

Annual Report

Dream Big Australia

Financial Year 2021

21st December 2021



DREAM BIG

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Vision

To empower women to dream and succeed in STEAM (Science, Technology, Engineering, Arts, and Mathematics) careers.

Purpose

Dream Big Australia is committed to empowering women's ability to succeed in STEAM careers through world-class development experiences.

We advance women's development by providing career-launching programs and endorsements for the organisations invested in fostering diversity in sustainable talent pipelines. We believe that this will provide stronger outcomes for organisations, societies, and economies.

Our Story

Founded as the Dream Big Project in 2015 by then university student and current Managing Director Jessica Kahl, the organisation transformed into Dream Big Australia in 2019 and is now focused on building a strong network of industry and education partnerships for the purpose of creating greater collaboration. Dream Big Australia promotes all types of diversity in STEAM, currently with a specific focus on female university students.

2015

DREAM BIG PROJECT
Foundation year

2021

DREAM BIG AUSTRALIA
A growing not-for-profit and Australian Charity

Why STEAM not STEM?

Developing Science, Technology, Engineering, Arts, and Mathematics (STEAM) skills is important for building technical skills and enhancing conceptual thinking. The combination of these skills better prepares students to solve complex problems and succeed in 21st century jobs.

The STEM acronym which stands for 'Science, Technology, Engineering, and Mathematics' was invented 20 years ago by the National Science Foundation. Although the STEM acronym is commonly misused to promote male-dominated industries, it was originally invented with the intention of identifying which skills will best prepare the next generation of leaders for success in the 21st century.

This history helped inform our focus on which future skills are important for developing a talent pipeline. Through the addition of creative skills to technical know-how, the barriers between where we are now, and where we see ourselves in the years to come will be easily traversed. Failing to incorporate more creative thinking into the STEM disciplines would stand in the way of innovation, diversity, and progress.

Having multidisciplinary skills will allow for a greater degree of creative, out-of-the-box solutions to the issues our societies face today, imparting the power to turn our dreams for the future into reality.

Directors Report: Year in Review

The Directors of Dream Big Australia are delighted to provide our inaugural Directors Report. Financial Year 2021 will be remembered as a year of great change for Dream Big Australia. The focus of our expansion was our podcast to program transition, as we delivered the inaugural STEAM Ahead Program online to women across Queensland. The program focussed on building women's networks with industry mentors and employers, developing their confidence and capability, and providing them with employment opportunities.

We provided diverse value to our participants from offering industry mentoring and peer coaching sessions, capability assessments, interactive discussion forums, self-paced learning modules, and an Industry Networking Event where students had the opportunity to meet with leaders in their industries to make ideal first impressions with prospective employers.

Now, more than ever, we are passionate about encouraging greater workplace diversity, as the Workplace Gender Equality Agency recently released figures based on ABS reporting that state 30.2% of boards and governing bodies have no female directors and the gender pay gap figure has increased 0.8 percentage points in the last six months to now sit at 14.2%, meaning that women must work an additional 61 days to earn the same amount as their male counterparts (WGEA, 2021).

Over the year, Dream Big has worked on gaining more industry leaders to lend their wisdom and mentoring skills to our high potential female participants. We have been continuing to grow brand awareness as a thought-leader through our careers podcast (now over 20 episodes) and our presence on social media.

We are immensely proud of the content of our self-paced learning modules, which included input from over 60 professionals who are leaders in their fields. Completed over a nine-week period, weekly learning topics ranged from self-awareness, speaking with confidence, making great decisions, soft skills for career success, building strong networks, elements of successful teams, understanding workplace culture, gaining commercial insight, strategy, operations, and innovation. Each topic was delivered through the lens of high-performance and leadership and with practical, actionable strategies and tools that the participants had opportunities to practice through tasks and activities.



John Searls, Non-executive Director



Sharyn Scriven, Non-executive Director

This year's STEAM Ahead program focused on Queensland, with six out of the 53 students being offered interviews with our partners, two of which have gained paid positions at the time of writing this report. We anticipate more good news from program participants in the coming months.

We're very excited to have gained two more investment partners: Coles and Arup, who join our existing partners Ergon Energy & Energex and Aginic. Our collaborative partners for this year, Gravitas, STS Group, Vocatif, and IPWEAQ have also been instrumental in helping us deliver our 2021 STEAM Ahead program. We also welcomed as collaborative partners in late 2021 Coretex Group, u&u. Recruitment Partners, Tribal Habits, and HLB Mann Judd Advisory and Accounting. We're excited to have you with us on this journey!

Thanks to this growing partnership base we entered the second half of 2021 in a strong financial position, we're implementing our plan to expand our program and our team. With that said, we have some further exciting news to share. Dream Big Australia is excited to welcome our newest team member, our Marketing & Administrative Manager, Bonnie! Bonnie joins the team as we step into financial year 2022, marking a milestone on our journey towards becoming a sustainable and scalable business. As always, we have big dreams, including transitioning from an entirely volunteer base to paid employees, and this role is a part of that, supporting our team to grow Dream Big Australia's presence.

We would like to extend heartfelt gratitude to our partners, volunteers, and podcast guests who have played a crucial role in helping us in executing Dream Big Australia activities through the year. Our thanks to you all for another year of resounding success.

"You cannot hope to build a better world without improving the individuals. To that end, each of us must work for his own improvement and, at the same time, share a general responsibility for all humanity, our particular duty being to aid those to whom we think we can be most useful."

Marie Curie, Chemist and Physicist

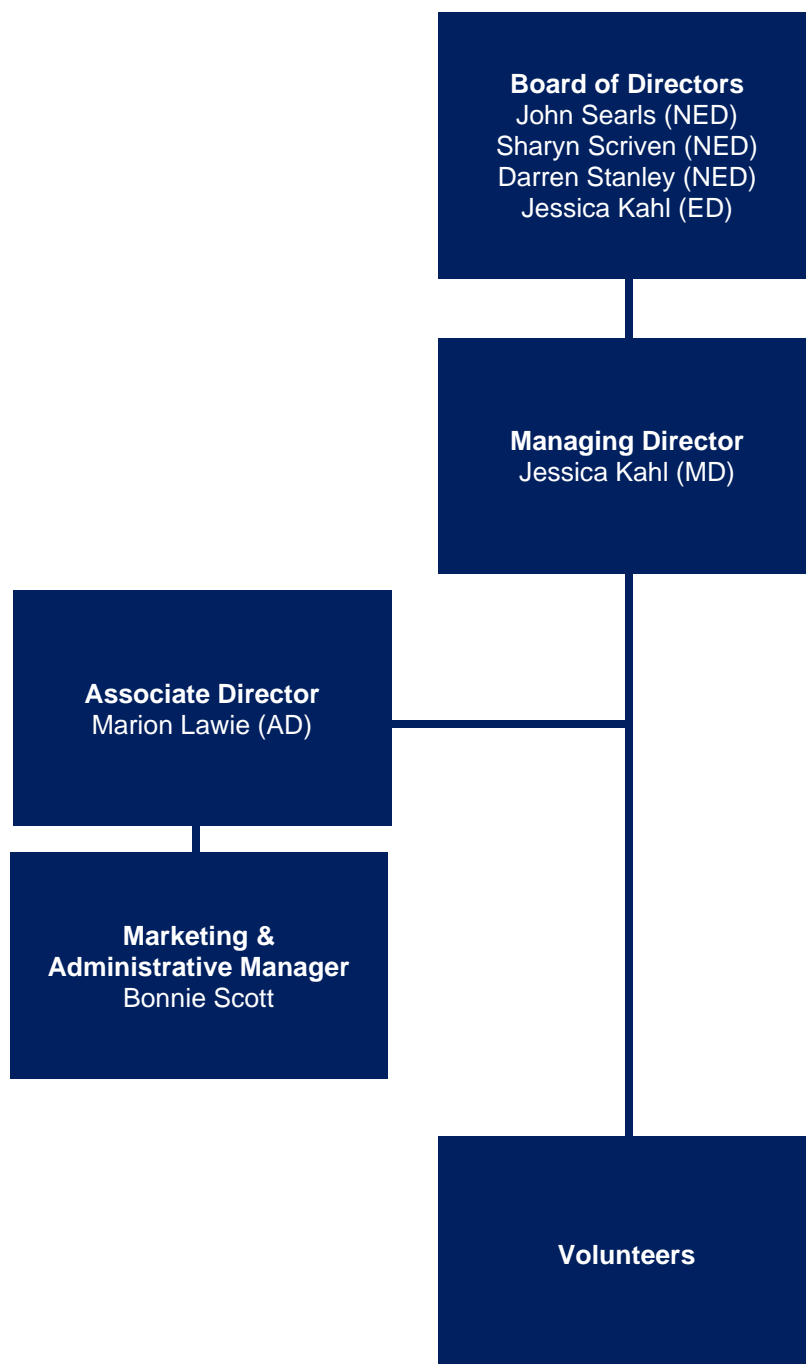


Darren Stanley, Non-executive Director



Jessica Kahl, Managing Director

Governance & Organisational Structure



Abbreviations:

- NED = Non-Executive Director
- ED = Executive Director
- MD = Managing Director
- AD = Associate Director

Leadership Team

Meet the Dream Big Australia leadership team. With a wealth of cross-industry experience, we are established professionals and leaders in our fields with a shared commitment to supporting and developing women.



Jessica Kahl

MANAGING DIRECTOR & FOUNDER, DREAM BIG AUSTRALIA

PROJECT MANAGER CORPORATE DEVELOPMENT, SUNWATER

Jessica Kahl is the Managing Director of Dream Big Australia and Project Manager at SunWater. She is an award-winning engineer, entrepreneur, diversity advocate, and 2021 Young Australian of the Year Shortlisted Nominee. Since entering the industry, Jessica has combined her creative leadership and engineering capabilities to make a difference to society through her work in master planning, resources, and infrastructure. Outside of her day job, she is also passionate about increasing engagement and growth in STEAM to empower education, industry, and innovation. Jessica works closely with investment and collaborative partners, educational institutions, and students to guide positive outcomes which integrate STEAM learning and storytelling from industry leaders into engaging Dream Big Events.



Sharyn Scriven

NON-EXECUTIVE DIRECTOR & CHAIR, DREAM BIG AUSTRALIA

GENERAL MANAGER GRID INVESTMENT, ENERGY QUEENSLAND

Sharyn Scriven is a Director and Chair of Dream Big Australia and leads the Grid Investment group managing the optimisation of investments on Energy Queensland's network assets. For the past 25 years Sharyn has worked in large engineering-based utility businesses that have undergone significant evolutionary change. With extensive experience in developing strategy, delivering operational results, and managing risk, she has led transformational change across large teams to build capability and drive efficiency. Sharyn is MBA qualified and resides in Brisbane with her husband and two daughters. She is passionate about diversity and an advocate for the ongoing improvement in workplace environments and opportunities for women.



John Searls

NON-EXECUTIVE DIRECTOR, DREAM BIG AUSTRALIA

MANAGING PRINCIPAL, ASSET MANAGEMENT & PERFORMANCE ADVISORY, AURECON

John Searls is a Director of Dream Big Australia and the lead of Aurecon's Asset Management & Performance Advisory business. With more than 25 years of experience leading transformational change at both the strategic and operations levels, he challenges the status quo, specialising in initiatives that design and drive fundamental change across asset intensive industries. He is passionate about supporting business to achieve financially, socially, and environmentally sustainable investment outcomes, not only during the formation stages, but right through an asset lifecycle and eventual transformation or closure. He is also an active leader of inclusion and diversity. "Gender diversity is only one form of diversity, but a very important one for me. I have two daughters that deserve the opportunity to pursue any vocation that matches their strengths, without discrimination. And I have a son who deserves to benefit from a world rich in diversity".



Darren Stanley

NON-EXECUTIVE DIRECTOR, DREAM BIG AUSTRALIA

EXPERIENCED C-LEVEL EXECUTIVE & COMPANY DIRECTOR

Darren Stanley has led a number of Australia's preeminent technology and service companies, and he continues to invest his time helping with the growth of smaller companies and Not-For-Profit organisations. After a successful career as an officer in the military, Darren transitioned to business, where he continued to develop and refine the arts of building teams and 'leading-with-purpose'. Darren has built long-term, sustainable capability into the companies which he has led, helping them to achieve profitable growth, increased profiles, and legacies. An expert at merger and acquisition activities, Darren has a track record of creating positive cultural change and bringing divided stakeholders together with an inspiring vision for change. As a business leader, Darren led a number of highly successful graduate programs and fostered the development of programs which supported the development of our youth and diversity in the workplace. He is passionate about the development of Australian talent and intellectual property.



Marion Lawie

ASSOCIATE DIRECTOR, DREAM BIG AUSTRALIA

DIRECTOR, VOCATIF

Marion Lawie is from FNQ, a country girl who's been around the world and learned enough to realise how little she knows. Counterintuitively, this makes her a great teacher! She's a facilitator, an educator, and an engager. Her work combines professional expertise with deep empathy and a lively sense of humour to create learning and engagement experiences tailored to participants' needs, enabling them to connect with each other and with their own potential. With agency as her north star (or southern cross, as we're in the southern hemisphere!), Marion is all about maximising our unique human power - individually and collectively - to shape our circumstances, to motivate ourselves, and to act positively on our environments. Marion runs her own small consultancy and is a sessional academic at the Queensland University of Technology, a Global Fellowship Councillor with the Royal Society for the Arts, and an Emergency Services Volunteer with the Australian Red Cross.



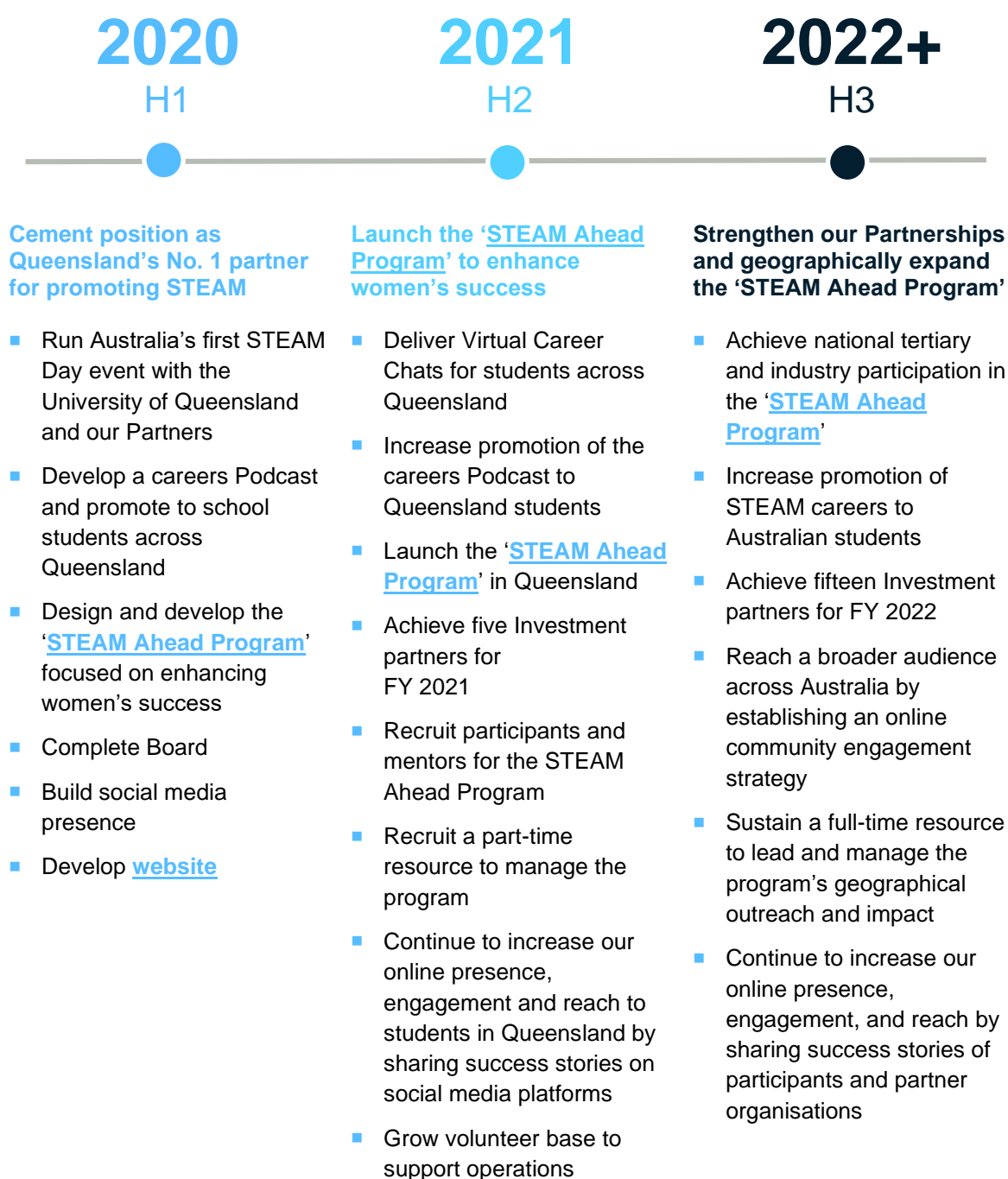
Bonnie Scott

MARKETING & ADMINISTRATIVE MANAGER, DREAM BIG AUSTRALIA

Bonnie Scott is a passionate writer and communicator, with a strong focus on both creativity and analytical thinking. Having excelled in a variety of roles centred on communication and problem-solving, she is an all-rounder with experience in administration, marketing, copy writing and editing, software support, and teaching. Bonnie has worked in a number of industries since completing a Bachelor of Arts with majors in Writing and German, and most recently has returned to Australia after a year teaching English in Japan. She has successfully led a team of Content Writers, drawing on the leadership insights she gained through her five year involvement with our partner, Gravitas Leadership Group. In her role as Dream Big Australia's Marketing & Administrative Manager, Bonnie supports relationships between the Dream Big leadership team, partners, volunteers, and program participants, as well as leading our marketing initiatives that promote our impact to a wider audience within the Australian business community.

Our Strategy

Having delivered the foundation of the Dream Big Australia Strategy in FY21, we will quickly move to deliver on our value proposition. A detailed value proposition is provided to potential investment partners looking to strengthen their diversity pipeline and ability to attract exceptional female talent. Through our careers Podcast and STEAM Ahead Program, we work to support and better prepare women to be more skilled, confident, and qualified. This is an ambitious strategy that requires sustained effort. We will achieve our goals through a steady, carefully planned, and concentrated process.



Our Program

The STEAM Ahead Program addresses the challenges associated with engagement, development, progression, and retention of female talent in the industry by supporting women to be more skilled, confident, and qualified when entering the workplace.

Created by recognised executive leaders, the program connects women with industry mentors and employers, enhances their capabilities, and elevates their potential prior to graduation—enabling participants to differentiate in today’s highly competitive employment market.

Not only does the program enable real outcomes for high potential women, Dream Big Australia creates an opportunity for participants to make a positive impression on prospective employers and sound them out for a cultural fit at the Industry Presentation and Networking Event.

PROGRAM SNAPSHOT		PROGRAM ELEMENTS	
 9 WEEKS	PROGRAM DURATION	Capability Assessment	2
 4 HOURS	AVERAGE WEEKLY TIME COMMITMENT	Industry Mentoring Sessions	6
 ONLINE	WEEKLY MODULES, FLEXIBLE LEARNING	Interactive Discussion Forum	9
		Peer Coaching Sessions	2
		Self-Paced Learning Modules	9
		Industry Presentation & Networking Event	1

Featuring one-on-one mentoring; self-paced, individual learning; and interactive plenary sessions, the STEAM Ahead Program immerses participants in a vibrant, multifaceted learning experience.

PROGRAM OUTLINE						
Participants are empowered to explore the importance of key themes in the workplace.			From one-on-one mentoring, to self-paced, individual learning to interactive plenary sessions, the STEAM Ahead Program immerses participants in a vibrant, multifaceted learning experience.			
KEY THEMES			INDIVIDUAL DEVELOPMENT	TEAM BUILDING	ORGANISATIONAL CONTEXT	
Diversity & Inclusion	Leadership	Performance	Know your strengths Identify your values and build your strengths	Soft skills for career success Develop creativity, problem solving and collaboration skills	Understanding workplace culture Creating a competitive advantage with people	
			Speak with confidence Enhance your speaking, presentation and communication skills	Build strong networks Create trusted relationships and influence	Gain commercial insight Achieve meaningful goals, performance and growth	
			Make great decisions Sharpen your critical thinking and judgement	Elements of a successful team Foster engagement and accountability	Strategy, operations & innovation Develop a future-ready mindset	

Learn more about the Program [here](#).

The above is based on our 2021 program. Exciting updates are planned for the 2022 program, currently in development.

2021 Guest Speakers

We are privileged to benefit from so many industry professionals volunteering their time and expertise to give back to the profession and community as STEAM Ahead program Guest Speakers. Positions for Guest Speakers offer industry professionals the opportunity to work with our amazing 'Dream Team', share their passion, and inspire the next generation of STEAM leaders to create real change!



John Searls

Presented by Dream Big Australia's own John Searls and Marion Lawie, **Module One: Know your Strengths** supports participants to explore their own strengths and values and how they can relate to their workplace, development plans, and career pathways. By taking a strengths-based approach, this module encourages participants to appreciate their strengths, articulate the values that guide decisions and actions, and understand how to apply their values in the workplace.



Marion Lawie



Deanna Lane

**VOLUNTEER, DREAM
BIG AUSTRALIA**

**Founder, Fastlane
Consulting**

Deanna Lane is a consultant to law and accounting firms, financial services, the engineering and construction industry, professional education institutes, and universities. A member of the Harvard Business Review Advisory Council, Deanna is a published author, keynote speaker, and creator of the PowerUP series of executive education programs. A Master Trainer in Extended DISC profiling and certified IKIGAI coach, Deanna uses these tools in mentoring emerging leaders. Deanna is a Global Board Member of NABU.org in New York, a tech organisation focused on global literacy. Previously a Board Member with Australian Institute of Health & Safety and Diversity Committee - Property Council of Australia.

Module Two: Speak with Confidence helps participants to understand their communication style, structure and deliver a memorable presentation (including the art of storytelling), frame a one-on-one conversation to achieve the desired result, and ensure their voices are heard during meetings. Participants gain a stronger sense of their own ability to speak with confidence, learning how to deal with challenging interactions and to create compelling sentences that describe their abilities, which encourage others to refer, hire, or promote them.



Maureen Thurston- Chartraw

**VOLUNTEER, DREAM
BIG AUSTRALIA**

**Chief Experience
Officer, Aurecon**

For over 30 years Maureen has played at the intersection between business, creativity, and culture, leveraging design as an instrument of strategy to envision the future, reimagine models, systems, and structures, and invent more meaningful value for clients. Maureen believes design should be positioned as a catalyst for change; a means to help put an enterprising spirit into the enterprise. Maureen is the Chair of Good Design Australia, an Adjunct Professor at UTS, an industrial designer, educator, entrepreneur, and author. She wholeheartedly believes that Aurecon's competitive currency is in its creative capacity to innovate and is currently embedding design as a strategic component within Aurecon's integrated Future Ready strategy.

Module Three: Make Great Decisions allows participants to harness the power of inquiry, as well as a step-by-step approach that transforms a fuzzy problem into a clear, concise question to frame specific action. In the module, participants discover a pragmatic process to systematically unpack a problem, a decision-making tool to unravel complexity, and a scalable framework to validate and test thinking so that they are better able to make great decisions in not only their careers, but their personal lives too.



Dr Desley Lodwick

**VOLUNTEER, DREAM
BIG AUSTRALIA**

**Executive Director,
Aberrant Learning**

Dr Desley Lodwick is a leader in facilitating learning. Dynamic and knowledgeable, she presents innovative approaches to leadership, learning, and development and inspires people to challenge the underlying assumptions that drive their current leadership actions. Desley brings a variety of 'lenses' to her work. Before becoming a Master coach and facilitator of leadership programs, she held senior executive positions—the most recent as the Managing Director of a global IT company. This extensive corporate experience coupled with her understanding of human development, including her own, helps create safe spaces for clients to explore new possibilities.

Module Four: Soft Skills for Career Success explores the value of soft skills—integrity, authenticity, empathy, and investment in social capital—which are needed in order to be truly effective in a successful career. The module uses action research-based frameworks in Adult developmental theory and sense-making, the Cynefin Framework, and Systems thinking to challenge participants' pre-existing ideas and help them step forward towards wisdom and insight while developing themselves and their careers.



Genevieve De Michele

**VOLUNTEER, DREAM
BIG AUSTRALIA**

Genevieve is a Civil and Construction Engineer who, over the last decade, has worked with public and private sector clients to plan, procure, deliver, and manage infrastructure projects. Her role has ranged from strategic planning to procurement strategy, transaction management, cost estimation, and project delivery. She is a proactive stakeholder manager, promoting the importance of clear communication throughout project teams to support project success. Genevieve has worked in both local and state government as an advisor, navigating highly politically sensitive governance structures to deliver best outcomes.

Module Five: Build Strong Networks helps participants learn how to grow, maintain, and strengthen professional networks from university, right through their career. By providing tangible networking tips to make meaningful and lasting connections with other professionals,

**Associate Director,
IN4 Advisory**



Teagan Dowler

**VOLUNTEER, DREAM
BIG AUSTRALIA**

**Capability Manager,
STS Group**

participants gain insights that they can apply throughout their entire career, including developing a networking plan.

As Capability Manager at STS, Teagan has project managed multiple change and capability improvement projects for client operational sites. She has delivered 1:1 coaching to over 500 leaders, including frontline leaders, engineers, and managers, and delivered over 100 workshops across the topics of leadership, communication, performance management, and diversity & inclusion. Teagan is the author of *Rules of the Game: Women in the Masculine Industries* and was a co-founder of the Diversity Practitioners Association in Queensland. She is the host of *Industry Chat Tuesdays* which showcases the diversity of roles women hold across the heavy industries.

Module Six: Elements of a Successful Team introduces participants to the factors required to achieve a high performing team, exploring the Tuckman model of group development, the structural elements that should exist within and among team members, and the Lencioni Five Behaviours of an Effective Team model. This Module leaves participants with a better understanding of their role as a team member to support the success of their team, the life cycles of teams, and the elements that must exist to achieve high performing teams.



Fulton Smith

**VOLUNTEER, DREAM
BIG AUSTRALIA**

**Director, Gravitas
Leadership Group**

Fulton Smith has enjoyed a challenging and rewarding career as an Organisational Development and Change Leader. Following a successful career in the Royal Australian Air Force, in which he held management and leadership roles, Fulton worked in senior leadership roles in an Australian ASX top 15 company, where he played a key role in championing cultural and capability change within the IT department. Fulton led over 500 staff managing business critical systems and, during his tenure, staff engagement rose to become one of the highest within the company. Most recently, Fulton was CEO of Polymetals Mining Limited where he led the Company to a successful listing on the Australian Securities Exchange (ASX) and to becoming an Australian top 10 gold producer.

Module Seven: Understanding Workplace Culture helps program participants identify the 'true north' values that guide their behaviours, gain a better grasp of workplace culture, and understand the role leadership plays in forming and sustaining a positive team environment. At the end of the module, participants will understand what they, as individuals, can do to contribute to a positive workplace culture that allows others to grow and be successful.



Chris Eldridge

Chris has worked in the technology domain for almost 30 years across delivery, management, product, and sales. This background led him to become a founder of a technology services business, *4impact*, which started in 2005 and is still growing today. 4impact employs people in four countries and gives back to the region through key social enterprises like *Opportunity International*. Chris's business journey has taught him a lot about what works in business, what doesn't, and what is important both professionally and personally. He seeks to share key learnings and insights to help other businesses and professionals on their journeys.

Module Eight: Gain Commercial Insight helps participants develop their ability to gain insight in the workplace as their career progresses by reflecting on their career journeys and goals. The module instils the

**VOLUNTEER, DREAM
BIG AUSTRALIA**

**Business Owner,
4Impact**



Ryan Harris

**VOLUNTEER, DREAM
BIG AUSTRALIA**

**General Manager, The
Citadel Group**

ability to understand the difference between 'how' vs 'why', shows them the value of adversity, and provides practical advice on how to learn from all situations, enhance their ability to ask questions, gain insight, and increase their value in their workplaces.

Ryan Harris has an extensive background in leading IT and project teams through complex, high profile, and innovative engagements. His expertise supports clients across a range of industries including Financial Services, Utilities, Public Sector, Health, and Education. Ryan's background in Management, Business Intelligence, and consulting with global clients has positioned him as a credible leader in the delivery of large-scale project and product implementations with top tier clients, with the support of the first class, high performing teams he builds. He has expertly built strong partnerships with vendors, clients, and industry leaders to develop and deliver high quality products and solutions, aligning himself as a strategic partner with the capability to deliver the technical expertise required.

Module Nine: Strategy, Operations, and Innovation guides participants in building an effective strategy to set direction and priorities, demonstrates the importance of operational excellence for businesses, and highlights the need for perpetual innovation in today's digital world. Full of tips and techniques on designing an effective strategy, this module also teaches participants the importance of effective operations and looks at innovation and how organisations maintain relevance in a rapidly changing digital landscape.

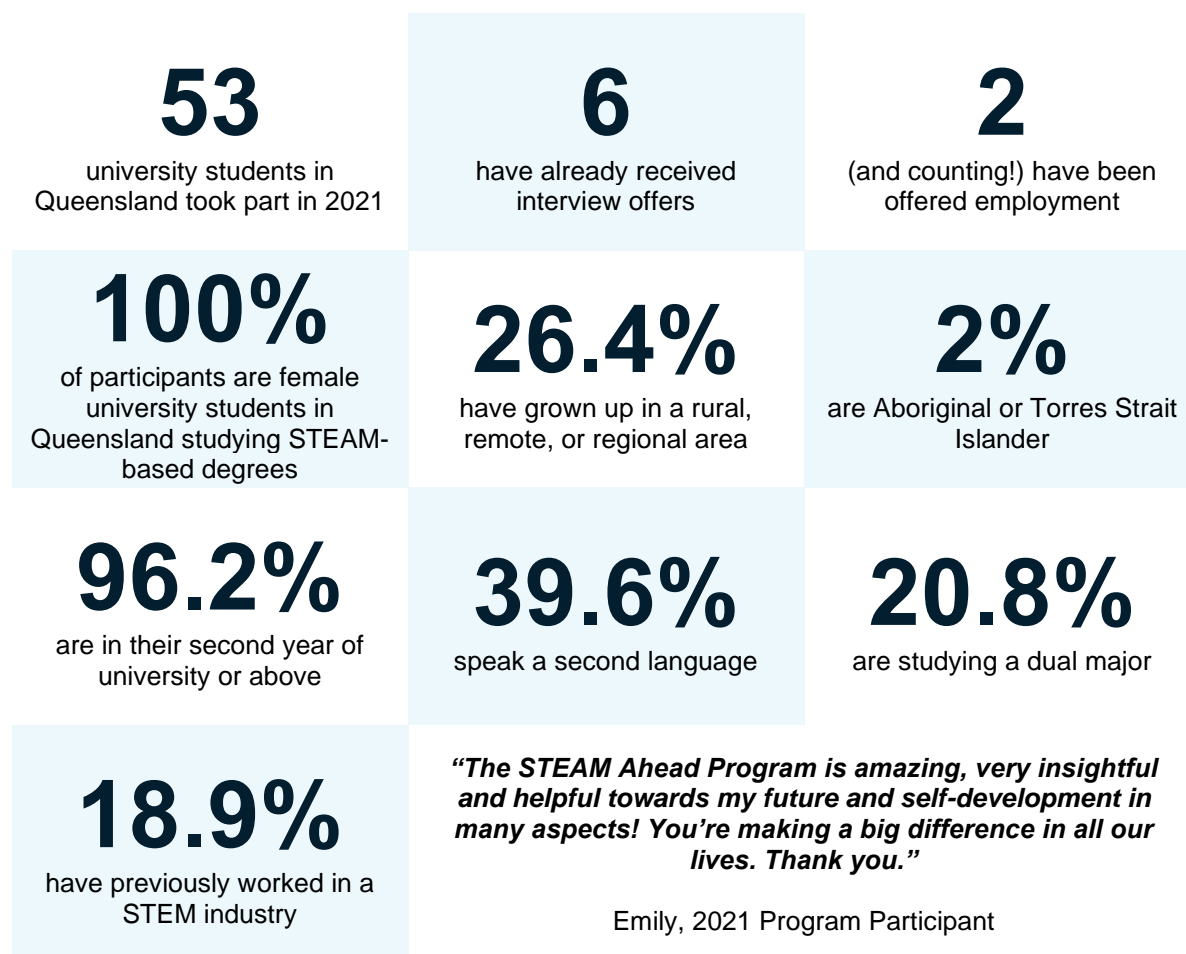
2021 Program Outcomes

The Steam Ahead program attracts women with demonstrated potential who are seeking to fast-track their development and transition from study to career so that they enter the industry as confident, self-directed, and well-rounded leaders. Our 2021 program cohort includes participants from a wide range of study areas, which leads to participants having a more diverse and inclusive learning experience.

Applications are open to female university students completing a STEAM Bachelor's degree (in their 2nd year or above) with a Credit Average or equivalent. Female candidates who identify as Indigenous or Torres Strait Islander; rural, regional, or remote location; migrant or refugee; low socio-economic background; and/or who live with a disability are encouraged to apply.

Since 2015, Dream Big Australia has been recognised with the CQUniversity Opal Award for Engaged Service Learning and Excellence and a 'High Commendation' under the Engineers Australia Gender Diversity Awards.

The statistics below are based on our 2021 program cohort, which focused on students based in Queensland. In 2022, we are inviting students from all states and territories across Australia to take part.





Tiahna Cave

2021 STEAM AHEAD PARTICIPANT

**B. DATA SCIENCE & SCIENCE (APPLIED MATHS),
GRIFFITH UNIVERSITY**

The STEAM Ahead program marked a turning point in my preparations for my future career.

The most beneficial part of the program was having so many opportunities to expand my network and hear valuable insights from Industry Professionals. I thoroughly enjoyed learning about the practical aspects of networking and being able to put those learnings to use each week and at the Industry Networking Event.

I felt really inspired after the program concluded, so myself and 3 of the other STEAM Ahead participants decided to start up Griffith Women in STEM & Education—a university club supporting women in traditionally male-dominated industries. In the past couple of months, we have had close to 50 members join, and have held 2 professional development events!

I have been lucky enough to have received 2 employment offers from STEAM Ahead partners. I will firstly be completing a summer internship with Ergon Energy & Energex as part of their Strategic Forecasting team, followed by working for Aginic as a Data Analytics Consultant whilst I complete my university studies.

I am truly grateful for all the opportunities and inspiration that the STEAM Ahead program has afforded me.



Alison Butcher

2021 STEAM AHEAD PARTICIPANT

B. COMPUTER SCIENCE, GRIFFITH UNIVERSITY

The STEAM Ahead program run by Dream Big Australia was an amazing experience, and I met so many inspiring and talented people, both mentors and other participants in the program.

The STEAM Ahead program helped me with my self-confidence, and hearing stories from so many different mentors made me realise that by focusing on a few key areas I could greatly amplify my career success.

A key part of the Steam Ahead program for me was identifying my strengths and understanding how to best use those to achieve my goals. The program taught me how to leverage my strengths for maximum benefit. From learning to focus on my strengths, I can already see the benefits, 6 months after completing the program. After refining my resume and LinkedIn profile during the Steam Ahead program, I am getting contacted about positions from potential employers.

After the program completed, several of the participants and I created a new club at Griffith University for women in STEM and education (WISE) which aims to encourage and empower women in and into STEM as well as supporting leaders in the education system to do the same.

The Steam Ahead program was an incredible experience and I highly recommend it.

Careers Podcast

Recognising and responding to the demands and restraints of COVID-19 in early 2020, Dream Big Australia quickly pivoted from providing in-person career experiences to sharing these insights through podcasts. Dream Big Australia's MD Jessica Kahl leveraged industry and education connections to launch a brand new series of career interviews with leading STEAM figures.

The STEAM Ahead podcast shares stories from men and women with careers in STEAM fields so that young people can be informed on how to shape their futures. Formatted as career chats, each episode is designed to give young people a greater understanding of their career pathways post-school.

While restrictions on in-person activities curtailed some opportunities, embracing podcasting opened the career insights to a broader demographic, with regional and remote students no longer hampered by distance. Although our physical gatherings for scheduled Dream Big Events were cancelled, the conversations, the connections, the actions and above all, the movement towards empowering STEAM education continued and was extended through the broader reach enabled by the podcast format.

The podcasts come across as warm chats, but there is significant planning, preparation, and post-production that goes on behind the scenes in order to bring the interview to air. In addition to scheduling and editing recordings, developing the interviews themselves has been an enjoyable aspect of the process for Jessica, who is single-handedly responsible for conceiving and delivering the podcast series.

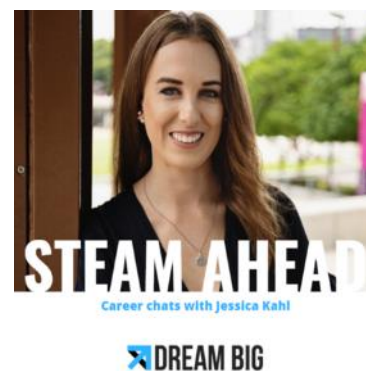
"The best part about the podcast since our launch has been coming up with the relatable questions to make the content engaging, interesting, and fun for young people," says Jessica.

The overwhelmingly positive response to the podcasts demonstrates the effectiveness of the approach.



**Keeps me engaged and current!
Such an educational and inspirational listen for anyone in the steam space. Jess has a natural ability to draw you in and communicate steam, productivity and innovation ideas clearly and easily for today's busy listener. Love it!**

Guests on the podcast have included Dream Big Australia's John Searls on careers in Asset Management and others including Gladstone Regional Council Engineer Jessica Dennien, on being a female engineer in regional Queensland. Go to Apple Podcasts to listen in.





Partner with us

Dream Big Australia partnerships are an exciting opportunity for organisations to be recognised for enhancing women's participation and capability in STEAM. If you are an organisation looking to strengthen your diversity pipeline and ability to attract exceptional female talent, we want to partner with you. By investing in our services, your organisation will directly benefit from supporting and better preparing women to be more skilled, confident, and qualified when entering the workplace.

Our Investment Partners benefit from:

- ✓ **Guaranteed resumes.**
- ✓ **Enhanced recruitment strategy.**
- ✓ **Increased ability to attract exceptional talent.**
- ✓ **Strengthened organisational capability.**
- ✓ **Recognition for supporting gender diversity in STEAM.**
- ✓ **Accelerated commitment.**

Our Investment Partners



Part of Energy Queensland



Our Collaborative Partners



For information about our Partnership Program, refer to our website [here](#).

Overview of Financial Position

In the 2020-2021 financial year, Dream Big Australia delivered a range of services focused on our strategy of supporting greater diversity in STEAM. Chief among these was running the STEAM Ahead Program. As we pivoted to delivering our services online, our expenditure increased to incorporate subscription fees for the services necessary to running our program online, such as Zoom for our live interactive discussion forums.

To preserve the ongoing financial strength of the organisation, expenditure on the services necessary for our operations were negotiated, where possible, through in-kind partnerships, which offset our operating expenditure. For example, through our partnership with IPWEA Queensland, we were able to host our learning modules free of charge. These in-kind partnerships contributed to our increasing ability in event management, access to best-practice classrooms for events (prior to the disruption of COVID-19) and advertising via a number of online platforms to enhance brand reputation of Dream Big Australia and our chosen partners.

As a result of this, we ended the 2021 financial year with a surplus of \$3,935 despite general operational costs and the costs of facilitating the Industry Presentation & Networking Event.

On a forward outlook, the organisation is beginning the 2022 financial year financially strong with Investment Partners' funds increasing our financial position to over \$27,000 at the time of writing this report.

Importantly, we have sufficient funds available to support our continued outreach to Queensland as well as extend our reach into the other Australian states and territories. This position is expected to strengthen over the

next financial year as targeted partnering efforts come to fruition. We continue to work towards our vision of 70% partner investment contributing directly to our STEAM engagements with high potential women studying STEAM.

In this period of operation, we focussed on investing in base systems, processes, and online STEAM engagement. This investment demonstrates the organisational efficiencies we have established. It is our continuing objective to decrease expenditure not directly related to engagement as our company set-up costs decline.

Careful financial management of Dream Big Australia has allowed growth of the company's financial foundations. With strong liquidity, the company has the financial capability to navigate through future challenges that may arise. While the national economy is contracting, with potential impacts on Investment Partner contributions, Dream Big Australia has a financially robust base as it enters its seventh year of operation.

Refer to Table 1 for the Financial Year 2021 results.

Financial Year 2021

Table 1

Revenue/Expense	Category	Description	Sum of Transaction Value
	Opening Balance	Cash at Bank July 1 2020	\$7,692
Revenue	Donations	Investment Partners	\$5,000
	Total		\$5,000
Revenue Total			\$5,000
Expense	Fees	ASIC Fees	-\$1,681
	Platforms	Website hosting	-\$535
	Banking	Transaction fees	-\$42
	Insurance	Fees	-\$2,139
	Workplace Software	Subscription Fees	-\$873
	Event(s)	Cost of services provided	-\$3,023
	Accounting and Legal	Services	-\$462
	Total		-\$8,757
Expense Total			-\$8,757
Net movement			-\$3,757
Remaining Funds		Cash at Bank June 30 2021	\$3,935

Board Remuneration

The Board of Dream Big Australia comprises of voluntary positions.



**Let's empower women to
dream and succeed together.**



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