

CEW Women Leaders
Empowering
All Women



ANNUAL
REPORT

FY24

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

FY24 ACHIEVEMENTS

MEMBERSHIP

1,209
CEW Members

11%
Increase in
membership

2,813
Women in CEW's
Connect Community

LEADERSHIP DEVELOPMENT

8
Leaders Programs
delivered

3
Executive Leaders
Programs delivered

281
Women attended
these programs

82
Leaders Program
NPS

100
Executive Leaders
Program NPS

ADVOCACY

6/6
Policy asks adopted
by government

1
International
delegation

118,428,992
Potential audience reach
of **2,342** media mentions

8
CEW submissions to
Government

2
Thought leadership
reports



FY24 ACHIEVEMENTS

SCHOLARSHIPS

30

Scholarships
awarded

354

Applications

4

New scholarships
introduced

EVENTS

640

CEW Leadership
Summit attendees

40

CEW member events
with 4,898 attendees

3,146

Total guests at CEW
Annual Dinners across
four capital cities

SPONSORSHIPS

58

Sponsors and partners



MESSAGE FROM THE PRESIDENT

As I reflect on my term as President of Chief Executive Women, I am proud and grateful for all we have achieved together. I am also optimistic about the future we are shaping, united in our mission to empower women and create a better future for all Australians.

The past year has been pivotal for CEW, marked by strategic reforms and impactful advocacy. We strengthened our foundation with a comprehensive governance review, reimagining our framework to reflect the needs of a modern CEW. Central to this was the introduction of our Code of Conduct, ensuring our shared values of professionalism and integrity guide us forward.

Our membership grew to over 1,200 women leaders, and we engaged more than 4,800 supporters through our Summit, Annual Dinners, and intimate gatherings that amplified our collective influence. These connections fuel our mission, creating a vibrant, inclusive community committed to meaningful change.

Advocacy remains the cornerstone of CEW's work.

This year, our policy efforts contributed to historic wins, including superannuation on government paid parental leave, improved wages for care workers, and the government's commitment towards affordable, quality early childhood education. These achievements reflect years of persistence and collaboration, demonstrating the power of our unified action.

Our research has been equally impactful, shedding light on barriers to equality and charting pathways forward. The 2023 CEW *Senior Executive Census* revealed ongoing gaps in leadership representation, while our *Unlocking Leadership* report highlighted the unique challenges faced by culturally and racially diverse women.

Leadership development is at the heart of CEW's mission. This year, 281 exceptional women participated in our programs, gaining the skills and confidence to step into more senior roles. Additionally, 30 scholarships were awarded to emerging leaders, ensuring they are equipped to excel. These initiatives impact workplaces and communities, reinforcing our belief in the transformative power of women's leadership.

The year also brought transitions in leadership, presenting both challenges and opportunities. I am delighted to welcome Lisa Annese as our new CEO, whose vision and expertise will propel CEW into its next chapter. I extend my heartfelt thanks to the CEW team for their resilience and dedication during this time.

As we approach CEW's 40th

anniversary, we celebrate the significant progress CEW has driven and the legacy we build upon. We also stand at an inflection point. Our mission is as vital as ever, but our approach must evolve to meet today's complexities. Inclusivity must remain at the core of our advocacy —bringing everyone along on this journey is essential to our success.

CEW has never aspired to be the largest member organisation in Australia, but it can be the most influential by harnessing the power of the most impactful women leaders. Our future is about supporting and growing our collective impact.

To our partners and sponsors, your generosity fuels our work. To our members, your passion drives our mission. Thank you for being part of this extraordinary journey.

It has been a privilege to serve as your President. CEW's best days are ahead, and I look forward to witnessing the incredible impact we will continue to achieve together.



OPERATIONS UPDATE

The CEW team is focused on delivery against the 2030 Strategy, the purpose of **women leaders empowering all women**, and a vision of accelerating gender equality by 2030.

Driving change through advocacy

In FY24, CEW's policy work remained a cornerstone of our mission, focused on advancing gender equality in the workplace. Our advocacy efforts resulted in successful outcomes, including improved pay for care sector workers, superannuation on government-paid parental leave, and increased support for victims of domestic and family violence. Notably, all six recommendations from our Pre-Budget Submission were either fully or partially adopted by the Federal Government.

Throughout the year, CEW held two ministerial roundtables and produced eight submissions that influenced key policy initiatives, such as the national

gender equality strategy *Working for Women*, the Senate inquiry into menopause, and the Productivity Commission's report on Early Childhood Education.

Shedding light on inequality

In addition to our policy engagement, CEW published two significant thought leadership reports. The 2023 CEW Senior Executive Census, now in its eighth year, highlighted both the progress made and the ongoing gaps in gender balance across ASX300 leadership teams. Our second report, *Unlocking Leadership: Conversations on Gender and Race in Corporate Australia*, examined the unique barriers faced by culturally and racially diverse women, offering actionable recommendations to foster greater inclusivity in corporate leadership.

We would like to thank our partners who have worked with us: Bain & Company, Spencer Stuart, Melior Investment Management, HESTA, and 40:40 Vision. We also acknowledge and thank our long-standing thought leadership sponsor, ANZ.



The impact and influence of CEW in policy and decision making

Our work leading up to the 2024 Federal budget culminated in a pre-budget submission that included a number of asks. Importantly, many of these asks were taken up by Government.

What we asked for	What we got
Embed a gender lens and gender responsive budgeting	<p>\$55.6 million for the Building Women’s Careers program to advance women in key male dominated industries.</p> <p>\$38.2 million over eight years to support a thriving, skilled and diverse STEM workforce</p> <p>Support for women-owned and led businesses via the AusTender procurement process</p>
Make quality early childhood education and care universal	Pay increases for early childhood workers
Strengthen women’s economic security throughout their life course	<p>\$925 million allocated to supporting victim survivors, including a \$5,000 emergency payment</p> <p>Adapting the Stage 3 Tax Cuts to address gendered outcomes</p>
Invest in well-paid, secure jobs in care sectors	<p>Pay increases for aged care workers</p> <p>\$1.6 billion over 11 years to provide paid work placements for teaching, nursing, midwifery and social work students</p>
Expand Paid Parental Leave to promote shared care	<p>Paid Parental Leave will be expanded to 26 weeks by 2026</p> <p>Superannuation on Commonwealth Paid Parental Leave</p>



Connecting our members, partners and community to our mission

CEW's national events—including four Annual Dinners and the 2023 CEW Leadership Summit—continued to serve as vital platforms for advancing gender equality. At the heart of these gatherings, the Summit introduced "Agenda 2033," which emphasized actionable strategies to fast-track gender equality, with compelling speakers committed to transformative change.

The Annual Dinners, held across the country, raised significant funds for CEW scholarships and programs, while strengthening engagement with allies and supporters.

CEW continues to provide meaningful opportunities for leaders from various sectors to unite, collaborate, and set the stage for a more inclusive future. These events provided opportunities to engage over 4,800 supporters nationwide.

"Some of the most inspirational business leaders that have influenced my career are graduates of the INSEAD. I have long desired the opportunity to drink from the same Fontainebleau fountain."

INSEAD scholar Karen Paterson, CEO, JSW Drilling

New opportunities for women leaders

CEW is committed to advancing gender equity by sponsoring women and building a strong pipeline of future female executives. Through our scholarship program, we actively contribute to developing the next generation of women leaders.

The positive outcomes from our scholarships program are numerous:

- Since 1990, we have enabled over 300 women to accelerate their careers through CEW scholarships.
- Of the eight scholars that have taken the INSEAD AMP course, all eight have progressed to C-suite roles, and five to CEO.
- With the Aurora Foundation, we have now supported 18 First Nations women in their study at Harvard Kennedy Business School.
- ANZ have supported nine scholars in growing their experience in sustainability since 2021.
- Since 2019, Bonnie Boezeman AO has supported six nurses completing their Masters in Healthcare Leadership at Southern Cross University.

Thank you to our scholarship partners: Bonnie Boezeman AO, Jane Hansen AO, Keith Kerridge in memory of Maureen Kerridge AM, ANZ, Australian Retailers Association, Governance Institute of Australia, Southern Cross University, Aurora Education Foundation, Melbourne Business School, Helen McPherson Smith Trust, Chemistry Australia, Actuaries Institute, Property Council of Australia.

Inspiring the next generation of leaders

CEW's leadership programs remain central to our mission, with expanded offerings and refreshed content in FY24 that deeply resonated with participants. We maintained an outstanding Net Promoter Score (NPS) of 100 for our Executive Leaders Program and 82 for our Leaders Program. This year, 281 women engaged in these transformational programs, consistently receiving strong endorsements for their impact. We are grateful to our CEW Members, Sponsors, and Partners for their ongoing support in creating exceptional learning experiences.

“The CEW Leaders Program transformed my outlook and provided clarity during a challenging period, ultimately guiding me towards my true aspirations—a profoundly impactful experience.”

Hayley Daniels, Leaders Program



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

- 97% said the program allowed them to develop new competencies and strategies
- 95% said the program allowed them to understand their Strengths and how I can amplify them
- 98% said the program allowed them to build relationships with others to form a strong network
- 100% said the program allowed them to connect with, and learn from, the wisdom of CEW member speakers and facilitators
- 99% said the program allowed them to become more self-aware and commit to change

FINANCIALS

CEW experienced strong financial performance in FY24, with increased event and leaders program revenue, and a solid financial position, generating a surplus for the first time in recent years.

FYFY24 marked a year of robust growth for CEW, reflecting strong leadership, program expansion and financial stability.

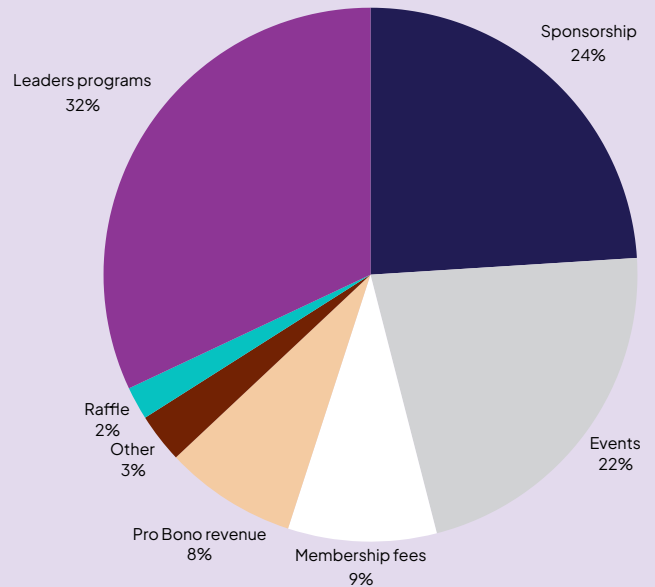
Event revenue saw a notable rise to \$1.75 million driven by successful Annual Dinners and the CEW Leadership Summit. Membership fees also grew with new member intake reaching \$757,207.

CEW's leaders programs, with refreshed content and expanded delivery, generated \$2.63 million, up from \$2.4 million in FY23, reinforcing these programs as an essential funding source.

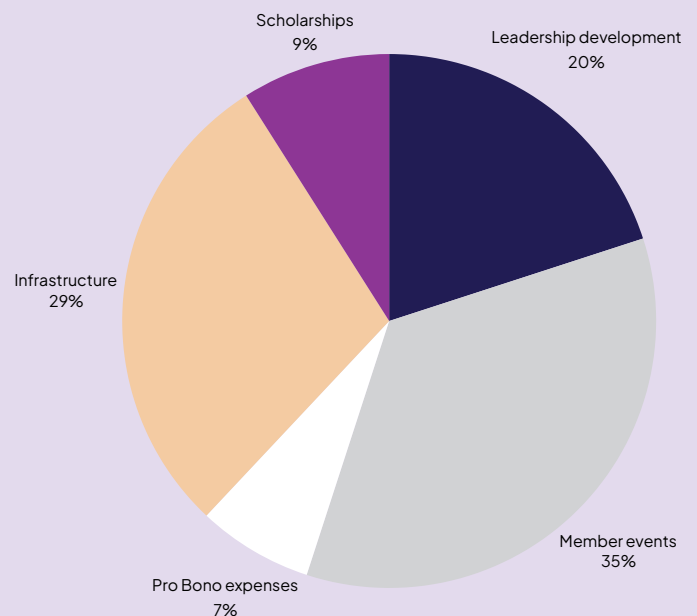
Sponsorship revenue provided crucial support at \$1.98 million underscoring strong backing from corporate partners. CEW committed \$229,000 toward scholarships with anticipated sponsor support of \$193,000.

CEW concluded the year with \$1.32 million in retained earnings and solid cash reserves, positioning the organisation to advance its advocacy and education initiatives.

REVENUE



EXPENSES



CEW BOARD

July 2023 - November 2024

CEW is governed by a representative Board led by the President. The Board is supported by a Chief Executive Officer and the CEW Executive Team, who deliver CEW's Leadership Development Programs, scholarships, events, advocacy and thought leadership, with the support and engagement of members, sponsors and partners.

Director	Start date	End date
Anita Jacoby	November 2020	August 2024
Debra Eckersley	August 2024	Present
Jacqueline Korhonen	November 2020	November 2023
Karen Chester	August 2024	Present
Kathy Hirschfeld	August 2024	Present
Libby Lyons	July 2021	August 2024
Megan Corfield	July 2021	June 2024
Nicole Hollows	August 2021	Present
Pauline Vamos	November 2021	November 2024
Sally Bruce	November 2020	November 2024
Sangeeta Venkatesan	August 2024	Present
Susan Lloyd-Hurwitz	November 2022	Present

BOARD COMMITTEES

July 2023 - November 2024

Interim Nominations & Governance Committee

Pauline Vamos (Outgoing Chair)

Debra Eckersley

Elizabeth Jameson AM

Georgina Williams

Jane Bridge

Kelly Reynolds

Sonja Stewart

Finance, Audit & Risk Committee

Nicole Hollows (Outgoing Chair)

Sangeeta Venkatesan (Incoming Chair)

Jody Burton

Kate Gibson

Louise Dudley

Susan Lloyd-Hurwitz

Tanya Gilerman



CEO COMMITTEES

July 2023 - November 2024

**Asterisk indicates member has since stood down from Committee*

Policy & Engagement Committee

Toni Brendish (Chair)

Pauline Vamos (Outgoing Chair)

Jan Mason*

Lisa Claes*

Liz MacNamara*

Sally Fieke*

Samantha Mostyn AC*

Carol Austin

Cheryl Hayman

Juliet Bourke

Susan Lloyd-Hurwitz

Scholarships Committee

Ann Burns (Chair)

Deidre Willmott (Outgoing Chair)

Belinda Watton

Helen Rowell

Janet Matton AM

Karen Bozic

Kate Aitken

Kate Munnings

Kristen Walsh

Lee Hatton

Susan Davies*

Sue Wilson

Leadership Committee

Ann Burns (Chair)

Amy Stanley

Ayesha Razzaq

Claire Hemphill

Deidre Willmott

Eliza Godley

Elsa Masztak

Fiona David

Gaye McMath

Jessica Curtis

Kathleen Bailey-Lord

Kellie Dix

May Leung

Meredith Wheelhouse

Wendy Stops

Zak Hammer

Membership Committee

Sandra McCullagh (Chair)

Fiona Harris

Jenny Parker

Kate Farrar

Kerri Burgess

Laura Berry

Liesel Wett OAM

Natalie Brown

Renae Lattey

Summit Committee

Ann Burns (Chair)

Dee McGrath (Outgoing Chair)

Carolyn Reynolds

Henriette Rothschild

Jodie Hampshire

Katrina Troughton

Paula Benson

CEO COMMITTEES

July 2023 - November 2024

**Asterisk indicates member has since stood down from Committee*

Annual Dinner Committee

Marianne Perkovic (Chair)
Anita Jacoby AM* (Outgoing Chair)
Amy Stanley
Caroline Gurney
Caroline Gurney*
Gillian Franklin
Megan Corfield
Robi Stanton*
Sue Cato AM*
Sunita Gloster AM*
Susan Massasso

WA Engagement Committee

Kelly Reynolds (Chair)
Libby Lyons* (Outgoing Chair)
Amy Stanley
Andrea Sutton
Gail McGowan
Gaye McMath
Heather Zampatti*
Jennifer Mathews
Olivia Humphrey*
Stephanie Buckland
Sue Wilson

VIC Engagement Committee

Cindy Batchelor (Chair)
Sally Bruce (Outgoing Chair)
Brooke Miller
Caroline Cox
Caron Beaton-Wells
Dee McGrath
Delphine Cassidy
Felicity Pantelidis
Gillian Franklin
Janette Kendall
Katie Cooper
Rena Lattey
Sally Collins
Simone Carroll
Suzette Corr

QLD Engagement Committee

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

State Chapter Chairs

Kate Croser SA
Katie Cooper TAS
Sarah Kruger ACT
Cath Ingram* ACT

NSW Engagement Committee

Emma Hogan (Chair)
Jackie Korhonen* (Outgoing Chair)
Adrienne Bloom
Amanda Mostyn*
Joe Pollard
Karen Lonergan
Kathrina Lo
Sarah Brennan
Sheila McGregor*
Trish Egan
Vanessa Guthrie

SPONSORS & PARTNERS

Thought Leadership Partner



Official Airline Sponsor



National Annual Dinner Platinum Sponsors



CEW Annual Dinner Gold Sponsors



CEW Annual Dinner Silver Sponsors



National Annual Dinner Hospitality Sponsor



SPONSORS & PARTNERS

Queensland Annual Dinner Sponsors



Victoria Annual Dinner Sponsors



WA Annual Dinner Gold Sponsors



CEW Summit Gold Sponsors



CEW Summit Silver Sponsors



Summit Hospitality Sponsors



CEW Supporters



SPONSORS & PARTNERS

Scholarship Partners

Bonnie Boezeman AO

Kerridge Family Foundation

Jane Hansen AO



ABOUT CEW

Since 1985, Chief Executive Women (CEW) has influenced and engaged all levels of Australian business and government to remove the barriers to women's progression and ensure equal opportunity for prosperity.

CEW's 1,200 members represent Australia's most senior and distinguished leaders across the country's largest private and public organisations, collectively overseeing over 1.3 million employees and \$749 billion in revenue.

Through research, advocacy, leadership programs and scholarships, CEW works to realise its purpose of 'women leaders empowering all women' and the vision of a community where women and men have equal economic and social choices and responsibilities.



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