an informal evening with drinks, nibbles and great conversation.



February

Member Connections, Partnerships

NSW Member Lunch

The first NSW Member Lunch for 2020 was held with partner PwC. Special guest Anthea Klich, President and Deputy Captain of Muogamarra Brigade spoke about her experience, the role of women firefighters during the summer bushfires and women in the NSW RFS.

Membership, Member Connections

New member dinners in South Australia and Western Australia prior to COVID-19 restrictions, provided the opportunity for new members to meet current members and be introduced to the extraordinary network of women leaders that CEW offers.

March

Active members, Advocacy

International Women's Day

CEW anticipated participating in the United Nations Commission on the Status for Women, together with government officials, corporate and sector partners. COVID-19 meant the event was postponed. CEW supported UN Women breakfasts across Australia and members spoke at numerous events.



April 2020 - CEW went virtual.

April

Member Connections

Online Events

CEW quickly adapted to the impact of COVID-19 to bring members together virtually. The importance of members supporting one other and sharing experiences of leadership was more important than ever.

State Chapter events were implemented in WA, NSW, QLD and VIC. These virtual interactions, drew on the experiences and insights of CEW leaders during the peak of Australia's COVID-19 lockdowns.

May

Member Connections

CEW Circle

A new national initiative, the CEW Circle, featured guest speakers selected for their expertise and insights on some of the most topical and current issues and challenges facing members. Guest speakers have included Jane Halton AO PSM, CEW Member, and National COVID-19 Coordination Commission member. In a time of unprecedented challenges and a global health, economic and social crisis, the influence and impact of CEW members has been foremost.

May also saw Connect events moving online with past scholar Preeti Bajaj as speaker and Monika Gietz moderating-Being CEO during COVID'. These events have become ongoing through 2020.

June

Partnerships/Advocacy

CEW's active advocacy agenda saw CEW partner with WGEA, KPMG, the Front Project and others to advance women's leadership and workforce participation. WGEA and Bank West Curtin Economic Centre's report supported by CEW made the financial case for women in executive leadership. Other advocacy work focussed on a media and government advocacy campaign to address childcare costs as a barrier to workforce participation, a submission to the Retirement Incomes Review on women's financial security, and a submission to inform the federal government budget.

SCHOLARSHIPS

Awarded

23
SCHOLARSHIPS
AWARDED



Raji Ambikairajah
MIT & IMD - Driving
Strategic Innovation



Donna Bridge
CEW & Roberta Sykes
Indigenous Education
Foundation
Harvard Kennedy School
- Creating Collaborative
Solutions: Innovations
in Governance



Karen Bozic
INSEAD - Advanced
Management Program



Danielle Coates
Bonnie Boezeman AO
Leadership in Nursing
Scholarship
Southern Cross University
- Master in Healthcare
Leadership



Leanne Holt
CEW & RSIEF Scholarships
Harvard Kennedy School
- Women and Power



Terri Janke
CEW & Vincent Fairfax
Fellowship Cranlana
Centre for Ethical
Leadership Vincent
Fairfax Fellowship



Maryanne Kelly
Wharton Business
School - Executive
Development Program



Kristy Masella
Harvard Kennedy School
- Leadership in the
21st Century



Sharon Cowden
Harvard Business School
- Authentic Leadership
Program



Michelle Dickson
CEW & RSIEF Scholarships
Harvard Kennedy School
- Women and Power



Belinda Duarte
CEW & Vincent
Fairfax Fellowship
Cranlana Centre for
Ethical Leadership



Jo-Anne Dudley
Wharton Business School
- Executive Development
Program



Alexa Morcombe
Wharton Business
School - Executive
Development Program



Priscilla Rogers
MIT & IMD - Driving
Strategic Innovation



Tiffany Slater
INSEAD - Leading
for Results



Sharmila Tsourdalakis
Harvard Business School
- Disruptive Innovation:
Strategies for a
Successful Enterprise



Krista Dunstan
CEW & Roberta Sykes
Indigenous Education
Foundation
Harvard Kennedy School
- Emerging Leaders



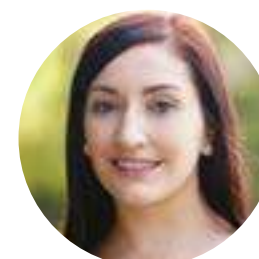
Jacinta Elston
CEW & Roberta Sykes
Indigenous Education
Foundation
Harvard Kennedy School
- Creating Collaborative
Solutions: Innovations
in Governance



Hilary Goodier
Harvard Business School
- Disruptive Innovation:
Strategies for a
Successful Enterprise



Zak Hammer
INSEAD - Leading
for Results



Madeline Vaughan
Harvard Kennedy School
- Creating Collaborative
Solutions: Innovations
in Governance



Becky Wood
Stanford Graduate School
of Business - Interpersonal
Dynamics for High-
Performance Executives



Lisa Vilé
Bonnie Boezeman AO
Leadership in Nursing
Scholarship
Southern Cross University
- Master of Healthcare
Leadership

A close-up portrait of Krista Dunstan, a woman with dark hair pulled back, smiling warmly at the camera. She is wearing a dark top and a necklace with a small pendant.

Scholar, Krista Dunstan

Harvard Kennedy School
- Emerging Leaders

2019 Scholar Krista Dunstan, a Noongar woman from Esperance in Western Australia and Principal Policy Officer at the WA Department of Planning, Lands and Heritage, says her attendance at the Emerging Leaders Program at Harvard Kennedy School had an immediate impact on her work. Krista praised the experience, adamant that the course exceeded her expectations.

"...exposure to an international cohort of government and non-government actors in various fields of endeavour who are looking to develop new ways of working to create a better future. It also gave us the opportunity to not just learn from the experts but each other".

"The course assisted me to employ the language around what I am trying to do, and how I think it can be done, as well as giving me the opportunity to reflect on some of the key challenges in this space and how I might approach them differently to get different results".

A portrait of Danielle Coates, a woman with dark hair, smiling. She is wearing a dark top and a stethoscope around her neck, suggesting she is a healthcare professional.

Scholar, Danielle Coates

Bonnie Boezeman AO,
Leadership in Nursing Scholarship

As a leader in nursing, Danielle reflects on how COVID-19 has affected everyone, strengthened collegiate relationships and the cognitive load on clinicians. As a senior nurse she has found that modelling behaviours has been beneficial to other staff dealing with the significant challenges they have been faced with.

'It's certainly one of those years we'll never forget but also as a health professional will grow enormously from as well.'

Danielle has found the vocal appreciation and support of the wider community incredibly heartening and beneficial for the nursing profession:

'As nurses some of us feel like we don't deserve it, but I think what's changed is it seems that society has this newfound respect and appreciation for the nursing workforce. [In the future] perhaps nursing will be seen as a really valued profession.'

Through her scholarship studies, Danielle has learnt big-picture policy perspectives and how the broader organisation of the health system works. While it has been a challenge to juggle studying and working this year, she says the course has been invaluable, strengthening her skills doing what she loves, creating connections to a network of inspirational women and encouraging her to 'dream big'.

LEADERS PROGRAM

The Leaders Program continues to flourish with 173 women from 47 organisations participating. The program is a bespoke leadership program which is challenging, inclusive and personal and provides an opportunity for participants to explore their leadership potential.

This year three programs were completed and a further two started when COVID-19 struck. (Normally 6 programs are run each year). While waiting for some clarity on the situation the Leaders Program team and coup.co revisited our operating model. Two programs scheduled to run between February and June which had been started, were postponed to semester 2, 2020. Other programs were also postponed.

To support the new operating model comprising of a mix of virtual and face to face, coup.co developed a series of short videos on how to present virtually with presence and impact. These were sent to all enrolled participants and LP facilitators also held a number of virtual sessions to keep in touch.

Leaders Program facilitators were CEW members Lynette Mayne AM, Amanda Mostyn, Kathleen Bailey-Lord, Karen Penrose and Dagmar Schmidmaier AM. During this period seven CEW members, as well as six other executives, three female and three male together with nine program alumni shared their experiences.

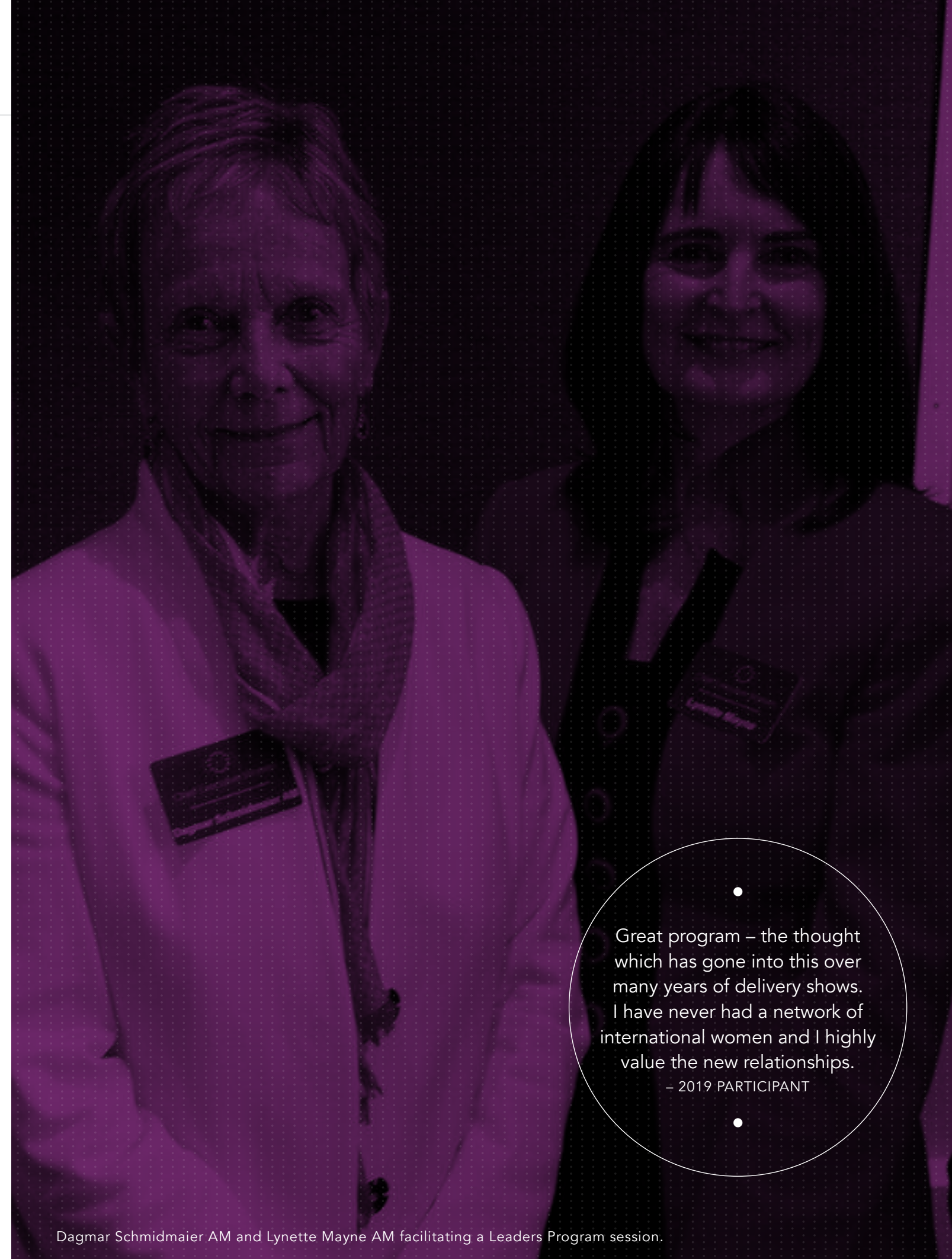
The delivery of the Leaders program is supported by Michelle Woolven, National Program Executive, who has operational responsibility as well as managing the relationships with organisations and participants. In addition we acknowledge the significant contribution made by coup.co to the success of the program.

The Leaders Program continues to support CEW's mission as well as make an important financial contribution to the work of CEW. The Board commissioned CEW member Cynthia Scott to undertake a review of the program with a view to exploring opportunities for growth. The final report will inform plans in 2021.

In recognition of Dagmar Schmidmaier and Lynette Mayne's outstanding contribution the CEW Board has announced and established the Schmidmaier/ Mayne Scholarship for not-for-profit women leaders to attend the Leaders Program.



CEWLP Sydney Program – 2019 Major General Susan Coyle (front row, centre) - was our guest speaker.



Great program – the thought which has gone into this over many years of delivery shows. I have never had a network of international women and I highly value the new relationships.
– 2019 PARTICIPANT

Dagmar Schmidmaier AM and Lynette Mayne AM facilitating a Leaders Program session.

FINANCIALS

FY 2019/20

Compared to FY 19

Financial year 2020 commenced with a strong outlook for CEW. Members were engaged with events providing opportunities to connect, share and learn. Leaders Program participants increased, the new member intake was one of the highest ever while our relationships with our sponsors and partners strengthened with successful advocacy and thought leadership.

With the onset of the global pandemic, CEW put in place a number of measures to manage the response to COVID-19. The positive financial result can be seen as a reinforcement of sound management, strongly supported by our pro bono partners particularly in accounting, legal and consulting services. While events and programs were necessarily cancelled or deferred these challenges were seen as opportunities to deliver the services via online media to members and participants. New opportunities emerged to engage in important advocacy and new partnerships were forged.

CEW was supported by the Australian Government JobKeeper subsidy and the Cash Flow Boost which significantly assisted the organisation:

- Membership grew to 654 in FY 2020 – an increase of 91 compared to FY 19
- Leaders Program participants were on track to exceed the 190 enrolled in FY 19 across Australia and Singapore however due to the pandemic, courses planned for February to June were deferred to FY 21.
- Sponsorship income grew to \$1,079,997 – reinforcing the generosity of CEW's sponsors and their commitment to CEW's vision and mission

- Pro bono Partner contributions – CEW relied extensively on our pro bono partners in FY 20, receiving a total of \$1,116,269 in pro bono services. The most significant pro bono service providers during the FY 20 period were:



BAIN & COMPANY

Consultancy Services



CBRE

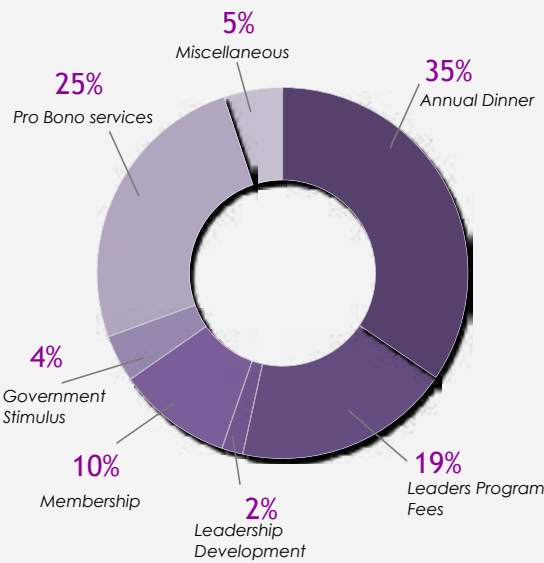
Premises for our executive offices



Deloitte.

Outsourced finance function, advisory and tax services

REVENUE

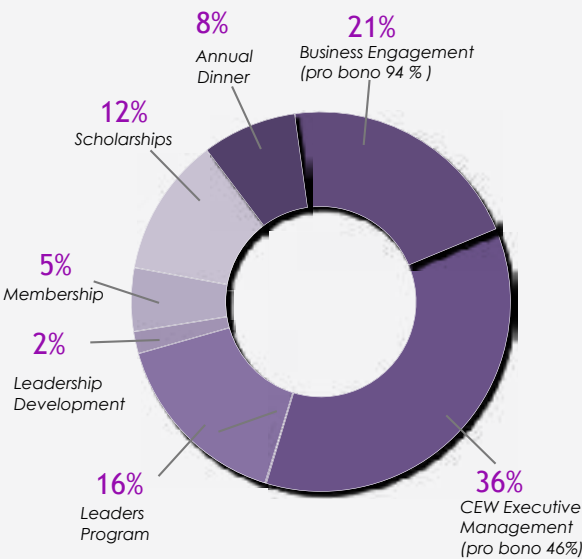


Financial Summary FY19

CEW's Audited Financial Accounts are available at acnc.gov.au and on the CEW Member Hub.

REVENUE
for the year ended 30 June 2020:
\$4,231,665

EXPENSES



EXPENSES
for the year ended 30 June 2020:
\$4,214,018

NET SURPLUS
for the year ended 30 June 2020:
\$17,647

PEOPLE

Committees

Annual Dinner Committee

Sue Cato
Caroline Gurney
Robi Stanton
Anita Jacoby AM
Nicole Sheffield (Chair)
Naomi Simson
Emma Dunch

Business Engagement Committee

Carol Austin
Jenny Boddington (Chair)
Kathryn Fagg AO
Jackie Korhonen
Jan Mason
Sue Morphet
Pauline Vamos

Finance, Audit & Risk Committee

Tonianne Dwyer
Clare Harding
Denise McComish (Chair)
Sue Morphet

Governance Committee

Bonnie Boezeman AO
Catherine Brenner
Lisa Chung AM
Kathryn Fagg AO
Katherine Grace
Fiona Harris
Margie Haseltine
Sue Morphet
Sally Pitkin (Chair)
Helen Rowell

State Chapter Chairs

Tonianne Dwyer
QLD Chapter Chair

Amanda Harkness
SA Chapter Chair

Denise McComish
WA Chapter Chair

Margaret Staib
ACT Chapter Chair

Kate Vidgen
VIC Chapter Chair

Melanie Willis
NSW Chapter Chair

NSW Chapter Committee

Deborah Coakley
Jackie Korhonen
Shelley Roberts
Sheila McGregor
Naomi Simson
Penny Winn
Deborah Thomas
Melanie Willis (Chair)

Queensland Engagement Committee

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

VIC Engagement Committee

Sally Bruce
Janette Kendall
Dee McGrath
Mei Ramsay
Carolyn Reynolds
Brooke Miller
Janet Michelmore
Kate Vidgen (Chair)

WA Engagement Committee

Helen Cook
Michele Dolin
Vanessa Guthrie
Denise McComish (Chair)
Gaye McMath
Linda O'Farrell
Jenny Seabrook
Andrea Sutton

Membership Committee

Kerri Burgess
Kate Farrar
Nicole Hollows
Melanie Laing
Helen McKenzie
Fiona Wardlaw (Chair)

Scholarships Committee

Kate Aitken
Mary Foley
Colleen Harris (Chair)
Lee Hatton
Janet Matton
Kate Munnings
Andrea Sutton
Kristen Walsh
Belinda Watton
Deidre Willmott

Connect Member Committee

Kate Munnings (2019)
Preeti Bajaj
Narelle Turner
Marie Delaitre
Amna Khan
Monika Gietz

Leaders Program Advisory Board

Brownyn Evans
Susan Horwitz
Lynette Mayne AM
Amanda Mostyn (Chair)
Karen Penrose
Dagmar Schmidmaier AM
Erica Smyth AC

CEW Leaders Program Member Speakers

Julieanne Alroe
MAJGEN Susan Coyle
CSC DSM
Belinda Hutchinson AC
Anita Jacoby AM
Aliza Knox
Amanda Lacaze
Sue Morphet
Nicole Sheffield

Staff

CEW Executive Team 2019/20

Susan Metcalf
CEO

Karon Burcham
Program Administrator, Leaders Program

Ashley Cohen
Manager, Finance and Operations

Sean Coristine
Manager, Partnerships

Anne Doherty
Manager, Projects

Laura Downe
Assistant to Program Executive, Leaders Program

Melanie Fernandez
Director, Policy, Advocacy and Research

Gabrielle Green
Manager, Marketing and Communications

Sara Miller
Events Coordinator and Team Assistant

Kareena Newton
EA to CEO

Tegan O'Neill
Manager, Scholarships and Alumni

Dagmar Schmidmaier AM
Leaders Program, Co-Director

Michelle Woolven
National Program Executive, Leaders Program

Lorelle Yee
Director, Member Engagement

Andrew North
Contractor/Pro Bono

CEW MEMBERS

KEY: *New Members*

Louise Adams

Frances Adamson
Kate Aitken
Patty Akopiantz
Jane Allen
Yasmin Allen
Catherine Allfrey
Melanie Allibon
Julieanne Alroe
Emily Amos
Michelle Andrews
Tania Archibald
Rachel Argaman
Cathie Armour
Ilana Atlas AO
Carol Austin
Melissa Babbage
Alex Badenoch
Kathleen Bailey-Lord
Pam Bains
Marnie Baker
Fiona Balfour
Amanda Bardwell
Monica Barone
Cheryl Bart
Christine Bartlett
Julie Batch
Cindy Batchelor
Tracey Batten
Kelly Bayer Rosmarin
Karyn Baylis AM
Glenys Beauchamp PSM
H.E. The Hon. Margaret Beazley AC QC
Megan Beer
Dascia Bennett
The Hon. Annabelle Bennett AC SC
Michelle Bennetts
Paula Benson
Helen Besly
Penny Bingham-Hall
Marianne Birch
Julie Bishop
Kylie Bishop
The Hon Bronwyn Bishop AO
Claire Blake
Debby Blakey
Anna Bligh AC
Pauline Blight-Johnston
Jenny Boddington
Bonnie Boezeman AO
Leeanne Bond
Esme Borgelt
Jennifer Bott AO
Vivienne Bower
Dr Susan Boyd
Vicki Brady
Toni Brendish
Catherine Brenner
Maxine Brenner
Jane Bridge
Virginia Briggs
Elisabeth Brinton
Jillian Broadbent AC
Lisa Brock
Elisabeth Broderick AO
Gillian Brown
Rebecca Brown
Stacey Brown
Evie Bruce
Sally Bruce
Dr Michele Bruniges AM
Elizabeth Bryan
Jenny Bryant
Susan Buckley
Michele Bullock
Kerri Burgess
Catherine Burn APM
Ann Burns
Jody Burton
Ita Buttrose AC OBE
Nerida Caesar

Barbara Cail AO
Marika Calfas
Carolyn Campbell
Jodi Cant
Annette Carey
Nadia Carlin
Penny Carl-Nelson
Maile Carnegie
Kate Carnell AO
Paddy Carney
Katarina Carroll
Simone Carroll
Vicki Carter
Cathryn Carver
Raelene Castle
Susan Cato
Pamela Catty
Dianne Challenor
Robyn Chalmers
Sue Channon
Annabelle Chaplain AM
Barbara Chapman CNZM
Karen Chester
Jacqueline Chow
Christine Christian AO
Libby Christie AM
Lisa Chung AM
Melinda Cilento
Lisa Claes
Dr Megan Clark AC
Anastasia Clarke
Abi Cleland
Deborah Coakley
Julie Coates
Julie Coates
Rachel Cobb
Lyn Coble
Anne Collins
Megan Collins
Anna Collyer
Ellie Comerford
Kathleen Conlon
Melinda Conrad
Lea Constantine
Helen Conway
Helen Cook
Sharon Cook
The Hon Helen Coonan
Gillian Corban
Christine Corbett
Anne-Marie Corboy
Susie Corlett
Suzette Corr
Sarah Court
Margaret Cowle
Tanya Cox
MAJGEN Susan Coyle CSC DSM
Maryjane Crabtree
BRIG Alison Creagh AM CSC (Ret'd)
Carolyn Creswell
Judith Crompton
Alison Crook AO
Fiona Crosbie
Patricia Cross
Anne Cross AM
Ern Prof Rosalind Croucher AM
Vanya Cullen
Rowena Danziger AM
Swati Dave
Susan Davies
Valerie Davies
Prof Megan Davis
Natalie Davis
Julia Davison
Alison de Groot
Anne De Salis
Dr Michelle Deaker
Alison Deans
Rebecca Dee-Bradbury
Jacqui De Lacy
Prof Jane den Hollander AO
Robyn Denholm

Elizabeth Dibbs
Michele Dolin
Dr Dimity Doman AO
Vicki Doyle
Dr Eileen Doyle
Louise Dudley
Penny Dudley
Sherry Duhe
Nicole Duncan
Emma Dunch
Lesley Dwyer
Tonianne Dwyer
Beverley Dyke
Teresa Dyson
Debra Eckersley
Diana Eilert
Linda Elkins
Elizabeth Elliott AM
Prof Carolyn Evans
Melanie Evans
Dr Bronwyn Evans
Audette Exel AO
Kathryn Fagg AO
Dr Jenny Fagg
Dr Stephanie Fahey
Dr Jackie Fairley
Sylvia Falzon
Kate Farrar
Joanne Farrell
Patricia Faulkner AO
Helen Fazzino
Marne Fechner
Nicole Feely
Tracey Fellows
Dr Kirstin Ferguson
Erin Feros
Susan Ferrier
Sally Fielke
Dale Fisher
Erin Flaherty
Dr Denise Fleming
Naomi Flutter
Dr Mary Foley AM
Nicola Forrest
Penny Fowler
Nancy Fox
Gillian Franklin
Sally Franklin
Sally Freeman
Prof Dawn Freshwater
Janine Frew
Elizabeth Gaines
Prof Margaret Gardner AC
Dr Helen Garnett PSM
Rosheen Garnon
Colette Garnsey OAM
Alexandra Gartmann
Tracey Gavegan
Christine Gee
Alexis George
Belinda Gibson
Sue Gilchrist
Tanya Gilerman
Vicki Gillespie
Helen Gluer
Marina Go
Dr Cassandra Goldie
Denise Goldsworthy AO
Debbie Goodin
Anne Gorman
Katherine Grace
Diane Grady AO
Kathy Gramp
Andrea Grant
Lesley Grant
Lisa Gray
Anna Green
Kathryn Greiner AO
Michele Grow
Caroline Gurney
Michelle Guthrie
Dr Vanessa Guthrie

Jane Halton AO PSM
Gail Hambly
Teresa Handicott
Jane Hansen AO
Clare Harding
Prof Sandra Harding AO
Amanda Harkness
Sarah Harland
Catherine Harris AO PSM
Colleen Harris
Fiona Harris
Lisa Harrison
Alison Harrop
Kerri Hartland
Jane Harvey
Leanne Harwood
Margaret Haseltine
Jane Hastings
Lee Hatton
Prof Colleen Hayward AM
Debra Hazelton
Michaela Healey
Meredith Hellicar
Jane Hemstritch
Elaine Henry OAM
Virginia Herlihy
Sally Herman
Louise Herron AM
Jacqueline Hey
Kathy Hirschfeld AM
Cherrell Hirst AO
Emma Hogan
Alexandra Holcomb
Suzanne Holden
Christine Holgate
Nicole Hollows
Christine Holman
Deborah Homewood
Cindy Hook
Janelle Hopkins
Jo Horgan
Sue Horlin
Maxine Horne
Em Prof Tracey Horton AO
Susan Horwitz
Tanya Hosch
Carmel Hourigan
Megan Houghton
Rosemary Howard
Sue Howard
Jayne Hrdlicka
Vanessa Hudson
Michele Huey
Sarah Hunter
Rachel Hunter PSM
Belinda Hutchinson AC
Rosemary Huxtable PSM
Bernadette Inglis
Cath Ingram
Von Ingram
Launa Inman
Dr Lisa Interligi
Betty Ivanoff
Michelle Jablko
Sheena Jack
Margaret Jackson AC
Anita Jacoby AM
Rebecca James
Naomi James
Kate Jenkins
Jeanne Johns
Jacki Johnson
Sue Johnson
Amanda Johnston-Pell
Kate Jordan
Caryn Katsikogianis
Carolyn Kay
Jane Keating
Penne Kehl
Gail Kelly
Prof Anne Kelso AO
Sue Kench

Janette Kendall
Narelle Kennedy AM
Annette Kimmitt AM
Julia King
Alison Kitchen
Aliza Knox
Elizabeth Koff
Jackie Korhonen
Toni Korsanos
Holly Kramer
Lynn Kraus
Prof Linda Kristjanson AO
Amanda Lacaze
Katie Lahey AM
Melanie Laing
Amanda Laing
Linda Langton
Renae Lattey
Francesca Lee
Yuan-Kee Lee
Heather Leembruggen
Prof Eeva Leinonen
Anna Lenahan
Renee Leon
Jodie Leonard
Liz Lewin
Sian Lewis
Samantha Lewis
Rebecca Lim
Joy Linton
Dr Xiaoling Liu
Helen Livesey
Jane Livesey
Catherine Livingstone AO
Susan Lloyd-Hurwitz
Sally Loane
Karen Lonergan
Ming Long AM
Leone Lorrimer
Anne Loveridge
Danita Lowes
Helen Lynch AM
Libby Lyons
Kathy MacDermott
Sally MacDonald
Susan Macdonald
Elizabeth Macgregor OBE
Sally Macindoe
Romilly Madew AO
Liza Maimone
Claire Mallinson
Pauline Markwell
Pip Marlow
Sandra Martinez
Andrea Mason OAM
Jan Mason
Louise Mason
Kerrie Mather
Jennifer Mathews
Christina Matthews
Janet Matton AM
Lynette Mayne AM
Jane McAloon
Merren McArthur
Jan McCahey
Carolyn McCann
Edwina McCann
Wendy McCarthy AO
Hannah McCaughey
Denise McComish
Anne McDonald
Marie McDonald
Catherine McDowell
Vicki McFadden
Gail McGowan
Dee McGrath
Lyn McGrath
Rebecca McGrath
Jenny McGregor AM
Sheila McGregor
Kim McKay AO
Siobhan McKenna

Helen McKenzie
Kate McKenzie
Christine McLoughlin
Jenelle McMaster
Gaye McMath
Prof Caroline McMillen AO
Sarah McNamara
Sandra McPhee AM
Samantha Meers AO
Angela Mentis
Dolla Merrillées
Janet Michelmores AO
Sharon Miles
Naomi Milgrom AC
Brooke Miller
Sue Morphet
Bronwyn Morris AM
Fiamma Morton
Karen Moses
Amanda Mostyn
Sam Mostyn
Anthea Muir
Carmel Mulhern
Kate Munnings
Jude Munro AO
Angela Murphy
Leona Murphy
Lorraine Murphy
Margaret Murphy
Susan Murphy AO
Susan Murray
Dr Julia Newton-Howes AO
Rosaline Ng
Catriona Noble
Anne Nolan
Dr Helen Nugent AO
Kaylene O'Brien
Dr Lisa O'Brien
Sue O'Connor
Cathy O'Connor
Rhonda O'Donnell
Linda O'Farrell
Elizabeth O'Leary
Kate Olgers
Peggy O'Neal AO
Meg O'Neill
Christine O'Reilly
Vanessa Orth
Nessa O'Sullivan
Deborah O'Toole
Mary Padbury
Deborah Page AM
Katie Page
Kate Palmer AM
April Palmerlee
Susan Panuccio
Matina Papatathanasiou
Christine Parker
Jenny Parker
Geraldine Paton AO
Lisa Paul AO PSM
Pamela Pearce
Karen Pedersen
Sneza Pelusi
Gail Pemberton AO
Karen Penrose
Marianne Perkovic
Claire Peters
Robyn Petrou
Gayle Philpotts
Ann Pickard
Dr Sally Pitkin
Maureen Plavsic
Joe Pollard
Lara Poloni
Debbie Poole
Jane Power
Danielle Press
Elizabeth Proust AO
Alison Quinn
Kylie Rampa
Mei Ramsay

Penny Ransom
Katrina Rathie
Laura Reed
Mary Reemst
Therese Rein
Adrienne Revai
Amanda Revis
Loretta Reynolds
Carolyn Reynolds
Shelley Reys AO
Heather Ridout AO
Corry Roberts
Renee Roberts
Shelley Roberts
Susan Roberts
Imelda Roche AO
Patricia Rochford
Claire Rogers
Belinda Rowe
Helen Rowell
The Hon Nicola Roxon
Libby Roy
Elana Rubin
Nicolette Rubinsztein
Leigh Russell
Diana Ryall AM
Dr Sarah Ryan
Julie Rynski
Melanie Sanders
The Hon Kerry Sanderson AC
Dagmar Schmidmaier AM
Kim Schmidt
Dr Kerry Schott AO
Carol Schwartz AO
Cynthia Scott
Jenny Seabrook
Margie Seale
Jillian Segal AO
Penelope Seidler AM
Nicole Sheffield
Prof Margaret Sheil AO
Ann Sherry AO
Deena Shiff
Vittoria Shortt
Julie Shuttleworth
Helen Silver AO
Prof Michelle Simmons AO
Naomi Simson
Catherine Sinclair
Debra Singh
Angela Skandarajah
Eva Skira AM
Andrea Slattery
Judy Slatyer
Debbie Smith
Dr Heather Smith PSM
Jenni Smith
Rowena Smith
Diane Smith-Gander AO
Erica Smyth AC
Nicole Sorbara
Kate Spargo
Naseema Sparks AM
Claire Spencer AM
Joanne Spillane
Annabel Spring
AVM Margaret Staib AM CSC
Andrea Staines OAM
Robi Stanton
Emma Stein
JoAnne Stephenson
Deanne Stewart
Janine Stewart
Emeritus Professor Leonie Still
Karen Stocks
Wendy Stops
Natasha Stott Despoja AO
Lyndall Stoyles
Josephine Sukkar AM
Andrea Sutton
Dr Helen Szoke AO
Catherine Tanna

Arlene Tansey
Alison Tarditi
Joanne Taylor
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