

A woman with curly hair, seen from the back, is speaking to a large audience seated at round tables in a dimly lit conference hall. The audience is diverse and attentive. The room features large, modern pendant lights and a dark stage area in the background.

women  
banking  
and  
finance

Empower Women:  
Diversity &  
Leadership.

2022 Community Report

# WIBF OVERVIEW

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, welcoming all genders to be part of the conversation.

With corporate members representing 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 in 2022.

We are proud to continue to offer a comprehensive suite of educational programs and webinars to our members. Our purpose is to create an environment in which our members can access educational resources and network with industry contacts, with the ultimate goal of developing and supporting the professional development of individuals in the banking and finance sector.

At Women in Banking and Finance (WiBF), we are passionate about creating a more diverse and inclusive banking and finance sector. We believe that our members are powerful advocates of change and that together we can make great strides toward a more equitable and diverse industry. We are committed to amplifying the voices of our members and creating a safe space to share experiences and learnings, regardless of gender, ethnicity, background, or other personal characteristics.



# VISION AND VALUES


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.

*"WiBF has connected me to passionate individuals and my own purpose."*

- 2022 WiBF Member Survey

## OUR 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.

A woman with short dark hair, wearing a blue dress, is speaking into a microphone. She is standing in front of a backdrop featuring logos for sarada, prime, HSBC, pwc, WINGATE, MACQUARIE, ANZ, and AUSTRALIAN TURF CO. The background is a mix of white and purple. In the foreground, there are blurred figures of people and a table with bottles.

*"It is great to know there is a group of women in the same industry dealing with similar issues."*

- 2022 WiBF Member Survey



# 2022 CORPORATE MEMBERS

## *Diamond Members*



Commonwealth Bank  
of Australia



Deutsche Bank



MACQUARIE

## *Gold Members*



TOYOTA  
FINANCE  
AUSTRALIA

## *University Members*





## Silver Members



## Bronze Members



---

# MESSAGE FROM OUR PRESIDENT



**Sangeeta Venkatesan,**  
Women in Banking and Finance  
President

It's been an incredible year of growth and success for our organisation, and I am proud to share our 2022 Community Report with you!

We continue to strive to advocate for diversity and empower individuals in the finance and banking industry to be their best selves. It's been amazing to see how far we've come. We've established new partnerships, created innovative initiatives, and provided countless opportunities for our members to grow and develop.

Thank you for your ongoing support of WiBF.

Warmly,

*Sangeeta Venkatesan*

WiBF President

---

# MESSAGE FROM OUR CEO

**Stephanie Girard,**  
Women in Banking and Finance CEO

It has been an amazing journey so far, this year has been full of growth and success, and I am so proud to share this report with you!

I am delighted to highlight the work we have done to provide individuals in the banking and finance industry opportunities to grow, and welcome all genders to be part of the conversation to change the Australian landscape.

As the CEO of WiBF, I am filled with excitement to see how much further we can go in the upcoming year, as we expand to new members internationally. I am deeply grateful for your continued support and look forward to helping each one of you on your path to success.

Thank you for being a part of the WiBF Community.

Warmly,

*Stephanie Girard*

WiBF CEO



# 2022 BOARD MEMBERS



Independent Chair  
**Diana D'Ambra**



Chief Executive Officer  
**Stephanie Girard**



President  
**Sangeeta Venkatesan**  
EG Funds Management



Vice-President  
**Christina Tonkin, ANZ**



Company Secretary  
**Annella Cox, EY**



**Jessica Dwyer, CBA**



**Adrienne Bloom,**  
Bank of America



**Annabelle Kline,**  
Macquarie Bank



**Jim Freeman,**  
Deutsche Bank



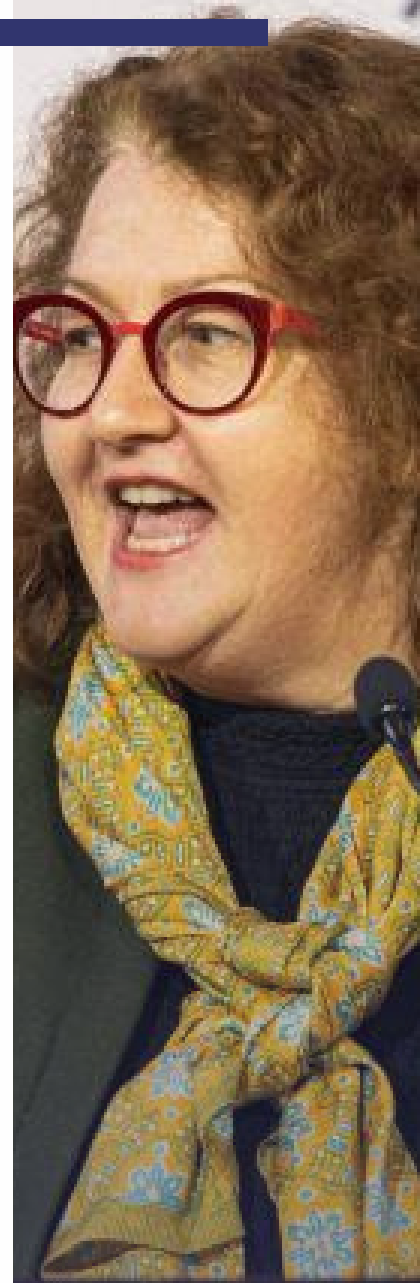
**Marla Brefka Heller, EY**



**Su-Lin Ong, RBC**

women  
banking  
and  
finance

*We also acknowledge the contribution of our State Leadership Committee volunteers from the WiBF membership across Australia.*





# 2022 HIGHLIGHTS



Represented over  
600,000 individuals



Had over 75  
Corporate Members  
and 12 University  
Members join us



Over 1,000 people  
attended our  
in-person events



Welcomed over 11,000  
members to our  
WiBF Dashboard



Connected over  
50 mentees  
with mentors



Had over 400  
program attendees

“ We've all spent enough time talking  
about what needs to be done, it's  
fabulous to see an organisation actively  
doing it and walking the walk!

- 2022 WiBF Member Survey

”

# 2022 TOP EVENTS



**Economic Outlook  
hosted by ANZ  
25th May 2022**

WiBF and ANZ hosted the Economic Outlook annual event in May. It was the perfect opportunity to network, chat and share ideas with industry experts.

The Economic Outlook was an interactive panel discussion event that covered trending topics within the industry, including:

- Interest Rate Rises
- Federal Election
- US Market Plunge
- Rising Inflation
- Global Developments
- Domestic Economy
- Geopolitical Risk and Trade



**The Future of Banking and  
Finance – How Far We've  
Come & What's Ahead  
16th September 2022**

WiBF and Barrenjoey proudly hosted an all-women panel event for students and graduates in September.

The panel discussed how the industry has improved, and was led by our moderator and WiBF President Sangeeta Venkatesan, featuring panel members:

- Jo Masters, Chief Economist in Barrenjoey
- Mollie Urquhart, Founding Principal | Fixed Income in Barrenjoey
- Kate Spira, Senior Product Manager in Macquarie, and
- Dr Elvira Sojli, President of the Financial Research Network and Associate Professor of Finance and the Equity, Diversity, and Inclusion Committee Chair of UNSW Business School



**14th Annual Forum  
hosted by Deutsche Bank  
25th October 2022**

WiBF would like to thank all the attendees who joined us in October for the 14th Annual Forum hosted by Deutsche Bank.

It was an insightful evening with guests enjoying a riveting panel session including four-time Olympian Lauren Jackson, Atlassian's Head of Research Liesa Reichelt, non-executive director and advisor Gabrielle Trainor and commentator and moderator Adam Spencer.

The panel discussed how they approached the 'new normal' with a fresh perspective.



**50 Shades of Green – The Green  
Economy hosted by Macquarie Group  
10th November 2022**

Over 100 guests gathered in Sydney in November to discuss sustainability, technology, innovation and perhaps one of the most important transformation over the next decade for individuals, businesses, and governments – The Green Economy.

Thank you to our keynote speaker Grace Kerrison, LinkedIn's Head of Sales Solutions – APAC, it was truly an insightful and thought-provoking session. Thank you to the Macquarie Group team for the warm welcome and to all the attendees who joined us.





# 2022 WEBINARS

Women in Banking and Finance is proud to offer free webinars to its members. As an invaluable platform to learn and grow professionally, our webinars are carefully chosen to assist our members to gain the skills and knowledge needed to succeed in their career goals. We are committed to ensuring that our members have access to high-quality, relevant and engaging content.



We had over 6,000 webinar registrations in 2022

**96.8%**

*of webinar attendees found they could apply key takeaways to their current role within 3-6 months.*

*"The webinars are relevant and engaging, with quick wins you can easily apply to both your personal and work life."*

- 2022 WiBF Member Survey

## 2022 Webinars At A Glance



**Dr Louise Mahler**

Is body language relevant



**Ricky Nowak**

How to build your personal and professional brand



**Karen Jacobsen**

Recalculating with GPS Girl



**Dr Laura Rusu**

How technology and data science play a critical role in finance and banking



**Julie Jones**

Become a productivity Ninja

# WIBF NATIONAL INDUSTRY AWARDS, SEPTEMBER 2ND 2022

The sold-out event comprising 400 members, guests and sponsors gathered to celebrate the very best in the banking and finance sectors.



Jorden Lam, HESTA Super  
WiBF Award for Achievement in Private Wealth and Superannuation sponsored by Wingate



Paula-Nassif, King Wood Mallesons  
WiBF Award for Achievement in Professional Services sponsored by Australian Turf Club



Faz Goren,  
Bendigo Adelaide Bank  
WiBF Inclusive Leader Award sponsored by Deutsche Bank



Anastasia Cammaroto,  
National Australia Bank  
WiBF Award for Achievement for Operations Technology or Customer Support sponsored by ANZ



Cynthia Savage, Westpac Banking Corporation  
WiBF Award for Achievement for EAPA role sponsored by Commonwealth-Bank of Australia



Louise Beazley, Commonwealth Bank of Australia  
WiBF Award for Achievement in Retail Banking sponsored by HSBC



2022 WiBF Award Winners





**Chelsey Knox, Macquarie Bank**  
WiBF Rising Star Award sponsored by Macquarie



**Nancy Tchou, Morgan Stanley**  
WiBF Award for Achievement in Institutional Banking  
sponsored by Citi



**Hayley Watson Shannon Sarow and  
Shannyn Hammel on behalf of  
Bank of Queensland**  
WiBF Diversity Inclusion of the Year sponsored by  
Commonwealth Bank of Australia



**Mikaela Rasmus,  
ANZ Banking Group**  
WiBF Award for Achievement in Business Banking  
sponsored by Judo Bank



**Soraya Alali,  
Commonwealth Bank of Australia**  
WiBF Award for Achievement in Small Business Banking  
sponsored by Judo Bank



**Freeke van Son, Macquarie Group**  
WiBF Award for Achievement in Regulation-Compliance  
sponsored by Prime Capital



**Sue Ann Wong, Wisr**  
WiBF Product or Technical Innovator Award sponsored  
by Ansarada



**WiBF 2022 Judges and Board**



*"WiBF offers support to the corporate world for professional women at all stages of their careers."*

- 2022 WiBF Member Survey

---

# 2022 TURKS WIBF LEADERSHIP SCHOLARSHIP WINNER PAULA NASSIF, SENIOR ASSOCIATE KING & WOOD MALLESONS

Turks and Women in Banking and Finance (WiBF) are delighted to announce Paula Nassif, Senior Associate at King & Wood Mallesons as the winner of the 2022 Turks WiBF Leadership Scholarship. Turks and WiBF are strong advocates for excellence in the Australian banking and finance industry. Now in its 9th year, this joint initiative provides WiBF members with a significant career development opportunity.

As the winner, Paula will travel to the United States in 2023 to participate in The Women in Leadership Program; a one week course run by the highly esteemed Darden School of Business at the University of Virginia. The program helps women assess and address their unique strengths and challenges, as well as navigate the frequently complex dynamics of strategic business leadership.

*Congratulations*

**Turks.**

women  
banking  
and  
finance



# women banking and finance

[www.wibf.org.au](http://www.wibf.org.au)