

COMMUNITY REPORT

women
banking
and
finance
25
ANNIVERSARY

2025





Natalie Vanstone **WiBF President**

Stepping into the role of WiBF President this year has been both humbling and energising. After contributing as a Director on the WiBF Board, I've had the privilege of seeing first-hand the dedication, generosity, and determination that power this community. But 2025 has been something truly special.

This year, we celebrated WiBF's 25th anniversary, a remarkable milestone that invited us to honour our past while setting bold intentions for our future. It has been inspiring to witness just how far our organisation has come, and even more inspiring to see the enthusiasm with which our members continue to drive progress.

We also reached an important moment in our journey: welcoming our 120th member organisation. This achievement reflects not only the growing relevance of WiBF, but the collective belief that our sector is stronger, more innovative, and more equitable when women can lead, contribute and rise without barriers.

Throughout 2025, WiBF continued to broaden its programs, deepen its partnerships, and expand its presence across Australia and internationally. The breadth of engagement this year from events and leadership programs to advocacy and community initiatives, highlights just how committed our members are to shaping a more inclusive future for banking and finance.

As we look ahead, I am excited about what's possible when we build on this foundation together. WiBF has several incredible programs and masterclasses lined up in 2026 for our members and we're thrilled to be hosting our first in-person program in Auckland, New Zealand.

I am grateful for the trust our community has placed in me, and I am committed to ensuring WiBF continues to evolve, challenge, and champion the changes our industry needs.

Thank you for being part of this extraordinary year. I cannot wait to see where the next chapter takes us.

Stephanie Girard **WiBF CEO**

What a year! 2025 has been a defining year for Women in Banking and Finance, one that allowed us to both honour our legacy and actively shape what comes next.

Celebrating 25 years of WiBF was deeply meaningful, and it reinforced our responsibility to build an organisation that is relevant, progressive and impactful for the future.

Throughout the year, we expanded our services, bringing WiBF into more cities, more organisations and more conversations than ever before. We launched new programs, introduced additional in-person events, and continued to evolve our leadership and development offerings to meet members where they are, at every stage of their career. We also proudly launched our new High School Toolkit, supporting students, school advisors and parents in exploring the breadth of opportunities available across our industry, opening doors earlier and showing young people just how diverse, dynamic and rewarding a career in this sector can be.

It has been incredibly rewarding to see our member satisfaction increase for the fourth year in a row, and we are proud to have introduced CPD points across multiple programs in 2025, ensuring members can grow their capability while meeting professional requirements. One of my favourite moments every year is standing on stage at our Awards Gala, surrounded by such exceptional individuals, a powerful reminder of the talent, leadership and impact within our community.

What continues to stand out most is the variety of ways our community connects. Whether through in-person events, online sessions, leadership programs, webinars, on-demand content or industry conversations, our members are showing up with generosity, curiosity and commitment. That engagement is the heartbeat of WiBF.

As CEO, I am incredibly proud of what we have built together this year. We are not just delivering programs, we are creating pathways, building confidence and helping shape a more inclusive and equitable industry. The work ahead is important, the opportunity is significant, and I am excited by the legacy we are creating together for the next generation.

1 *Natalie Vanstone*

Stephanie Girard



WiBF OVERVIEW

WiBF is a non-profit membership association dedicated to boosting the presence of women in leadership roles within the banking and finance sector. WiBF's corporate members represent all facets of the industry, from major Australian and international banks through to mutuals, insurers to investment managers, superannuation funds, professional services, government, financial regulators, fin-techs, treasury, exchanges & corporates servicing the sector. **Our members collectively employ over 600,000 individuals.**

We prioritise gender diversity as a key driver of business success, emphasising a passion for creating real change, collaborative partnerships with our members, and a commitment to achieving results through innovation.

WiBF events and education programs are open to all participants irrespective of gender.

We are proud to continue 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.

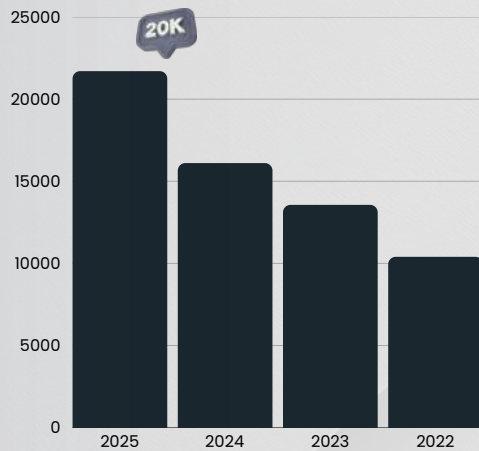
Vision and Value

WiBF's vision is to create 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

- Enable women in emerging, mid career and senior executive roles to achieve their career goals.
- Work with member organisations to 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 DASHBOARD USERS



600,000 +



Individuals represented across the sector providing limitless networking opportunities

7,800+



Webinar registrations in 2025 offering valuable learning experiences for members

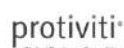
300+



Nominations for the WiBF 2025 National Industry Awards recognising exceptional achievements



OUR CORPORATE MEMBERS





ACHIEVEMENTS IN 2025

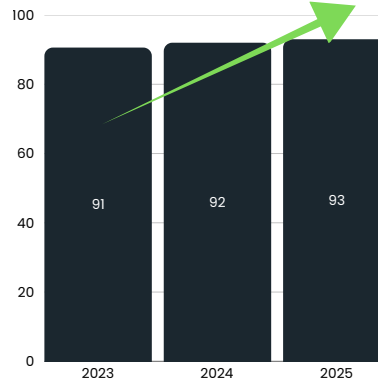
120

Celebrated 120 Corporate Members including 18 Universities

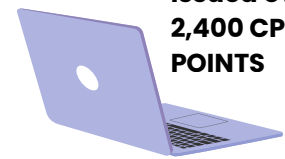


Launched a free High School Toolkit to help young people, mentors, parents and school advisors to learn about and engage with our industry

CONTINUED INCREASE OF MEMBER SATISFACTION



Welcomed over 21,500 members to our WiBF Dashboard



Issued over 2,400 CPD POINTS

HEAR WHAT OUR MEMBERS HAVE TO SAY



“Every in-person event delivers exceptional quality and genuine insight. The calibre of speakers, the thoughtful organisation, and the warmth of the hosting team make each session truly valuable. WiBF sets a benchmark for professional events.”



“WiBF is a powerful and inspiring initiative. Being part of a community where women actively support, grow, and succeed together is incredibly motivating. It’s more than a network, it’s a movement.”



“WiBF consistently delivers outstanding events, which is why I actively encourage colleagues to join. The value, connections, and inspiration you gain each time are unmatched.”



“Joining WiBF has been an incredibly rewarding experience. The membership has opened the door to meaningful connections, ongoing learning, and a supportive community that I genuinely enjoy being part of.”



WIBF 2025 IN-PERSON EVENTS

WiBF proudly hosted **13** in-person events in **2025**.



I loved the event, it was an incredible opportunity to learn from a phenomenal leader.



WIBF, ANZ & UQ
FEBRUARY
Discover the Future of Work in Queensland Brisbane



WIBF, ANZ & NSW ART GALLERY
MARCH
International Women's Day Sydney



WiBF & ANZ
MAY
Adapting to Change in Financial Services Melbourne



WIBF, NAB & LINKEDIN
MAY
Women Leading Wealth Sydney



WIBF, NAB & LINKEDIN
MAY
Women Leading Wealth Melbourne



WiBF & ANZ
JULY
Economic Outlook 2025 Sydney



WIBF & NAB
AUGUST
Women in Markets Leading through Change Sydney



WIBF & WESTPAC
AUGUST
Breaking Boundaries Women Leading the Future of Tech and Finance Sydney



WiBF, DEUTSCHE BANK & UNSW
SEPTEMBER
Student Business Insights into Deutsche Bank and Careers in Global Finance Sydney



WiBF
SEPTEMBER
WiBF's 25th Anniversary Awards Gala Sydney



WiBF & SWINBURNE UNIVERSITY
OCTOBER
Exploring Pathways to Success: Careers in Banking & Finance Panel & Expo Melbourne



WiBF, MACQUARIE BANK & UNSW
OCTOBER
Accelerating in Banking & Finance Sydney



WIBF & CBA
OCTOBER
Women in Trading: Discover your Pathway to Success in Trading Sydney



Attending this event was an incredibly enriching experience. it was a great opportunity to learn, connect, and feel inspired.



INSIGHTS FROM INDUSTRY LEADERS AT THE WiBF 2025 NATIONAL INDUSTRY AWARDS

Wondering what WiBF can do for you and your organisation?
Hear it directly from some of the most respected CEOs in our industry.



CEO HSBC AUSTRALIA AND NEW ZEALAND, ANTONY SHAW

"The WiBF National Industry Awards highlight that diversity is a business imperative, and inclusion is the tool that unlocks its potential. I would like to acknowledge the excellent work of WiBF over the last 25 years and the important role the organisation continues to play in celebrating the achievements of women in banking and finance."



CEO TURKS, ZOË LEONARD

"It was truly an honour to be part of WiBF's 25th Anniversary Distinguished Leaders Series and to share my career journey with this incredible community. WiBF has created a powerful platform for women in banking and finance to connect, learn and be inspired by each other's stories. I'm proud to share my journey and hopefully inspire others along the way."



CEO DEUTSCHE BANK AUSTRALIA, GLENN MORGAN

"Deutsche Bank has been a member for 18 of the 25 years of WiBF, and the organisation continues to be an important partner for our bank and a positive force for the industry as a whole. We are proud to sponsor the Inclusive Leader Award, which is an extension of what WiBF represents. Inclusive leaders understand that diversity of perspectives make a difference, they harness it and in doing so, they create a better workplace for everyone."



CEO CREDIT CORP GROUP, THOMAS BEREGI

"Credit Corp is really pleased to be associated with WiBF. I was genuinely honoured to be part of WiBF's 25th Anniversary Distinguished Leaders Series. WiBF has built an incredible platform over the years to share leadership experiences and inspire future generations in banking and finance and I am proud to contribute to that conversation."



CEO RBC, BLAIR WARK

"RBC Capital Markets have been a very proud member of WiBF for coming up 12 years now and I have been fortunate to see the impact that has had on many of our staff. RBC has been actively involved in the WiBF Mentoring Program, which I have been proud to be a mentor for a number of years now."



CEO ANZ ZIP CO, SORAYA ALALI

"Just three years ago, I was sitting in this very room as a finalist, feeling the power of being surrounded by so many inspiring women. That experience reminded me how vital connection and communities like WiBF are in shaping leadership. Now, as Zip's ANZ CEO, one of the most rewarding parts of my role is being able to pass those same opportunities on to my team. At Zip, we're passionate about pushing boundaries, backing our people, and helping unlock their potential - because growth, connection and possibility start with the people around us."



WIBF 2025 NATIONAL INDUSTRY AWARDS



2025 was especially meaningful for all of us at WiBF as we celebrated our 25th anniversary, a milestone made possible by the passion, commitment and belief of our incredible community. The WiBF 2025 National Industry Awards brought that spirit to life on Thursday, 18th September, when a record number of guests came together to honour the remarkable people shaping the future of banking and finance for a special black-tie evening gala.

Held in the beautiful Grand Ballroom at Sydney's International Convention Centre (ICC) in Darling Harbour, the room was filled with energy, connection and inspiration. After the joy and success of our anniversary gala, we're excited to share that we'll be returning to our much-loved signature luncheon format on Thursday, 17th September 2026. We can't wait to gather once again to share stories, celebrate achievements and continue our mission to lift women into leadership and create lasting change together.



Diana D'Ambra AM

WiBF INDEPENDENT CHAIR

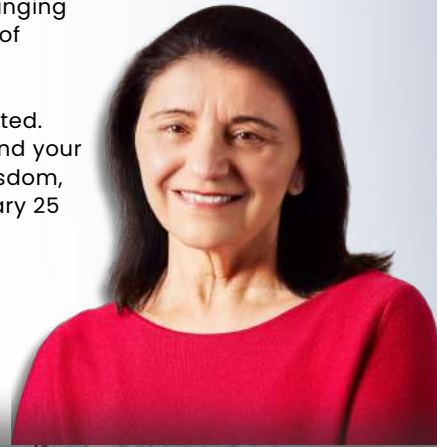
As Independent Chair of WiBF, it is with immense pride and gratitude that I present our 2025 Community Report. This year marked a significant milestone for our organisation. Not only did we honour a quarter-century of commitment to advancing women in banking and finance, but we also officially welcomed our 120th member, a testament to the growing strength, reach, and impact of our community. In 2025, our engagement continued to deepen across all areas of WiBF. We remained focused on our mission: to elevate women into leadership, create spaces for genuine connection and champion meaningful progress across the sector.

As always, our focus is on evolving our programs, strengthening our partnerships, and delivering even more opportunities for our members to grow, thrive and lead.

This year also brought important leadership transitions within our organisation. We are delighted to welcome Natalie Vanstone as the new President of WiBF. Natalie has been a dedicated and valued Director, and we are thrilled to see her step into this expanded role. We also warmly welcome several new Directors and a new Company Secretary, each bringing fresh insight, passion and expertise. Their contributions will help shape the next chapter of WiBF's story.

To our members, partners, and supporters, your commitment to WiBF is deeply appreciated. Everything we achieve is made possible because of your participation, your advocacy and your belief in the work we do. And to my fellow Board members, thank you for your energy, wisdom, and unwavering dedication to advancing WiBF's mission. As we reflect on an extraordinary 25 years and look ahead with excitement, I am confident that together, we will continue to drive meaningful change and create even greater opportunity for the women of our industry.

Diana D'Ambra AM



With sincere appreciation, we thank the WiBF Board Members who completed their tenure in 2025. Your leadership, commitment and vision have played a pivotal role in advancing WiBF's purpose and impact. Your contributions have helped foster a strong, inclusive community and will continue to influence our work for years to come. We are truly grateful for your service.

- **Sangeeta Venkatesan** - WiBF PRESIDENT
- **Christina Tonkin** - WiBF VICE-PRESIDENT
- **Annella Cox** - WiBF COMPANY SECRETARY
- **Adrienne Bloom** - WiBF DIRECTOR
- **Marla Brefka Heller** - WiBF DIRECTOR



WIBF 2025 BOARD



Diana D'Ambra AM
WiBF
Independent Chair



Natalie Vanstone
WiBF President



Stephanie Girard
WiBF
Chief Executive
Officer



Kalani Wheeler
WiBF Secretary



Darren Boulos
WiBF Director



Kate Stone
WiBF Director



Megan Papadopoulos
WiBF Director



Nicole Chung
WiBF Director



Rebecca Warren
WiBF Director



Simon Warner
WiBF Director



Tom Clayton
WiBF Director

WIBF 2025 TEAM



Hayley Binet
Events Coordinator



Kiesha Back
Marketing Coordinator



Phillipa Edgar
Member Services
Coordinator



Rosie Arnautovic
Education Coordinator

GET IN TOUCH WITH US

0432 190 244 

wibf.org.au 

contact@wibf.org.au 

GPO Box 2318 Sydney NSW 2001 