

2022

ANNUAL REPORT

<VICICT4.WOMEN/>

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E Environmental Science
S Science
T Technology
E Engineering
A Arts
M Mathematics

Report Produced By: Cath Wood Design, Krystle Northover, Stephanie Chan and Julie Garaway
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Our vision is to actively promote and support women throughout their **ESTEAM** careers.

WHY WE EXIST

Founded in 2005, Vic ICT for Women provide a range of practical and sustainable initiatives that promote urban and regional women's entry, retention, and progression in technology.

We take a holistic approach to diversity, carefully crafting programs for every phase of a woman's education and career. From the early aspirations of schoolgirls to the ambitions of university students and the determined professionals already making strides right through to influential industry leaders who inspire others – our programs support and empower women throughout their ESTEAM (Environmental Science, Science, Technology, Engineering, Arts and Mathematics) careers.

We also play a crucial role in fostering collaboration and influence by acting as a vital link between government, business, the education sector, and other industry associations.

Together, we have the power to transcend boundaries, shatter stereotypes, and build a future where women in **ESTEAM** thrive and excel.

CHAIRPERSON'S REPORT

Dear Members,

We are delighted to present the updated Vic ICT for Women Annual Report for FY22, highlighting our organisation's remarkable progress and achievements over the past year. It has been a year of growth, impact, and transformative experiences as we continue our unwavering commitment to empowering women in ESTEAM industries.

Throughout FY22, our organisation has witnessed tremendous success and notable accomplishments. Each of our programs has returned to hosting in-person events, marking a significant milestone for us. We are thrilled to report that these events have been immensely successful, providing invaluable opportunities for networking, learning, and inspiration.

One of the standout events of the year was the highly acclaimed Go Girl, Go for IT event in August 2022. This event captivated the imagination of school-aged children, igniting their excitement and passion for future careers in technology. The overwhelmingly positive feedback we received

is a testament to the dedication and hard work of our team, as well as the enthusiastic participation of the attendees.

In addition to the success of the Go Girl, Go for IT event 2022, our team organised a diverse range of programs and events that catered to the needs and interests of our members. From thought-provoking sessions at What's Hot in Tech to engaging Importance of Women in IT events focused on addressing the pressing challenges faced by women in the workforce, our events provide a platform for knowledge exchange, empowerment, and networking.

The mentor(SHE:) sessions played a pivotal role in supporting women as they navigated real-life challenges and shared their experiences and ideas. These sessions have fostered a culture of collaboration, mentorship, and growth, empowering women to excel in their ESTEAM careers.



Furthermore, our Grad Girls program excelled in providing virtual mentorship to tertiary students as they faced the unique challenges of finding employment in the technology sector after graduation. The guidance and support provided through this program have proven invaluable to the participants as they embark on their professional journeys.

In our quest to reach more members of our community, we have taken proactive steps to enhance accessibility and inclusivity within our organisation. We have restructured our membership tiers and are thrilled to introduce a free membership tier (individual membership) and have also maintained our current professional membership tier to create greater accessibility for individuals interested in joining our network. The two-tier individual membership structure will better support our members in their engagement with Vic ICT for Women programs and resources.

We are proud to report that these programs collectively reached more than 3,500 participants, significantly impacting the lives and careers of countless women in the ESTEAM industries. Our commitment to excellence, inclusivity, and accessibility has allowed us to deliver high-quality initiatives that resonate with our members and the broader community.

Beyond our programmatic achievements, we have significantly strengthened our organisation's foundations. We have continued to

enhance our IT infrastructure and volunteer management capabilities, ensuring seamless support for our members and volunteers. The dedication and commitment of our more than 240 volunteers have been instrumental in our success, collectively contributing over 20,000 hours of their time in the past financial year.

In terms of branding and marketing, we have implemented a more unified and cohesive identity across our organisation and social media platforms. This strategic approach has further elevated our visibility and extended our reach, enabling us to effectively communicate our message and initiatives to a wider audience.

We sincerely thank our sponsors, members, and volunteers for their unwavering support. The generous financial contributions from our corporate sponsors have played a pivotal role in sustaining our initiatives, and we are immensely grateful for their ongoing partnership. We also express our deepest gratitude to our dedicated Board Members and countless volunteers, whose selflessness and commitment continue to drive our mission forward.

As we look ahead, we are enthusiastic and determined to further advance our mission of empowering women in ESTEAM industries. We remain dedicated to fostering inclusivity, diversity, and excellence.

Chris Skipper-Conway, Chairperson

Ayten Ozenc, Deputy-Chairperson

SNAPSHOT OF THE YEAR

Action meets impact...

3560
PARTICIPANTS

OVER
70
SCHOOLS
ATTENDED
GO GIRL

44
EVENTS



Virtual



In-person

EVENTS

JUL



20th - The diversity dilemma
Speaker: Jo Burston



21st - Grad Girls Mid-Year
Networking Dinner



22nd - Controlling Your Narrative:
Crafting Your Elevator Pitch
with Jennie Hill



4th - Motorola Solutions
Sponsor Hosted Event.
Topic: Smash The Interview



12th - What's So Great About Me?
Authentic Self Personal
Branding with Kirryn Zerna



18th - Being a women leader of
STEM based start-up.
Speaker: Leonore Ryan



18th - Lisa Cutler Coaching Workshop
Topic: Authenticity, Strengths &
Goal Setting



26th - Go Girl, Go For IT
2021: CyberEdition

AUG



2nd - Negotiations: Now & How
with Kate Boorer



16th - Personal agility - priorities
map workshop.
Speaker: Jyoti Dandona



16th - Emily Edgeley Workshop
Topic: Public Speaking



23rd - Our tech dilemma

SEP



1st - nCino Sponsor Hosted Event
Topic: Platform Feature
Creation Workshop



14th - Aussie Broadband Sponsor
Hosted Event
Topic: Pathways To Growth



19th - Building your
DIS-comfort zone.
Speaker: Martha O'Sullivan



28th - Arcitecta Sponsor Hosted Event
Topic: Mixing Creativity With
Software Development

OCT



18th - Resilience, failure and fear
Speaker: Kate Boorer &
Fiona Pearman



24th - 2021 Grad Girls Graduation































NOV



2nd - 2021 End Of Year
Celebration Event

DEC

2021

<div>JAN</div> <div>2022</div>	<div>FEB</div> <div>   17th - The science and art of successful project management. Speaker: Manjula Shaw </div>	<div>MAR</div> <div>   10th - 2022 Program Kick Off Event </div> <div>   17th - Breaking the gender code Speaker: Danielle Dobson </div> <div>   24th - 2022 Program Kick Off </div> <div>   31st - Leidos Sponsor Hosted Event Topic: Bringing STEM To Life </div>	<div>APR</div> <div>   4th - REA Group Sponsor Hosted Event Topic: Mission To Increase Gender Diversity </div> <div>   6th - Self-love & Leadership: How to raise resilient leaders during uncertain times. Speaker: Lindsay Leigh Hobson </div>
<div>MAY</div> <div>   19th - My journey of being a female in IT. Speaker: Caroline Stainkaph </div> <div>   24th - You only got that job because you're a woman: Dattner Group Lunchtime Leadership </div> <div>   25th - GreenTech: Our future is now </div>	<div>JUN</div> <div>   15th - Believing in your enough-ness Speaker: Cassandra Goodman </div> <div>   22nd - Transpire Sponsor Hosted Event Topic: Human-Centered Design + Creating An MVP </div>	<div>JUL</div> <div>   20th - You can't be what you can't see. Speaker: Teeshal Bal </div> <div>   13th - Publicis Sapient Sponsor Hosted Event. Topic: Intro Into Tech Consulting </div>	<div>AUG</div> <div>   2nd - Grad Girls Networking Event Topic: Networking For Introverts </div> <div>   18th - Go Girl, Go for IT 2022: Imagine IT </div> <div>   31st - Virtual Happy Hour and Mentor Panel </div>
<div>SEP</div> <div>   8th - Blockchain: building a faster future </div> <div>   15th - Empowered project leadership Speaker: Karine O'Donnell </div>	<div>OCT</div> <div>   6th - Mentor & Mentee Networking Event </div> <div>   13th - Motorola Solutions Sponsor Hosted Event Topic: I Am Remarkable! </div> <div>   19th - Transformational leadership Speaker: Sharon Samson (plus ANZ panel of 4) </div> <div>   26th - 2022 Grad Girls Graduation </div>	<div>NOV</div>	<div>DEC</div> <div>   1st - Beat self-doubt and tame your inner critic. Speaker: Fiona Pearman </div> <div>   6th - 2022 End Of Year Celebration Event </div>

GO GIRL GO FOR IT

Audience: Girls in years 5-12

Total students reached in 2021-2022: 2,300

Events Held: 2 events



2022... was the first in-person Go Girl event in 4 years post Covid-19 lockdowns!

Go Girl, Go for IT's primary objective is to captivate and immerse female students in the dynamic world of IT. It hosts a fun and free 1-day tech conference exclusively for girls in years 5-12.

These action-packed events focus on inspiring students through remarkable role models, futuristic technology exhibits, and dismantling any preconceived notions about ESTEAM careers. Featuring dozens of interactive workshops, inspirational presentations, Go Girl, Go for IT equips girls with the knowledge they need to explore the endless opportunities of an ESTEAM career.

“What a day!!! Thank you to all the volunteers and organisers at Go Girl, Go for IT. I know my students were amazed and inspired by the information that was presented, and the passion for ICT careers that was shared.” Damian Hoy, Junior School Technologies teacher at Ivanhoe Girls' Grammar



In 2022, we celebrated the 10th Anniversary of Go Girl, Go for IT



THANK YOU TO OUR SPONSORS FOR YOUR SUPPORT

2021 & 2022	2021	2022
ANZ Deakin ASD (incl AWSN & ISACA) NAB Carsales University of Melbourne Monash Uni Vic Govt (via Grant from DJPR)	Granite Motorola Computershare GMT People Swinburne University Yellowfin	ALEPH Labs Art Processors Australia Post Kinetic IT TPG Telecom WEX

“I love technology and I have loved it so much when my dad would tell me and teach me about cyber security and tells me how firewalls work. He also tells me about Kubernetes. I loved hearing things like this from someone from my own gender and people from the industry that I want to be in when I grow up. Thanks for giving me the confidence with the things that I am good at.”

Grade 5 attendee in 2021



Audience: University and TAFE STEM female students

Total tertiary students reached in 2021-2022: 121

Events Held: 16 events

2022...

was the first in-person Grad Girls event after 2 years of virtual events



Grad Girls is an award-winning 1-year program designed to empower female STEM students transitioning from university to a career in ICT. Monthly sessions, aligned with the academic year, offer invaluable insights into various career pathways, whether it's entering the tech industry, joining a startup or small business, or pursuing research or academic roles.

Highlights include office tours, educational presentations, guidance and mentoring for personal branding, support in choosing between industry and academia, and navigating career options.

New program inclusions for 2021-2022:

Grad Girls added two popular new workshops to the 2021 program – careers and public speaking – made possible by our 2020 Motorola Solutions Foundation grant. As part of the 2021-2022 program, we were able to offer Scrum and Amazon certification to all eligible students.

“I just got amazing news that I got a role for next year! I couldn't have done it without the workshops that Vic ICT for Women ran this year so thank you so much for being such a positive force in this community.” Joss Tanasaldy, Grad Girls participant



**Grad Girls
hosted
16 events in
2021-2022**

“I attended a variety of events as a student participant that helped me develop my industry knowledge as well as professional skills. I started volunteering with Grad Girls to give back. It’s not easy to enter, let alone succeed in the Australian tech industry as an international student. Grad Girls quite literally changed my life. That is why I volunteer for the program now. I want more students to reap the same benefits, have an even better experience and thrive in the ESTEAM industry.”

Grad Girls volunteer

THANK YOU TO OUR SPONSORS FOR YOUR SUPPORT

2021 & 2022	2021	2022
Motorola Solutions REA Group Leidos Transpire	Aussie Broadband Arcitecta NCino Message Media Publicis Sapient Clear Dynamics Whispir Afterpay	Art Processors

**CAREER
SUPPORT
FOR FEMALE
STEM
STUDENTS**

mentor (SHE:)

Total participants 2021-2022:

204 mentors & mentees
(102 pairs)

Events Held: 9 events

**“Mentoring is
a brain to pick,
an ear to listen,
and a push in the
right direction.”**

John Crosby



mentor(SHE:) is a VIC ICT initiative designed to support the professional growth of women in the STEAM fields while fostering invaluable networking connections. The program pairs mentees with mentors who have experience in STEAM and/or leadership positions, and a genuine passion for advancing women in STEAM careers.

Throughout the program, participants are supported with guidance materials, access to an online community for networking, webinars held throughout the year, and opportunities for informal meet-ups. And it all culminates with an end of year celebration to acknowledge the achievements and growth of all participants.

“My mentor hasn't just helped me professionally, she also helped me grow personally. She's been a source of wisdom from the get-go, and I couldn't have got through this year without her.” Mentor(SHE:) Mentee



204
mentors and
mentees
participated



THANK YOU TO OUR SPONSORS FOR YOUR SUPPORT

2021 & 2022

Yellowfin

2022

Dattner Group
Accuteque

The Dattner Group event in May 2022 was a highlight for MentorShe participants. During the interactive event, participants explored how we respond to triggering situations and what stories we tell ourselves in these situations. New methods in responding and the power of owning our own narrative were reinforced. Session was empowering as participants also discussed why women in leadership is imperative for our society.

“Even though I'm an experienced professional in the tech sector, the input, different perspectives, strategic advice and feedback from my mentor really made a such a positive impact. I thoroughly enjoyed working with my mentor.”

mentor(SHE:) Mentee

what's HOT in tech

Audience: Career minded professionals

Total participants reached in 2021-2022: 167

Events Held: 3 events

What's Hot in Tech (WHIT) is an interactive event showcasing emerging technologies and industry trends in a friendly and informative atmosphere.

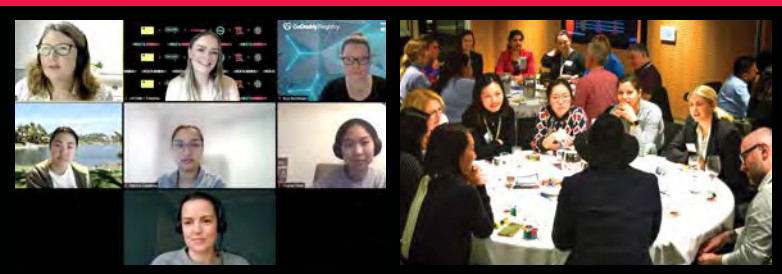
Our unique 'round table' format brings together a panel of technology specialists who lead engaging discussions and offer invaluable insights into their respective domains of expertise. As an attendee, you can expect an evening of networking and thought-provoking conversations as you connect with technology leaders who are changing the way we live, work, interact, and conduct transactions through innovative technological advancements.

“ You and the whole team were fantastic - it was one thing to see how you managed events online a few months ago (that was impressive!) but seeing how you operate in real life was next level. Thank you all for organising such a great event!” Diana Di Cecco, Keynote speaker for Blockchain event



2021- 2022 Highlights

ANZ hosted, 'Blockchain: Building a Faster Future', at their Docklands HQ. It was an exciting occasion as it marked our first in-person event since 2019. The event attracted a fantastic attendance and exceptional line-up of speakers.



Thank you
to our
volunteers

Our volunteer team deserves a special mention for their unwavering commitment. With many members dedicated to the program for over 5 years, their long-term involvement speaks volumes about the value they find in both organising and attending our events. In return, we remain committed to providing volunteers with diverse roles and responsibilities, as they discover their passions and excel in their chosen areas.



THANK YOU TO OUR SPONSORS FOR YOUR SUPPORT

2021 & 2022	2021	2022
ANZ Envirosuite	Law Squared	Elbaite

“ Really fun night, both challenging and thought-provoking. It was great to discuss new technologies with the experts.” What’s Hot in Tech event attendee

IMPORTANCE OF WOMEN

Audience: Career-minded professionals

Total participants reached in 2021-2022: 545

Events Held: 14 events

In 2021... authors of **Core Confidence**, Kate Boorer and Fiona Pearman, shared their insight and wisdom on the topic of "Resilience, Failure, and Fear" and attracted 60 attendees to the breakfast event



Importance of Women in IT (IOW) is a series of networking events that celebrate the importance of women working in the technology field. Each month, guest speakers share their insights on the latest advancements, their IT careers, and invaluable lessons learned along the way. These events provide a fantastic platform for informal networking and offer a chance to learn from industry leaders.

Our aim is to cultivate a positive community that inspires, encourages, and empowers individuals to dream big about the endless possibilities in their careers.

"IOW is such a great event series. I enjoy coming to them because not only do they feature inspiring speakers and I always have so many takeaways, but it's a great place to network and meet more women in the industry."

IOW attendee



THANK YOU TO OUR SPONSORS FOR YOUR SUPPORT

2021 & 2022	2022
ANZ	Robert Walters

“I originally became aware of the program when attending the breakfasts. When I first returned to Melbourne there were no groups to bring women who worked in tech together and I thought this program was a great idea, so being social and working in tech I thought I could add something. I have met some great ladies, learnt a lot and feel like we are contributing to the growing number of women in tech.”

IOW volunteer

Our **largest event** for 2022 titled
"Empowered Project Leadership"
 featured project delivery trainer
 and **speaker Karine O'Donnell**
 and attracted **70 attendees**

#IOW

LOOKING FORWARD

Despite ongoing efforts to address gender diversity issues in IT, the ESTEAM sector has a long way to go. That's why we are committed to expanding and diversifying our programs and advocacy initiatives, providing support for women at every stage of their journey, from school age right through to leadership. Some areas we are focussing on are:



SERVICES

- Continue to work with organisations to ensure more women can grow their careers and access the guidance needed to be successful.
- Continue to raise awareness on diversity issues by shining a spotlight on the importance of gender diversity. We aim to create a greater understanding of the benefits it brings to organisations and communities.
- Continue to refine our services that span stages of the career lifecycle.

MEMBERSHIP

- Strengthen corporate relationships and create positive membership experiences to maximise our reach.
- Expand the value that we provide to our member base and our corporate partners to build and retain a strong network.

VOLUNTEERS

- Foster an empowered cohort of engaged, supported and valued volunteers contributing to Vic ICT for Women's success.

FOUNDATION

- Ensure strong governance and operational execution.
- Strengthen brand identity.

OUR VOLUNTEERS

OVER **240**
VOLUNTEERS

...including board members

OVER
20,000
VOLUNTEER
HOURS

Vic ICT for Women operates solely through the dedication of our volunteers. We deeply appreciate the incredible individuals who make everything we do possible.

Their diverse roles encompass managing our marketing, social media, event recruitment, planning and running programs and events, providing invaluable mentorship support, and so much more.

We extend our sincere gratitude to each and every one of you, whether you contribute an hour or have devoted years to our cause. Your generosity and unwavering support have been instrumental in propelling our mission forward.

Go Girl, Go for IT

- Abbey Vines
- Aggie Hearn
- Alex Nestorovski
- Alexandra Caldow
- Amanda Chen
- Amandeep Dua
- Anne Baltazar
- Apeksha Grewal
- Apeksha Pore
- Ashlee Jensen
- Ashvini Tamgadge
- Asmita Govind
- Ayesha Ali
- Bilva Shree
- Bindu Methumalli
- Brendan Tremble
- Bronwyn Austin
- Catherine Daskalos
- Cathy Lechner
- CeCe Nguyen
- Chau Tran
- Edwina Aikman
- Elaine Bernardino
- Elspeth Duffy
- Emily Kate Demicoli
- Gabrijela Mileska
- George Mihailides
- Gloria Gonzalez
- Grace Harvey
- Grace Rishie
- Hanila Maruvada
- Hema Venkataraman
- Jennifer Leong
- Jessica Huynh
- Jodi Morgan
- Joyce Wang
- Julie Sugden
- Kate Evagora
- Katie Henderson
- Kirsty Watts
- Lara Cartwright
- Laura Mackay
- Laura Pietromartire
- Leela Kalagara
- Lesley Devlin
- Lily He
- Lily Lo
- Louiza Nutt
- Lucy Hehir
- Lydia Peabody
- Mallika Bhoopasamudram
- Mandy O'Toole
- Maria Mirenda
- Mayase Jere
- Mel Yuan
- Melanie Deale
- Melissa Halstead
- Melody Grace
- Mia Tran
- Mika Kalaw
- Milla Teplitsky
- Nalini Naidu
- Nandan Thakar
- Natacha Uzan
- Natalia Fisher
- Neha Malik
- Nidhi Chandibhamar
- Nimisha Abraham
- Patty Stonehouse
- Pinar Genc
- Prashasti Pradhan
- Priya Gnanasekaran
- Ranjitha Dhanasekar
- Rebecca Mansour
- Rithika Venkatesan
- Rochelle Weeratunge
- Romy Panzera
- Rosie Busuttil
- Sammi Ghafari
- Sandhya Iyer
- Sanika Dandekar
- Sarah Bastiaan
- Shalindri De Silva
- Sianne Hussey
- Sowmya Nambiar
- Sri devi Priya
- Susan Elmesslamy
- Sylvia Yang
- Therese Chakour-West
- Tisa Majumder
- Urooj Khan
- Versha Naidu
- Vibha Pant
- Wendy Lau
- Yonitha Thavayogaraja

OUR VOLUNTEERS

Grad Girls	mentor(SHE:)	What's Hot in Tech	Importance of Women in IT	Marketing		
<ul style="list-style-type: none"> • Akanki Brahmhatt • Alexandra Jessop • Amani Ibrahim • Andrea Au • Cheryl Yeoh • Greg Thom • Gwenny Warnick • Hayley Wilkinson • Hui Min Yau • Jane Bilsborough • Johanna Canizales • Kate Illsley • Lara Nguyen • Laura Villarreal • Lauren Jones • Lindsay Cohen • Margarita Mejia • Marta James • Michael Karpavicius • Michelle Chalhoub • Michelle Kim • Natalie Byrgiotis • Sara Ogston • Sean Meakin • Simran Dhonchik • Sonia Ramza • Tisa Majumder • Yi Su 	<ul style="list-style-type: none"> • Bhamini Runa • Bhavika Unnadkat • Bonnie Lucas • Cathy Wu • Isabelle Kluger • Itisha Singh • Jessica Maree Bircsak • Joanne Denaro • Karthikeyan Kameswaran • Kathryn Marshall • Krystle Northover • Kulle Genemo • Manasa Mahalingam • Manochitra Ravichandran • Margarita Alamo de Parkin • Mona Fleming • Neena Shankar • Pooja Mathur • Sanyukta Kulkarni • Tanushree Parial • Trishadhi Reddy Palwai • Ufna Aamir 	<ul style="list-style-type: none"> • Alison Currie • Belinda Boo • Damilola Oni • Elisabeth Martinez-Canas • Elizabeth Mulhall • Jodi Rosenthal • Kirsty Glen • Melissa Restea • Nicky Allen • Punita Udeshi • Tuleisha Lucardie • Vindiya Dissanayake 	<ul style="list-style-type: none"> • Adeline Chang • Alessia Lucca • Annabelle Boodhna • Bahar Amid • Caroline Stainkamp • Connor Sonnen • Hina Chadha • Jannine Kennedy • Jessica Young • Jo Cusack • Jodi Rosenthal • Melanie Shaw • Punita Udeshi • Rachael Bunshaw • Ruchika Mittal • Sarah Grover • Wendy Nguyen • Yesini Liyanage 	<ul style="list-style-type: none"> • Aditi Jindal • Aiecher Bains • Aishwarya Karkera • Alessia Lucca • Amanda Chen • Amit Agrawal • Andrea Au • Anggita Elmawinda • Anjani Priya • Anumol Elsa John • Ashma Uprety • Bhakti Rane • Brooke Sim • Cassie Yao • Catalina Bonavia • Chamara Somaratne • Christine Sarmili • Crystal Chen • Danielle Pullin • Dara Garcia • Divya Lee Alex • Elaine Lalchand • Emily Penn-Tonkin • Farah Naeem • Farnaz Vahab • Harsh Rathod • Ishaan Khanna • Jane Bilsborough • Jaskirat Kaur Sandhu 	<ul style="list-style-type: none"> • Jennifer Cerqualia • Jenny Monsalve • Jessica Kong • Jiayu Yin • Joanna Du • Jody Bennett • Jordan Barnard • Josephine Chan • Judy Horman • Julie Garaway • Katherine Beh Meei Huey • Khai Ling Chan • Kissairis Munoz • Krystle Northover • Lauren Edgerton • Leigh Tomkinson • Lily Liu • Lu Shen • Maddy Runting • Madiha Zaidi • Mairian Gildea • Manika Singh • Mansi Bharat Pandya • Marti Kaplan • Mathew Dony • Melissa Halstead • Melissa Restea • Mel Yuan • Michelle Chalhoub 	<ul style="list-style-type: none"> • Michelle Kim • Mika Kalaw • Mish Thang • Mona Fleming • Nashid Memy • Nastasija Siljanova • Natacha Uzan • Natalie Bennett • Natasha Pakiarajah • Nimisha Abraham • Omar Saleem • Paige Girdwood • Rebecca Jones • Renastra Khanza Fadhlila • Rochelle Seneviratna • Ruhee Meghani • Ruobing Deng • Sarah Incoll • Simran Dhonchik • Sisira Pulluru • Soniya Bendre • Thao Nguyen • Trishadhi Reddy Palwai • Tuleisha Lucardie • Ufna Aamir • Yaz Vohra • Yesini Liyanage • Yixiao Wang • Ziyu Dong

OUR PEOPLE

Board and Team

Top Row

- Chris Skipper Conway *Chairperson*
- Ayten Ozenc *Deputy Chairperson, Secretary*
- Sigal Pilli *Board Member, Treasurer*
- Stephanie Chan *Board Member*
- Louiza Nutt *Board Member*

Second Row

- Sara Ogston *Board Member*
- Jessica Maree Bircsak *Board Member*
- Caroline Stainkamp *Board Member*
- Elizabeth Mulhall *Board Member*
- Pritida Vinod *Board Member*

Third Row

- Koula Tsiaplias *Associate Board Member*
- Nicky Allen *Associate Board Member*
- Julie Walker *Advisory Board Member*
- Julie Garaway *Marketing Consultant*
- Krystle Northover *Marketing Consultant*

Fourth Row

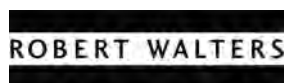
- Victoria Mstari *Executive Assistant*
- Barbara Weston *Accounts Payable*



OUR SPONSORS AND PARTNERS



Vic ICT for Women and the services we offer would not be possible without the support of our sponsors and partners. Your unwavering support and generosity have fuelled our initiatives, allowing us to expand our reach, develop impactful programs, and make a significant impact on our growing community.



TREASURER'S REPORT



During FY22 VIC ICT for Women converted its financial year from June to December year-end, in order to align budget and financial reporting with the operational rhythm of the organisation. This enables a more accurate and effective budget and planning processes. As a result, the financial reports for this year are for 18 months covering the period between 1st of July 2021 and 31st of December 2022.

During this period the organisation generated a surplus of \$48,180 versus a deficit of \$45,681 in FY21 (on an accrual basis). Our revenue for the 18 months were \$ 385,189 (\$189,281 for the 12 months to June 30th 2021) our expenses were \$337,010 (\$233,962 for the 12 months to June 30th 2021). The operating and marketing expenses of the organisation over the past 18 months were adequately covered by membership, events and sponsorship revenue.

Membership revenue over the period of 18 months were \$30,951 vs \$12,692 in the 12 months prior. Sponsorship revenue for the 18 months were \$330,958 vs \$153,659 for the 12 months prior. The organisation's major expenses that are not entirely allocated to the programs are marketing (\$56K), admin services (\$60k for both the recent 18 months and the 12 months prior), and computer services (\$29K vs \$46K in the 12 months prior).

VIC ICT for Women's balance sheet as of December 31st, is in a strong position. The cash balance was \$419,410 vs \$476,272 at 30th of June 2021. Net assets were \$433,467 vs \$385,287 at 30th of June 2021.

I would like to thank our exiting diligent bookkeeper Barb Weston and welcome Irene Tsoulkanakis who will be joining us in January 2023.

Sigal Pilli, Treasurer

Victorian Women in ICT Network Incorporated

**Income and Expenditure Statement
31 December 2022**

	Note	2022 \$	*2021 \$
Income			
Sponsorships		330,958	153,659
Memberships	2	30,951	12,692
Events		9,890	6,814
Mentor(SHE:) Registration		5,970	11,366
Interest income		1,272	256
Other revenue		6,148	4,494
Total income		385,189	189,281
Less: cost of sales		1,050	923
Gross profit		384,139	188,358
Expenditure			
Services (Program Delivery, Membership, and General operating costs)	3	107,714	60,412
Program delivery costs		123,592	25,601
Membership administration costs		9,750	64,489
General operating costs		94,903	82,537
Total operating expenditure		335,959	233,039
Surplus / (Deficit) for year		48,180	(44,681)

*12 months to June 2021

Victorian Women in ICT Network Incorporated

**Balance Sheet
As at 31 December 2022**

	Note	2022 \$	2021 \$
Assets			
Cash		299	1,418
PayPal			
Cash Management Account		3,735	4,750
Online Saver Account		415,376	470,105
Accounts receivable		18,602	447
Prepayment		-	455
Total Current Assets		438,012	477,174
Liabilities			
Account payable		-	28,439
GST account		-	(4,734)
Unearned / deferred income		4,545	68,182
Total Current Liabilities		4,545	91,887
Net assets		433,467	385,287
Equity			
Current year earnings		48,180	(44,681)
Retained earnings		385,287	429,968
Total Equity		433,467	385,287

Notes to the Financial Statements for the year ending 31 December 2022

1 Statement of significant accounting policies

The accounting policies set out below have been applied consistently to all periods presented in these financial statements.

A. Basis of measurement:

The financial statements have been prepared on an accrual basis and are based on historical cost and do not take into account changing money values except where specifically stated.

B. Income tax:

The association is a not-for-profit organisation and is exempt from income tax under section 50-45 of the Income Tax Assessment Act 1997.

C. Cash and cash equivalents:

Cash and cash equivalents includes cash on hand, deposits, held at call with banks, other short-term highly liquid investments with original maturities cash within three months.

D. Income recognition:

Sponsorship income is recognised at the date of the activity for which sponsorship is provided or to the amount of any expenditure relating to that activity if that expenditure is incurred prior to that activity. Membership income is recognised on invoicing. All other forms of income are recognised on their receipt. At period end, any sponsorship moneys not recognised as income are carried in the balance sheet as 'Unearned / deferred income'.

E. Goods and services tax (GST):

Revenues, expenses and assets are recognised net of the amount of GST. Receivables and payables are stated inclusive of GST.

F. Accounts receivable:

Accounts receivable include amounts from customers for services rendered and members for annual membership fees due. All accounts receivable are reviewed on a monthly basis and are expected to be collected full. All receivables are expected to be collected within a 12-month period and classified as current assets.

G. Accounts payable:

Accounts payable represent the liability for goods and services received that remain unpaid. Accounts payables are paid within 30 days of a liability being recognised.

H. Fixed assets and stock:

The association does not hold any fixed assets or items of stock on its balance sheet. Any small value purchases below \$300 or stationery stock purchases are expensed at the date of purchase.

2. Membership income comprises all income derived from membership fees from the six classes of membership set out in the association's constitution. Membership is a GST-able supply and is stated net of GST within the membership income line.

3. Services payments comprise of payments to the association's manager and bookkeeper. Neither the manager nor the bookkeeper are employees of the association and hence no employee liabilities are accrued for their services. Service payments are allocated between general operating costs, program delivery costs or membership administration costs based on time spent on each.

4. Transactions between related parties are on normal commercial terms and no more favourable than those available to other parties.

5. No committee members entered into any material contract the association. There were no loans to committee members.

STEP UP TO THE CHALLENGE

Since 2005, **Vic ICT for Women** have hosted countless events for thousands of participants. We at Vic ICT for Women, invite you help us keep up the momentum and become a catalyst for empowerment and equality.

There are lots of ways for you to get involved...

BECOME A MEMBER

[CLICK HERE](#)

Vic ICT for Women has a range of membership options to suit you. Whether you are hoping to build you community, gain industry knowledge or attend our events; or improve the diversity of your organisation. Our extensive membership options offer you the ability to fight gender diversity in ESTEAM industries – no matter how big or small.

Furthermore, as part of our continued growth and mission to support gender diversity, Vic ICT for Women has committed to giving access for FREE to our incredible community membership, via our members platform. Visit: vicictforwomen.com.au/membership-benefits

VOLUNTEER

[CLICK HERE](#)

Our volunteers power every single one of our activities. We're looking for all sorts of skills and help – reach out and connect with us!

SPONSOR

[CLICK HERE](#)

Raise your company's visibility and support one of our impactful programs at the same time.

Sponsorship opportunities vary in size and scope.

BE SOCIAL

Connect with us on LinkedIn, Twitter, Facebook or Instagram, to stay up to date on our latest news and events.



Promoting and supporting women throughout their **ESTEAM** careers

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