

A NEW GENERATION OF LEADERSHIP

Westpac Scholars Trust
2021 Impact Report

 Scholars



Brierley O'Donnell, Westpac Scholar, 2019 Young Technologist

100 SCHOLARSHIPS A YEAR FOREVER



Alicia O'Shea, Westpac Scholar, 2020 Young Technologist



Douglas Radford, Westpac Scholar, 2021 Future Leader



Natasha Gill, Westpac Scholar, 2019 Young Technologist



Sam Morris, Westpac Scholar, 2020 Young Technologist

We're proudly investing in a new generation of brilliant Australians to challenge, explore and set new benchmarks in innovation, research, and social change.

Not just for today.
For tomorrow too.

WESTPAC SCHOLARS HIGHLIGHTS

Westpac Scholars Trust awards 100 scholarships a year to individuals who have the drive and potential to help shape a better future. Together with 14 university partners across Australia, we offer five scholarship programs across three areas we believe are at the heart of the nation's future prosperity – Australia's relationship with Asia, technology and innovation, and enabling positive social change.

In this document 2021 refers to our financial year 1 October 2020 to 30 September 2021.



Tony Gu, Jemma Cavanagh and Mitchell Francis, Westpac Scholars, 2018 Asian Exchange Scholars

564
Westpac
Scholars¹

\$31M
awarded to
Westpac Scholars²

+83
Net Promoter
Score³

1. Total number of individuals who have been awarded a scholarship and have completed or in the process of completing their degree or fellowship. 2. Amount awarded since 2015, including \$4.2M contributed collectively by The University of Melbourne, The Australian National University, The University of Sydney and The University of Queensland and RMIT. 3. Result from the 2021 Westpac Scholar survey, total number of respondents = 234 or 50% of all Westpac Scholars who have been on the program for more than 12 months (excludes 2021 scholars). Net Promoter Score is the percentage of Westpac Scholars rating their likelihood to recommend a Westpac Scholarship to a friend or colleague as 9 or 10 minus the percentage rating this at 6 or below on a scale from 0 to 10.

A NEW GENERATION OF LEADERSHIP

Message from our CEO

When we established the Westpac Scholarship Program in 2016 our vision was to help advance Australia's progress by investing in the nation's greatest assets — the people who dream, think and innovate beyond the bounds of what is thought to be possible.

In 2021, we welcomed our 500th Westpac Scholar and with so many passionate and talented individuals in the network, our vision is beginning to be realised.

In the early years of the program, our scholarship funding and leadership development programs largely impacted individuals. Now, we are starting to see the ripple effect as many of these individual scholars are creating impact in Australia.

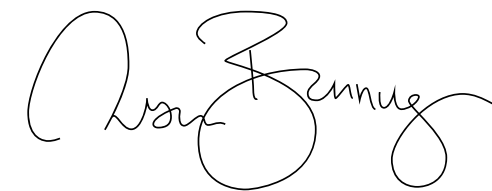
As the nation grapples with many complex social and environmental issues, we are looking to leaders with new ideas, diverse voices, and inclusive approaches to find innovative solutions. We are looking to a new generation of leadership.

There are many examples in this report of Westpac Scholars becoming new generation leaders — both those who are at the start of their careers and those whose work is already changing lives for the better.

The COVID pandemic continues to cause significant disruption to the way we work, learn and live, and has been a challenging time for our scholars and university partners. Despite the challenges, we have hope that the pandemic heralds a moment of opportunity to do and be better as a nation, with our scholars at the forefront.

Our scholar-led Westpac 100 Scholars Network (W100), with the support of the Trust and our university partners, continues to grow stronger and create more connections and more opportunities for our scholars. With restrictions easing and greater ability to travel and gather, we believe the network is poised to thrive.

As we look to a future beyond 2021, and to our next 500 scholars, we look to Australia's new generation of leadership.



Susan Bannigan
CEO
Westpac Scholars Trust



Amy Lyden
Acting CEO
Westpac Scholars Trust⁴



Susan Bannigan, CEO Westpac Scholars Trust



Amy Lyden, Acting CEO Westpac Scholars Trust

4. In 2021, Westpac Scholars CEO Susan Bannigan took an extended leave period and Westpac Scholars Trust's Scholarship Program Director Amy Lyden stepped in to act as CEO.

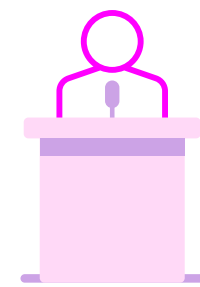
OUR 2021 SCHOLARSHIPS



Westpac Research Fellowship

Working with some of Australia's leading research universities, we invest in the brightest, most innovative early career researchers. Not just to enable them to do their best work, but to actively help them influence positive change.

We awarded **2 Westpac Research Fellowships** valued at **\$1,420,704** (incl. \$760,704 co-funding from The Australian National University and The University of Sydney.)



Westpac Future Leaders Scholarship

With a focus on leadership development, the Future Leaders Scholarship was designed in partnership with Australia's leading universities to be a life-changing experience. We invest up to \$120,000 in scholars' postgraduate studies and leadership development experiences.

We awarded **17 Westpac Future Leaders Scholarships** valued at **\$2,023,302**.



Westpac Social Change Fellowship

A social innovation program focused on the growth and development of extraordinary individuals leading social change in Australia. The fellowship is tailored to the needs of the individual to help them grow as a leader, with a bespoke personal development plan and leadership course.

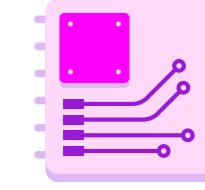
We awarded **10 Westpac Social Change Fellowships** valued at **\$493,793**.



Westpac Asian Exchange Scholarship

We offer scholars an international experience to help develop their cross-cultural thinking and provide them access to networking opportunities with Australia-Asia thought leaders. An immersive experience helps to forge meaningful relationships between the next generation of young Australian and Asian leaders.

We awarded **36 Westpac Asian Exchange Scholarships** valued at **\$441,000**. We anticipate university exchanges will resume semester 2, 2022, pending travel restrictions.



Westpac Young Technologists Scholarship

Young Technologists Scholarships are designed for high school graduates who are passionate about technology and eager to explore its potential for good. With a newly established Disruptive Leaders Program, this scholarship provides new networking and growth opportunities for young innovators.

We awarded **35 Westpac Young Technologists Scholarships** valued at **\$705,000**.



The Westpac 100 Scholars Network (W100)

The W100 is the alumni program to which all Westpac Scholars become lifelong members. It's an inspiring network of game-changers, achievers, bright sparks and believers.

OUR APPROACH

1

SCHOLARSHIPS THAT SHAPE FUTURES

Attract and invest in outstanding people to find new and better ways to contribute to Australia's progress across technology, social issues and our engagement with Asia.

Initiatives include:

- Awarding 100 scholarships every year across five programs
- Backing people who aspire to be the next generation of technology, research and social change leaders.

2

LEADERS THAT CREATE A BETTER TOMORROW

Help Westpac Scholars to be world class leaders equipped with the skills and networks they need to reach their full potential.

Initiatives include:

- Bespoke leadership programs
- Access to global thought leaders
- Access to global experiences and networks.

3

COLLABORATION THAT DRIVES A CHANGE

Create opportunities for collaboration and networking to encourage bold innovation and inspire the future generation of leaders.

Initiatives include:

- Westpac 100 Scholars Network
- Partnering with 14 universities to create lifelong access to professional development
- Access to Westpac Group networks.

1. SCHOLARSHIPS THAT SHAPE FUTURES

100

scholarships awarded in 2021

\$4.3M

awarded to Westpac Scholars in 2021⁵

92%

believe being a Westpac Scholar is a prestigious achievement⁶

72%

have had an opportunity to increase their profile through the program⁶

85%

more confident in their ability to contribute to the prosperity of Australia⁶

59%

currently involved in initiatives with the potential to contribute to the prosperity of Australia⁶

“My Westpac Future Leaders Scholarship has given me the confidence in myself that I am capable. The program has instilled in me the importance of care, impact and generosity. I am a better person because of my Westpac Scholarship.”

Leesa Chen,
Westpac Scholar,
2019 Future Leader



5. Includes a total \$760,704 contribution from The Australian National University and The University of Sydney. 6. Result from the 2021 Westpac Scholar survey, total number of respondents = 234 or 50% of all Westpac Scholars who have been on the program for more than 12 months (excludes 2021 scholars).

TO THE GLOBAL STAGE

When Westpac Scholar Usman Iftikhar came to Australia from Pakistan eight years ago, he couldn't find a job. And so, the Master of Engineering Management graduate created his own.

Usman co-founded Catalysr in 2016, a start-up accelerator for new migrants and refugees that provides intensive entrepreneurship programs, mentoring and coaching.

In 2019 Usman was awarded a Social Change Fellowship to meet and learn from organisations globally that were running similar programs to Catalysr, share his own knowledge and build his influence on a global scale.

“The fellowship not only provided me a network of changemakers across Australia, but also gave me the opportunity to travel and learn from global experts in my field of start-ups, social enterprise and impact investing,” says Usman.

During his fellowship, as part of an extensive global itinerary, Usman travelled to Ethiopia to attend the Social Enterprise World Forum, to Stanford University in the US to complete the Executive Program in Social Entrepreneurship and joined the 2nd Global Refugee Entrepreneurship Summit run by the Centre for Entrepreneurs (CFE) in the UK.

He credits these experiences with providing the understanding, networks and access to opportunities required for Catalysr to scale.

Catalysr has now supported more than 520 ‘Migrapreneurs’ to start over 175 businesses in Australia. Building on relationships he made with social change leaders during his fellowship, Usman has worked with a collective in New Zealand to pilot Catalysr’s program there. He’s also supported the CFE to develop the Global Refugee Entrepreneurship Network and has become the inaugural Chair of the Network’s Design and Delivery Working Group.

“Being a Westpac Scholar has been instrumental in giving me a clarity of purpose for the rest of my life.”

Usman Iftikhar, Westpac Scholar, 2019 Social Change Fellow and Co-Founder of Catalysr.



THE POWER OF BELIEF

“Growing up I had little access to technology,” says Westpac Scholar Elizabeth Karpathiou. “What I had was a little spark, and the understanding that I have always wanted to help people.”

When Elizabeth applied for a Young Technologists Scholarship in 2018 to study a Bachelor of Science in Information Technology at University of Technology Sydney (UTS), she says she didn’t know the scholarship would change her life.

“When someone believes in you, like Westpac Scholars Trust did for me, they see something in us that we don’t often see in ourselves,” says Elizabeth.

“It’s the network of support, as well as the financial support, that has been a game-changer for me,” she says. “Being a Westpac Scholar has also helped open doors.”

“I’ve had access to volunteering, mentoring, networking, women in STEM events, career exposure, articles and been interviewed for a podcast, which others have told me inspired them.”

In 2019 she was encouraged by a fellow scholar to apply for a job at Westpac and now works in the security testing team as an Application Security Consultant.

“Confidence is really important when it comes to building your career. A few years ago, I didn’t know what programming was and the fact that my W100 family believes in me, saw potential in me when I did not yet see it in myself, has driven me forward.”

Last semester Elizabeth made the Dean’s List at UTS, while studying full-time, working five days a week, living out of home, and tutoring English.

Elizabeth is in her final semester of university and is continuing to build her leadership skills, inspire other young women to choose a career in technology and take every opportunity that comes her way.

“This scholarship has empowered me and guided me on this amazing journey.”

Elizabeth Karpathiou, Westpac Scholar,
2018 Young Technologist



2. LEADERS THAT CREATE A BETTER TOMORROW

28

scholars participated in a leadership development program⁷

100%

of Social Change Fellows, 100% of Asian Exchange, 96% of Future Leaders, 100% of Research Fellows and 71% of Young Technologist believe their leadership potential has been enhanced⁸

93%

have had access to opportunities they wouldn't otherwise have had⁸

83%

acquired new skills that will enhance their ability to achieve their goals⁸

7. In 2021 leadership development programs were impacted by ongoing Covid restrictions. 8. Results from the 2021 Westpac Scholar survey, total number of respondents = 234 or 50% of all Westpac Scholars who have been on the program for more than 12 months (excludes 2021 scholars)

“I cannot overstate how important this kind of early-stage career support is for launching the careers of newly independent researchers, and I am heartened by the knowledge that the W100 program will be offering new opportunities every year, forever.”

Dr Yu Heng Lau,
Westpac Scholar,
2020 Research Fellow



RIDING THE WAVE TOGETHER

For Joel Pilgrim, co-founder and CEO of mental health and surf therapy charity Waves of Wellness (WOW), becoming a Westpac Scholar has been “huge” for his growth and development as a leader.

“The experience gained, the connections made, and the wealth of knowledge through the network has been, and continues to be, pivotal,” says Joel.

After being awarded a Social Change Fellowship in 2018, Joel had an opportunity to access leadership coaching from Westpac’s Executive Manager of Workplace Change Sarah Patel, whom he described as a “guiding light”, and who he believes was a perfect fit for WOW as it entered a period of rapid growth and transition.

“Sarah came along at just the right time. We were building a team and her deep expertise in HR and change management was really beneficial for the growth stage we were in,” says Joel.

Since then, their relationship has continued to grow with Sarah joining the WOW Board as a Director in December 2018.

“Three years on, Sarah is still a Director and a hugely valued member of the WOW family,” continues Joel.

WOW’s impact on Australians experiencing mental health challenges has also continued to grow. WOW now operates in 10 locations in four states, and since inception has provided surf therapy to over 2,090 people.

“The scholarship has been HUGE in shaping my growth and development as a leader.”

Joel Pilgrim, Westpac Scholar, 2018 Social Change Fellow and Co-Founder of Waves of Wellness.



SCHOLARS CREATING IMPACT



Adeline Tinessia

Westpac Scholar,
2018 Asian Exchange Scholar

Graduate of the ANU's Bachelor of International Security, Addy's interest in Southeast Asian politics and expertise in Indonesian language and culture led her to collaborate with fellow scholar, 2019 Research Fellow Dr Meru Sheel on a UNICEF-funded COVID-19 immunisation project in Indonesia. Working as a research assistant she's using her knowledge of the region to help the project team to better understand the impact of COVID-19 on routine immunisation.



Assoc Prof Nick Opie

Westpac Scholar,
2017 Research Fellow

In 2017 Nick received a \$570,000 Research Fellowship from Westpac Scholars Trust and University of Melbourne to continue his research into the Stentrode — a tiny brain implant that enables people with paralysis to control a computer with their mind. In 2020 he commenced human trials on four Victorians, and in June this year Nick and his company Synchron secured a \$52 million investment to expand their clinical trials into the US.

[Read more of Nick's story on Westpac Wire](#)



Samantha Payne

Westpac Scholar,
2020 Social Change Fellow

Sam co-founded The Pink Elephants Support Network in 2016, a not-for-profit that provides resources, information and networks to support people affected by early pregnancy loss. In 2021, after three years of lobbying, Sam's proposed amendments to the Fair Work Act passed as legislation, ensuring parents who lose a baby during early pregnancy are entitled to two days of paid leave.

[Read more of Sam's story on Westpac Wire](#)



Medha Majumdar

Westpac Scholar,
2019 Future Leader

Medha was named the Julia Gillard Next Generation Intern 2020-21 with EMILY's List Australia, providing her an opportunity to research best practice strategies and policies to get more women elected. Medha authored a research report to examine how violence against women in politics has affected the progress of women's political leadership in Australia. Her hope is that the report's recommendations are used to enact cultural change in politics in Australia.

[Read Medha's report here](#)

3. COLLABORATION THAT DRIVES CHANGE

90%

agree they have access to networks that are valuable to their career ambitions⁹

91%

agree the W100 provides opportunities for them to participate in the Westpac Scholars community⁹

34%

have collaborated with other Westpac Scholars to share ideas in the last 12 months⁹

52%

inspired future generations⁹
- e.g. through teaching, mentoring or collaborating with younger people through work, study or extra-curricular activities

26%

benefitted from a Westpac employee or network⁹ - e.g. Westpac employee skilled volunteering, mentoring, other support

**“Like so much
in life, it is more
than the money.
Relationships
are the priceless
outcome.”**

Marion Wands,
Westpac Scholar,
2021 Social Change Fellow



9. Result from the 2021 Westpac Scholar survey, total number of respondents = 234 or 50% of all Westpac Scholars who have been on the program for more than 12 months (excludes 2021 scholars).

TRANSFORMING IDEAS INTO IMPACT

“I came into the mentoring program with a big idea to create educational videos to help high school students engage with physics, but no clue where to start,” says Emerald Gaydon, 2021 Asian Exchange Scholar.

In March this year she was paired with 2018 Asian Exchange Scholar Dev Tiwari through the W100-led Mentors-in-Residence program. Dev has been Emerald’s mentor ever since.

“It has been an absolute pleasure working with Emerald,” says Dev. “In many ways, she mentors herself. Emerald sets the agenda for our meetings and clearly articulates how she thinks I can best support her.”

Dev initially signed up to be a mentor because, with his experience as a teacher, he felt it was a great opportunity to help a younger scholar. Yet through his mentoring relationship with Emerald, Dev came to realise there are just as many benefits in being a mentor.

“I’ve benefited greatly from this program,” says Dev. “Our mentoring meetings often cause me to reflect on how I can improve my own teaching practice!”

“Right from the beginning Dev was super encouraging and full of ideas and plans,” says Emerald. “Together, we have delved into topics surrounding Education Theory, such as engaging disengaged kids, and communicating ideas to students. I really appreciate that Dev has taken time to listen and understand my goals from the program.”

The inaugural Mentors-in-Residence Program kicked off in August 2020 to provide a mechanism for scholars to tap into the skills and support of their peers in the W100 Network. Since that time, it has supported 16 mentors and 26 mentees and, beyond the program, 25% of Westpac Scholars report they mentored or provided advice to a fellow scholar.¹⁰

“Overall, my greatest take away from the mentoring program,” continues Emerald, “has been how to take an idea, come up with a plan, action it, and turn it into something real.”

“This program is an incredible chance to meet extremely talented people who are willing to share their knowledge with you unreservedly.”



Emerald Gaydon, Westpac Scholar, 2021 Asian Exchange Scholar



Dev Tiwari, Westpac Scholar, 2018 Asian Exchange Scholar

10. Result from the 2021 Westpac Scholar survey, total number of respondents = 234 or 50% of all Westpac Scholars who have been on the program for more than 12 months (excludes 2021 scholars).

A LETTER FROM THE W100 NATIONAL CHAIRS

Dr Tiffany De Sousa Machado and Grace Constable co-chair the W100 National Executive Team, leading the W100 and expanding opportunities for scholars to connect, lead and learn. In 2022 they will hand over the reins to new leaders Natasha Gill and Kate Aldred. The Westpac Scholars Trust team would like to extend their deepest of thanks to Tiff and Grace for their stewardship of the W100 over the past two years, and for building a thriving scholar-led alumni.

Reflecting on the past two years, we've seen exciting growth and energy build within our scholar community.

In the new leadership structure established this year, we have witnessed scholars take on roles beyond their personal and academic commitments to help lay the foundations for our young network to grow into a sustainable, scholar-led hub of collaboration, support, and inspiration, creating catalysts for a better Australia.

The introduction of scholar university ambassadors and state committees has helped build closer collaborations on a local level and with partner universities. This new structure increased the capacity for leadership opportunities, for cohesive and clear communication, and for increased involvement across leadership groups.

The COVID pandemic has once again interrupted many of our planned face-to-face events, but scholars have shown immense resilience, care, and generosity, supporting one another while balancing their own challenges that this year has brought.

As we hand over the co-chair roles to a new generation of National Executive team members, we are excited to see them, together with the rest of the W100 leaders, further consolidate and expand opportunities for our W100 to connect, lead and learn together.

With support from the Westpac Scholars Trust and the enthusiasm, kindness and innovation of our scholars, it's exhilarating to think about the ongoing impact this network can have, not only on the individuals within it but in their shared contribution to our projects, our communities, and Australia.

We are grateful beyond measure for the relationships we have forged, for the opportunities we have both experienced and helped to create, and ultimately for the privilege we have had in leading the amazing W100 alumni.

Tiff De Sousa Machado & Grace Constable
Co-Chairs, W100 National Executive



Dr Tiffany De Sousa Machado, Westpac Scholar, 2017 Future Leader, Co-Chair W100 National Executive



Grace Constable, Westpac Scholar, 2018 Future Leader, Co-Chair W100 National Executive

THE W100 LEADERSHIP TEAM

Thank you to the W100 Leadership Team who worked tirelessly in 2021 to create a thriving scholar community that feels connected and supported despite the challenges, helping scholars reach their potential.

Aidan Arbuckle
Alex Procter
Alicia Kirk
Andre Kwok
Antigony Haikalis
Brianna Kerr
Brierley O'Donnell
Caity Duffus
Callum Jamieson
Cam Thorn
Christian Huang
Claudia Agius
Daniel Clopatofsky Sanchez
Douglas Radford
Emma Bond
Erin Jory
Esmi Zajackowski
Gabriela Rodríguez
Georgina Lau
Grace Constable
Harry Carpenter
Henry Lan
James Barton
Janet Shen
Jessie Liu

Jing Chen
Joanna Chen
Jocelyn Chan
John Atherton
Kate Aldred
Kealan Pugsley
Kelly MacKinnon
Kenny Ng
Laura Macbeth
Leesa Chen
Linda Mitchell
Lord Thabet
Marcus Belcastro
Maria Waters
Mark Snow
Martyna Judd
Megan Reinwald
Milo Goldacre
Monica Phimmachanh
Natasha Gill
Navpreet Kaur
Olivia Pursey
Phoebe Delle Donne
Rhiannon Sandiford
Sam Wall

Shiqing Wang
Sneha Karri
Steven Li
Tiffany De Sousa Machado
Tony Song
Tymon Crooks
Umanda Madugalle
Vanessa Li



W Scholars

The Westpac 100 Scholars Network (W100)

The W100 is the alumni program to which all Westpac Scholars become lifelong members. It's an inspiring network of game-changers, achievers, bright sparks and believers.



Harry Carpenter, Westpac Scholar, 2019 Future Leader

MEET OUR 2021 WESTPAC SCHOLARS

Asian Exchange Scholars

Alexander Hendry	Huba Novak
Andre Kwok	Jay Davies
Andrew Tan	Jocelyn Chan
Benjamin Caufield	Joslyn Ma
Bohemia Crawford	Kevin Yu
Brian Chi	Linh Ellis-Jones
Callum Jamieson	Maria Waters
Christian Huang	Mirco Di Giacomo
Claudia Agius	Monty Hannaford
Dian (Betty) Lin	Rebecca Walters
Edward Choi	Saskia O'George
Emerald Rose Gaydon	Sebastian Hirst
Emily Lai	Shiqing (Michael) Wang
Emma Troughton	Sneha Karri
Emma Bond	Stephanie Carter
Faith Kerehona	Steven Clarke
Glenn Tarawa	William Lam
Hannah Chen	

Young Technologists

Alana Dwyer	Julia Palazzolo
Amy Meyers	Justin Alford
Boyd Kirkman	Katelyn Wright
Charlotte England	Lola Stacey
Eden Walters	Lucas Ferreira
Ella Morgan	Matthew Yamen
Erin Lumsden	Misha Afzal
Genevieve Bryant	Nashita Baig
Gunveer Cheema	Niamh Wilson
Harry Briese	Oliver Strong
Heath Manning	Phoebe Jackson
Hunter de Jong	Puneet Grewal
Isabella Grando	Rachel Huang
Isabelle Wilson	Tara Brown
Jared Saunders	Tynan Matthews
Jasmin Javier	Zane Holmes
Jeremiah Webb	Zoe Cooper
Joseph Ross-Ward	

Future Leaders

Amelia Goonerage
Andie Delaney
Anna Normyle
Annika Luebbe
Dr Benjamin Griffiths
Bridget Smart
Cassandra Cleever
Charlotte Jones
Douglas Radford
Jake Louthean
Jessie Harper
Kelly MacKinnon
Mayleah House
Monica Phimmachanh
Somayra Mamsa
Stacey Savin

Social Change Fellows

Dr Edward Johnson
Dr Ingrid Sealey
Dr Marilyn Metta
Max Burt
Marion Wands
Nicholas Pearce
Dr Nat Ware
Dr Robert Wood
Sally Quinn
Dr Zali Yager

Research Fellows

Dr Lara Malins
Dr Lauren Rice

WESTPAC SCHOLARS TRUST BOARD



Dave Curran, Chair



Professor Barney Glover AO, Director



Carolyn McCann, Director



Edwina McCann, Director



Jon Nicholson, Director



Professor Deborah Terry AO, Director

We'd like to recognise and thank our outgoing Director, Professor Kerri-Lee Krause, for her support and guidance.

A SHARED BELIEF IN THE POWER OF EDUCATION

From the very beginning, collaborating with Australia's leading universities has been fundamental to the success of Westpac Scholars Trust. Together, we share a common belief that investment in education will help Australians succeed. We would like to thank our 2021 university partners across Australia whose support makes our programs possible. Together, we are investing in the individuals who will help shape a better future for Australia.





Westpac Scholars at the 2021 SA State Summit at the University of Adelaide

Scholars

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