

women banking and finance

COMMUNITY REPORT 2024





Women in Banking and Finance (WiBF) is a not for profit membership association committed to increasing the representation of female leaders in the banking and finance sector - and welcomes all genders to be part of the conversation.

WiBF's Corporate Members represent all facets of the industry, including major Australian and international banks, mutuals, insurers, investment managers, super funds, fin techs and corporates servicing the sector. Our members collectively employed over 600,000 individuals. WiBF events and education programs are open to all participants irrespective of gender.

We are proud to offer a comprehensive suite of educational programs and webinars to our members, along with networking opportunities. Together, we shape the future of banking and finance, driving positive change and building a sustainable and inclusive industry for all.

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"Thank you for showing me that there is so much more out there and giving me guidance to better myself."
 - WiBF 2024 Member Survey

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"Thank you for the WiBF offering and network opportunities. It really does remind me that we are part of a larger movement and need to continue our efforts to develop ourselves as professionals and individuals."
 - WiBF 2024 Member Survey

Vision and Value

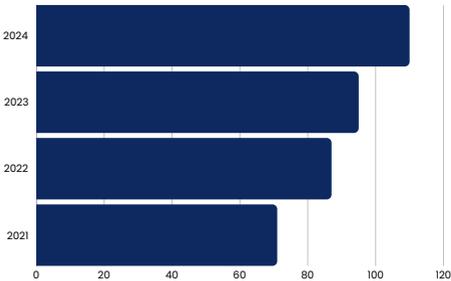
A tangible, positive impact in the Australian banking and financial services sector that will lead to improved gender diversity and inclusive leadership practices across the sector.

Mission

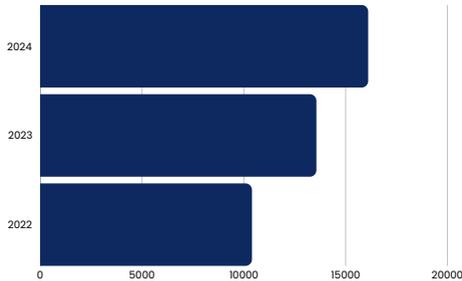
Work with member organisations to:

- Enable women in emerging, mid career and senior executive roles to achieve their career goals.
- Develop an awareness and understanding of the business sense and strength behind gender diversity and innovation.
- Actively grow the talent pipeline of professional women at every stage of their career.

MEMBERSHIP GROWTH



MEMBERSHIP DASHBOARD USERS



IMPACT SNAPSHOT

- 600,000 +** Individuals represented across the sector providing limitless networking opportunities
- 7,200+** Webinar registrations offering valuable learning experiences for members
- 300+** Nominations for the WiBF 2024 National Industry Awards recognising exceptional achievements



A Message from Our President Sangeeta Venkatesan,

What an extraordinary year of expansion and triumph for our organisation! I'm delighted to present our 2024 Community Report to you. Our commitment to championing diversity and fostering personal empowerment in the banking and finance sector remains unwavering and I am pleased to note that our initiatives are making a positive impact on the culture and growth of our member organisations.

We've forged new alliances, launched innovative initiatives and presented numerous avenues for our members to thrive and advance. Last year we were pleased to expand our WiBF offering by connecting with professionals in Adelaide to host our first South Australian in-person event, as well as internationally in New Zealand. WiBF Membership represents head offices at over 40 countries around the world. As we enter 2025, we sincerely appreciate your continuous support of WiBF. Here's to another year of shared success and impactful growth.

Warmly,
Sangeeta Venkatesan
WiBF President



A Message from Our CEO, Stephanie Girard,

What an incredible journey this year has been! As we reflect on 2024, it's clear that our community continues to grow not just in numbers, but in impact. This year, we proudly welcomed 110 corporate members, including 18 new organisations and 17 universities, strengthening our collective ability to drive meaningful change in the banking and finance sector. In a time when equity, inclusion and leadership have never been more critical, WiBF is needed more than ever, not just as a network, but as a driving force for lasting transformation.

Together, we are reshaping the industry, ensuring that opportunities are open to everyone and that every individual has the support they need to thrive. As CEO of WiBF, I am incredibly proud to stand alongside our members and their teams, providing the resources, connections, and events that make a real difference. Looking ahead, I'm excited about the opportunities on the horizon, particularly as we extend our reach internationally. More than ever, we remain focused on supporting the success of each individual because true progress comes when we uplift and empower the whole person.

Thank you for being an essential part of WiBF. Your dedication and support make this community what it is, and I can't wait to see what we achieve together in the year ahead.

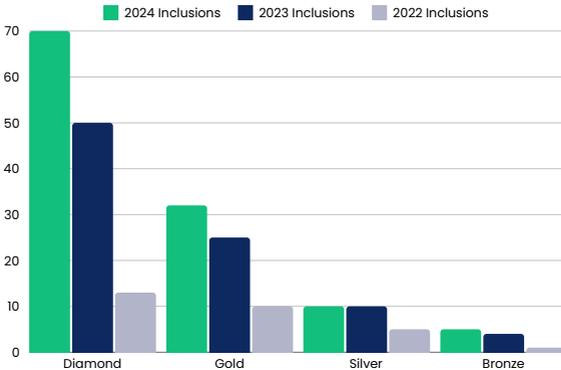
Warmly,
Stephanie Girard,
WiBF CEO



WIBF 2024 CORPORATE MEMBERS



2024 INCREASE IN ADDITIONAL VALUE MEMBERS RECEIVED



93%
said they were satisfied with
your overall WIBF membership
and benefits.

"WIBF has grown so much in the last few years - it's great to see this!"
- WIBF 2024 Member Survey

GROWTH IN MEMBER BENEFITS AND OPPORTUNITIES



"I am thrilled my organisation has joined and allowing me the opportunity to be a part of this community."

"WiBF is fantastic and I love being a part of this fantastic organisation."

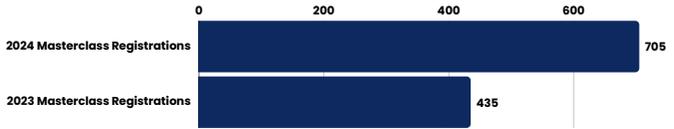
"Very good program and I really appreciate the great content that various webinar presented. Keep going!"

"I really enjoy attending panels/lunches where we can learn from interesting people."

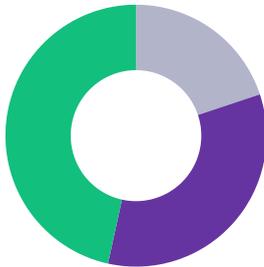
In 2024, WiBF experienced significant growth. Steadfast in our dedication to promoting diversity and empowering individuals in the banking and finance sector, we welcomed new members, initiated ground breaking projects, hosted in person events in nationwide and internationally, celebrated phenomenal achievements and provided numerous opportunities for our members to excel and progress.

110

Corporate Members including 17 Universities joined us in 2024.



2022 In-Person Event Registrations
830



2024 In-Person Event Registrations
1942

2023 In-Person Event Registrations
1400



Welcomed 750 WiBF National Industry Awards guests.



WIBF 2024 EVENT HIGHLIGHTS



Opportunities and Challenges for Queensland in the Lead Up to the 2032 Olympics **Hosted by WiBF, ANZ & Ashurst – Brisbane, QLD – February 2024**

The evening featured a distinguished panel of experts. Their insights provided a comprehensive understanding of the challenges and opportunities that lie ahead for Queensland businesses.



Diversity in Markets: Breaking Barriers **Hosted by WiBF & Commonwealth Bank – Melbourne, VIC – March 2024**

The event provided the perfect backdrop to delve into the crucial topic of diversity in markets, all in celebration of International Women's Day.



Closing the Divide: Property Ownership, Gender, and Wealth Growth **Hosted by WiBF & Macquarie Group – Sydney, NSW – May 2024**

Our panel shared valuable insights on the gender equity gap in property ownership, drawing from the 'Women & Property 2024' report.



Economic Outlook 2024 **Hosted by WiBF & ANZ – Sydney, NSW – June 2024**

This sold out event brought together a stellar panel of economic experts and a highly engaged audience for an insightful discussion on the global economic landscape and its implications for Australia in 2024.



WiBF's Official Launch in New Zealand **Hosted by WiBF, Accenture & INFNZ – Auckland, New Zealand – August 2024**

Over 60 people gathered to celebrate two significant milestones: WiBF's official launch in New Zealand and the grand opening of Accenture New Zealand's new office



Pathways to Success in Finance & Leadership: Lessons Learned and Future Focus **Hosted by WiBF & ANZ – Adelaide, SA – November 2024**

We were thrilled to have hosted our first WiBF event in Adelaide, Pathways to Success in Finance & Leadership: Lessons Learned and Future Focus, in collaboration with our valued WiBF Corporate Member, ANZ.



Exploring the Implications of the US Election Results on the Banking and Financial Services Industry **Hosted by WiBF & ANZ – Sydney, NSW – November 2024**

Attendees joined the in person session at Sydney's Art Gallery of New South Wales for a pivotal discussion following the highly anticipated US election results.



Empowering High-Net-Worth Women: Breaking Barriers in Finance **Hosted by WiBF & NAB Private Wealth – Melbourne, VIC – November 2024**

Our panel spoke about the impact high net worth women are making in Australia's finance landscape. With a projected inheritance of AUD \$3.2 trillion, these discussions are so important!

WIBF'S 2024 PROGRAMS

➤ **WiBF Mentoring for Success Program**

Over the course of the program, participants met with their mentoring partner for 6 to 8 one on one mentoring sessions and come together as a group for a series of leadership development workshops. **100%** of mentors and mentees surveyed said they feel confident in their inclusive leadership skills.

over the last 15 years...

1,370

Participants have completed this program

21

Different organisations have put a mentor or mentee through this program



➤ **WiBF's Workplace Wellbeing & Flourishing Leadership Program**

In this program, participants are introduced to foundational and profound tools and strategies for mental health, emotional resilience and workplace wellbeing.

"Positive experience to gain a deeper understanding of self perspectives, emotions, motivations to then apply to different leadership approach given different situations. Would recommend for people reaching a level within their career and needing an opportunity to step back and evaluate how to adjust their leadership styles for further growth."

159 Participants completed this program in 2024



➤ **WiBF Peak Performance Coaching Program**

Peak Performance is a tailored coaching program offered exclusively to members of Women in Banking and Finance to support you through your next significant transition. Structured with the convenience of remote online delivery, the program is accessible to our members throughout Australia and offshore, with the flexibility to time sessions in line with your individual needs.

"The coaching sessions were one of the best things I've done for my career. Had I not done this course, I don't think I would have had the confidence to be this open and honest with my manager about what I exactly want to achieve in my career."



➤ **Applied Confidence with Dr Louise Mahler**

In this incredibly hands on and practical event for leaders, Dr Mahler provides a point of contact to analyse, plan and review through the lens of Body/Voice and Frameworks of Communication, tailored specifically for those in leadership roles.

"The feedback we received from our first online event with Dr Louise Mahler was overwhelmingly positive and exactly what we needed given the current virtual working environment. Not only was it the most highly attended optional event we've had in years, but Louise's presentation was followed by multiple requests of when she will be returning as a guest speaker again. We couldn't recommend Louise for a workplace event more highly!"



WIBF'S 2024 MASTERCLASSES



Diversity and Inclusion
The Power of Diversity:
A Masterclass in Inclusion



Recalculate your life with GPS
Girl: 44 Directions for Driving
Performance Success



High Performance Use of Chat
GPT and other AI Tools



The Leadership Star:
A Practical Guide to
Building Engagement



Tackling Imposter Syndrome



New Beginnings:
A Roadmap for Starting the
Year Strong



How to Build your Personal
and Professional Brand



Nature and Biodiversity
Risk Reporting



Delegate like a Ninja
and Stop Stressing



Climate Change:
Financial Impact of
Physical Risk



Overcoming Perfectionism



LinkedIn: Mastering the
Knowledge Marketplace for
Thought Leadership



Leading the Way:
Mastering Leadership in
Hybrid Roles

WIBF was proud to deliver 13 masterclasses in 2024, offering our members a diverse range of insights and strategies across leadership, imposter syndrome, AI trends, personal branding, nature and biodiversity, and diversity and inclusion.

These sessions empowered professionals with valuable tools and knowledge to thrive in their careers and beyond.

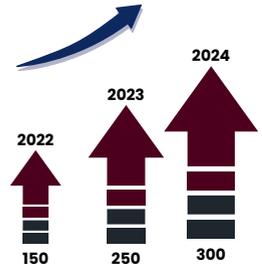
WIBF 2024 NATIONAL INDUSTRY AWARDS

The Women in Banking and Finance (WIBF) 2024 National Industry Awards made history on Thursday, 5th September, as a record breaking 750 guests gathered to celebrate the achievements of outstanding professionals in the banking and finance industry.

Held at the esteemed Grand Ballroom at Sydney's International Convention Centre (ICC) in Darling Harbour, the event also received over 300 nominations, making it one of the most significant occasions in the WIBF's history.

As we prepare to celebrate WIBF's incredible 25th anniversary in 2025, we're thrilled to announce a special gala dinner event that will mark this milestone in style! Join us Thursday 18th, September as we reflect on a quarter-century of impact, celebrate the strides we've made toward gender equity, and continue our mission to elevate women into key leadership roles.

WIBF NATIONAL INDUSTRY AWARD NOMINATIONS



A Message from Our Chair **Diana D'Ambra AM**,

As Independent Chair of WIBF, it gives me great pleasure to present our 2024 Community Report.

In 2024, WIBF achieved record breaking engagement with our members.

Our dedication remains strong as we aim to improve on our initiatives, cultivate new partnerships, and offer further opportunities for our members to flourish and progress in their professional paths.

Your continuous support for WIBF is greatly valued by my fellow directors and management. Your commitment is vital to our shared achievements, and we look forward with enthusiasm to another year of collaborative success and continuous advancement.

I would also like to express appreciation to my fellow board members for their energy, inspiration, and contribution to advancing the WIBF mission.

We are looking forward to another year of great achievements for our community in 2025.

Warmly,
Diana D'Ambra AM
WIBF Independent Chair



**Appointed Member of the Order of Australia AM
January 2024**

WIBF 2024 BOARD MEMBERS

- **Sangeeta Venkatesan** – WIBF PRESIDENT
- **Diana D'Ambra AM** – WIBF INDEPENDENT CHAIR
- **Stephanie Girard** – WIBF CHIEF EXECUTIVE OFFICER
- **Christina Tonkin** – WIBF VICE-PRESIDENT
- **Annella Cox** – WIBF COMPANY SECRETARY
- **Adrienne Bloom** – WIBF DIRECTOR
- **Darren Boulos** – WIBF DIRECTOR
- **Marla Brefka Heller** – WIBF DIRECTOR
- **Natalie Vanstone** – WIBF DIRECTOR
- **Rebecca Warren** – WIBF DIRECTOR
- **Tom Clayton** – WIBF DIRECTOR
- **Calum Davis** – BOARD OBSERVER

RETIRED IN 2024:

- **Annabelle Kline** – WIBF DIRECTOR
- **Rebecca Crabb** – WIBF DIRECTOR
- **Su-Lin Ong** – WIBF DIRECTOR





**We couldn't have done it
without your generous support.
Thank you.**



wibf.org.au



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