

Shaping a better future.

Westpac Scholars are not your everyday people.

They are tomorrow's leaders, thinkers, innovators and pioneers – people from all backgrounds who are united by their generosity of spirit and drive to shape a better future.

Grace Constable is one of these people. Currently undertaking a PhD in Organic Chemistry at the University of NSW (UNSW), she is working to create new molecules that stick to DNA in unusual ways. Through her research, Grace is hoping to develop molecules that can attack cancer cells.

A passionate advocate for the Westpac 100 Scholars Network (W100)¹ and its potential to connect so many inspiring individuals, Grace volunteers her time to help us find new and different ways to engage Scholars.



Sustainable Development Goals.

The 2030 Agenda for Sustainable Development, adopted by all United Nations Members States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. Throughout this report you will see initiatives undertaken by the Westpac Scholars Trust that help contribute to the United Nations Sustainable Development Goals (SDG), in particular SDG 4:Quality Education and SDG 17: Partnerships for the goals.

Please note

Statistics quoted in the report are based on the 2019 Annual Westpac Scholars Survey of 230 respondents (or 69% of 2015-2018 Westpac Scholars). Figures quoted in the report are for the 12 months ended 30 September 2019, unless otherwise indicated.

1. The official name of the Westpac Scholars alumni program.

"My ambition is to contribute meaningfully to my local and global communities through my two passions: chemical research and education."

Grace Constable,
Westpac Scholar, 2018 Future Leader.



Investing in the people with the ideas to help shape the world.

When the Westpac Scholars Trust (formerly known as Westpac Bicentennial Foundation) was first established in 2014 in partnership with universities across the country, we set out with an ambitious plan to create an educational scholarship program to advance Australia. Five years on, we're making great progress.

Our programs are attracting some of Australia's best and brightest individuals from all walks of life. We are working in close collaboration with our university partners and Westpac Banking Corporation (Westpac) to provide lifelong access to valuable networking and leadership development opportunities. In addition, the W100 is now made up of over 400 Scholars who are inspired to think boldly and bravely about how we can shape a better Australia, together.

In 2019, we continued to evolve our programs, finding new and innovative ways to help Westpac Scholars realise their full potential.

We continue to invest in those who will inspire future generations – 102 scholarships were awarded across our five programs, with a total investment of \$4.3 million over the life of the scholarships, including co-funding from our university partners. Amongst these were our inaugural Westpac Scholars from Murdoch University and Western Sydney University.

Leadership development will be a part of every program in 2020 - Working in collaboration with the Australian National University (ANU)'s College of Asia and the Pacific, and Westpac Asia, we developed and delivered the Asian Exchange Shanghai Leadership Development Program, which will now form part of the Asian Exchange Scholarship offering. From 2020 the Young Technologists Scholarship will also include a bespoke Leadership Development Program, designed in close collaboration with our university partners.

Collaboration continues to drive outcomes – University partners across five states worked closely with the Trust to host state-based Westpac Scholars events to drive connection, create opportunity for collaboration and provide access to inspiring speakers and professional development beyond the life of our scholarship programs.

Finally, I would like to thank our outgoing Board
Directors – our inaugural Chair Philip Coffey and Directors
Helen Lynch AM and Professor Sandra Harding AO - your
vision and guidance in shaping the Westpac Scholars
Program have been instrumental to its success over the
first five years. We also take this opportunity to welcome
our new Directors, Edwina McCann, Professor Barney
Glover AO, Professor Kerri-Lee Krause and Peter King - we
look forward to working with you.

"Since 2014, we have invested in 416 scholarships valued at \$20.2 million in partnership with 22 universities across Australia."



Susan Bannigan, Westpac Scholars Trust CEO



Our mission.

We invest in and unite outstanding people from all walks of life with the ambition, ideas and drive to help Australia prosper and grow.

Our funding priorities.

Our scholarships are centred around three focus areas that we believe are at the heart of Australia's future growth and prosperity:

Technology and innovation.

Digitisation is changing almost every element of everyday life. We want Australia to stay at the forefront of this revolution.

Australia-Asia ties.

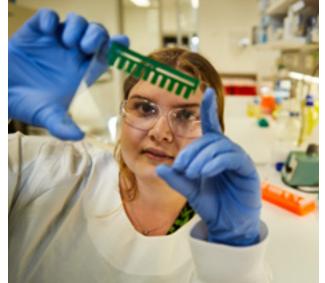
Australia and Asia are connected through culture, history, politics and economics. We want to deepen people-to-people ties across the region and build further collaboration.

Positive social change.

Social entrepreneurship is fast becoming a distinctive part of the nation's social, economic and political fabric to help solve our most complex issues. We want to invest in the individuals who are leading this change.

Our approach.







1. Scholarships that shape futures.

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

Initiatives:

- 100 scholarships awarded every year, forever, across five scholarship programs
- Investing in a diverse and inspiring network of future leaders who aspire to create change.

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:

- Four bespoke leadership development programs developed in partnership with the ANU, UNSW, The University of Sydney and Westpac
- · Access to global thought leaders, experiences and networks
- Profile building and speaking opportunities.

3. Collaboration that drives change.

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

Initiatives:

- · Networking events, collaborations, mentoring and development opportunities through the W100 and university partners
- Westpac Scholars Summit
- Opportunities to connect and collaborate with Westpac and Westpac Foundation Changemakers network.

Westpac Scholars Trust 2019 Impact Report

1. Scholarships that shape futures.

Investing in tomorrow's leaders.

Our scholarships are designed to attract and develop individuals with true leadership potential. These individuals are the next generation of brilliant Australians who are challenging, exploring and setting new benchmarks in innovation, research and social change.

In 2019, 102 scholarships were awarded across five programs:

- Westpac Research Fellowship (2)
- Westpac Future Leaders Scholarship (17)
- Westpac Social Change Fellowship (10)
- Westpac Young Technologists Scholarship (35)
- Westpac Asian Exchange Scholarship (38)



Scholarships.



\$4.3M

awarded in 2019, including a contribution of \$404,737 from the ANU and The University of Queensland for the Westpac Research Fellowship.



98%

of recipients believe being a Westpac Scholar is a prestigious, aspirational and competitive achievement.

Backing big ideas.

With data privacy increasingly important in our digital world, quantum physicist Dr Jacq Romero from The University of Queensland believes the key to online security could lie in a 'quantum alphabet' made not out of letters, but from different shapes of light. Jacq is an expert in encoding messages using this technology and is further exploring its potential through her 2019 Research Fellowship.

The first of its kind in Australia, the Westpac Research Fellowship brings together academia and business to support our best and brightest early career researchers. Fellows can pursue their work full-time and develop their leadership potential with greater access to diverse expertise across business and university networks.

"The Fellowship is expanding my network both inside and outside of academia, which encourages a broader conversation beyond physics. Talking to others within the W100, you get a sense that they sincerely want to help you achieve your vision. That backing helps me be bolder and more ambitious."

The Fellowship is co-funded in partnership with Australia's leading research universities. As well as supporting salary and research costs, it includes a bespoke leadership program and a professional development fund to increase the Fellow's leadership capabilities.

Jacq is also a strong advocate for greater diversity in science and sees the Fellowship as an opportunity to build on her leadership skills to inspire the next generation of scientists.

"I'm very aware of the challenges facing minority groups in science - I am Filipino, female, and a mum raising three young children. I plan to use this as an opportunity to showcase what is possible and inspire young scientists to follow their passion."



Valuing diversity.

95% of Westpac Scholars believe diversity is valued and promoted by the Trust and represented by fellow Westpac Scholars.

Greater inclusion leads to greater diversity of ideas and perspectives. Each year, we continue to invest in people from different backgrounds with different mindsets, values and views.

Our five scholarship programs are designed to challenge ways of thinking, broaden perspectives and push the boundaries of what is possible.

20.4%
Born overseas

45.5%
Males

21%

First in family to attend university

29.3%
Attended public high school

Figure 1: Represents Westpac Scholars awarded from 2016-2019.

Tech, Asia and diversity of ideas.

The Westpac Young Technologists Scholarship supports undergraduates who are passionate about technology and eager to explore its potential for good.

With women making up 53% of all recipients to date, the Scholarship is helping a new generation of innovators think differently about the world of technology.

When Jodie Muller received her scholarship in 2016, Asia was never in her sights. Less than two years on, that changed when she was one of two Young Technologists invited to join the Westpac Asian Exchange Leadership Development Program in Shanghai, China.

Five days in Asia, alongside 40 Westpac Scholars from eight universities, was a significant growth opportunity for Jodie. It challenged her thinking, expanded her networks and ultimately changed her career trajectory.

After completing a Bachelor of Information Technology at Queensland University of Technology this year, Jodie is now working full-time on her own business, focusing on creating animation software that is more accessible. She is also completing a TESOL (Teaching English to Speakers of Other Languages) course to provide her with work and life immersion opportunities in Asia. She now has plans to relocate to Japan in 2021 to strengthen her networks within the animation industry.

"I'd never considered opportunities that might exist overseas. This scholarship has changed my perspective, and my future."



2. Leaders that create a better tomorrow.

One of our strategic priorities is to help Westpac Scholars become world-class leaders equipped with the skills and networks they need to reach their full potential, now and in the future.

Four of our five scholarships include bespoke leadership development programs, designed to inspire new thinking, amplify leadership capabilities and create strong connections amongst Scholars.

Beyond these programs, all Westpac Scholars have lifelong access to ongoing professional learning and development opportunities through Westpac, our university partners and our combined networks in Australia and abroad.

FY19 snapshot:

- 65% of 2019 Westpac Scholars participated in a bespoke Leadership Development Program
- \$346,300 invested in these programs.



95%

of Westpac Scholars are more confident in their ability to contribute to the prosperity of Australia.*



92%

feel their leadership potential has been enhanced.*



91%

have developed new skills that will enhance their ability to achieve their goals.*



88%

have inspired future generations, through teaching, mentoring or collaborating with younger people.*

*Westpac Scholars who have completed a bespoke Leadership Development Program since 2015 (excludes Young Technologists).





Building a strong, connected cohort of leaders.

The Westpac Future Leaders Scholarship supports individuals undertaking post-graduate study that will make a difference to Australia in one of our three funding priority areas.

One of the most valuable aspects of the Scholarship is its bespoke Leadership Development Program, developed in partnership with the ANU, UNSW and The University of Sydney.

Over nine months, the program brings together 17 inspiring young Australians to develop their personal leadership capabilities and foster genuine connections. With access to global thought leaders from industry, academia, government and social sectors, Scholars gain new perspectives and networks.

"Being able to share this experience with 16 other passionate individuals made this experience all the more wonderful."

Reflecting on his experience, 2018 Future Leaders Scholar, Dr Shakif Shakur said, "2018 remains the best year in my professional development. Augmenting my postgraduate studies with the Leadership Program was invaluable. I was able to develop a strong leadership framework whilst asking myself the important question of 'why' I am doing what I am doing."

"Being able to share this experience with 16 other passionate individuals made this experience all the more wonderful. The Program provided a safe space to discuss ideas, challenge our ways of thinking and encourage each other to excel within our respective fields. The entire experience was very rewarding."

12 months on, Shakif is still applying his learnings to his work as a lecturer at Western Sydney University, "I've noticed subtle yet significant changes in my clinical and teaching practices as a result of the course. I have much greater awareness of how decisions can be influenced in the group setting, and I am constantly considering ways in which I can positively influence the experience of those around me."

"I also continue to regularly update my 'leadership journey' – a written record of my past, my current self, and my future aspirations. Not only does it hold me accountable, but it also serves as a great motivational tool as I move forward in my career."



100%

of Future Leaders Scholars believe their ability to achieve their desired outcomes has improved as a result of their Leadership Development Program.



98%

of Future Leaders Scholars believe their leadership potential has been enhanced.

Access to global thought leaders, new experiences and networks.

A core part of leadership development is global context. Through our programs, Westpac Scholars have access to overseas learning experiences, networks and thought leaders to help them develop their ideas, skills and capabilities to amplify their impact.

Locally, the Trust works closely with Westpac, creating opportunities for Westpac Scholars to connect with industry experts, business mentors and thought leaders. Scholars also have access to opportunities to increase their profile and raise broader awareness of their research or initiatives, particularly through speaking engagements and media opportunities.



Westpac Scholars in the media:

Westpac Scholars profiled: 42 Media stories: 206

Potential opportunities to view: 66 million



Westpac-hosted speaking engagements:

Westpac Scholars involved: 63 Speaking engagements: 37 People engaged: 3,500

A helping hand.

The Westpac Social Change Fellowship is a 12-month program that enables individuals working on a social initiative to take time out to invest in their own personal growth and development.

Mat Bowtell is not your everyday Australian. He designs and makes functional 3D printed hands and assistive devices, and distributes them worldwide for free. Through the networking and development opportunities made possible through his Social Change Fellowship, Mat turned his passion project into a globally recognised charity.

During his Fellowship, Mat spent eight weeks abroad developing his skills and strengthening his global networks. He visited bionic arm developers in Japan, attended 3D printing conferences in the UK and Germany, completed a short internship at Ortos prosthetics clinic in Denmark, and met with renowned orthopaedic surgeon and bionic developer Dr Albert Chi in the United States.

"Forming all these connections with people around the world is what has really helped me take my work to the next level."

In 2019, Free 3D Hands became a registered charity. This was a major milestone for Mat. He also received recognition from Her Majesty Queen Elizabeth II as the 94th Commonwealth Point of Light.

Being a Westpac Scholar has also brought Mat a sense of self-belief through the support of the broader Westpac network and his fellow Westpac Scholars. In 2019, the impact of Mat's work was celebrated across Westpac's social media and external news platform, Westpac Wire, as well as in The Guardian Labs, as part of a sponsored partnership. Mat has developed close ties with his fellow 2018 Social Change Fellows, who are now a strong support network for each other beyond their fellowships.



3. Collaboration that drives change.

It is our belief that over the decades to come one of the most powerful aspects of the Westpac Scholars Program will be the W100. Growing by 100 Scholars each year, it brings together people with different backgrounds, views and mindsets, and inspires them to think boldly about how we can shape a better Australia.

The Trust is working closely with our university partners and Westpac to support the W100, both during the term of the scholarships and beyond as a valued alumni network.

Activities included:

Westpac Scholars Summit.

A two-day event to welcome 100 new Westpac Scholars, with nine Westpac Scholars from W100 playing key roles as speakers at the Summit.

The impact:

- 99% said the Summit helped them feel more confident to achieve their goals
- 99% felt the Summit connected them with a network they wouldn't otherwise have had.



Inspiring
Asia-capable leaders.

The Westpac Asian Exchange Scholarship gives undergraduate students the opportunity to spend up to two semesters abroad to deepen their understanding and networks with Asia.

This year, Westpac Scholars Trust, ANU College of Asia and the Pacific, and Westpac Asia came together for the first time to deliver the 2019 Westpac Asian Exchange leadership residential in Shanghai, with the common goal to develop Asia-capable leaders in Australia and a strong focus on experiential learning.

40 Westpac Scholars, including 37 Asian Exchange Scholars, two Future Leaders Scholars and one Young Technologist, heard from over 20 thought leaders from corporate, government and not-for-profit sectors.

The bespoke program was designed to develop Westpac Scholars' understanding of the opportunities and challenges of the Australia-Asia relationship, increase cross-cultural competence and strengthen their networks with key influencers, diplomats, and fellow Westpac Scholars.

Dr Timothea Turnbull, Program Manager of Strategic
Partnerships at ANU College of Asia and the Pacific, said,
"This collaboration has allowed Westpac Scholars to
benefit from our global leadership in teaching, research and
outreach in Asia, along with Westpac's extensive industry
contacts and insights into professional development."



100%

of Westpac Scholars agreed the Shanghai program was valuable for their development as an Asia-capable leader.



W100 state-based, local and online events.

- 5 state-based events designed and held in collaboration with our university partners, hearing from thought leaders across the country
- 7 Scholar-led local events, including the inaugural NSW Scholars Retreat and the ACT Westpac Scholars Fireside Chat with Dr Nicholas Farrelly from the ANU and Westpac Research Fellow Dr Amy King.

The impact:

- 91% of Westpac Scholars have access to new networks that are valuable to their career ambitions
- 66% attended a W100 event in the last 12 months
- 49% have mentored or provided advice to a fellow Westpac Scholar to help them achieve their goals.

Building connections.

In October 2018, 19 Westpac Scholars from NSW and the ACT attended the first Scholar-led retreat at the Pittwater Youth Hostel, Sydney.

The program, designed and led by Westpac Scholars, brought together Future Leaders Scholars, Young Technologists and Asian Exchange Scholars for two days of collaboration and peer-to-peer learning.

Future Leaders Scholars Philip Chan and Daniel Conley ran active learning sessions on career development and networking, challenging the Scholars to think about how to effectively leverage the networks available to them. The group also heard from design thinking expert, Dr Brandon Gien, CEO of Good Design Australia.

"The peer-to-peer sessions this weekend showed just a small aspect of how amazing this scholarship is... you don't have to look beyond the Scholars to receive incredible guidance and expertise."

Joseph Rowlands, Westpac Scholar, 2018 Future Leader.

How the Scholars rated the retreat:

- 98% for its ability to help them think differently about what's possible for their career and its impact
- 99% for its ability to better connect them to the power and opportunities presented by the W100 Network.





We welcome our 2019 Westpac Scholars.

Research Fellows

Jacq Romero Meru Sheel

Future Leaders

Harry Carpenter
Jaffly Chen
Leesa Chen
Nicole Ee
Ben French
Robert Gillies
Jarrod Grainger-Brown
Adrienne Koor
Sachithrani Madugalle

Matthew Page Joel Palte

Medha Majumdar

Talia Rose Melsom

Sarah Priestley Alexandra Procter

Esther Schroeder

Cameron Thorn

Social Change Fellows

Shelley Bowen
Tanya Dupagne
Summer Elizabeth

Lyndon Galea Tori Haar

Usman Iftikhar Skye O'Meara

Sarah Powell

Jethro Sercombe Nipuni Wijewickrema

Asian Exchange

Joanne Au Lara Bailey Hayley Biddle Andrew Cain Jingwen Chen

Joanna Yik Tsun Chen

Emily Coady
Patrick Crosling
Caitlin Dempsey

Ailish Dey

Vivian Chen

Wa Xian (Amy) Diu Eugene Dragut

Kepin Du
Caitlin Duffus
Samuel Goh
Milo Goldacre

Erin Jory Terri Ke

Hayden Kelly Hongye Lan Victor Li Kerry Liang

Shara (Ji Soo) Lim Hamish Lindsay Brandon Maki Ryan Malone

Kenny Ng

Ella Pearson

Gabriela Rodriguez Rhiannon Sandiford

Anthony Song Larissa Steele Samuel Wall

Young Technologists

Rosemary Atkinson Nivasan Babu Srinivasan

Fatima Bari

Eva Wu

Marcus Belcastro Kaleb Brande

Joshua Buckley Jake Cavadrovski

Anthony Cham Alexandra Chua Rossiter

Aiden Contini Tymon Crooks Kathryn Dixon Natasha Gill

Brodie Greenham-Leach

Luke Harris
Benjamin Hearne
Bella Howard
Emma Johnson
Michaela Judge
Laura MacBeth
Elisha Mawson
Sahil Mehmi

Brierly O'Donnell

Steven Orange Rebecca Prendergast Ferah Redieb

Braiden Robson Brandon Shaw

Kajal Soni Eugene Soo Lana Stark

Mark Snow

Yashwin Sudarshan Lord Thabet





Celebrating the successes of Westpac Scholars.

Westpac Scholars are always finding new ways to innovate and drive positive change. In 2019, we saw many Westpac Scholars receive recognition for their outstanding contributions and achieve exciting milestones. We're proud to celebrate these with our Scholars. Here is just a selection.

Mat Bowtell

2018 Social Change Fellow

Received the Commonwealth Points of Light Award from Her Majesty the Queen

Madeleine Buchner

2018 Social Change Fellow

- Awarded Order of Australia Medal for work with young carers
- AFR Women of Influence Young Leader category winner
- Women's Weekly 'Women of the Future Awards' -Community, Health & Charity category winner

Leela Dilkes-Hoffman

2016 Future Leader

Finalist for The Institution of Chemical Engineers Global Awards, Young Researcher category

Tiff De Sousa Machado

2017 Future Leader

Launched "The Village Foundation"

Jeremy Forbes

2016 Social Change Fellow

- Secured a \$2M investment to expand his suicide prevention work Australia-wide
- 2019 VIC Men's Health Awards winner

Tanya Dupagne

2019 Social Change Fellow

- Awarded an honorary doctorate from Edith Cowan University for her approach to creating positive social change
- Awarded a Governor's Coin

Mary Freer

2016 Social Change Fellow

Hosted the inaugural Compassion Revolution conference with over 200 attendees

Dr Robert Gillies

2019 Future Leader

Awarded Order of Australia Medal for work with youth at risk

Sarah Gun

2017 Social Change Fellow

Top 5 SheEO Venture

Lucinda Hartley

2018 Social Change Fellow

- Named in the AFR 100 Women of Influence Awards
- Top 5 SheEO Venture
- Secured a \$1.25M seed investment for Neighbourlytics

Jordan O'Reilly

2017 Social Change Fellow

Named in Smart Company's 30 under 30

Julian O'Shea

2016 Social Change Fellow

Awarded the Tony Adams Rising Star Award by the International Education Association of Australia

Usman Iftikhar

2019 Social Change Fellow

- Leadership Prize for Entrepreneurial Achievement,
 Western Sydney Leadership awards
- Named in Smart Company's 30 under 30
- Edmund Hillary Fellowship recipient

Associate Professor Liz New

2016 Research Fellow

- 2019 Malcolm McIntosh Prize for Physical Scientist of the Year
- First Westpac Research Fellow to complete her Fellowship
- First Westpac Research Fellow to be on the Future Leaders and Research Fellow's National Selection Panel

Laura O'Reilly

2018 Social Change Fellow

- Secured \$600,000 in co-funding from the Westpac Foundation and Bryan Family Foundation to expand her social enterprise, Jigsaw
- · Westfield Local Hero Award winner
- 2019 NSW Premiers Women of the Year Award finalist

Mikhara Ramsing

2018 Social Change Fellow

- Named in the AFR 100 Women of Influence Awards
- 2019 Queensland Young Australian of the Year finalist

Dr Meru Sheel

2019 Research Fellow

2019 Asian-Australian Leadership Summit '40 Under 40' Award winner in the Science and Medicine category

Rob Snelling

2017 Future Leader

Selected to participate in the Norman Foster Foundation workshop on urban development in Madrid

Marcus Westbury

2016 Social Change Fellow

Launched the Collingwood Arts Precinct Artist Residency in partnership with the Bank of Melbourne



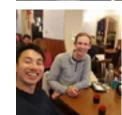




"As a Westpac Scholar,
I have had access to some of
the most brilliant minds in the
business. We have leaned on
each other, supported each
other and utilised each other's
connections to improve who we
are as people, as individuals
and as business owners."

Madeleine Buchner, Westpac Scholar, 2018 Social Change Fellow.







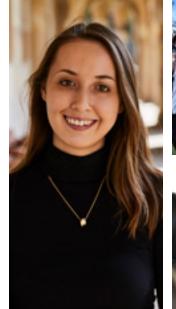


























A shared belief in the power of education.

From the very beginning, collaborating with Australia's leading universities has been fundamental to the Program's success. Together, we share in a common belief that investment in education will help our nation prosper and grow.

We would like to thank our 2019 university partners across Australia whose support makes this Program possible. Together, we are investing in the individuals who will help shape a better future for Australia.

"Western Sydney University is proud to be working closely with the Westpac Scholars Trust and fellow universities across Australia on the scholarships program. In the past few years, the program has helped to attract some of Australia's best and brightest individuals from various industries and demonstrates the importance of collaboration in supporting the next generation of leaders and in driving innovation in Australia."

Professor Barney Glover AO, Vice-Chancellor and President, Western Sydney University.









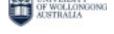




UNSW



WESTERN SYDNEY











Westpac Scholars Trust Board.



Dave Curran



Bannigan CEO





Professor Barney **Glover AO** Director



Nicholson Director



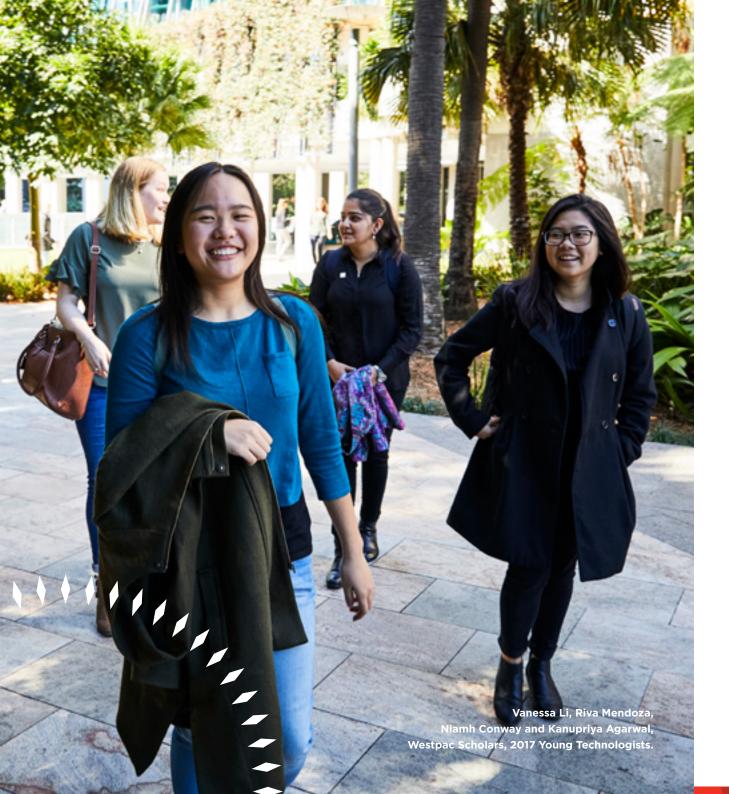




Edwina McCann Director

We'd like to recognise and thank our outgoing Directors - inaugural Chair Philip Coffey and Directors Helen Lynch AM and Professor Sandra Harding AO. Your vision and guidance in shaping the Westpac Scholars Program have been instrumental to its success.







Connect with us:

Online: westpac.com.au/scholarships

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