WOMEN IN ICT
STRATEGIC PLAN 2022 – 2025

WiC
WOMEN IN ICT

VISION – WHAT WE ASPIRE TO

WIC empowers all women to participate in ICT in Australia – leading the way to remove barriers, foster equality, and provide support for them to thrive.

MISSION – HOW WE DO THINGS

WIC advocates for women in ICT across all stages of their career lifecycle – fostering connections, building confidence, and contributing to inclusive and diverse environments.

PURPOSE – OUR WHY

Bringing people together to inform, educate, participate and thrive in the ICT industry.

VALUES – THE THINGS THAT GUIDE OUR APPROACH

CONNECTION WIC creates space for women in ICT to connect so they feel seen, heard, and valued; without judgment; and provides a place where women can derive mental, emotional, physical and professional sustenance and strength.

TRUST WIC acts with integrity across all aspects of our operations and relationships, building trust within the community we create.

SUPPORT WIC provides support to its members, sponsors, and partners. We build a culture of inclusion, equality, and diversity. We build environments that support women in ICT, and those that want to support women in ICT.

FUN WIC creates places, spaces, and connections to allow women to have fun with their peers and enjoy their work. WIC wants women in ICT to gain satisfaction from their role in the sector and wants to contribute to the overall happiness of women.

PASSION WIC wants the passion of women in ICT to be seen as valuable to the industry. We want to support women to pursue their passions to achieve their personal and professional goals.

RESPECT & RECOGNITION WIC creates and advocates for environments that foster self-respect, and the respect and recognition of all women in ICT.

AWARDS – THE THINGS WE REWARD

- ❖ WICked Woman of the Year
- ❖ WIC Male Champion of Change
- ❖ WIC Raw Magic Award
- ❖ WIC Defying Gravity Award
- ❖ WIC Student Encouragement Award

PRINCIPLES – THE THINGS THAT GUIDE OUR ACTIONS

ENGAGING WITH OUR COMMUNITY WIC maintains and fosters a sense of community. WIC shares content focused on advocating for women in ICT, connection and community, opportunities for women in ICT, and education and career support.

SUPPORTING, EMPOWERING AND ADVANCING WOMEN WIC supports women at all stages of their ICT career – supporting girls and women in school, and tertiary institutions. WIC are committed to advancing women who are starting out, returning to the industry or with established careers in ICT.

FOSTERING CONNECTIONS WIC has created an uplifting, inclusive and diverse community committed to championing women in ICT.

ADVOCACY ROLE A just world without gender inequality requires significant change. Advocacy for such change is one of WIC's core strengths and objectives.

INCLUSION AND RECONCILIATION WIC is committed to fostering inclusion for all and contributing to reconciliation and recognition for First Nations People.

STRATEGIC OBJECTIVES – WHAT WE WANT TO ACHIEVE

MEMBERSHIP mature WIC's membership framework and offering, to attract, retain, and build WIC's membership base, growing our diversity and membership footprint across Australia.

SPONSORSHIP mature WIC's sponsorship framework and offering, to build long term sustainable sponsorship relationships, that provide reciprocal value for WIC and our sponsors.

VOLUNTEERS develop WIC's volunteer agreement, to attract and retain volunteers whose values align to WIC, ensuring reciprocal reward for WIC and volunteers.

ADVOCACY AND STRATEGY be the voice for women in ICT across Australia, by engaging with Government, industry, educational institutions, and the media.

PARTNERSHIPS mature WIC's partnership approach, to attract and maintain WIC partnerships with like-minded organisations who share similar priorities and can help amplify the need to support women and girls in ICT.

GOVERNANCE mature WIC's governance, including defining roles and responsibilities, developing processes, procedures, and policies, and implementing administrative controls.

ORGANISATIONAL ADVISORY work with WIC stakeholders and organisations who would like advice and support on how to be more inclusive, remove biases and attract and retain women in ICT across their organisation.

STRATEGIC OPPORTUNITIES – THINGS WE CAPITALISE ON

EXISTING RELATIONSHIPS Leverage existing relationships with sponsors, members, schools, universities and government.

EXISTING EVENTS Identify existing events such as tradeshows, and university open days for WIC to have a presence and/or actively participate.

MEMBER AND COMMITTEE NETWORKS Leverage skills and networks of members and the WIC committee to achieve the WIC mission and strategic objectives

SPONSORS GOODWILL Capitalise on the goodwill of sponsors to enhance connections, and opportunities for WIC

STRATEGIC RISKS – THINGS WE ACTIVILY MANAGE

DATA AND PRIVACY MANAGEMENT WIC requires information management systems and procedures to be adequate and relevant for its intended purpose. WIC's internal control processes need to ensure the development of robust technology systems to potentially mitigate significant and malicious threats.

FINANCIAL SUSTAINABILITY WIC requires a balance between adequate reserves and liquidity. WIC needs to manage associated balance sheet risks to an acceptable level through a framework of policies and financial controls.

PROGRAM DELIVERY WIC delivers diversity and inclusion events and programs. Innovation and the testing of new programs is key to finding viable and sustainable solutions to inequality, in doing so there is the risk of occasional failure.

HUMAN RESOURCES AND CAPACITY WIC's employees and volunteers are critical to the achievement of its mission. It is critical that WIC have suitable people with the right skills, competencies, and behaviours.

LEGISLATIVE COMPLIANCE WIC is committed to a high level of compliance with relevant legislation, regulation, industry codes and standards.