



Chief Executive Women

ANNUAL REVIEW

2020/21

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

It is hard to imagine a more disruptive and challenging period than the one from which we are now emerging. In many ways, it was both a difficult and galvanising time for women. There were moments to celebrate early in 2021 – all four Australian of the Year Awards were historically won by women – and some extremely difficult times – with the pandemic impacting women first and hardest. And as a nation, we continued to absorb the stark realisation that gender-based violence and harassment is in the home and work lives of women around the country every day. Women across Australia stopped and took notice.

This was a year when CEW did as we have always done - vitally important work, consistent with our purpose and strategy. I am proud of the role CEW played in advancing our vision to create equal economic and social choices for all women and men. We have done this throughout the 35-year history of CEW - founded by the 16 women who paved the way for so many of us. During this past year we sadly farewelled one of those CEW founding pioneers, **Carla Zampatti AC**. On page 9, we pay tribute to her remarkable contribution to CEW, and to Australia.

It was an honour to take on the Presidency of CEW in November 2020. I am deeply grateful to my predecessor, and 17th President, **Sue Morphet**, for her leadership of CEW and her generosity in our period of transition. Sue continues to be a prominent, leading voice for CEW advocacy and for women in Australia.

In FY21 we grew our focus on advocacy, delivering against our 2025 Strategy and consistent with feedback in the CEW Member Survey. In December 2020, four out of five members confirmed that championing and supporting advocacy for women is a critical role for CEW.

It turns out that it was the right moment in time. The pandemic made it abundantly clear that as a country we need to do more to address the structural barriers that impact women's progression and economic security, and the cultural norms that compromise safety and respect for women.

In September, the fourth CEW ASX200 Senior Executive Census was launched, showing slow and stalled progress in the number of women reaching senior leadership positions. The CEW Census continues to provide a platform to call for an increase in women's representation across all sectors, and a significant data set to support action.

CEW advocacy has laid a solid foundation as we continue to call for policies to create a vibrant and inclusive society and economy, particularly post the pandemic. You can read more about our advocacy efforts on page 10.

I was pleased to see our continued focus on building a more diverse community of women leaders in action, a key pillar of our CEW strategy. CEW's membership will continue to grow with a wide lens that recognises the diversity of women in leadership across Australia. I am delighted that we have grown from 630 members in FY21 and now have 825 members. CEW will grow again in the coming year.

FY21 was a year of great change, but also a masterclass in resilience and responding to the unexpected. Thank you to all CEW members who have contributed time, talent, insight and resources through the CEW Board, committees and the many various activities throughout the year. I would like to particularly acknowledge and thank our CEO, Susan Metcalf and the CEW executive, who seamlessly transitioned to a virtual environment, rapidly reconfiguring major events and engagements while maintaining the high tenor of our activities.

We move into the new financial year with much still to learn about the future, but a wonderful opportunity to continue to focus our efforts as women leaders to influence change and create equal choice and prosperity for women in Australia. It is a privilege to be on this journey with you all.

Warm wishes,

Sam Mostyn AO
President

BOARD MEMBERS

CEW is governed by a representative Board comprising President, Treasurer and Board members who chair the CEW Committees. The CEW President is elected every two years. Board members serve three-to-four-year terms. In FY21, nine Board members completed their term, or retired from office and incoming Board members were elected.

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
Nov 2018 - Nov 2020



Sam Mostyn AO
PRESIDENT
Nov 2020 - present



Clare Harding
Treasurer
Jan 2019 - present



Jenny Boddington
Business Engagement Chair
Dec 2017 - Nov 2020



Pauline Vamos
Business Engagement Chair
Nov 2020 - present



Tonia Dwyer
QLD Chapter Chair
Jan 2018 - June 2021



Megan Corfield
QLD Chapter Chair
June 2021 - present



Fiona Wardlaw
Membership Chair
Jan 2018 - Nov 2020



Melanie Laing
Membership Chair
Nov 2020 - Aug 2021



Lynette Mayne AM
Leaders Program Chair
Jan 2016 - July 2020



Colleen Harris
Scholarships Chair
Jan 2017 - Nov 2021



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



Kate Vidgen
VIC Chapter Chair
Jan 2019 - Nov 2020



Sally Bruce
VIC Chapter Chair
Nov 2020 - present



Amanda Harkness
SA Chapter Chair
Jan 2020 - present



Melanie Willis
NSW Chapter Chair
Jan 2016 - Nov 2020



Jackie Korhonen
NSW Chapter Chair
Nov 2020 - present



Denise McComish
FAR Committee Chair
Jan 2019 - Nov 2021
WA Chapter Chair
Jan 2018 - June 2021



Libby Lyons
WA Chapter Chair
Jun 2021 - present



Sally Pitkin
Governance Committee Chair
Jan 2019 - May 2021



Nicole Sheffield
Annual Dinner Chair
Jan 2016 - Nov 2020



Anita Jacoby AM
Annual Dinner Chair
Nov 2020 - present

CEO'S REPORT

Resilience. In November 2020, the CEW Annual Virtual Event replaced our much-loved Annual Dinner, with the theme echoing the energy and commitment required to safely navigate FY21. The Annual Virtual Event went online for the first time, attracting a record audience of almost 4000 guests to hear President **Sue Morphet** and member **Shemara Wikramanayake** speak to their experience of resilience in leadership.

Incoming President **Sam Mostyn AO** commenced her term in November 2020 and built on CEW's foundations to further amplify CEW's voice during FY21. The COVID-19 pandemic saw issues affecting women thrown under a stark spotlight. Women were hit first and hardest by the pandemic, and in early 2021 the experiences of Grace Tame and Brittany Higgins ignited a fire of protest about the way in which women have been treated. CEW's policy and engagement platform meant we were well positioned to advocate fiercely to government, and in the media, for the conditions that mean women and men have equal economic and social choices and responsibilities. Our pre-budget submission, the CEW Senior Executive Census and our research again highlighted the experience and voice CEW members bring to the issues affecting women and women in leadership.

We thank CEW sponsors for their continued support of CEW and women leaders during the past financial year. The commitment of many of Australia's leading organisations makes CEW's work possible and ensures that emerging women leaders can access executive education scholarships, at pivotal points in their careers. CEW's scholarships program is a significant contributor to the pipeline of women leaders ready to step up to the most senior levels of leadership. CEW's Scholars' stories are inspiring, as you will see in this report.

In FY21 pandemic conditions prevented Scholars travelling to international business schools. CEW adapted by asking scholarship candidates to nominate the course that would have most impact for them, at this time in their career. Twelve scholarships were awarded to 8 courses at 8 different universities and educational institutions.



Susan Metcalf
Chief Executive Officer

The CEW Leaders Program continued to be a strong focus in FY21, with the CEW Board agreeing to significant investment in the program in the coming years. Management consultants Kearney undertook extensive pro bono work to assist the Board and Executive scope and assess the growth opportunity for the CEW Leaders Program. There is significant capacity to reach more emerging women leaders from business, government and not-for-profit sectors. Alongside scholarships, growing participation in the CEW Leaders Program will increase the number of women positioned to accelerate their careers into senior management. This program is made possible by the expertise and experience of CEW members.

Consistent with CEW's 2025 Strategy, and after a hiatus in FY20, in FY21 CEW opened new member nominations with a 'wide lens' to leadership in community. An extraordinary group of women leaders were put forward, with 194 women meeting the membership criteria to be welcomed into CEW early in FY22.

Delivery of the CEW 2025 Strategy also saw investment in capacity as we navigated the constantly shifting operational environment. Close and constant monitoring of CEW's financial situation and a nimble response to changes imposed by COVID-19 saw the CEW Leaders Program 'pivot' frequently between face-to-face, online and hybrid delivery. Member events were also scheduled, moved, rescheduled, and occasionally cancelled, where necessary. During FY21 CEW accessed the JobKeeper program, which contributed to CEW weathering the pandemic with only a small operating loss before depreciation.

The CEW Summit, planned to take place in June 2021 was cancelled at short notice, due to a snap lockdown in Melbourne. We look forward to the inaugural CEW Summit being held in September 2022. I am deeply grateful for the resilience of the Executive team and understanding of members, sponsors, and partners during this particularly challenging year.

As women leaders enabling women leaders, FY21 has been an extraordinary year of challenge, and opportunity, to deliver against CEW's 2025 Strategy. Our success in this most difficult year is a result of members' active engagement in CEW's mission, our sponsors and partners unequivocal support, and the energy and deep commitment of the Executive team.

My profound thanks.

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

SUSAN METCALF
Chief Executive Officer

FOUNDING MEMBERS

where it all began . . .



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 AC

VALE CARLA ZAMPATTI AC

19 May 1942
- 3 April 2021

It was with great sadness this year that CEW acknowledged the passing of one of Australia and CEW's most special people, Carla Zampatti AC. She was the undisputed leader of Australian fashion, an entrepreneur, a philanthropist and a sage, wise and wonderful founding member of CEW.

Carla was an inspiration and pioneer in the fashion industry. Her success as a businesswoman forged the way for many other women not just in the fashion industry, and her designs were worn by influential women from politicians, business leaders, royalty, actors, and women who connected to her brand both here in Australia and around the globe.

She will be deeply missed by her family and friends, the fashion industry, Australia's business, arts and political communities and her legions of loyal fans around the country.

Carla's family said it beautifully "A champion of Australian women and a multicultural success story, she continued to thrive as a businesswoman through enormous radical and social change, designing clothes for women fighting for liberation through the women's rights movement in the 1960s to empowering women today in leadership, the workplace, in their home and at major life events."

She had been a wonderful mentor and active member of CEW since our inception. As well as her great leadership and ongoing sponsorship of the Annual Dinner, it would be no understatement to say that the vast majority of us were also loyal to her fashion, with our events being a showcase of her design excellence. She was CEW's unofficial/official stylist.

Among her many awards, in 1980 she won the inaugural Australian Business Woman of the Year, and in 2005 she was one of six designers to be celebrated on the Australian Legends postage stamp series; two years later she would design the Australia Post uniforms. In 1987 she was awarded a Member of the Order of Australia, and, in 2009, a Companion



"In 1985 Carla was one of the first women I invited to help me create Chief Executive Women. During the 35 years she never stopped supporting the organisation and provided wonderful leadership as well as growing her own business to an outstanding international success. She was committed to gender equity, profoundly empathetic and a valuable, warm friend to the CEW family. She will be missed but her legacy will remain."

Barbara Cail AO

of the Order of Australia. In 2004, the Italian government appointed her Commander in the Order of Merit of the Italian Republic. In 2008 she was awarded the Australian Fashion Laureate award for lifetime achievement. She was chairman of SBS for 10 years from 1999 and was on the boards of Sydney Dance Company, MCA Foundation and the Australian Multicultural Foundation, and a trustee of the Sydney Theatre Company Foundation Trust.

We are grateful for Carla's contribution to Chief Executive Women and her legacy.

POLICY AND ADVOCACY

CEW delivers a leading research, policy and advocacy agenda which is evidence-based, grounded in member engagement, and is aligned with our vision for women and men to have equal economic and social choices and responsibilities. CEW's four policy pillars are **advancing women's leadership**, **enabling women's workforce participation**, **strengthening women's economic security** including into retirement and **workplace flexibility** for women and men. These four critical issues are the foundation of our policy strategy which aims to achieve gender equality and maximise Australia's talent pool in pursuit of a thriving economy.

CEW's four policy pillars are:

1. Advancing women's leadership
2. Strengthening women's economic security including into retirement
3. Workplace flexibility for women and men
4. Enabling women's workforce participation

1.

Advancing Women's Leadership

The fourth [CEW ASX200 Senior Executive Census](#) produced with research partners Bain & Company and Spencer Stuart, was released in September 2020 and demonstrated that progress in the number of women reaching senior leadership positions had flatlined and was far too slow. Of concern, the report found that the number of female CEOs in the ASX200 was no greater in 2020 than the inaugural CEW Census in 2017. The report revealed that only one of 25 ASX200 CEOs appointed in the past year was a woman, and there was a decrease in women CEOs from 14 in 2018 to 10 in 2020.

As CEW's signature thought leadership piece, the CEW Census attracted attention from government, business and media and is testament to our rigorous, evidence-based research. The pre-launch CEW Circle on 16 September, with speakers **Sue Morphet**, Agathe Gross, Partner, Bain & Company and **Athalie Williams**, engaged members, and the online CEW Census launch on 17 September moderated by Tony Boyd, Columnist, Australian Financial Review with **Sue Morphet**, Shayne Elliot, Chief Executive Officer, ANZ, **Debby Blakey** and **Karen Wood** resulted in significant media and social media coverage.

CEW President **Sam Mostyn AO** spoke to the CEW Census results in her address at the ASX bell ringing event on International Women's Day, 8 March 2021, again highlighting the challenges for women aspiring to the most senior business leadership roles.



Sam Mostyn AO at the ASX bell ringing event on International Women's Day 2021.

2.

Strengthening women's economic security, including into retirement

CEW released two Pre-Budget Submissions in [October 2020](#) and [February 2021](#), strengthening CEW's policy agenda and government engagement. These submissions offered practical, solution-based recommendations for the Federal Budget aimed at rebuilding a strong and inclusive economy coming out of the COVID-19 crisis.

This work built on CEW's previous calls for the impact on women and men of policy development and budget allocation, to be considered and applied to government decision making. Notably, CEW's 2021/2022 Pre-Budget Submission, released in February, identified investing in women's safety and wellbeing as a key policy priority.

The 2021 Federal Budget acted upon, in part, four out of five of CEW's recommendations by increasing the maximum Childcare Subsidy (CCS) to 85%, which provided more affordable early childcare education and care for Australian families.

This was a favourable outcome. CEW's collaboration with the Business Council of Australia (BCA), Australian Council of Trade Unions (ACTU), The Parenthood and Goodstart Early Learning on childcare advocacy contributed to this outcome. Childcare reform is a priority policy and advocacy focus for CEW because more affordable and accessible childcare will help realise increased workforce participation by women.



Jennifer Westacott AO, CEO, Business Council of Australia, Michele O'Neil, President, Australian Council of Trade Unions, Wendy McCarthy AO, Non-executive Director, Natalie Walker, Deputy Chair, Goodstart Early Learning, Georgie Dent, Executive Director, The Parenthood and Sam Mostyn AO, President CEW.

President **Sam Mostyn AO**, and members **Carol Austin**, **Melinda Cilento** and provided expert reflections on the Federal Budget at the May 2021 CEW Circle, further enhancing member advocacy engagement. Several high profile CEW members supported CEW's advocacy on the Federal Budget, speaking in the media to the vital issues of women's economic participation, leadership and economic security.

CEW advocated in the lead up to the National Cabinet Meeting on Women's Economic Security, meeting with Senator Jane Hume, the Minister for Women's Economic Security. This was an opportunity to further pursue our policy asks in relation to the strengthening of women's economic security into retirement, particularly in relation to work and economic opportunities for mature age women.

With the support of Bain & Company, CEW published *United Nations Sustainable Development Goals: Mapping Australia's pathway to gender equality*. The report highlighted the linkages between CEW's mission and how it contributes to progressing the Sustainable Development Goals (SDGs). The report also draws on CEW research to recommend actions organisations' can take to achieve their gender equity goals. This significant piece of work is indicative of the contributions CEW's research makes to a broader gender equality agenda.

3. Workplace flexibility for women and men

CEW and Bain & Company's [Equitable Flexibility: Reshaping our Workforce](#) drew on input from business leaders about the practical solutions used to support flexibility in the workplace. This report outlines the most effective practices and insights for harnessing flexibility observed across corporate Australia during the COVID-19 crisis. The pandemic equalised flexible work as an 'all-employee' issue, versus a female-focused benefit and found flexible and remote-work arrangements can be effective at scale, and level the professional playing field.

The research highlighted that as organisations plan for recovery, they have an opportunity to permanently embed far greater and broader flexibility, beyond working from home, moving to a hybrid model in which teams work flexibly in a variety of ways.

Equitable Flexibility: Reshaping our Workforce was launched by President **Sam Mostyn AO** and Agathe Gross, Partner at Bain & Company in June at an event moderated by Sally Patten, Editor, BOSS Magazine, The Australian Financial Review, which included a panel session with esteemed business leaders, members **Ming Long AM**, **Carol Schwartz AO** and Tim Reed Chair, Business Council of Australia and Managing Director, Potentia Capital.

The key messages of this progressive collaborative research project were amplified through virtual events, follow-up briefings with business leaders, media interviews with Susan Metcalf, CEO, CEW and Agathe Gross and on social media.

CEW will continue to advocate on this topic, normalising workplace flexibility for men and women.



Equitable Flexibility: Reshaping our Workforce launch at Bain & Company, left to right, Agathe Gross, Ming Long AM, Tim Reed, **Sam Mostyn AO** and Sally Patten, Editor Boss Magazine.

4. Enabling women's workforce participation

CEW partnered with KPMG to produce [The Child Care Subsidy - Options for increasing support for caregivers who want to work](#) report.

This report provided robust modelling of reform options for the childcare system and the workforce participation benefits which could be delivered. KPMG's report played a significant part in fine-tuning CEW's policy asks and messaging on early childhood education and care, which was carried through to CEW's 2020/2021 and 2021/2022 Pre-Budget Submissions.



SUE MORPHET

PRESIDENT

Nov 2018 - Nov 2020

What were some of the standout moments in CEW's advocacy journey during your time as President?

When we refreshed the CEW strategy in 2020 it became clear that members wanted our organisation to have a loud, strong advocacy voice. Our members gave a mandate to engage publicly on policy and social issues important to women.

Front and centre, for women to obtain financial security and exercise social choices, a critical concern is affordable childcare. Over the last 18 months, we have led publicly on this issue and a chorus of voices has joined CEW's. Collaborating with partners, KPMG, The Front Project and the Grattan Institute, we were supported enormously in factual and insightful development of our case. Thankfully, The Federal Government's new early childhood education and care policy was a major step forward. It wasn't everything we wanted but it was a major turning point.

Throughout my time at CEW I have never ceased to be amazed by the talent, experience and amazing intellect of our membership. Now more than 800 strong! And no seat warmers. Strong, brave contributors. Fearless leaders.

What were the most significant impacts of CEW's policy, advocacy and research agenda?

There was a perception in the past that CEW was overly focused on the female business elite. That has never been true of course. Our mission is to bring all women through, and COVID-19 gave us the moment to demonstrate that our organisation is here for all women.

The pandemic crisis highlighted the critical role that women at all levels play in our economy and in our society. Women were at the very front line of the pandemic in schools, hospitals, aged care homes, essential retail and home schooling. Many men working at home saw, for the first

time, the daily juggling act of managing work and home. It legitimised flexibility and the need for quality childcare.

Because of our extensive research over many years, we were able to bring the facts on women's workforce participation and major barriers to their career progression, to the table. Our voice was supported by organisations like PwC, Bain & Company, Minderoo, WGEA and KPMG.

This was energising. It built on the great work that **Kathryn Fagg AO** and our predecessors did via the CEW Senior Executive Census. And now under **Sam Mostyn AO** in her presidency, the CEW Census and our advocacy reach has broadened and deepened again.

What are the challenges ahead?

In my time as president three sets of statistics flabbergasted me. First is that female full-time workforce participation has hardly changed in 40 years. The second is that today, only 5% of ASX200 companies have women as CEOs and the pipeline is dreadful, with 65% of these companies failing to have any women in senior executive line roles with profit and loss responsibility. Third, I found extremely upsetting and unsettling the overwhelming avalanche of new public information on violence and harassment of women.

Changes to childcare support is a major fix, but so much more needs to change. I remain hopeful. Sex Discrimination Commissioner **Kate Jenkins'** work on respect for women and their safety is changing the national conversation. The annual CEW Senior Executive Census will soon, I hope, wake the world up to the talent being left marooned. **Sam Mostyn AO** has been relentless in her public advocacy on violence against women.

I am so proud to be part of CEW. Our membership isn't just growing, it is getting louder and bolder. Because as I have said previously, we are on the right side of history, and we will win this fight.

2020/21

HIGHLIGHTS

3019

ATTENDED
ONLINE EVENTS

31

ONLINE EVENTS

182

LEADERS PROGRAM
PARTICIPANTS

FROM **82** ORGANISATIONS

12

WOMEN AWARDED
SCHOLARSHIPS

45

SPONSORS & PARTNERS

Supporting CEW's work

630

MEMBERS
(FY21)



HIGHLIGHTS

July

CEW Queensland Catch Up and Share

Hydrogen? What's Possible?
Guest speakers Dr Sarah Ryan and Kate Vidgen shared their expertise from the oil and gas industries with the Queensland Chapter as part of the 2020 *Catch up and Share* series. Members and the CEW Connect community discussed opportunities and policy challenges in creating a hydrogen economy in Queensland.

WA Networking Drinks

As public gathering restrictions eased in Western Australia, members took advantage of gathering in-person. The WA networking events have been so well received that they have become a much anticipated bi-monthly event.

August

#WFH - FLEX FOR SUCCESS

The pandemic disrupted work, forcing changes to the workplace that illustrated both the value of flexibility and an opportunity for a permanent shift. The *Flex for Success* report, written in partnership with Bain & Company and WGEA, highlighted how business leaders have a unique opportunity to permanently embed flexibility and fully realise its benefits. Sue Morphet, CEW President hosted a member-only CEW Circle to launch the research with Jenny Boddington, Chair, CEW Business Engagement Committee, Alexis George and Libby Lyons.

September

ASX200 Senior Executive Census 2020

CEW released its fourth annual ASX200 Senior Executive Census in partnership with Bain & Company and Spencer Stuart. The CEW Census provided a benchmark for women's representation in leadership teams in the largest publicly listed Australian companies and was launched by CEW President, Sue Morphet and guest panellists Shayne Elliot, CEO, ANZ and CEW Members, Debby Blakey and Karen Wood. The conversation was moderated by Australian Financial Review columnist Tony Boyd. The CEW Census generated significant media attention and public debate, with ongoing reference to one particularly devastating statistic: only one of the 25 CEO appointments in 2020 was a woman.



CEW President Sam Mostyn AO, addressing media at Parliament House in May 2021 after the release of the Federal Budget.

October

Federal Budget 2021-22

CEW welcomed the Federal Budget measures, which included a \$3.4 billion investment aimed at increasing women's workforce participation and economic security. CEW saw the budget as a positive step towards building a smart economy, with Sam Mostyn AO stating it makes good business sense to increase focus on initiatives that benefit women, who will have a direct impact on Australia's economic recovery post-COVID.

CEW ASX200 Senior Executive Census 2020

CEO Appointments in 2020

There were 25 CEO appointments in 2020, **ONE** of whom was a woman.



November

Resilience - CEW Annual Virtual Event

The CEW Annual Dinner tradition was reimagined as the CEW Annual Virtual Event. Aptly themed *Resilience*, the broadcast-quality event featured CEW Member Shemara Wikramanayake as the keynote speaker. The famous CEW fundraising raffle went online, raising more than \$70,000 to support the CEW Scholarship Program.

Victoria New Member Introduction Session

An online event replaced the much-anticipated 2019 New Member Dinner to welcome new members to CEW, with the Victorian Engagement Committee, CEW Executive Team and new CEW Members meeting virtually. The event was well-received, strengthening member connections during a challenging time.

Advocacy for women's leadership

CEW partnered with *The Australian* to publish the sixth edition of *The DEAL* in 2020. The *Making a Difference in 2020* special edition featured CEW members Anna Bligh AC, Jane Halton AO, Jo Horgan, Susan Lloyd-Hurwitz, Pip Marlow, Edwina McCann, Kim McKay AO, Sue Morphet, Shelley Reys AO, Diane Smith-Gander AO, Alison Watkins and Olivia Wirth.

**Sam Mostyn AO**

CEW welcomed its 18th President, Sam Mostyn AO, effective from the 2020 CEW AGM. Sam follows in the footsteps of Sue Morphet who, like her predecessors, has continued the enduring legacy of CEW presidents over the past 36 years. CEW thanks Sue for her leadership as President.

"I'm honoured to be elected President of CEW and deeply respectful of the legacy of all previous Presidents who have held this role. At a time when Australia is looking to rebuild its economy from the impact of the COVID-19 pandemic, CEW and its members can give all women a voice.

What excites me about CEW is the focus on influencing an Australia where women and men have equal economic and social choices, and where women are participating at all levels where decisions are being made that affect women."

Sam Mostyn AO

1083

ANNUAL VIRTUAL
EVENT ATTENDEES

CEW Annual Virtual Event: Nicole Sheffield, Chair Annual Dinner Committee, Guest Speaker Shemara Wikramanayake and CEW President Sue Morphet.

20/21 HIGHLIGHTS



Professor Sandra Eades Dean and Head of Curtin Medical School, Curtin University, and first Moorditj Aunty Dr Vanessa Guthrie AO, Pro Chancellor, Curtin University, Professor Harlene Hayne ONZM, Vice-Chancellor, Curtin University, Professor Marion Kickett, Director, Centre for Aboriginal Studies, Curtin University and Denise McComish.

December

Virtual Wine Tasting

In a rare opportunity for end-of-year congeniality, CEW members were able to meet in small groups across Australia to celebrate in style. NSW Chapter Chair **Melanie Willis** hosted members in her home, as did many members across Australia. These intimate events were hosted online by CEW member **Vanya Cullen**, who is the Chief Winemaker at Cullen Wines. Members enjoyed reconnecting after months of online events.

Captions above left to right: December virtual wine tasting hosted by NSW Chapter Chair **Melanie Willis**, ACT Chapter Dinner; **Kerri Hartland**, **Sam Mostyn AO** and **Deborah Homewood**.

Pauline Vamos and **Bonnie Boezeman AO** at ASX bell ringing for International Women's Day, March 2021.

February

ACT visit /CEW Pre-Budget Submission

Following the release of the CEW Pre-Budget Submission, CEW President **Sam Mostyn AO** accompanied by CEW CEO **Susan Metcalf**, visited Canberra and met with Members of Parliament and senior officials. CEW's Pre-Budget submission was also shared with members of the new Cabinet Women's Taskforce.

To coincide with the CEW delegation to Canberra, ACT Members attended a Networking Dinner at The Commonwealth Club hosted by **Air Vice-Marshal Margaret Staib AM CSC**.



QLD Dinner: Members, **Christine McLoughlin AM** and **Jane Keating**

March

International Women's Day – ASX and UN Women

CEW celebrated International Women's Day (IWD) at the Australian Stock Exchange, with a market open bell ringing. This moment commemorated the 2021 IWD theme *Women in Leadership: Achieving an equal future in a COVID-19 world* - a priority issue for CEW and its members. This was the seventh annual Bell Ringing for the Gender Equality global event, which took place in more than 77 exchanges around the world.

QLD Member Dinner

Held at Customs House Brisbane, the Queensland dinner gave members the opportunity to reconnect and meet in person. CEW President **Sam Mostyn AO** and CEO **Susan Metcalf** attended the dinner and addressed CEW's advocacy work and priorities arising from the impact of the pandemic.

Uluru Statement from the Heart Yarning Circle

Aunty **Pat Anderson AO**, Professor **Megan Davis**, **Lucy Davis** and **Sam Mostyn AO** discussed how the Uluru Statement came about and why this invitation to the Australian people is so important for the nation.

April

Australian Women reaching their potential

CEW released a joint statement with the Business Council of Australia, Goodstart Early Learning, **Wendy McCarthy AO**, The Parenthood and the Australian Council of Trade Unions to welcome the formation of the government's Cabinet Women's Taskforce, and to outline opportunities to lift the economic security and safety of women.

QLD Member Lunch Indigenous Affairs

The return of the Queensland Chapter's lunchtime conversation series welcomed Professor **Tracey Bunda**, Academic Director, The University of Queensland. **Tracey** discussed the Uluru Statement from the Heart and why a Voice to Parliament would make a difference.

May

Western Australia Reconciliation Week

During Reconciliation Week, the Western Australia Chapter welcomed Curtin University's new Vice-Chancellor **Professor Harlene Hayne** to celebrate the launch of the Moorditj Yorga Scholarship Program. This important program supports and encourages mature-aged Aboriginal and Torres Strait Islander women in tertiary education. The guest speaker was Professor **Sandra Eades**.

Federal Budget 2021

CEW welcomed the Federal Budget and the Treasurer's announcement to increase women's workforce participation and economic security, noting while the Budget was a good start, there is more to be done. President **Sam Mostyn AO** attended the budget announcement in Canberra. The CEW budget response generated considerable media coverage.

Reflecting on what the Federal Budget would deliver for women, this topic was also the focus of a CEW Circle, with President **Sam Mostyn AO** and members **Carol Austin**, **Melinda Cilento**, and **Renee Leon PSM**.

June

Maureen Kerridge AM Scholarship

The CEW and **Maureen Kerridge AM** Scholarship was created to help elevate women leaders in media, television, and advertising. CEW Member **Maureen Kerridge AM** was the first woman to run an Australian television network and the first female CEO of a free-to-air television network globally. Sadly, **Maureen** passed away in 2020. The **Kerridge** family generously donated this scholarship to continue her legacy in the Australian media industry.

Equitable Flexibility

CEW partnered with **Bain & Company** to launch the *Equitable Flexibility: Reshaping our Workforce* report, outlining the latest insights from employees and companies on workplace flexibility. The report found that 95% of employees want flexibility and flexible work arrangements.

SCHOLARSHIPS

Awarded



Sally Collins
INSEAD:
Advanced Management
Program



Carolyn Baker
Stanford:
Interpersonal Dynamics



Louise Gray
CEW Leaders Program



Gaelle Gouillou
CEW Leaders Program



Katrina Johnson
Harvard Kennedy School:
Public Narrative:
Leadership, Storytelling
and Action



Rachael Kay
MIT:
Leading Change in
Complex Organisations



Deanella Mack
Harvard Kennedy School:
Public Narrative:
Leadership, Storytelling
and Action



Penny Palmer
CEW Leaders Program



Kate Percy
CEW Leaders Program



Von Slater
Stanford:
Interpersonal Dynamics



Le Truong
Southern Cross University:
Master of Healthcare



Liz Westcott
MIT:
Leading Change in
Complex Organisations



Sally Collins, COO, Victorian Funds Management Corporation, awarded the scholarship to INSEAD Advanced Management Program.



SCHOLARSHIP PARTNERS

Bonnie Boezeman AO
Keith Kerridge



Executive Management Scholarship

Sally Collins, COO at Victorian Funds Management Corporation (VFMC), was awarded a 2020 CEW scholarship to the INSEAD Advanced Management Program, France.

Sally leads teams that enable the day-to-day operations of VFMC including investment services, finance, technology, data/analytics and legal. She has more than 20 years experience in financial services. Before joining VFMC, Sally was General Manager Business Management/ COO for both MLC's Wealth business and NAB's Business Bank.

Upon being awarded the scholarship, Sally said:

"My aim over the next five years is to optimise my current performance and prepare myself to lead and transform companies. This scholarship to INSEAD will help me build the skills and knowledge I'll need to tackle the career challenges that are certain to lie ahead. I want to lead great people doing important and impactful work that improves our economic and social lives."

Sally was welcomed into the CEW Connect community on receipt of her scholarship, however following a COVID-19 imposed delay she will travel to France in July 2022 to ensure that she can experience INSEAD in person.

SCHOLARSHIPS - NAIDOC WEEK

Two inspiring women leaders announced as scholars

The CEW Scholarship Program continued to thrive with growing numbers of scholars and partners despite the ongoing challenges of COVID-19. The extended pause on overseas travel was the number one factor contributing to the upheaval as scholars were unable to attend many courses. Thankfully, higher education providers quickly pivoted to online solutions and most of our 2020/21 scholars are completing courses remotely.

Deanella Mack and Katrina Johnson were recipients of the CEW and Roberta Sykes Indigenous Education Foundation Scholarships and have attended (online) an in-demand leadership program with Harvard Kennedy School.

This scholarship is designed to support Aboriginal and Torres Strait Islander women leaders to accelerate their careers. CEW announced the winners during NAIDOC Week 2021 as Australians came together to celebrate the rich history, diverse cultures and achievements of Aboriginal and Torres Strait Islander peoples as the oldest continuing cultures on the planet.

Deanella and Katrina were given the opportunity to attend the Harvard's online course 'Public

Narrative: Leadership, Storytelling and Action' and join other mid-career leaders, strengthening their capacity to lead. The course is part of the Harvard Kennedy School's Program for Non-profit Leadership and Public Leadership Executive Certificate Series.

Deanella, Indigenous Cultural Capability Leader at EY Australia said "this course will further enhance my natural storytelling ability and allow me to be more deliberate in inspiring action that will bring about positive cultural change for Aboriginal and Torres Strait Islander people". She is committed to sharing her story with others to inspire young women and to become a role model for other members of the Aboriginal and Torres Strait Islander communities.

Katrina is a proud Gooreng Gooreng woman leading her own consulting business, Cartymara Consulting. She is the inaugural Indigenous lead academic for the Masters of Indigenous Business Leadership at Monash University. Katrina hopes the skills she learns through the Public Narrative: Leadership, Storytelling and Action course will "strengthen my capability within the academic space and business sector to empower others through a narrative inspired by my Ancestors and Elders".



NAIDOC Week's theme for 2021, Heal Country, artwork: www.naidoc.org.au



Deanella Mack
Indigenous Cultural
Capability Leader at
EY Australia



Katrina Johnson
Proud Gooreng Gooreng
woman leading her own
consulting business,
Cartymara Consulting

SCHOLARSHIPS - NURSING

Scholar - Le Truong

Now in its third year, the **Bonnie Boezeman AO** Leadership in Nursing Scholarship aims to help women in nursing develop leadership skills to advance their careers and to grow the nursing sector.

COVID-19 highlighted many lessons in nursing. After a decade working as a nurse, Le Truong noticed a disparity that could not be ignored. Although nursing is a predominantly female profession, many of the senior leader positions, including her role models, senior management and executive team, were held by men. Le wanted this trend to change.

In 2020 Le was a Nurse Unit Manager from St Vincent's Hospital Melbourne, leading a 50-person strong team working on a COVID-19 ward. In 2021, Le was awarded the Leadership in Nursing Scholarship to undertake a Masters of Healthcare Leadership at Southern Cross University.

"I see so many young, eager nurses who are willing to move towards leadership positions, and this scholarship will help me foster that environment for them," Le said.

Last year's winner, Lisa Vilé a senior nursing officer with the Chief Nursing and Midwifery Office at the Western Australia Department of Health, has recently been promoted to co-lead a state-wide project building the advanced practice nursing workforce.

"Lisa could one day have a major influence on healthcare and the nursing system. She is kicking real goals," said **Bonnie Boezeman AO**, a founding CEW member.

Inaugural scholarship winner Danielle Coates is the head of paediatric emergency at Sydney's Royal North Shore, after 16 years in nursing.

"I am a passionate supporter of clinical nurses growing their leadership skills. I have a vision for the future of nursing and healthcare more broadly, and I want to be in a position to influence change informed by my years of clinical experience," she said.

Bonnie Boezeman AO began sponsoring the scholarship in 2019 in response to a lack of nurses in Australia. Pre-pandemic, there was a predicted shortfall of 85,000 nurses and COVID-19 has had a significant impact on the workforce.

"We need to find ways to support women nurses, to develop the leadership skills and capabilities that will help them both advance their own careers and grow the nursing sector as a whole," **Bonnie Boezeman AO** said.

Our three recipients, from Victoria, Western Australia and New South Wales are going from strength-to-strength as we endeavour to grow leadership in nursing nationally. Growing the pipeline of women leaders is at the core of CEW's mission.



Le Truong 2021 recipient of the CEW/Bonnie Boezeman AO Leadership in Nursing Scholarship a Masters of Healthcare Leadership offered by Southern Cross University.

SCHOLARSHIPS

"You deserve a seat at the table."

That's the message that Kate Percy, 2021 CEW Scholarship winner and Director of Knowledge and Outcomes at Berry Street, wants to share with other women.

"Confidence is key, there's nothing attractive about someone who is meek and doesn't back themselves. It's going to take women in leadership now owning it to change things for the women coming up behind us."

Kate was one of four inaugural recipients of the CEW Schmidmaier/ Mayne Scholarship that supports applicants from the not-for-profit sector. This scholarship was established in 2021 in recognition of the commitment and contributions of two Directors of the CEW Leaders Program **Lynette Mayne AM** and **Dagmar Schmidmaier AM** who have inspired hundreds of women to develop their leadership capacity.

A social worker by trade, Kate worked in government, not-for-profit and in the international humanitarian space before returning to university to study a Masters of Communications with the idea of pursuing journalism.

She instead wound up working in policy, where she started to observe a gap in the community sector between practitioners and the systems and processes designed to support them. That led her to a service development role, and in turn, her directorship at Berry Street, a provider of programs to children, families and young people including education services, trauma services and out of home care.

Her experience in the sector has informed Kate's role in senior management, such that she sends new staff who haven't worked on the front lines out to see how it's done when they join Berry Street.

"There can be a little bit of an us versus them divide in social work, so I try and bridge that," she said.

Kate is "not 100% sure" of where her career will go next, but it will be informed by the CEW Leaders Program, which she undertook this year.

"It was transformative. It changed the way I think, including about what's next. It gave me the words to wrap around my next move, it provided practical tools for making that happen and it gave me connections and a support network of other women."

As Kate has now successfully completed her course, she will also become a member of the CEW alumni community, CEW Connect, and have access to exclusive events with CEW members as well as joining a supportive network of successful women leaders.



Kate Percy, 2021 Scholar and CEW Leaders Program participant outside her workplace, Berry Street.



From left to right: Vanya Hinton, Fiona Lawton, Donna Benecke, Rebecca Douglas, Susan Metcalf, Monika Gietz, Carla Garvie, Fiona Keys, Joanna Krzyzanowska, Michelle Webber and Loretta Lynch.

CEW CONNECT

The Connect community - 1500 strong

The CEW Connect community comprises 1500 CEW Leaders Program graduates and CEW Scholars. This community is the pipeline of women in leadership roles in Australia and is central to CEW's mission of women leaders enabling women leaders.

The objective of the CEW Connect community is two-fold. Firstly, it supports its community members' career development. Secondly, it activates support for, and participation in, CEW's policy and advocacy work.

Active CEW Connect community members formed a Connect Committee in 2018 and have been integral to the growth of the program and its activity.

In FY21 the Connect Committee created a new activity structure to provide the opportunity for the community to hear from subject matter experts on current topics relating to women, leadership and career progression, and to share their knowledge and thought leadership amongst the community.

Three streams of events called INSPIRE, INTERACT and INFORM were introduced and offered virtually and face-to-face to the CEW Connect community in Brisbane, Melbourne, Perth and Sydney.

CEW Members, the Hon Bronwyn Bishop AO, Kathryn Fagg AO, Nicole Sheffield, Naomi Simson and Diane Smith-Gander AO spoke at the quarterly virtual INSPIRE events and shared their career insights and advice with the community.

More intimate, casual in-person INTERACT events were held in cafes, bars and boardrooms in Brisbane, Melbourne and Sydney.

In person boardroom lunch INFORM events were planned to be held but were disrupted by COVID-19 lockdowns in Melbourne and Sydney. The Brisbane INFORM event was hosted by Allens and explored notions of leadership with **Karen Faehndrich**, former CEO of Audrey Page and Associates.



Salesforce became the lead sponsor of the CEW Connect Hub in 2020. The sponsorship of the online portal for the CEW Connect community is a demonstration of Salesforce's commitment to supporting women in the leadership pipeline.

1500+

CONNECT

CEW Leaders Program & Scholarship Alumni

CEW LEADERS PROGRAM

The CEW Leaders Program inspires and equips women to fulfill their leadership potential. Designed for emerging women leaders in business, government and not-for-profit sectors, the program helps accelerate participants' careers into senior management. There is strong engagement in the program, with 95% of participants stating their organisations had benefited from their participation.

In FY21, CEW made a strategic decision to invest in the Leaders Program, guided by recommendations from management consultants Kearney. Investing in the program will contribute to the pipeline of talented women leaders, and a generation of future CEW members.

With a growth plan in place, the CEW Leaders Program delivered seven programs nationally and another 182 women leaders were welcomed into the CEW Connect community, embodying the CEW mission of women leaders enabling women leaders.

The CEW Leaders Program's resilience was put to the test, adapting to COVID-19 restrictions as the year progressed. Semester 2 Melbourne and Sydney programs were delivered in a hybrid format of in-person and virtual. The ability to switch our mode of delivery and provide a high-level program is testament to the adaptability of the CEW Leaders Program team. CEW member facilitators ensured smooth delivery and an engaging participant experience.

At the beginning of 2021, we farewelled **Amanda Mostyn** who stepped down from facilitation after five years. New CEW Members became facilitators during this period, including **Nicole Duncan** and **Erica Smyth AC** who facilitated the Perth program, and **Margie Seale** who assisted with the Sydney program. **Kathleen Bailey-Lord**, **Lynette Mayne AM**, **Karen Penrose** and **Dagmar Schmidmaier AM** also supported the facilitation of the program.

Support from members assisting with facilitation and speaking and placing talented women on the program continues to be the impetus around growth. As CEW membership grows, there will be increased focus on engaging members to support growth ambitions.



Dagmar Schmidmaier AM and Amanda Mostyn facilitating in Perth. Amanda steps down from the CEW Leaders Program after 5 years.



In 2020/21 The CEW Leaders Program pivoted to online and hybrid delivery.

FINANCIALS

FY21

Financial year 2021 commenced in the shadow of the COVID-19 pandemic lockdown. Adapting to the limitations imposed by restrictions, CEW engaged members in new ways with online events discussing advocacy and thought leadership as well as social events. These were welcomed by members, meaningful and cost effective.

The CEW Leaders Program was postponed in March 2020 and resumed in Sydney in September 2020 and Melbourne in October 2020, with Brisbane held over to 2021. The decision was made to cease offering face-to-face programs in Singapore.

Scholarships awarded for overseas courses prior to March 2020 were delayed until further notice. No further scholarships were awarded in FY21 with the exception of the **Bonnie Boezeman AO** Leadership in Nursing award. The scholarship offering for 2022 allowed applicants to choose their own courses and nominate the most effective online course for this point in their career.

In FY21, CEW reviewed its Financial Sustainability Strategy with input from Partners in Performance, Kearney and Monaro Advisory. Three programs have been identified to support CEW's future impact and financial foundations:

- CEW Leaders Program Growth – growing the Leaders Program to increase the pipeline of women leaders
- CEW Supporters – a new 'entry level' sponsorship aligned to partnership with more organisations committed to women in leadership
- CEW Summit – Melbourne based event to promote advocacy, member, sponsor and alumni engagement

The first two initiatives are in the process of implementation with assistance from the Board and members. The CEW Summit was due to be held on 8 June 2021 and had secured above target sponsorship, participation and ticket sales, however it was cancelled due to COVID-19 restrictions. All sponsors have committed to the rescheduled event in 2022.

CEW accessed Australian Government support during the pandemic with the JobKeeper

subsidy and Cashflow Boost providing significant financial assistance to the organisation.

Membership nominations were paused in 2020 which allowed review of the membership criteria and investment in the new member nominations process. Nominations recommenced in early 2021, for onboarding new members in July 2021.

Sponsorship of \$806k (FY20: \$1,080k) was secured in FY21, reflecting the economic circumstances but still showing strong support for CEW's vision and mission by its sponsors.

The CEW Leaders Program provided a higher net surplus of \$392k in FY21 (FY2020: \$134k) due to deferred FY20 programs being held in FY21. Additional programs were added in first half of 2021 due to demand. As a result of COVID-19 outbreaks, some of these were deferred to FY22. Online delivery of the CEW Leaders Program was provided for some sessions.

Pro bono partner contributions totalled \$3.1m – a significant increase from FY20 (\$1.1m) as our partners assisted with financial strategy, program growth, member engagement, research and advocacy.

The most significant service providers during this period were:



BAIN & COMPANY

Consultancy Services: CEW Senior Executive Census, 'Flex for Success' research report, 'United Nations Sustainable Development Goals and the work of CEW' white paper



KEARNEY

Consultancy Services: Leaders Program Growth Business Case



Deloitte

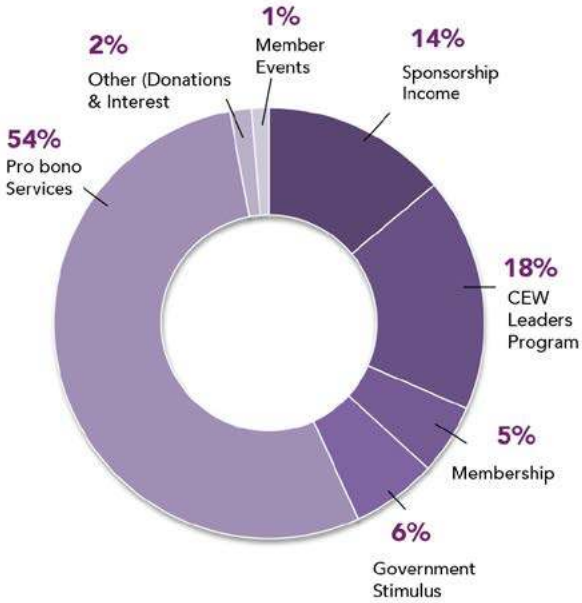
Accounting Services: Ongoing support for CEW accounts and financial management



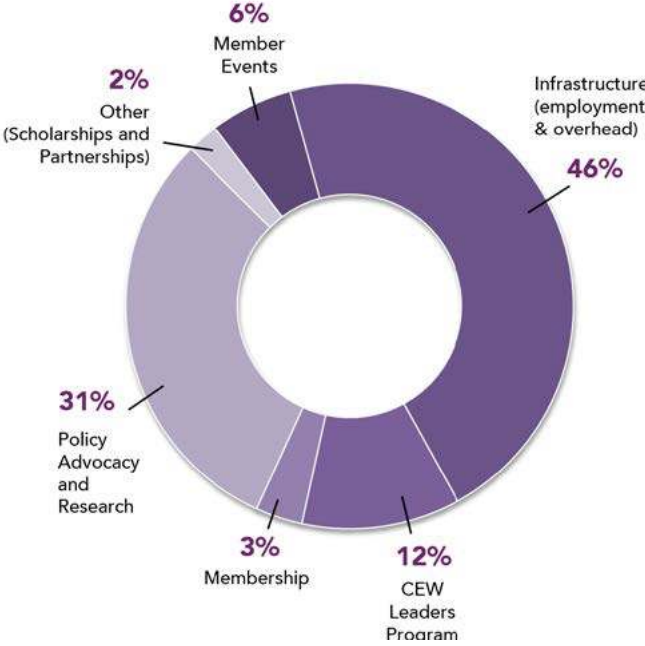
BCG BOSTON CONSULTING GROUP

Consultancy Services: CEW Member Survey

REVENUE



EXPENSES



Financial Summary FY20/21

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

REVENUE
for the year ended 30 June 2021:
\$5,782,090

EXPENSES
for the year ended 30 June 2021:
\$5,876,047

NET DEFICIT after depreciation
for the year ended 30 June 2021:
(\$93,957)

PEOPLE

Committees

Annual Dinner Committee

Sue Cato AM
Caroline Gurney
Anita Jacoby AM
(Chair from Nov 2020)
Marianne Perkovic
Nicole Sheffield
(Chair till Nov 2020)
Robi Stanton

Business Engagement Committee

Carol Austin
Jenny Boddington
(Chair till Nov 2020)
Annette Carey
Lisa Claes
Judith Crompton,
Sally Fielke
Jan Mason
Sally Fielke
Jackie Korhonen
Jan Mason
Sue Morphet
Sam Mostyn AO
Kathryn Fagg AO
Pauline Vamos
(Chair from Nov 2020)

Finance, Audit & Risk Committee

Tonianne Dwyer
Tanya Gilerman
Clare Harding
Amanda Harkness
Denise McComish (Chair)
Sue Morphet
Sam Mostyn AO

State Chapter Chairs

Sally Bruce
VIC Chapter Chair

Megan Corfield
QLD Chapter Chair

Tonianne Dwyer
QLD Chapter Chair

Amanda Harkness
SA Chapter Chair

Jackie Korhonen
NSW Chapter Chair

Libby Lyons
WA Chapter Chair

Denise McComish
WA Chapter Chair

AVM Margaret Staib AM CSC
ACT Chapter Chair

Kate Vidgen
VIC Chapter Chair

Melanie Willis
NSW Chapter Chair

NSW Chapter Committee
Deborah Coakley
Jackie Korhonen
(Chair from Nov 2020)
Sheila McGregor
Jo Pollard
Shelley Roberts
Naomi Simson
Deborah Singh
Deborah Thomas
Melanie Willis
(Chair till Nov 2020)
Penny Winn

Victorian Chapter Committee
Kate Vidgen
(Chair till Nov 2020)
Sally Bruce
(Chair from Nov 2020)
Janette Kendall
Dee McGrath
Janet Michelmore
Brooke Miller
Mei Ramsay
Carolyn Reynolds

QLD Engagement Committee

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

WA Engagement Committee

Helen Cook
Michele Dolin
Vanessa Guthrie
Jennifer Mathews
Denise McComish (Chair)
Gail McGowan
Gaye McMath
Andrea Sutton
Alison Terry

Governance Committee

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

Membership Committee

Kerri Burgess
Kate Farrar
Nicole Hollows
Melanie Laing
(Chair from Nov 2020)
Renae Lattey
Jennifer Mathews
Sandra McCullagh
Helen McKenzie
Brooke Miller
Jenny Parker
Sue Thomas
Fiona Wardlaw
(Chair till Nov 2020)

Scholarships Committee

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

Connect Member Committee

Sam Apps
Preeti Bajaj
Fiona David
Marie Delaitre
Monika Gietz
Megan Joyce
Amna Khan
Gabe North-Harney
Von Slater
Zahra Tariq
Narelle Turner

Leaders Program Advisory

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

CEW Leaders Program Member Speakers

Kathleen Bailey-Lord
Hon Dr Annabelle Bennett AC SC
Pauline Blight-Johnston
Ann Burns
Nicole Duncan
Colleen Harris

Staff

CEW Executive Team 2020/21

Susan Metcalf
Chief Executive Officer

Alison Aggarwal
Director, Policy, Advocacy & Research – parental leave cover

Karon Burcham
Program Administrator, Leaders Program

Ashley Cohen
Director, Finance and Operations

Nathan Cohen
Project Assistant

Sean Coristine
Manager, Partnerships

Anne Doherty
Manager, Projects

Laura Downe
Assistant to Program Executive, Leaders Program

Melanie Fernandez
Director, Policy, Advocacy and Research – on parental leave

Gabrielle Green
Manager, Marketing and Communications

Tam Ho
Program Manager, Leaders Program

Amanda Koster
Program Manager, Leaders Program

Sarah Lai
Manager, Policy, Advocacy & Research

Sara Miller
Events Coordinator and Team Assistant

Tania Moran
Assistant, Finance & Operations

Kareena Newton
EA to CEO

Tegan O'Neill
Manager, Scholarships and Alumni
Director, Member Engagement

Dagmar Schmidmaier AM
Director, CEW Leaders Program,

Michelle Woolven
National Program Executive, CEW Leaders Program
Director, Leader Development

Lorelle Yee
Director, Member Engagement

PM&C Secondees
Courtney Pelkowitz
Sienna Aguilar

CEW MEMBERS

Louise Adams
H.E. The Hon. Frances Adamson AC
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
Alex Badenoch
Kathleen Bailey-Lord
Pam Bains
Marnie Baker
Fiona Balfour
Amanda Bardwell
Monica Barone
Cheryl Bart
Christine Bartlett
Julie Batch
Cindy Batchelor
Dr. Tracey Batten
Kelly Bayer Rosmarin
Karyn Baylis AM
H.E. The Hon. Margaret Beazley AC QC
Megan Beer
The Hon. Annabelle Bennett AC SC
Michelle Bennetts
Paula Benson AM
Helen Besly
Penny Bingham-Hall
Prof. Marianne Birch
The Hon Bronwyn Bishop AO
Kylie Bishop
Claire Blake
Debbly 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
Jillian Broadbent AC
Lisa Brock
Elizabeth 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
Susan Cato AM
Pamela Catty
Dianne Challenor
Robyn Chalmers
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 Cobleby
Anne Collins
Megan Collins
Anna Collyer
Ellie Comerford
Kathleen Conlon
Melinda Conrad
Lea Constantine
Helen Conway
Helen Cook
Sharon Cook
The Hon Helen Coonan
Christine Corbett
Anne-Marie Corboy
Megan Corfield
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
Anne Cross AM
Patricia Cross
Em 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 Dornan AO
Dr Eileen Doyle
Vicki Doyle
Louise Dudley
Penny Dudley
Sherry Duhe
Nicole Duncan
Emma Dunch
Lesley Dwyer
Tonianne Dwyer
Cathryn Dyke
Teresa Dyson
Debra Eckersley
Diana Eilert
Linda Elkins
Elizabeth Elliott AM
Dr Bronwyn Evans AM
Prof Carolyn Evans
Melanie Evans
Audette Exel AO
Dr Jenny Fagg
Kathryn Fagg AO
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 AM
Naomi Flutter
Dr Mary Foley AM
Nicola Forrest
Penny Fowler
Nancy Fox AM
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
Lesley Grant
Lisa Gray
Anna Green
Kathryn Greiner AO
Michele Grow
Caroline Gurney
Michelle Guthrie
Dr Vanessa Guthrie AO

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 AM
Lisa Harrison
Alison Harrop
Kerri Hartland
Jane Harvey
Leanne Harwood
Margaret Haseltine
Jane Hastings
Lee Hatton
Prof Colleen Hayward AM
Sam Hazelton
Michaela Healey
Meredith Hellicar
Jane Hemstritch
Elaine Henry OAM
Virginia Herlihy
Sally Herman
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
Rosemary Howard
Sue Howard
Jayne Hrdlicka
Vanessa Hudson
Michele Huey
Rachel Hunter PSM
Sarah Hunter
Belinda Hutchinson AC
Rosemary Huxtable PSM
Bernadette Inglis
Cath Ingram
Von Ingram
Launa Inman
Dr Lisa Interligi
Betty Ivanoff
Michelle Jablko
Sheena Jack
Anita Jacoby AM
Naomi James
Rebecca James
Kate Jenkins
Jeanne Johns
Jacki Johnson
Sue Johnson
Amanda Johnston-Pell
Kate Jordan
Renata Kaldor AO
Caryn Katsikogianis
Carolyn Kay
Jane Keating
Penne Kehl
Gail Kelly
Prof Anne Kelso AO

Sue Kench
Janette Kendall
Narelle Kennedy AM
Maureen Kerridge AM
Annette Kimmitt AM
Julia King AM
Alison Kitchen
Aliza Knox
Elizabeth Koff
Jackie Korhonen
Toni Korsanos
Holly Kramer
Lynn Kraus
Prof Linda Kristjanson AO
Amanda Lacaze
Katie Lahey AM
Amanda Laing
Melanie Laing
Linda Langton
Renae Lattey
Francesca Lee
Yuan-Kee Lee
Heather Leembruggen
Prof Eeva Leinonen
Renee Leon
Jodie Leonard
Liz Lewin
Samantha Lewis
Sian Lewis
Rebecca Lim
Joy Linton
Dr Xiaoling Liu
Helen Livesey
Jane Livesey
Catherine Livingstone AO
Susan Lloyd-Hurwitz
Sally Loane
Karen Lonergan
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