

# 2025 RECALIBRATE GENDER EQUITY AWARDS





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Best Intersectional Company

Best Executive Manager

Best First Nations Business Company

Best Manager

Hall of Fame Honouree - Lisa Annese

Best Employee

Best Diversity and Inclusion Manager

Best SME Company <100 Employees

Hall of Fame Honouree - Sam Mostyn, AC

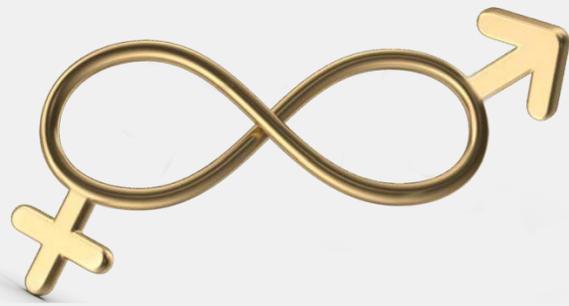
Best CEO or Board Member

Best Medium Company 101 – 499 Employees

Best Large Company 500 – 1500 Employees

Best Enterprise Company 1500+ Employees





**CATEGORY**  
**BEST INTERSECTIONAL**  
**COMPANY**





# FINALIST

Capgemini 

Capgemini's intersectional inclusion are employee-led, with nine communities collaborating to address diverse identities. They co-create initiatives like Relaunch, achieving 96 percent retention, and Women@Capgemini, lifting women in delivery. Initiatives span inclusive leadership, gender-diverse recruitment, First Nations partnerships, neurodiversity and disability, Parents of LGBTQ+ Kids and men's wellbeing amongst others.. Gender representation has risen 9 points overall and 15 points in leadership. Systemic change, accountability, and award-winning programs drive measurable progress and build truly inclusive futures for all.

This collective spirit goes beyond compliance, earning recognition and shaping a future where inclusion is woven into the fabric of who we are. Together, we're building Inclusive Futures for all.





## FINALIST

# CenITex

Cenitex goes beyond compliance, embedding intersectionality across its DEIB strategy. Programs, recruitment pathways, and storytelling initiatives such as “Intersecting Truths” consider overlapping identities, ensuring accessibility, inclusion, and equitable opportunities. By integrating GEAP, DAP, and RAP objectives, Cenitex fosters a culture where all staff can thrive and inspires systemic change across the Victorian Government and partner networks.





# FINALIST



GMHBA leads with lived experience, embedding intersectionality across six DEI pillars to create real, systemic change. We've achieved gender balance at executive and board levels, co-designed tailored supports for carers and neurodivergent employees, and amplified diverse voices through storytelling and data-driven insight. Our employee networks drive genuine redesign, not tokenism, and our inclusive leadership reflects the complexity of our people. From ADHD coaching and community grants, we act with empathy and intent. We're proud to be building a culture where difference is strength, and everyone can thrive as their full selves





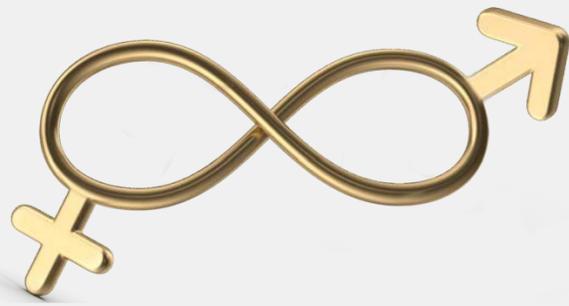
# FINALIST



Western Health

Western Health champions intersectional gender equity through its DEI Framework 2024–2028. Priority populations—including women, gender-diverse people, First Nations communities, and other marginalised groups—inform strategic planning, governance, and service delivery. With Advisory Committees, inclusive policies, data-driven insights, and trauma-aware practices, Western Health fosters culturally safe, equitable health outcomes, embedding intersectionality as a practical, transformative approach across workforce, consumer, and community engagement.





**CATEGORY**  
**BEST EXECUTIVE**  
**MANAGER**





## FINALIST

### *Anna McLiesh*

State General Manager; Westpac and Bank of Melbourne, Vic/Tas

Anna McLiesh leads initiatives at Westpac that support career development and gender equity. She has designed programs for branch bankers—predominantly women—that provide mentoring, learning sessions, and secondments, with over 80% of participants gaining hands-on experience. Anna monitors participation to ensure inclusivity, particularly for culturally diverse staff, and has formed an alumni network to celebrate graduates and reinforce advocacy. Her work is underpinned by Westpac’s flexible policies, enabling equitable development across the organisation.





## FINALIST

### *Belinda Perisic*

Director & Chief Operating Officer  
(Former General Manager); Coulter Legal

Belinda Perisic is a key leader in advancing gender equity at Coulter Legal. She designed the firm's comprehensive parental leave program, addressed pregnancy loss, implemented flexible work arrangements, and introduced inclusive policies such as gender pronouns in email signatures and Floating Public Holidays. Belinda also guided the firm to achieve Family Friendly Workplace certification. Through her leadership, Coulter Legal fosters a culture of inclusion, flexibility, and equity, ensuring that all staff have the opportunity to succeed.





## FINALIST

### *Celine Dickson*

General Manager – International Business; HCF Australia

Celine Dickson balances commercial success with human development, driving multi-million-dollar partnerships while fostering gender equity. As Chair of Allianz's NEO Committee, she has enabled mentoring for 378+ colleagues and personally sponsored 33+ women, supporting career growth and leadership acceleration. Her influence extends through conferences, digital networks, and advocacy, creating tangible opportunities for women and advancing inclusive leadership across the organisation.





## FINALIST

### *Hayley Crimmins*

Chief Operating Officer; Ingenuity Partners

At Ingenuity Partners, Hayley Crimmins has driven gender equity by increasing female representation to 40%, mentoring over 20 women, and championing internships with balanced cohorts. She leads transformative digital programs, embeds agile practices, and promotes women in STEM externally. Through professional development initiatives and community advocacy, Hayley creates opportunities for women to thrive, build confidence, and take leadership roles in technology.





## FINALIST

### *Maureen Migliazzo*

Chief Operations Officer; Dentons Australia

As a values-driven leader, Maureen Migliazzo has advanced gender equity through structural and cultural change. She introduced merit-based promotions, redesigned flexible work policies, and closed the firm's gender pay gap. By fostering psychological safety, attracting diverse talent, and supporting grassroots initiatives, Maureen has created a confident, inclusive workforce, demonstrating how equity integrated into strategy delivers sustainable outcomes for people, business, and community.





## FINALIST

### *Mia Horner*

General Manager, Customer Loyalty; Coles Liquor

As General Manager sponsor for PRIDE at Coles Group, Mia Horner leads with intention—embedding inclusion into business rhythm, lifting engagement scores, and ensuring retail has a seat in industry DE&I forums. Her work spans mentoring chapter leads, guiding suppliers on best practice, advocating in regional communities, and amplifying female leadership. Grounded in lived experience, her leadership advances meaningful, measurable gender equity across the sector.





## FINALIST

### *Pritida Vinod*

Head of Technology, Fincrim & Fraud; ANZ

I actively engage in sponsorship, mentoring, and coaching initiatives to support the advancement of women in the workforce. By providing guidance, sharing experiences, and offering professional development opportunities, I aim to help women overcome challenges and achieve their career goals. Through these efforts, I have witnessed many talented women progress and thrive in their roles, contributing significantly to our company's success.





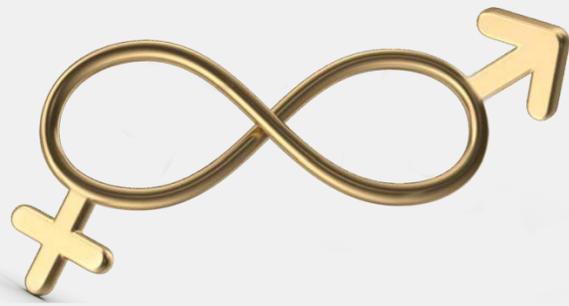
## FINALIST

### *Renee Noble*

Chief Executive Director; Tech Inclusion

As CEO of the Girls' Programming Network, Renee Noble turned a small Sydney workshop into a nationwide movement. By designing inclusive coding programs, peer mentorship, and early intervention initiatives, she has built pathways for students to gain skills, confidence, and leadership experience. Her decade-long commitment ensures a diverse and supported pipeline into technology and empowers young people to thrive in the sector.





**CATEGORY**  
**BEST FIRST NATIONS**  
**COMPANY**





# FINALIST



Ilan Style weaves gender equity, Indigenous leadership, and cultural revitalisation into every aspect of their business. Flexible work arrangements, bias-free pay, and mentorship support women's growth, while profits fund the Fellowship Program for Indigenous creatives. By centering culture, community, and empowerment, Ilan Style demonstrates a sustainable model of ethical enterprise that amplifies Indigenous women's voices and transforms the business landscape.



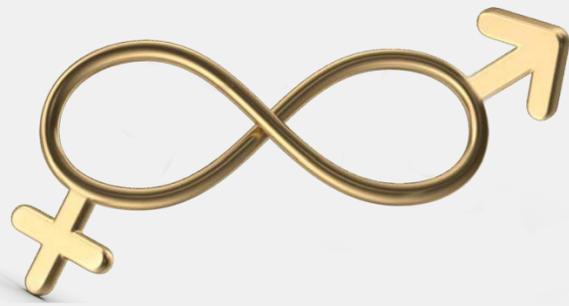


# FINALIST



For almost 70 years, Tranby Aboriginal Co-Operative has delivered transformative, culturally safe education for First Nations peoples. Its Yanalangami program builds leadership in women, ATSILA trains Indigenous legal advocates, and the Enterprise Hub promotes economic self-determination. By combining education, advocacy, and cultural preservation, Tranby empowers communities, strengthens self-determination, and creates a ripple effect of positive social change across generations.





**CATEGORY**  
**BEST MANAGER**





## FINALIST

*Andy Steeds*

Head of Talent Acquisition; Capgemini  
Australia/New Zealand

Unsure as I wasn't the one to submit! But I have a genuine passion to reduce gender-based discrimination in the workplace and particularly when it comes to hiring and recruiting. your gender should never limit your career opportunities.





## FINALIST

### *Devina Chatterji*

Associate Director, Group Regulatory Reporting; NAB

At NAB, Devina Chatterji champions gender inclusion and equity through tangible initiatives and mentorship. She co-leads leadership programs, founded GRROW for safe discussion on career progression, and elevates women's voices across the organisation. Her work spans awareness campaigns, advocacy panels, and strategic influence, ensuring diverse colleagues have the confidence, networks, and opportunities to succeed and progress in finance and leadership roles.





## FINALIST

### *Fiona MacLeod*

General Manager Strategic Retail; Visy Retail Services

As General Manager Strategic Retail at Visy, Fiona MacLeod has transformed women's participation across trade, office, and leadership roles. She implements structured onboarding, mentoring, and coaching, creating pathways for women to succeed. Beyond numbers, she ensures visibility, sponsorship, and skill development, actively supporting both women and men through formal mentoring programs and industry initiatives, helping the next generation of leaders navigate and thrive in manufacturing.





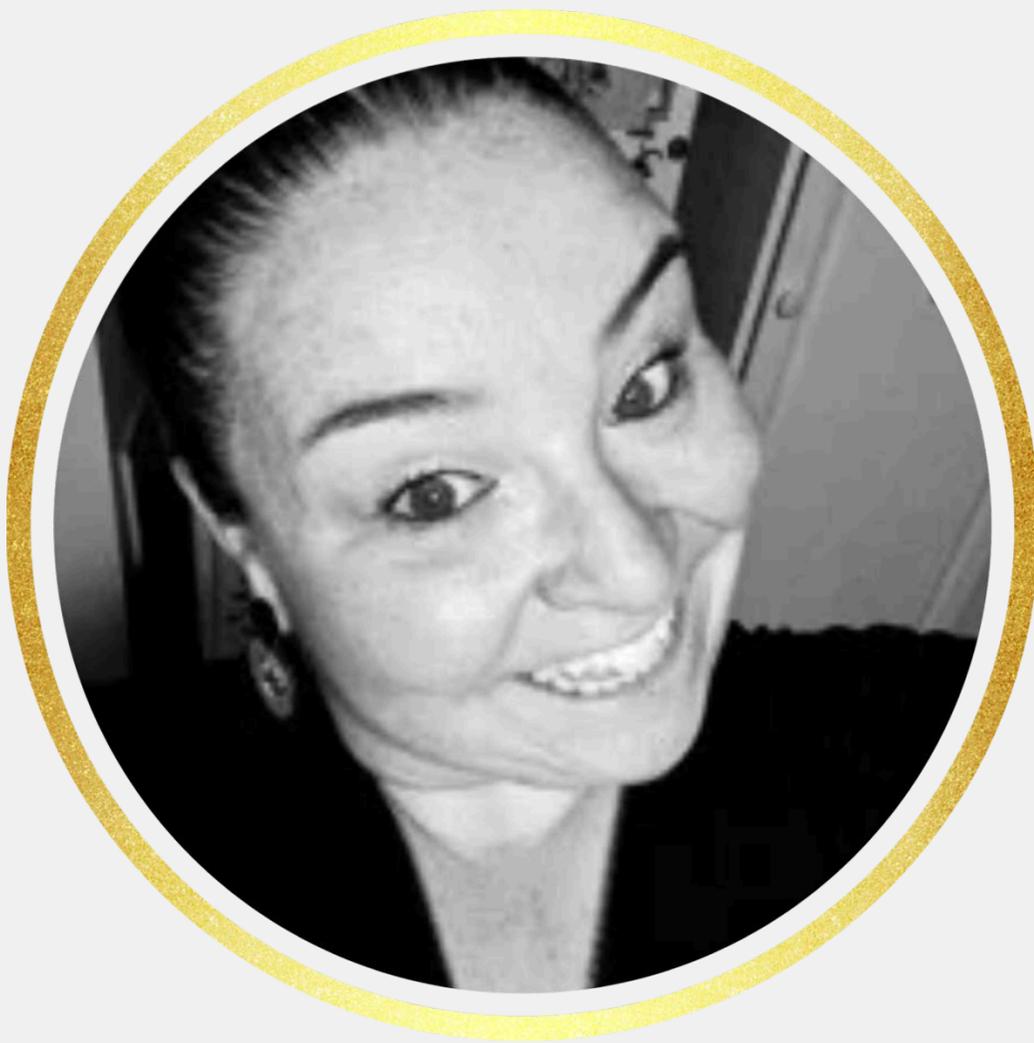
## FINALIST

### *Kerry Arabena*

Managing Director; Karabena Consulting  
& Ilan Style

As founder of multiple Torres Strait Islander-owned, women-led businesses, Kerry Arabena champions gender equity and cultural inclusion. She implements flexible work, maternity superannuation, and equitable leadership pathways, while fostering women's visibility and influence across projects and supply chains. Her initiatives, from Ilan Style to ECHO Leadership programs, strengthen economic, cultural, and creative independence for Aboriginal and Torres Strait Islander women, embedding equity into operations and policy.





## FINALIST

### *Melinda Davis*

General Manager; Empowered Women in Trades (EWIT)

I am most proud of building a powerful village of good humans united by a shared purpose: creating real change for all. Through Empowered Women in Trades, we have fostered a community that believes in lifting others as we go, where inclusion isn't just a value but a daily action. This village celebrates progress, supports one another, and drives systemic change across industries. For Melinda, the greatest achievement isn't individual recognition, it's standing alongside passionate people who are rewriting the story for women and gender-diverse individuals in trades, together. #beagoodhuman





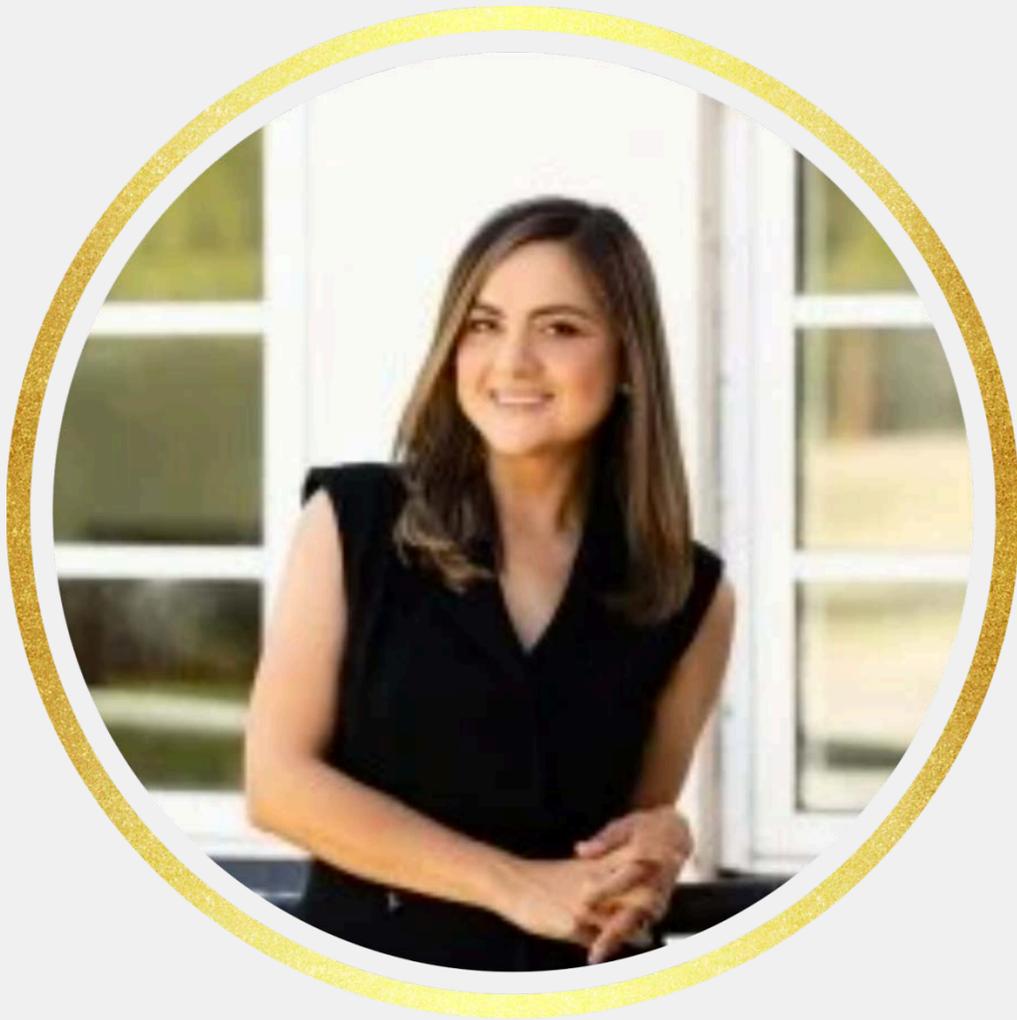
## FINALIST

### *Scott Morris*

Managing Director, Australia & New Zealand; Infoblox

Scott Morris is driving cultural and structural change in Australia's cybersecurity sector. As the architect of the Women in Cyber Security Summit, he brought visibility to women's achievements, forged government and industry partnerships, and advanced diversity goals. His ongoing advocacy focuses on equitable recruitment, mentoring female leaders, and creating inclusive workplaces that sustain long-term gender equity across technology.





## FINALIST

### *Sofia Polak*

Senior Consultant; Akin Agency

Sofia Polak drives gender equity in tech through strategic communications and mentorship. She leads Akin Agency's female-led team, elevates women's profiles in the tech industry, and opens pathways for emerging talent. From national summits to graduate programs, Sofia uses her expertise in PR and media to amplify women's voices, create opportunities, and build a more diverse and inclusive technology sector.





## FINALIST

### *Yiota Alexiadis*

Director Strategy, Engagement & Innovation; RMIT University

Yiota Alexiadis is a technology leader committed to advancing women at all career stages. She has built inclusive leadership pathways, achieved gender balance in her division, and provided mentoring that empowers emerging professionals. Beyond the workplace, Yiota engages with UN Women initiatives and hosts events celebrating women in tech, fostering connection, development, and representation in sectors traditionally underrepresented by women.





## HALL OF FAME HONOUREE



*Lisa Annese*

CEO of Chief Executive Women





Lisa Annese , CEO of Chief Executive Women

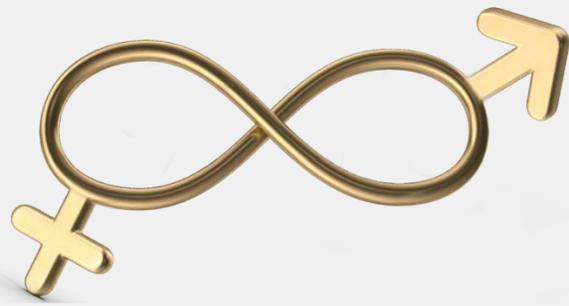
### **A record of consistency & achievement**

We recognise Lisa Annese, CEO of Chief Executive Women, for sustained national impact on gender equity. At Diversity Council Australia she grew membership to ~1,400 organisations and led research that helped mainstream flexible work and deepen inclusion capability. In 2025, as CEW CEO, she has championed accountability for leadership pipelines and pay equity, and taken the CEW Senior Executive Census national conversation forward.

- Lisa developed the **first-ever census of Australian Women in Leadership**, while at WGEA (or its predecessor).
- She also helped create the **first-ever Business Achievement Awards** and the “Employer of Choice for Women” citation at WGEA/EOWA.
- She contributed to the **policy framework implementation for the EOWA Act 1999** (which eventually evolved into WGEA) with Australian businesses.

Hall of Fame honourees are selected for their far-reaching impact. Lisa Annese’s work laid the foundations for today’s accountability on gender equity, ensuring that transparent data, clear standards, and proven practices continue to move women into leadership and strengthen Australia’s economy.





**CATEGORY**  
**BEST EMPLOYEE**





**FINALIST**

*Anna Pitchouguina*

Senior Legal Advisor; CeniTex

My identity as a bisexual Culturally and Linguistically Diverse woman with ADHD, coupled with my qualifications in law and psychology, shapes how I see the world and how the world sees me. Intersectionality is inseparable from who I am – it's what makes me an authentic and effective advocate for equality. I am proud to be a co-Gender Equality lead and to work collaboratively with my amazing colleagues at CeniTex to turn our commitment to gender equality into reality.





## FINALIST

### *Carol Kulik*

Bradley Distinguished Professor;  
University of South Australia

Carol Kulik, a Bradley Distinguished Professor at the University of South Australia's Centre for Workplace Excellence, conducts groundbreaking research that is making the world a better place – one manager, one workplace at a time. Her research team has demonstrated that firms with gender pay gaps in their executive teams sabotage their own diversity efforts: as they appoint more women executives, firms' financial performance declines. The findings demonstrate that gender pay gaps are not just a problem for women – they are a problem for women's employers. Carol has served on South Australia's Gender Pay Gap Taskforce to bring research evidence to the attention of industry decision-makers and government policymakers.





## FINALIST

### *Fiona Carter*

Early Careers Program Lead; Nova Systems

An aerospace engineer and project manager, Fiona drives gender equity across STEM through sustained advocacy, committee roles, and empowering others to pursue their passions and succeed. She actively engages with students and early career professionals via outreach and events. At Nova Systems, she champions internal change, supports engineering graduates, and advocates for equitable workplace practices. Her efforts span from early education to industry, inspiring young women and promoting career pathways. Through mentoring and leadership initiatives, she ensures continuity across the STEM pipeline. Her work fosters inclusive environments where individuals of all genders can thrive, creating lasting impact in aerospace and beyond.





## FINALIST

### *Kat Milner*

Founder & Chief Tech Ninja; Simplify Your Tech

As the founder of Simplify Your Tech, Kat Milner champions digital equity by making technology accessible and empowering for women. She creates safe, inclusive learning environments where clients gain confidence and clarity. Kat leads with compassion, authenticity, and collaboration—helping women navigate tech with ease while redefining what success and leadership look like in a digital-first world.





## FINALIST

### *Leanne Nelson*

Program Manager; Geelong Manufacturing Council

I'm proud to have expanded the Women in Manufacturing Network Mentoring Program and the Girls Leading Advanced Manufacturing initiative into regional Victoria, reaching communities that previously lacked access to these high-impact opportunities. These programs have connected women and girls with mentors, role models, and career pathways in manufacturing, empowering them to pursue futures in STEM and non-traditional roles. By engaging regional manufacturers, we've also helped build more inclusive workplaces and fostered local leadership in gender equity. It's deeply rewarding to see lasting change where it's needed most.





## FINALIST

### *Malini Raj*

Executive Director; Australian Multicultural Women's Alliance

Driven by lived experience and purpose, Malini Raj has spent over two decades transforming systems to include women often excluded by default. From launching Australia's first corporate hijab to shaping federal submissions and mentoring 300+ women, she embeds cultural, racial, and gender equity in every sphere. Her advocacy reimagines what true gender equity looks like—representative, inclusive, and enduring.





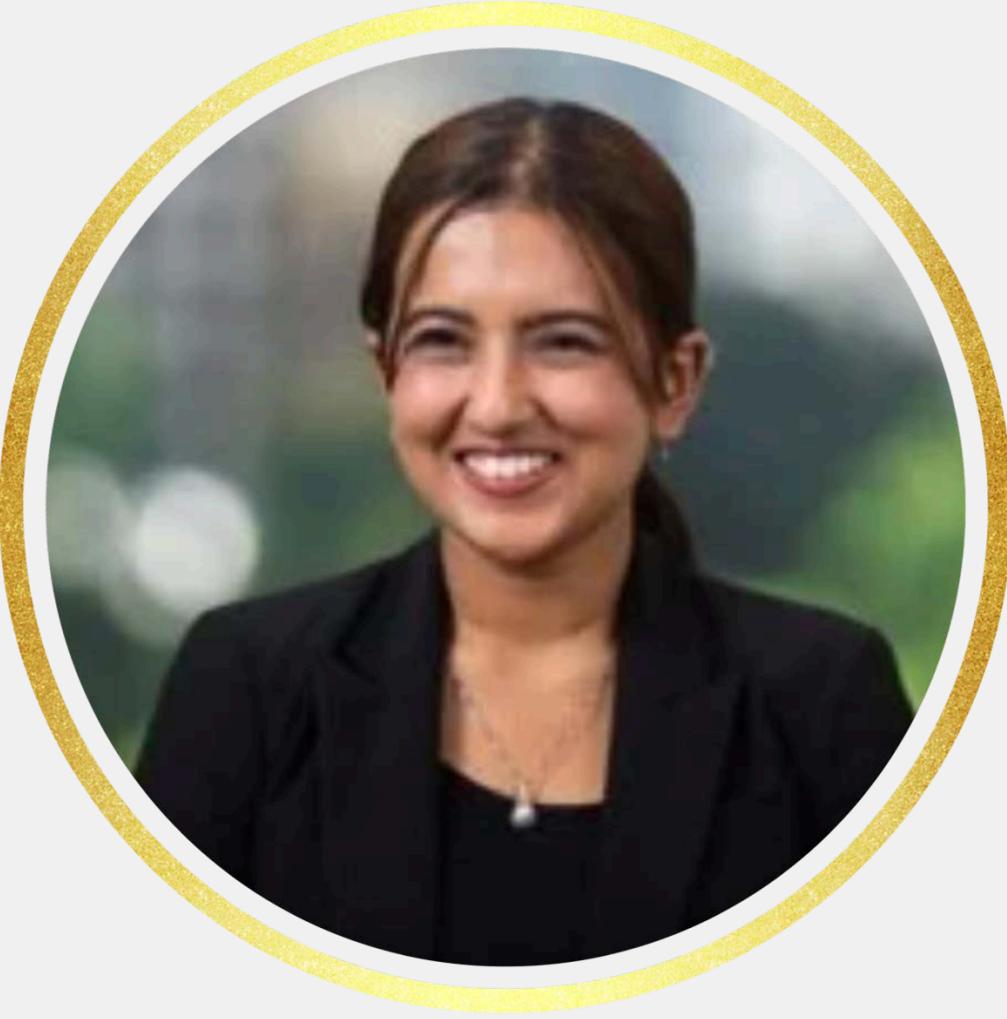
## FINALIST

### *Robbie Verrall*

Early Careers and Leadership Development Programs Manager; Honeywell

At Honeywell, Robbie Verrall has made inclusion and diversity a measurable priority. By integrating equity goals into his leadership KPIs, he has created programs that attract and retain women, Indigenous, and LGBTQ+ employees. From recruiting a 60% female engineering graduate cohort to sponsoring Indigenous summer schools, Robbie is redefining how inclusive hiring and culture change take shape in industry.





## FINALIST

### *Shreya Rath*

Consultant – Finance Transformation; Deloitte

At Deloitte, Shreya Rath demonstrated visionary leadership by creating an all-women consulting team to design a groundbreaking AI-powered fraud detection and child protection platform. Combining ethics, technology, and business process innovation, her project not only strengthens financial integrity but also advances gender equity—proving that women can lead complex, high-impact initiatives that transform industries and protect communities.





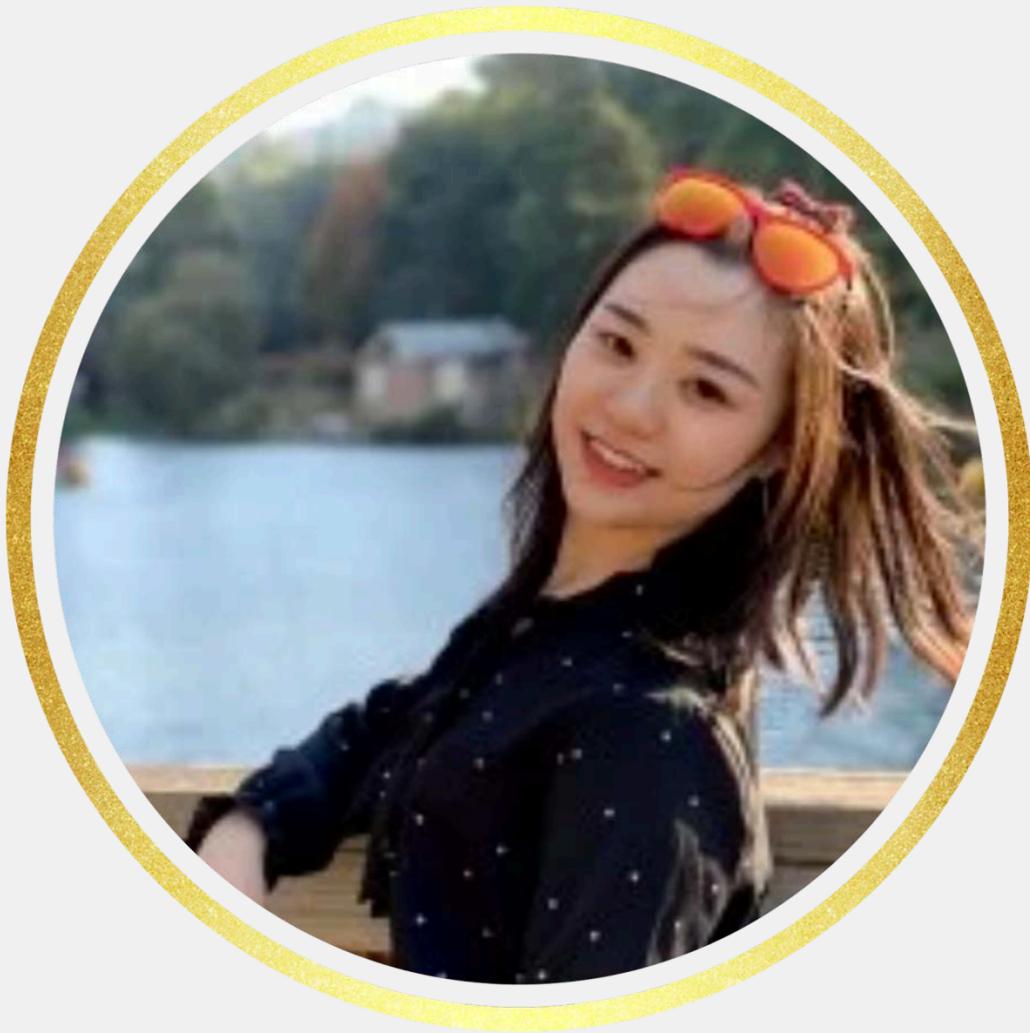
## FINALIST

### *Trinelle Rebeiro*

Audit Manager, Internal Audit –  
Financial Crime; NAB

Since 2018, Trinelle has led NAB's Gender Equity events, designing programs that educate, inspire, and empower colleagues. From mentoring sessions and menopause awareness to organising the Gender Equity Awards, she creates opportunities for growth and recognition. Her work, including divisional surveys and employee value initiatives, actively strengthens inclusion, reduces barriers, and drives measurable progress toward gender equality across NAB.





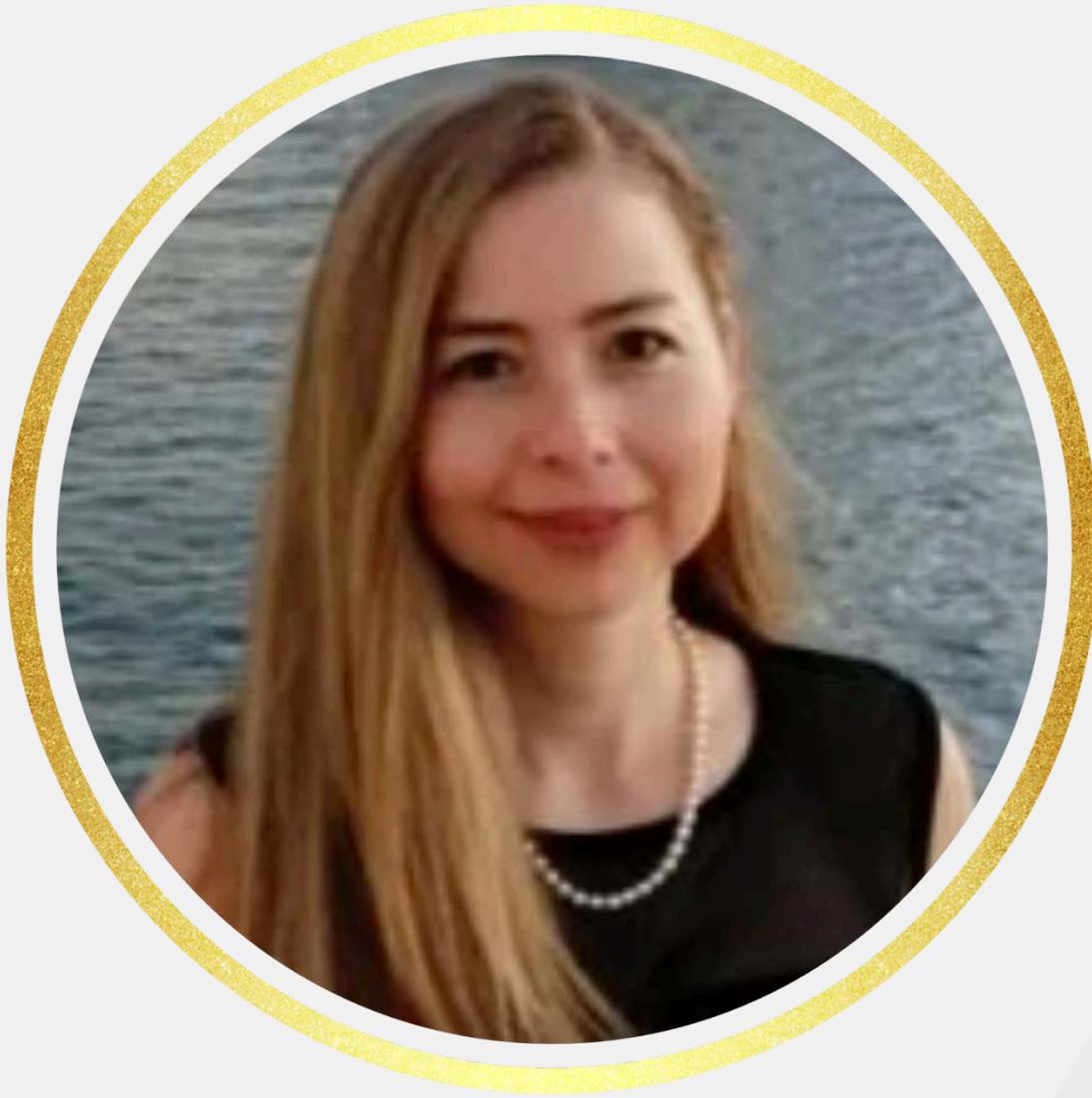
## FINALIST

### *Xinyu Zhang*

Research Fellow & Lecturer; University of Adelaide & University of Auckland

Xinyu Zhang actively advances gender equity in technology through mentorship, advocacy, and strategic programs. She supports women across career stages, from early-entry roles to leadership, building confidence and visibility. By creating professional networks, designing development pathways, and championing inclusion, Xinyu helps remove barriers and foster a culture where women are recognised, empowered, and able to thrive in STEM industries.





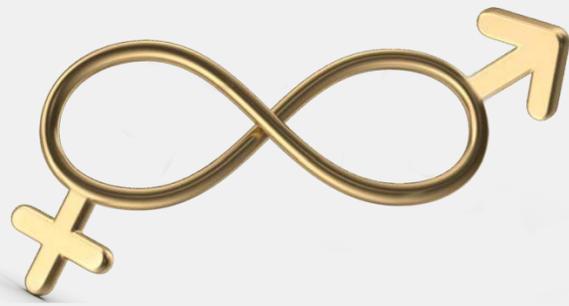
## FINALIST

### *Zuli Posada*

Talent Acquisition Program Lead;  
Atlassian

Zuli Posada pioneers' inclusive pathways for women in STEM through coaching, mentorship, and innovative recruitment programs. From launching “Unstoppable You” to driving balanced early career hiring at Atlassian and IBM, she has supported over 1,000 young women, scaled DEI strategies, and created sustainable frameworks that cultivate belonging, confidence, and long-term career success for women in technology.





**CATEGORY**

**BEST DIVERSITY AND  
INCLUSION MANAGER**





## FINALIST

### *Ashleigh Cantori*

Inclusion and Wellbeing Senior Consultant; Urbis

Ashleigh Cantori has driven gender equity initiatives at Urbis, improving parental leave accessibility, including for pregnancy loss, and increasing uptake among men. She led a deep-dive analysis into part-time employees' experiences, identifying inconsistencies in time-in-lieu, return-to-work processes, and career development opportunities. Her board report included targeted recommendations that aim to enhance fairness, inclusion, and satisfaction for female and part-time employees.





## FINALIST

### *Fiona MacDonald*

Group Head of Diversity & Inclusion, ANZ

As Group Head of Diversity & Inclusion at ANZ, Fiona MacDonald is responsible for the bank's enterprise D&I strategy, including the Women in Leadership Action Plan and flexible work programs. By 30 June 2025, ANZ achieved 40% women on its Executive Leadership Team and 40.4% women in leadership roles, with continued reductions in gender pay gaps, reflecting measurable, systemic progress in gender equity.





## FINALIST

### *Jack Meehan*

Social Impact, Inclusion & Diversity  
Manager; Dentons Australia Ltd

I am proud that inclusion at Dentons has become embedded as part of our system. Together we achieved a zero per cent gender pay gap, gender balanced leadership pipelines and flexible work as standard. The real success is cultural because people trust the rules and believe fairness is built in. Seeing colleagues design and defend equity in their daily choices reminds me that progress is collective work. If our journey proves anything, it is that transparency, persistence and humour can turn equity from a value into a habit.





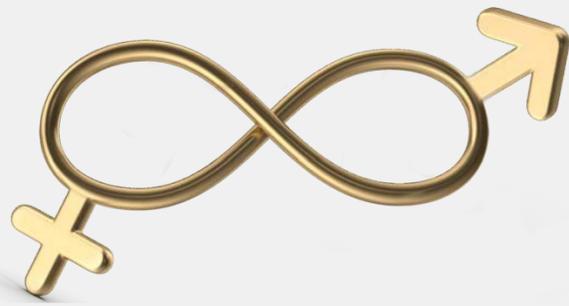
## FINALIST

### *Sharon Jones*

Head of Diversity & Inclusion;  
Origin Energy

As Head of Inclusion at Origin Energy, Sharon Jones leads initiatives to improve gender equity within the organisation and across the energy sector. Key achievements include implementing gender-neutral parental leave with no qualifying period, delivering a sponsorship program to advance high-potential female employees, and establishing a Career Renewal program to recruit women returning from workforce breaks due to caring responsibilities.





**CATEGORY**  
**BEST SME COMPANY**





## FINALIST

ASPIRE

*It's your life*

Aspire Planning has actively advanced diversity, equity, and inclusion within their small team and across their industry. Using Financy benchmarking, staff surveys, and engagement with financial service providers, they've improved policies, supported women advisers, and integrated gender-aware insights into client advice. Their work demonstrates that even small businesses can lead meaningful change and inspire broader industry progress.





# FINALIST

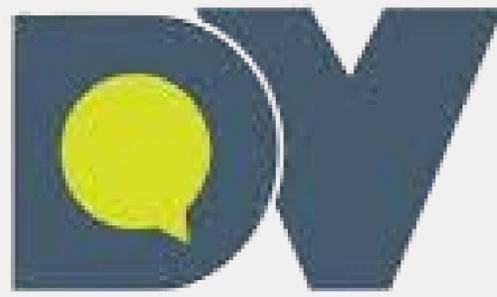


At Coulter Legal, we are proud of our culture, our focus on people and ensuring we create the environment for success for everyone. Our flexibility, professional development and growth opportunities, parental leave program including superannuation on unpaid parental leave and floating public holidays are just some of the ways we are supporting gender equity.





# FINALIST



**Domestic  
Violence**  
NSW

At Domestic Violence NSW, gender equity is a lived value, embedded in culture, systems, and everyday practice. Staff with lived experience inform strategy, leadership models inclusion, and policies support flexibility and psychological safety. By coupling internal equity with sector-wide advocacy—including reforms, domestic violence leave, and community engagement—DVNSW drives meaningful change, ensuring people of all genders are safe, respected, and able to reach their full potential.





# FINALIST



Simplify Your Tech is a woman-founded digital education business supporting mission-driven women coaches, healers, and service providers. Through mentorship, accessible learning tools, and hybrid programs, they help women overcome tech anxiety, return to business after life transitions, and scale purpose-led ventures. By honouring lived experience and creating psychologically safe, equitable environments, they enable women to build businesses with confidence, impact, and sustainability.





# FINALIST

## WINTER LEGAL

WILLS • PROBATE • WILL DISPUTES

Winter Legal delivers specialist Wills and Estate Law services with a focus on high-quality client outcomes, sustainability, and community impact. With a record of out-of-court settlements, business growth, and professional recognition, Winter Legal combines expertise with transparency and ethical practice. By challenging traditional perceptions of lawyers, providing accessible services, and actively contributing to the local community, the practice exemplifies innovation and integrity.





# FINALIST

\_nology

At \_nology, potential outweighs prior experience. They train and place career changers, women, non-binary individuals, and culturally diverse candidates into tech roles across Software, Cloud, Data, QA, and Testing. Through mentoring, CSR initiatives, and strategic DEI partnerships with companies like ANZ, Accenture, and AGL, \_nology not only bridges the talent gap but actively shifts perceptions, creating a tech workforce that reflects Australia's diverse communities.





## HALL OF FAME HONOUREE



Her Excellency the Honourable  
**Sam Mostyn AC**  
Governor General of the  
Commonwealth of Australia





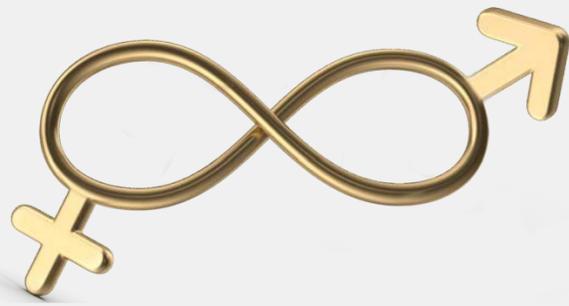
Her Excellency the Honourable Sam Mostyn AC, Governor General of Australia

**A record of firsts and lasting impact**

- **Trailblazer in Australian sport** — In 2005, Mostyn became the AFL's first female commissioner, helping drive the league's Respect and Responsibility policy and laying groundwork that lifted standards for women and girls in football.
- **Economic equality reform** — As Chair of the Women's Economic Equality Taskforce, her advice informed the Australian Government's decision to pay superannuation on government Paid Parental Leave from 1 July 2025, a structural step to narrow the retirement gap.
- **Responsible capital leadership** — As Chair of Aware Super, one of Australia's largest funds, she has presided over an agenda linking long-term performance with climate action and gender equity.
- **First Nations education champion** — After a decade on the board, Mostyn became Patron of the GO Foundation in 2025, supporting scholarships for Aboriginal and Torres Strait Islander students.
- **Shaping the 'care economy' narrative** — As CEW President, her National Press Club platform helped reframe policy debate from career alone to care and participation, influencing subsequent budgets and reforms.

"Hall of Fame honourees are selected for contributions that are both pioneering and proven. Sam's work shows up in safer codes of sport, better retirement outcomes for parents, clearer pathways for First Nations students, and a more human economy," Sweeney added.





**CATEGORY**  
**BEST CEO OR**  
**BOARD MEMBER**





## FINALIST

### *Apurva Kirti Sharma*

Principal and Founder, GPS Lawyers & Consultants

Dr Apurva Kirti Sharma founded GPS Lawyers & Consultants to combine legal expertise with social enterprise values. She implements flexible work, equal pay, and pathways for later-career and migrant lawyers, while shaping policy through committees and advocacy. Her leadership reflects ethical, inclusive practice, achieving legal excellence and advancing gender equity, diversity, and meaningful community impact across Australia and beyond.





## FINALIST

### *Dr Ashley McGrath*

Chief Executive Officer; CEO's for Gender Equity

I am proud of translating research into action that drives measurable gender equity change across industries. Leading CEOs for Gender Equity, I work with leaders to embed equity as core business, develop practical tools like the job share toolkit, and advocate for inclusive cultures. I'm proud of walking the talk—modelling flexibility, calling out exclusionary behaviours, and celebrating progress. Balancing a part-time PhD, career, and family, I demonstrate that equity and leadership are achievable together. Most of all, I'm proud to inspire others, empowering the next generation of gender equity allies to create lasting cultural change.





## FINALIST

### *Dr Jenine Beekhuyzen, OAM*

Leadership Mentor, Research Strategist, Writer, Innovator

Dr Jenine Beekhuyzen is a scholar, innovator, and advocate for women and girls in STEM. Founder of the Tech Girls Are Superheroes campaign and the Tech Girls Movement Foundation, she has impacted hundreds of thousands of students. With over 70 international publications and as author of *Qualitative Data Analysis with NVivo*, Jenine's work bridges research, mentorship, and social change.





## FINALIST

### *Mary-Beth Hosking*

CEO; Women 4 STEM

My career has been made up of wonderful exhilarating moments, sad moments and delightful ones. None would have been possible without the amazing teams I have worked with, learnt with and celebrated with. I am most proud of their achievements not necessarily my own. The joy I experience when I see someone I have worked with achieving their goals, makes everything I do worthwhile. This is why I choose to lead people. I believe that leading well takes time and is a choice we make. It takes humility, practice and motivation to be the best leaders we can be.





## FINALIST

### *Mathew Franklin*

Head of Oceania and Managing Partner,  
Uvance Wayfinders (Fujitsu)

As Managing Partner at Uvance Wayfinders Oceania, Mat Franklin integrates equality and inclusion into business strategy and culture. A national award winner for workplace diversity and inclusion, he has maintained industry-leading gender and diversity ratios and actively strengthened governance across boards including Northcott, Volunteering Australia, and RKF Engineering. Mat's leadership ensures organisations reflect and empower diverse perspectives.





## FINALIST

### *Robyn Verrall*

Chair of the SA Skills Commission's Agribusiness, Food, Wine & Beverage Board and Chair of Regional Development Australia Limestone Coast

Robyn Verrall transforms gender equity in agriculture and regional industries into action. Through founding Bully's Meats and Harvesting Potential Ltd, she empowers women and girls with sustainable pathways to food security, financial literacy, and leadership. As Chair of the SA Skills Commission and Regional Development Australia Limestone Coast, Robyn ensures women influence strategic decisions, creating opportunities in traditionally male-dominated sectors.





## FINALIST

### *Sarah Hunter*

Formerly, Managing Director;  
Officeworks/Wesfarmers

At Officeworks, under my leadership, we built a workplace where team members feel safe, included, and empowered to bring their whole selves to work. We've embedded flexibility and belonging into our culture and ways of working—enabling careers to thrive across life stages and family responsibilities. I'm proud of the role we've played in leading change across the Australian retail sector. By sharing best practices and demonstrating the link between inclusion and performance, we've inspired others to take action. Together, we're shaping a more inclusive industry—one that reflects the diversity of our customers and communities.





## FINALIST

### *Sorrel Kesby*

Founder and Co-CEO; EvenBetter.ai

As Founder and Co-CEO of EvenBetter.ai, a pioneering technology start-up dedicated to advancing gender equity and closing the gender pay gap, I am deeply motivated by the persistent inequalities that continue to challenge Australian workplaces. Despite decades of advocacy, policy reform, and public awareness, the gender pay gap remains stubbornly wide. EvenBetter.ai was created from a belief that technology – particularly artificial intelligence – can be a powerful force for measurable, data-driven change. By using AI to identify, analyse, and address systemic inequities, we aim to empower organisations to achieve genuine progress toward gender fairness and workplace equality.





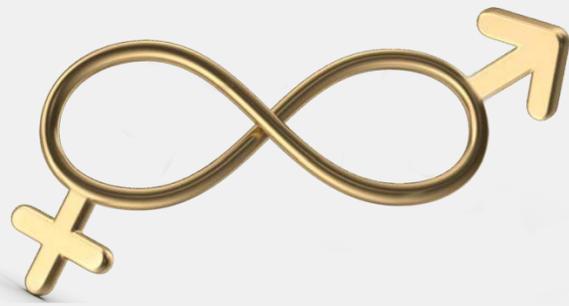
## FINALIST

### *Dr Susan McGinty*

Founder and CEO; The Assembly  
(previously Aya Leadership)

Dr Susan McGinty is the Founder and CEO of The Assembly, specialising in female leadership development for STEM and Security sectors. She has delivered over 8 programs to more than 570 women globally, helping them build confidence, progress careers, and enhance workforce diversity. Her research, workshops, and white papers advance evidence-based strategies for gender equity, inclusion, and systemic change in these industries.





**CATEGORY**  
**BEST MEDIUM COMPANY**





# FINALIST



Axe Group champions diversity and inclusion as a core part of its culture. Recognising systemic barriers in the workplace, it actively promotes gender equity through leadership development, talent pipeline initiatives, and an inclusive environment where difference is valued. Employees consistently highlight the company's commitment to equality, reflecting a workplace that embraces diverse perspectives and drives business success.





# FINALIST



Barwon Water was one of just three organisations chosen by the Geelong Manufacturing Council to join the BIG IDEAS initiative, aimed at increasing women's participation in manufacturing. The initiative produced videos highlighting businesses that excel in workforce diversity, sharing practical, replicable strategies for fostering inclusion in male-dominated sectors. These efforts, combined with an industry roundtable, addressed key questions about the value of diversity and recruiting the right talent. Collectively, the program demonstrated that gender diversity drives innovation, builds a high-performance culture, and delivers real business benefits, reinforcing Barwon Water's leadership in diversity within the region.





# FINALIST



We are most proud of the impact we create in our communities every day. At Leisure Networks, we see the difference that belonging, confidence and genuine opportunity can make. We walk alongside people living with disability to build skills, form connections, chase goals and shape futures that reflect who they are and what they want. Our work is grounded in trust, respect and the belief that everyone deserves to participate, contribute and feel valued. We are proud of the lives changed, the families supported, and the communities strengthened, and we remain committed to creating a more inclusive future for all.





# FINALIST



At Pax8, gender equality is embedded across policies, programs, and culture. Inclusive handbooks, bias-reduction training, and strategic DEI initiatives ensure fair opportunity, while leadership actively models equity. Research, including the Women Rising and Women in the Workplace reports, informs targeted action. Through thoughtful policy, training, and cultural reinforcement, Pax8 fosters a future-ready workforce where all employees can contribute, grow, and succeed.





# FINALIST



We are proud that gender equity at TelstraSuper isn't a policy on paper, it's a promise we honour in people's real lives. We've rewritten the rules so no one has to choose between family, career or financial security. Equal parental leave for all parents, superannuation that keeps building, and leave that recognises grandparents and caregivers sends a powerful message: care is valued, not penalised. Our leaders don't just endorse equity they live it. And our people tell us they feel seen, supported and able to thrive as themselves. That's the real win: equity that changes lives, not just metrics.





# FINALIST



As the peak body for women's health in Australia and Aotearoa New Zealand, RANZCOG integrates gender equity across governance, education, and advocacy. Key programs include the Gendered Language Project, promoting inclusivity for trans and gender-diverse patients, and the RISE Project, supporting CARM women. Staff-led initiatives and events, like International Women's Day celebrations, foster engagement, accountability, and a culture of continuous improvement in equity.





# FINALIST



**spec**  
SERVICES

As a women-owned leader in hazardous materials and technical cleaning, The Spec Services Group embeds gender equity into its strategy, culture, and operations. Through the Women in Leadership Program, tailored support for diverse women, and visible recognition initiatives, it has achieved gender parity in leadership roles and fostered inclusion across the workforce. Intersectional diversity, structural accountability, and sustainable programs make equity a lived, long-term value.





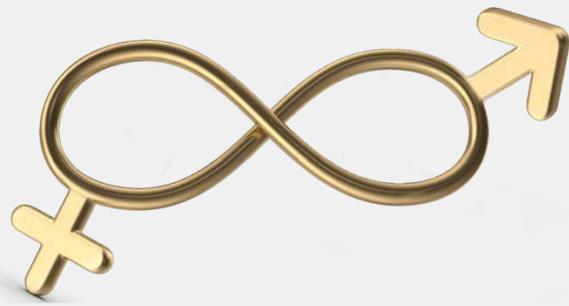
# FINALIST



**Victorian  
Chamber of Commerce  
and Industry**

The Victorian Chamber of Commerce embeds gender equity into strategy, governance, and programs. Chamber Change has supported over 500 participants with mentorship, leadership coaching, and networking, while national and international recognition highlights its impact. Complemented by flexible work, paid parental leave, gender-balanced leadership, and ongoing pay gap analysis, the Chamber fosters systemic change, empowering women to advance in business and creating measurable, sustainable outcomes.





**CATEGORY**  
**BEST LARGE COMPANY**





# FINALIST

The Dentons logo, featuring the word "DENTONS" in white, uppercase, sans-serif font, centered within a purple arrow-shaped graphic pointing to the right.

**DENTONS**

We are proud that inclusion at Dentons has moved from policy to practice. Our work on our median gender pay gap, balanced leadership teams and flexible by default culture show what is possible when equity is embedded as core business. Engagement scores, retention and wellbeing have all strengthened, but the deeper achievement is trust because people believe the system is fair. We are proud of a culture where everyone from partner to assistant shares responsibility for inclusion and community impact. For us, equity is not a project; it is how we work every day.





# FINALIST



At IDP Education, gender equality is central to how the organisation operates. Through flexible work arrangements, family-friendly initiatives, and robust ERGs for carers, wellbeing, and Pride, employees are supported at every stage of their careers. Leadership actively models inclusive behaviours, while thought leadership sessions, wellbeing programs, and employee input shape ongoing policies, creating a safe, equitable, and empowering environment where everyone can thrive.



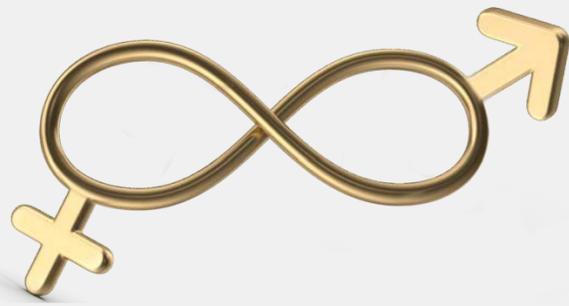


# FINALIST



We're proud of all our progress in the gender equity space, including how our DEI Council drives strategy with board-level sponsorship. Key achievements include our total return-to-work rates after parental leave rising by 10% to 81%, and sustained retention post parental leave increased by 26%. We continued to make strides with our paid leave for IVF, miscarriage, and gender affirmation, with inclusive resources available to all staff, and 95% of all promotions going to women. However, our proudest achievement by far is our employee engagement survey revealing 99% of respondents believe our workplace is a safe place for them to work.





**CATEGORY**  
**ENTERPRISE BUSINESS**





# FINALIST



AECOM is transforming the construction and engineering sector with bold, inclusive programs. They embed equity via universal flexible work, with 95% of employees agreeing they can manage work and life. From the Advocate Sponsorship Program accelerating women into leadership, to mCircles fostering peer support and confidence, AECOM's flexible work, parental leave, and industry partnerships create opportunities for all. Their initiatives empower employees, support 40% women in ANZ leadership and reduced gender pay gap by 5%





# FINALIST



ANZ takes a holistic, long-term approach to gender equity, embedding inclusion in every stage of the employee lifecycle. Its Markets Acceleration and Return to Work programs create tangible pathways for women and diverse talent. With a history of industry-first policies—like superannuation on parental leave and ‘All Roles Flex’—and strong leadership sponsorship, ANZ continues to champion sustainable gender balance and inclusion.



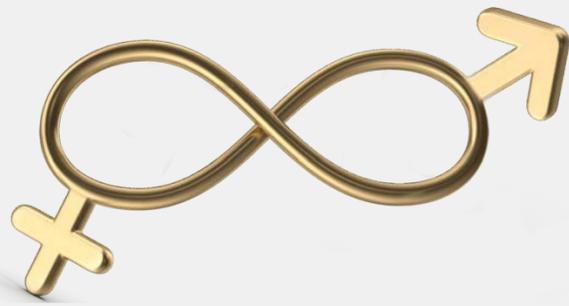


## FINALIST

# TOYOTA

Toyota Australia is proud of the collective progress being made in advancing gender equity, driven by its people-first culture and commitment to kaizen (continuous improvement). With strong leadership support, female representation in senior roles is growing, enhanced parental leave has encouraged shared caregiving, and the Toyota Kids Club program - supporting working parents during school holidays - is widely praised. These are just some of the initiatives that reflect Toyota's belief that progress is powered by people and that inclusion drives innovation.





# 2025 RECALIBRATE GENDER EQUITY AWARDS

