



# Annual Report

Financial Year 2023

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# VISION

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

## Purpose

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

## Our Story

Dream Big began in 2014 when Managing Director and Founder, Jessica Kahl (then a second-year engineering student) realised the numbers of women enrolled in her engineering courses were rapidly declining. Since then, the team and the impact has grown, as Jessica and the team realised helping women build strong industry networks and career ready skills will see more women stay in STEAM industries and progress into leadership roles.

## Looking Ahead

Developing 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. Crucial to our success in designing and building solutions to solve these complex problems is ensuring diverse, inclusive workforces that will innovate to better serve the needs of all facets of society.

## Why STEAM not STEM?

The STEM acronym was invented 20 years ago by the National Science Foundation. Although the STEM acronym is commonly used to indicate 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 more 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, innovative solutions to the issues our societies face today, imparting the power to turn our dreams for the future into reality.

***“The impact of STEM/STEAM is all around us, shaping our everyday experiences. It is never too early or too late to begin your journey in this ever-expanding sector!”***

- **Njeri Watkins**, BI & Data Analyst, Thought Leader in Innovation

# MANAGING DIRECTOR'S REPORT

After another big year of growth and impact, the Dream Big Australia team is thrilled to provide a review of Financial Year 2023.

Yet again, this Financial Year has seen Dream Big and its community of students, alumni, partners, mentors, speakers, and supporters continue to empower women's careers in STEAM. Now in its third year, our development and networking program, STEAM Ahead, aimed at female and non-binary university students completing STEAM studies has built the skills, confidence, and professional networks of another group of 100+ future leaders in STEAM.

Following feedback and outcomes from previous year's programs, the 2023 program achieved greater collaboration than ever before with a brand-new Forum function for students to connect within our LMS (Tribal Habits), more collateral and shareable content for students, mentors, and partners, and two separate Industry Networking Events at the conclusion of the Program. With the assistance of our partners, we refreshed two co-designed module topics. 'Make Great Decisions' with Aurecon and 'Lead through Adversity' with Coles provided clarity, insight, and inspiration for program participants while leveraging the enormous wealth of knowledge possessed by the module speakers and content development team. In response to feedback from students and partners in previous years, we also added three brand-new electives on goal setting, LinkedIn profiles, and networking, which saw eager students working on these valuable aspects of their career preparations.

On the topic of partners, this financial year marked a shift in our Partner community—both Industry, and in-kind. While we farewelled the team at Cement Australia before the 2023 Program and Coles Group after the 2023 Program, joining our FY23 Industry Partners Ergon and Energex as part of **Energy Queensland** and **Aginic, Coles Group, Arup, Ausenco** were **Aurecon** and **Shell Energy Australia**. Contributing their services as In-kind Partners again this year were **STS Consulting, Vocatif, Gravitas Group, u&u. Recruitment Partners, Coretex Group, Tribal Habits**, and **HLB Mann Judd**, with the further assistance of **EITE Marketing Agency**. The impact we're having in advancing women's careers in STEAM wouldn't be possible without the unparalleled support of this brilliant community of individuals and the organisations they represent. On behalf of Dream Big and the women we support, thank you to all of our partners.

Likewise, our guest speakers, alumni & alumni committee, university contacts, volunteers, and mentors contribute to Dream Big's success in so many crucial ways. Our network of industry mentors grew again this year from over 70 to over 100. We're also excited to welcome more members into the Alumni Advisory Committee of STEAM Ahead graduates. The committee, which helps us improve our impact on women's careers by providing invaluable student and grad insights to our initiatives has now grown from 10 to 15 members. A big thanks from us for joining our 'Dream Team'.

Thanks to Tribal Habits, we've been able to continue capturing data and testimonials which

demonstrate improvements and 'aha!' moments in our student cohort throughout their program experience. We love nothing better than seeing our students improve their confidence and capabilities through their hard work and dedication to learning and networking opportunities. This year, 97% of students said they made significant progress on their program goal and that they have good to excellent industry networks after taking part in the Program.

Again hosted at the Brisbane Business Hub, our in-person Industry Networking Event was a fantastic opportunity to for students, partners, mentors, supporters, alumni, and guest speakers to connect face-to-face. Conducting our in-person and virtual networking events across different evenings in this year's program was a welcome upgrade, providing even more scope for inspiring speakers to impart lessons from their careers, alumni and students to share their own experiences, and for our community all over Australia to boost their professional connections in STEAM, celebrating the future of our industries and STEAM leaders.

Despite economic pressures and uncertainty, Dream Big's income remains consistent with the year previous, demonstrating that investing in women's careers in STEAM is crucial for the future of our STEAM industries, students, and society.

Through our careful financial management and insights gained over the years of running the STEAM Ahead Program, the team was able to deliver a quality 3 month experience to our students, partners, mentors, and speakers while maintaining a sustainable cash flow. We've ended the year with a manageable financial position and financial forecasts that will see us review, refine, and continue to expand in the coming 12 months, including exciting new partnerships with organisations dedicated to advancing women's careers in STEAM.

It is with great excitement that we announce our newest team members, Pete Noblet as Head of Industry Partnerships, and Anita Madan as Chief Operating Officer. Joining the team just before the end of the financial year, Pete and Anita bring a wealth of experience and passion for empowering women in their STEAM careers to their newly created voluntary roles. We are so pleased to welcome these valuable team members who are already contributing so much to our team and our mission.

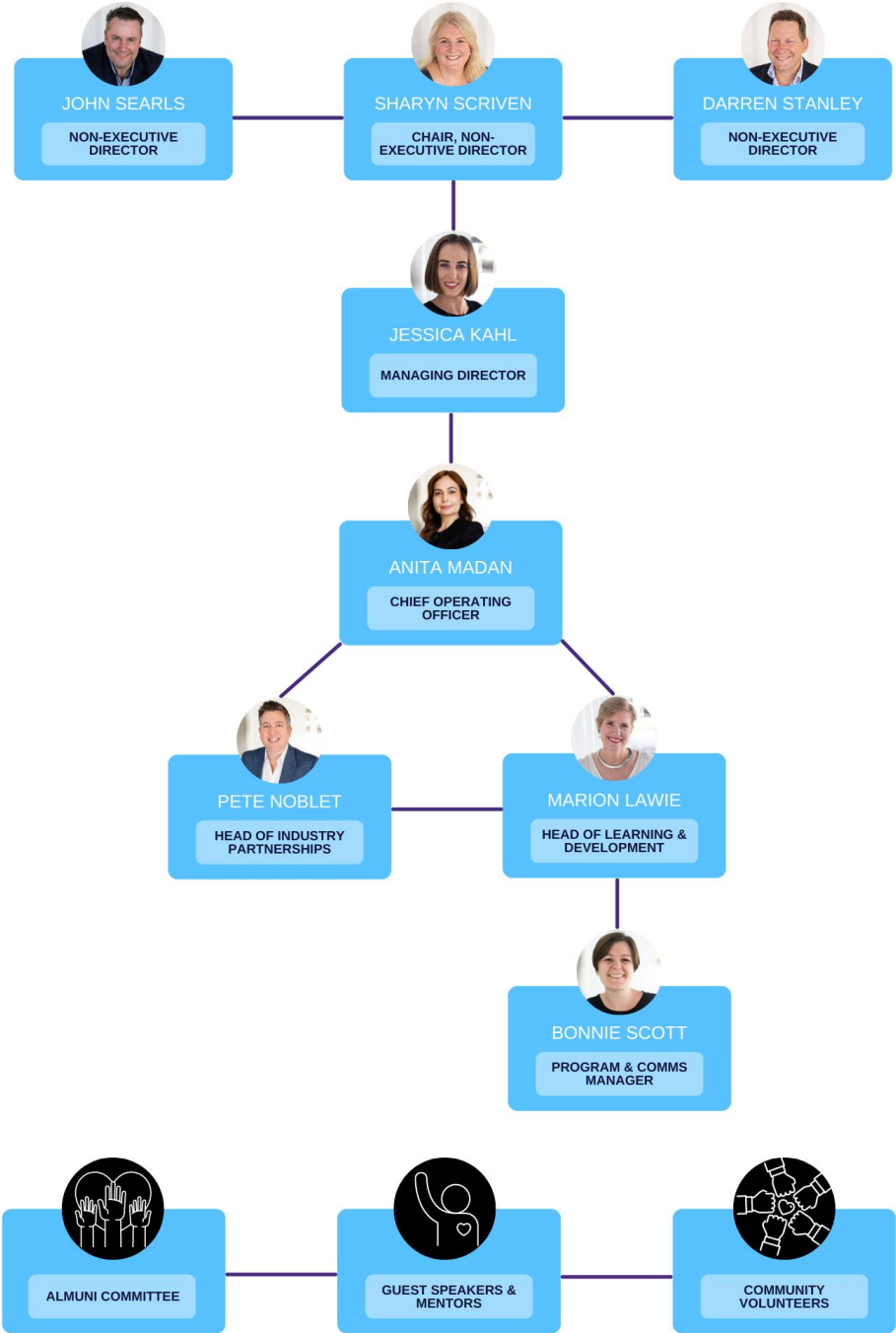
We look back with pride at the achievements of the past 12 months and forward with excitement at the upcoming initiatives and growth we're planning in order to continue our purpose bigger and better alongside our wonderful Dream Big community.

**- Jessica Kahl**

***Managing Director***

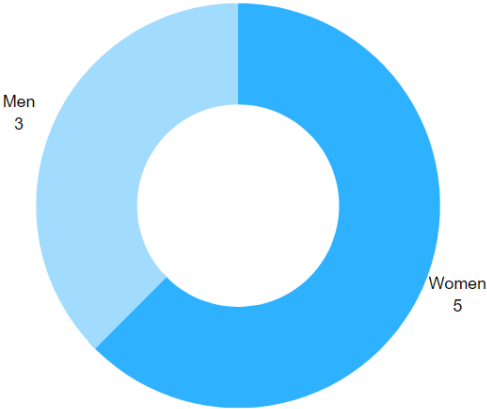
# MEET THE ‘DREAM TEAM’

Meet the Dream Big Australia ‘dream 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. Dream Big Australia operates within a supportive and collaborative governance and operational structure where financial and operational decisions are made in consultation within the Dream Big leadership team, with review and sign off on consensus by the Board of Directors.



Diversity, tenure, and experience of the team

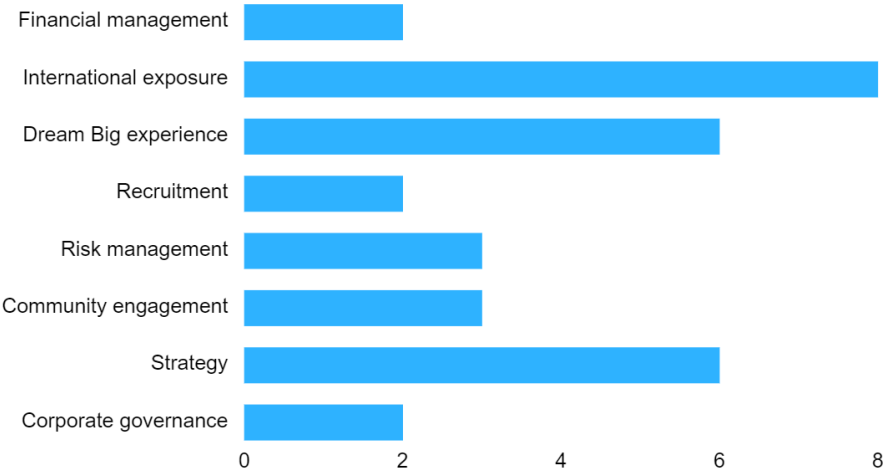
TEAM GENDER DIVERSITY



TEAM TENURE

TIME	TEAM MEMBERS
0-1 years	2
1-2 years	1
2-3 years	2
3-4 years	0
4-5 years	2
5+ years	1

TEAM EXPERIENCE





# TEAM OVERVIEWS



**Jessica Kahl**  
Managing Director & Founder  
**Appointed:** 30/11/2018.

**Skills & experience:** Jessica is a Strategy Manager at Thames Water. 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. Jessica's impact in the diversity space has led her to be recognised in the QBM's Top 20 entrepreneurs under 40, in Engineers Australia's '100 engineers making a difference' profile, and listing in "Engineers at the Pinnacle of the Profession".



**Anita Singh Madan**

Chief Operating Officer  
**Appointed:** 23/05/2023.

**Skills & experience:** Anita is Head Global Planning and Strategy- IT Infra at Giesecke+Devrient. With over 20 years of experience in senior leadership roles, Anita has consistently delivered exceptional results by implementing strategic initiatives, optimising operations, and driving organisational growth. Known for her strong leadership, she has successfully led global and cross-functional teams, fostering collaboration, and achieving operational excellence. With a passion for women's empowerment, she has dedicated her career to championing diversity and inclusivity in the workplace.



**Sharyn Scriven**  
Non-executive Director & Chair  
**Appointed:** 30/11/2018.

**Skills & experience:** Sharyn is the A/Chief Information Officer at Energy Queensland. 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 passionate about

diversity and an advocate for the ongoing improvement in workplace environments and opportunities for women.



**John Searls**  
Non-executive Director  
**Appointed:** 17/09/2018.

John is 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 assets lifecycle and eventual transformation or closure. He is also an active leader of inclusion and diversity.





**Peter Noblet**

Head of Industry Partnerships  
**Appointed:** 23/05/2023.

Pete is the Founder of Kizoku Consulting. He has worked in the Technology space for over 25 years in Australia, NZ, and the APAC region, primarily in the world of recruitment. He has held senior leadership roles across both corporate and mid-sized entities, and has worked first hand in the areas of talent and talent acquisition. As such Pete has managed and led multi-disciplined teams that work closely with clients to ensure they get access to the most suitable and relevant technology talent. And on the talent side – to provide them with the best opportunities to advance their skills and capabilities. He works to identify and engage with corporate entities who have a real desire to be part of addressing the gender balance issues with Technology, Engineering, and associated businesses, divisions, and teams.

potential. Marion is an experienced engagement practitioner, strategist, and communicator. She is a leading expert in stakeholder engagement, community development, education programs, and facilitation. She has worked in diverse communities in Australia and internationally, in both public and private sector roles. Her varied experiences include community engagement, education programs, community development programs, biosecurity, and disaster management communication.

**Darren Stanley**

Non-executive Director  
**Appointed:** 10/03/2020.

Darren is an experienced C-level executive and company director. He 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. As a business leader, Darren has 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.



**Bonnie Scott**

Program & Communications Manager  
**Appointed:** 17/08/2021.

Bonnie 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, education, and problem-solving, she is an all-rounder with experience in teaching, learning, & development, administration, marketing, copy writing & editing, and software support. Bonnie 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. Bonnie is passionate about connecting with and learning from people from diverse backgrounds to achieve better outcomes for business and society.



**Marion Lawie**

Head of Learning & Development  
**Appointed:** 22/05/2020.

Marion is The Director of Vocatif. She’s a facilitator, an educator, and an engager. Her work combines professional expertise, empathy, and a sense of humour to create learning and engagement experiences tailored to participants’ needs, enabling them to connect with each other and with their own



# OUR STRATEGY

In Financial Year 2023, we focused on increasing our impact through growing our partnership and mentoring base while continuing to deliver our program to a new cohort of women and non-binary STEAM students. Under the strategic guidance of Dream Big's Board and leadership team, we will continue to take carefully planned and considered actions aligned to our charitable purpose and strategic goals.

## FY22

### H1

#### Strengthen our Partnerships and geographically expand the 'STEAM Ahead Program'

- Achieve national tertiary and industry participation in the '[STEAM Ahead Program](#)'
- Increase promotion of STEAM careers to Australian students
- Achieve ten Investment partners for FY22
- Reach a broader audience across Australia by establishing an online community engagement strategy
- Sustain a full-time resource to lead and manage the program's geographical outreach and impact
- Continue to increase our online presence, engagement, and reach by sharing success stories of participants and partner organisations

## FY23

### H2

#### Increase our impact and build on our trusted networks

- Double the student intake and participation in the '[STEAM Ahead Program](#)'
- Gain additional 2-3 investment partners for FY23
- Establish and leverage a national Alumni Advisory Committee
- Engage two part-time resources to assist with program delivery and outreach
- Increase brand recognition by sharing success stories of participants and partners
- Increase participation of indigenous students with greater outreach
- Facilitate 20 STEAM Ahead graduates being offered roles with STEAM employers of choice
- Increase attendance at networking events
- Align reporting to SDG outcomes

## FY24+

### H3

#### Strengthen partnerships and improve employment opportunities

- Receive 200+ student applications for the 'STEAM Ahead Program'
- Improve student participation and completion of program (80% or higher of accepted applicants)
- Increase applications from Indigenous students
- Have 11 highly engaged and satisfied investment partners for FY24, including 2 partners that employ in Science and Technology
- 20 STEAM Ahead participants and alumni having gained employment relevant to their STEAM studies
- Increase our presence on social media where we are not rightly present and increase ROI on current platforms
- Increase attendance at networking events

# OUR PROGRAM

The STEAM Ahead Program addresses the challenges associated with engagement, development, progression, and retention of gender diverse talent in technical industries by supporting women and non-binary students to be more skilled, confident, and capable when entering the workplace.

Created by industry leaders, the program connects participants with industry mentors and employers, enhances their capabilities, and elevates their potential prior to graduation—enabling them to differentiate in today’s highly competitive employment market. Not only does the program enable tangible outcomes for high potential women, Dream Big Australia also facilitates networking and mentoring opportunities between our partners and program participants, fast-tracking cultural fit conversations through meaningful connections.

The below snapshots offer insights into our STEAM Ahead Program elements and outlines the learning topics participants benefit from. These are based on our 2023 program; keeping current with the greatest needs and development gaps of new graduates is at the forefront of our development process, and as such, some topics and program elements are subject to change as we plan for future programs. Learn more about the Program [here](#).

PROGRAM SNAPSHOT		PROGRAM ELEMENTS	
<b>3 MONTHS</b>	PROGRAM DURATION	Capability Assessments	2
<b>4 HOURS</b>	AVERAGE WEEKLY TIME COMMITMENT	Industry Mentoring Sessions	6
<b>ONLINE</b>	WEEKLY MODULES, FLEXIBLE LEARNING	Interactive Discussion Forums	9
		Resume & Interview Coaching Sessions	2
		Self-Paced Learning Modules	9
		Employer Showcase	1
		Industry Networking Events	2

## 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 and interactive plenary sessions, the STEAM Ahead Program immerses participants in a multifaceted learning experience designed to build their career-readiness.

KEY THEMES			INDIVIDUAL DEVELOPMENT	TEAM BUILDING	ORGANISATIONAL CONTEXT
Diversity & Inclusion	Leadership	Performance	<b>Values, Strengths &amp; Goals</b> Identify your values and build your strengths	<b>Soft Skills for Career Success</b> Develop creativity, problem solving, and collaboration skills	<b>Understand Workplace Culture</b> Contribute to a positive environment for market advantage
			<b>Speak with Confidence</b> Enhance your speaking and presentation skills	<b>Effectively Manage People Conflict</b> Build skills and strategies for responding to conflict	<b>Strategy, Operations &amp; Innovation</b> Develop a future-ready mindset
			<b>Make Great Decisions</b> Sharpen your judgement and critical thinking	<b>Elements of a Successful Team</b> Foster engagement and accountability	<b>Lead through Adversity</b> Lead and perform during difficult times

# 2023 GUEST SPEAKERS

We're grateful to work with a number of subject matter experts and highly experienced industry leaders in our program. Volunteering their time and expertise, the STEAM Ahead Guest Speakers give back to the profession and community by working alongside our Dream Team to share their passion and inspire the next generation of STEAM leaders.



[Shannah Kennedy](#)

Master Life Coach and Wellbeing Specialist

Presented by Shannah Kennedy, and Dream Big Australia's own John Searls, **Module One: Values, Strengths & Goals** 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.

*With 20 years experience, **Shannah** is one of Australia's foremost life coaches. She is the author of the global best seller 'The Life Plan – Simple strategies for a meaningful life' and presents powerful life and wellness skills for clarity, purpose, and direction to transform her clients' careers, mental health, wellbeing, and life plans.*



[John Searls](#)

Managing Principal, Asset Management & Performance Advisory, **Aurecon**



[Gemma Ledbury](#)

Partner, Executive, **u&u Recruitment Partners**

In Modules Two and Nine, the **Resume Ready** and **Interview Ready** Sessions allow participants to apply learnings from leading experts about these two topics that are integral in successfully gaining a dream job. The sessions offer opportunities for real-time feedback and enable participants to practice outcome-driven conversations while developing meaningful, impactful connections with their peers who are on a similar journey.

*As a Partner within the Executive practice for u&u, Gemma brings a wealth of experience from both boutique and global recruitment. She specialises in Commercial and Technical Executive placements but with keen insight into even the earliest career journeys. Gemma's u&u colleagues Erica Brush and Danielle Van Velthuisen delivered Resume Ready this year.*



[Annette Koy](#)

Director, **Coretex Group**

**Module Two: Speak with Confidence** helps participants develop 'presence' to confidently convey their message in an engaging and authentic way. Learning to recognise what leads to successful communication, participants practice structuring and delivering memorable presentations and gain a stronger sense of their own ability to speak with confidence.

*With more than 10 years of practical experience, coupled with a PhD in Organisational Psychology, **Annette** uses her understanding of the dynamics of human systems and performance to optimise how employees and organisations work.*



[Maureen Thurston](#)

Chief Experience Officer, **Aurecon**

This year's **Module Three: Make Great Decisions** was co-designed with our Industry Partner, Aurecon. Participants learn 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 by applying design thinking concepts. Participants learn to systematically unpack a problem, unravel complexity, and apply scalable frameworks to validate and test thinking so they are better able to make great decisions in their careers and personal lives.

***Maureen** is a design thinker who brings creativity and imagination to the task of business transformation with the goal of unleashing enterprise-wide potential through unlocking individual potential.*



[Dr Desley Lodwick](#)

Executive Director, **Aberrant Learning**

**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. Using action research-based frameworks in adult developmental theory and sense-making, the Cynefin Framework, and Systems thinking to challenge participants' pre-existing ideas, the module helps participants to step forward towards wisdom and insight while developing themselves and their careers.

*Dynamic and knowledgeable, **Desley** presents innovative approaches to leadership, learning, and development and inspires people to challenge the underlying assumptions that drive their current leadership actions.*





[Marion Lawie](#)

Director, **Vocatif**

**Module Five: Effectively Manage People Conflict** is about conflict in the workplace and ways to address it. Participants learn to reframe their relationship with conflict to identify helpful and unhelpful conflict, rather than avoiding conflict altogether and risk missing opportunities to benefit from productive conflict. By implementing useful management strategies for both positive and negative conflict scenarios, participants are empowered to effectively lead when conflict inevitably arises.



[Teagan Dowler](#)

Capability Manager,  
**STS Group**

**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 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 as they work towards high performance.

*Teagan is a strategy and leadership coach with experience across a range of industries including mining, renewables, construction, engineering, health, and finance. Particular areas of expertise include diversity and inclusion, project management, organisational change, leadership, and coaching.*



[Fulton Smith](#)

Director, **Gravitas Leadership Group**

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

*Fulton has enjoyed a challenging and rewarding career as an Organisational Development and Change Leader throughout which he has used his leadership experience to guide organisations to cultural and capability change.*





[Ryan Harris](#)

General Manager, **The Citadel Group**

**Module Eight: Strategy, Operations, and Innovation** guides participants in building 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 teaches participants the importance of effective operations and looks at how organisations maintain relevance through cultivating innovation.

*With an extensive background in leading IT and project teams through complex, high profile, and innovative engagements, **Ryan** builds partnerships with vendors, clients, and industry leaders to deliver high quality products and solutions, aligning himself as a strategic partner with the capability to deliver the technical expertise required.*



[Alison Stretch](#)

General Manager  
Information Security,  
**Coles Group**

Co-designed with FY23 Industry Partner Coles, **Module Nine: Lead through Adversity** draws on key operational insights and case studies from real events that have exposed Australians to adversity to provide insights into how organisations can continue to succeed during challenging times. Participants learn about keeping stakeholders front of mind, leveraging tools and frameworks for leading through adversity, and allowing their values to guide their actions during challenging times so that even those new to the workforce can continue to perform at their best during challenging times.

***Alison** is an experienced Information Security leader with demonstrated expertise in Information/Cyber Security, Risk Management, Compliance, Business Process Improvement, IT Strategy and People Management. She is passionate about working with people to improve security.*

# PROGRAM OUTCOMES

Continuing the successes of the first two STEAM Ahead Programs, the 2023 program welcomed participants from a broad range of studies and backgrounds, which allowed participants to have a diverse and inclusive learning experience. Applications are open to all women and non-binary students completing a STEAM degree who are eager to become career-ready (usually in their second year or above) with a Credit Average or equivalent. We strongly encourage applications from candidates who are studying a dual degree in STEM and Arts; are Aboriginal or Torres Strait Islander; come from a rural, regional, or remote location; who live with a disability; and/or who are from a low socio-economic background. The statistics below are drawn from the students accepted into the 2023 program cohort.

## STUDENT PROFILES 2023



## Employment Outcomes (program to date)

Some participants have reached out to tell us they have gained roles in STEAM organisations and that they credit our program with giving them the confidence to pursue their goals and find success in job seeking!

While the table below does not reflect the full number of students who have gained employment in their field since completing the Program, we're excited to continue congratulating these students as we learn of their career successes and share employment outcomes that are a direct result of the STEAM Ahead Program.

STEAM Roles Accepted FY23	Total STEAM Roles Accepted	Percentage of roles gained with Partners
10	17	59%

# 2023 STUDENT TESTIMONIALS



**Gethmi  
Karunanayaka**

*“The STEAM Ahead program has been an extraordinary journey. Through the mentoring and interactive discussion sessions, I was able to meet, collaborate and connect with like-minded individuals. The lessons learned and experiences gained through the program truly had an impact on my thought process and the way I approach situations. This transformative experience has not only nurtured my passion for innovation but also equipped me with invaluable skills and the confidence to pursue my dreams fearlessly. I wish to help and empower other women and non-binary people in STEAM fields to discover their true potential.”*

**B. Engineering (Honours) Electrical and Electronic | University of South Australia**



Sana Bilal

*“I found the STEAM Ahead program by chance, but I recommend it to all interested parties. It has given me real-world exposure, professional insight and a great network of wonderful people. I hope to give something back as part of the Dream Big Australia Alumni Advisory Committee.”*

**B. Information Technology | Australian National University**



Aseel Saeed

*“Participating in the Steam Ahead program helped me understand the requirement to succeed in a workplace. I learnt that responding to adversity and understanding the workplace culture is as essential as being a team player. The program also helped me to understand my strengths and values, which aided me in being clear about my choices for my future career. Thus, as part of the Dream Big Ahead committee, I want to help other women by empowering them to pursue a STEAM career.”*

**B. Science in Medical, Molecular & Forensic (Biomedical Science & Statistics) | Murdoch University**



Sabrina Harper

*“I really enjoyed and found benefit in completing Dream Big's STEAM Ahead Program. As an alumni I'm excited to help Dream Big reach more students like me and to help other female and non-binary students to become confidently career-ready.”*

**B. Civil Engineering (Honours) | University of Adelaide**

# 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 while strengthening their diversity pipeline and ability to attract exceptional, diverse talent. By investing in Dream Big Australia, your organisation can benefit from supporting and better preparing women and non-binary students to be more skilled, confident, and qualified when entering the workplace. For more information visit our [website](#).

### Our Investment Partners:

- ✓ support women’s education.
- ✓ enhance their brand as a diverse organisation.
- ✓ attract and retain female talent.
- ✓ gain guaranteed access to resumes.
- ✓ participate in ongoing engagement with exceptional talent.
- ✓ gain recognition for supporting gender diversity in STEAM.

### Our Investment Partners

Dream Big is excited to showcase our Investment Partners, noting that we already have additional Investment Partners confirmed at the time of writing this report.

#### Tier 1 Partners.

*In addition to gaining access to the high potential female and non-binary students in our Talent Community, receiving promotion for their dedication to diversity and inclusion, our Tier 1 Partners also have the opportunity to codesign a module in the Program tailored to recruitment and organisational needs.*



#### Tier 2 Partners.

*Our Tier 2 Partners gain access to the high potential female and non-binary students in our Talent Community, receiving promotion for their dedication to diversity and inclusion.*



## Our In-kind Partners

As with our Investment Partners, our In-kind Partners are a group of organisations and individuals that believe in our mission of empowering women. By providing their services free of charge or at a discount, our In-kind Partners provide essential support that ensures Dream Big is able to run our development programs free of charge, so that more women and non-binary students who are from regional areas or low socioeconomic backgrounds are not financially challenged in accessing career and employment opportunities.



# FINANCIAL SUMMARY

In the 2023 Financial Year, Dream Big Australia ensured a consistent financial base through maintaining financial partnerships and gaining new ones, despite economic pressures affecting the business community. This allowed us to continue delivering the STEAM Ahead Program nation-wide, thereby delivering on our strategy of supporting greater diversity in STEAM. Dream Big continues to save on operating costs by collaborating with in-kind partners aligned with our mission, who contribute their services without charge or at a reduced rate. We express our gratitude for this by recognising them in our marketing and program collateral.

The Board approved changes to our resourcing to accommodate increasing wage and staff insurance premiums, particularly managing staff hours to ensure effective delivery during our busiest period of program planning and delivery. This involved our Program and Communications Manager taking on more tasks that had previously been carried out by our Head of Learning and Development, who continues to provide oversight in a voluntary capacity. To preserve financial sustainability, the paid hours of staff continue to be determined by the needs of the organisation, capping our Program and Communication Manager's maximum weekly hours outside program delivery periods, as agreed between the staff and Dream Big leadership.

Offsetting staffing cost increases were reductions in costs of events and marketing due to cautious spending and insights gained from multiple years of running the program. Website and software subscriptions increased on the previous financial year with a move to a new website with greater functionality.

With calculated financial management, we ended the 2023 Financial Year with a surplus of **\$10,201** despite an increase in operational costs on previous years. This will place us in a strong position to continue activities to strengthen our offerings. Dream Big is also working towards obtaining more Investment Partners as this is key to our long-term financial sustainability and impact.

We continue to work towards our vision of connecting partners to high potential women studying STEAM. In the FY23 period of operation, we focussed on further bolstering our systems and processes to combat economic pressures and support our growing community of STEAM Ahead participants, mentors, and partners to advance women's careers in STEAM.

Looking ahead, Dream Big Australia is confident that as our impact on women's careers increases, so too does our value to potential and existing partners, benefitting our capacity to scale and deliver quality educational experiences for those we serve. We continue to leverage the governance expertise of our



Board of Directors to inform our financial decisions, ensuring the ongoing financial well-being of Dream Big moving forward. Refer to the table below for the Financial Year 2023 results.

## Financial Year 2023 results

Revenue/Expense	Category	Description	Sum of Transaction Value
	Opening Balance	Cash at Bank July 1 2022	<b>\$13,265</b>
<b>Revenue</b>	Donations	Investment Partners	\$80,000
<b>Revenue Total</b>			<b>\$80,000</b>
<b>Expense</b>	Banking	Transaction Fees	-\$42
	Legal & Accounting	Registration & Service Fees	-\$742
	Event(s)	Cost of services provided	-\$1,619
	Insurance	Fees	-\$2,532
	Website & Software	Subscription Fees	-\$2,090
	Wages and Salaries	Staff Wages	-\$76,038
<b>Expense Total</b>			<b>-\$83,063</b>
<b>Net movement</b>			<b>-\$3063</b>
<b>Remaining Funds</b>		Cash at Bank June 30 2023	<b>\$10,201</b>

### Board Remuneration

The Board of Dream Big Australia comprises voluntary positions.

Directors and key roles, including Speakers on the Program, are voluntary. Staff wages are required for Dream Big's ongoing operations in that skilled staffing is required to manage Program and partner logistics and media.

# FINANCIAL STATEMENTS

## Statement of Financial Position

<b>Account</b>	<b>30 Jun 2023</b>	<b>30 Jun 2022</b>
<b>Assets</b>		
<b>Bank</b>		
Business Account #7110	10,201.70	13,264.56
<b>Total Bank</b>	<b>10,201.70</b>	<b>13,264.56</b>
<b>Current Assets</b>		
Accounts Receivable	15,000.00	15,000.00
<b>Total Current Assets</b>	<b>15,000.00</b>	<b>15,000.00</b>
<b>Total Assets</b>	<b>25,201.70</b>	<b>28,264.56</b>
<b>Liabilities</b>		
<b>Current Liabilities</b>		
GST	0.00	3,178.25
<b>Total Current Liabilities</b>	<b>0.00</b>	<b>3,178.25</b>
<b>Total Liabilities</b>	<b>0.00</b>	<b>3,178.25</b>
<b>Net Assets</b>	<b>25,201.70</b>	<b>25,086.31</b>
<b>Equity</b>		
Current Year Earnings	115.39	21,088.37
Retained Earnings	25,086.31	3,997.94
<b>Total Equity</b>	<b>25,201.70</b>	<b>25,086.31</b>

## Statement of Comprehensive Income (Profits and Losses)

<b>Account</b>	<b>2023</b>	<b>2022</b>
<b>Trading Income</b>		
Sales	80,000.00	90,409.08
<b>Total Trading Income</b>	<b>80,000.00</b>	<b>90,409.08</b>
<b>Gross Profit</b>		
	<b>80,000.00</b>	<b>90,409.08</b>
<b>Other Income</b>		
Other Income- Prior Year Adjustmer	4,090.92	0.00
<b>Total Other Income</b>	<b>4,090.92</b>	<b>0.00</b>
<b>Operating Expenses</b>		
Bank Fees	41.78	45.69
Consulting & Accounting	0.00	2,800.46
Contractor Wages and Salaries	76,038.23	60,777.43
General Expenses	1,618.56	2,194.45
Insurance	2,532.16	2,118.37
Legal expenses	741.67	0.00
Prior Year Adjustment	912.67	0.00
Subscriptions	2,090.46	1,384.31
<b>Total Operating Expenses</b>	<b>83,975.53</b>	<b>69,320.71</b>
<b>Net Profit</b>		
	<b>115.39</b>	<b>21,088.37</b>

Prior Year Adjustment is to correct GST incorrectly recorded on 2022 income and expenses. Dream Big Australia is not registered for GST.

## Statement of Cash Flows

<b>Account</b>	<b>2023</b>	<b>2022</b>
<b>Operating Activities</b>		
Receipts from customers	80,000.00	79,500.00
Payments to suppliers and employees	(83,062.86)	(70,082.47)
Cash receipts from other operating activities	-	(8.00)
<b>Net Cash Flows from Operating Activities</b>	<b>(3,062.86)</b>	<b>9,409.53</b>
<b>Investing Activities</b>		
Payment for property, plant and equipment	-	(80.00)
<b>Net Cash Flows from Operating Activities</b>	<b>-</b>	<b>(80.00)</b>
<b>Net Cash Flows</b>	<b>(3,062.86)</b>	<b>9,329.53</b>
<b>Cash and Cash Equivalents</b>		
Cash and cash equivalents at beginning of perio	13,264.56	3,935.03
Net change in cash for period	(3,062.86)	9,329.53
Cash and cash equivalents at end of period	10,201.70	13,264.56



# Let's empower women to dream and succeed together

Learn more about us on our website: [www.dreambigaustralia.org](http://www.dreambigaustralia.org)

Have questions? Reach out via email: [contactus@dreambigaustralia.org](mailto:contactus@dreambigaustralia.org)



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