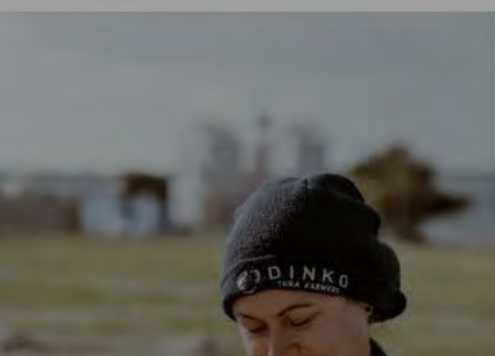




2024



ANNUAL REPORT



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LIFETIME MEMBERS



GLORIA JONES



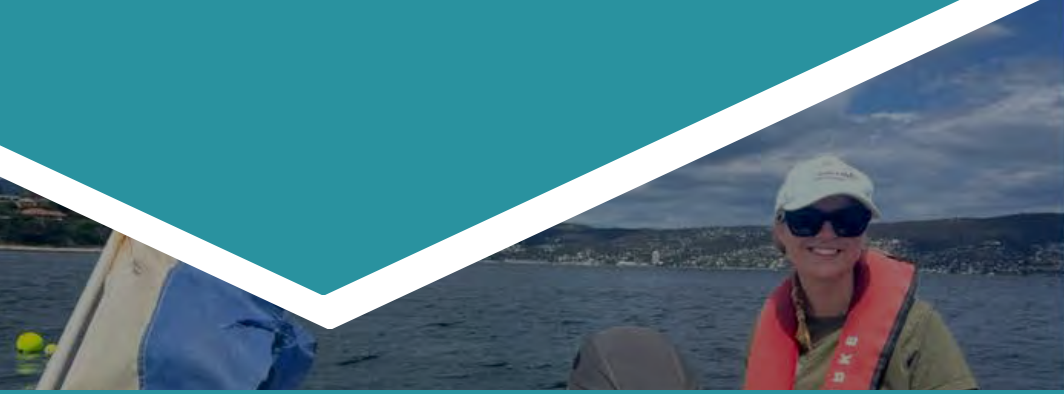
ANNE WHALLEY



DR JEN SHAW



JUNE GILL



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WHO WE ARE

Women in Seafood Australasia (WISA) is a network inclusive of those who support furthering the interests, positioning and opportunities for women in the seafood industry, including all those that align with WISA's vision and mission.

From women working on the boats, on farms and in factories, post-harvest and processing, leading innovation or research, new ventures, management, or in government and policy making, Women in Seafood (WISA) has members from all seafood sectors and across the supply chain. Women in Seafood (WISA) welcomes and is inclusive of all.

Women in Seafood (WISA) is based in Australia but also has members from the Australasian region including New Zealand and the Pacific.

The organisation functions as a virtual organisation with the Board comprised of State and Territory-based Directors, with the addition of up to two Independent Directors. Our President is located in Tasmania, the Executive Officer is based in Victoria, our Communications and Engagement Officer based in South Australia and our Finance and Programs Manager based in Queensland.

WHAT WE DO

Women in Seafood (WISA) is the only national organisation that represents the women of the seafood industry and our aim is to shift cultural and systemic barriers that prevent women from reaching their full potential. We have three core activities:

- **Connection**

At its heart, Women in Seafood (WISA) is a unique network. We believe that building genuine connections builds resilience and confidence. Through networking activities and communications, Women in Seafood (WISA) provides visibility and support to seafood women and disseminates relevant information to our members and the wider industry.

- **Increasing Capacity and Capabilities**

Women in Seafood (WISA) takes a practical, evidence-based, grassroots approach to the professional development of women and raising the profile of women involved in the seafood industry, with experiential and interactive learning with a focus on experimental and interactive learning.

- **Supporting Inclusive Culture**

Women in Seafood (WISA) aims to create an inclusive industry that values, supports and listens to women. This starts through open conversation at all levels of industry. Women in Seafood (WISA) believes that a more inclusive and diverse industry improves the working conditions, performance and wellbeing of all.



WOMEN IN SEAFOOD CHAIR REPORT



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WOMEN IN SEAFOOD CHAIR REPORT



It is with great pleasure we present our members and the broader seafood community with Women in Seafood Australasia's Annual Report for the 2023 – 2024 financial year. This year has again been a tough one for many in industry, however reflecting on the past 12 months, and from a WISA perspective, I would describe the past year as exciting, rewarding, and most importantly I believe we are responding to and providing increased value to our members.

At the heart of WISA is our purpose “To champion an inclusive industry with diverse voices for a thriving seafood sector” which we aim to deliver by empowering, connecting and being responsive to the needs of women to reach their full potential. As our membership continues to grow, our connections strengthen, and opportunities increase – the sky is the limit. The Board and staff are working with enthusiasm and passion to secure a sustainable future for WISA so we can increase our impact, drive awareness, deliver valuable tools and programs for our members and be a voice for change.

As an organisation we are continually building connections and striving to build capacity through all sectors and levels within industry. In November 2023, the Board and some of our members participated in the Australian Institute for Company Directors (AICD) Governance Foundations for Not-for-Profit Directors program. This provided both a development and networking opportunity for the Board and our members, creating new connections while upskilling in governance, finance and strategy and risk. It was a fantastic two days for all involved.

In 2024 WISA is also very fortunate to host a Board Intern through the Northern Australian People Capacity and Response Network (NAPCaRN). The intent of the program is to increase the number of trained and experienced women from diverse backgrounds available to sit on Boards and committees in northern Australia in the future. The program, open to First Nations women, approached WISA to participate. WISA is excited to have Kay Zaro working with us over the next 12 months. WISA will engage to support the development of Kay's leadership skills and her networks with boards and organisations, while at the same time we will benefit from her perspectives and views and build Board capacity to accommodate increased diversity in the future.

WOMEN IN SEAFOOD CHAIR REPORT



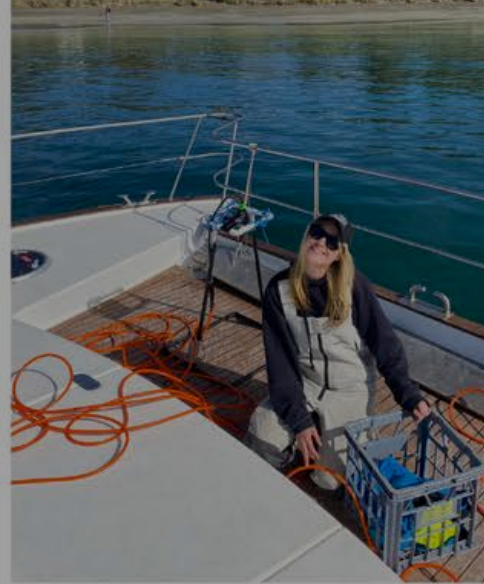
During this year our NT Director, Sam Nowland, stood down from the Board just prior to welcoming baby Ivy to their family (congratulations Sam, Matt and big brother Nyle) and in her place we welcomed Lauren Thornton. Sam first joined the Board as NT Director in 2019 and has been an enthusiastic and dedicated Board member ever since. Her passion for all things aquatic shines through in everything she does as does her commitment to the women working within our industry. Sam's visibility within the NT industry and the events she has delivered for WISA have been instrumental in the engaged membership base in the NT. Sam's knowledge, insight and perspective will be missed by the Board, but we wish her and her family all the best for the future.

Personally, I would like to recognise and thank our amazingly dedicated team Kirsten Abernethy, Malinda Moreton and Kate Lamason for their tireless work, passion and commitment to WISA. The impact this small team of dedicated women are having for members and the broader industry can not be understated. Thank you.

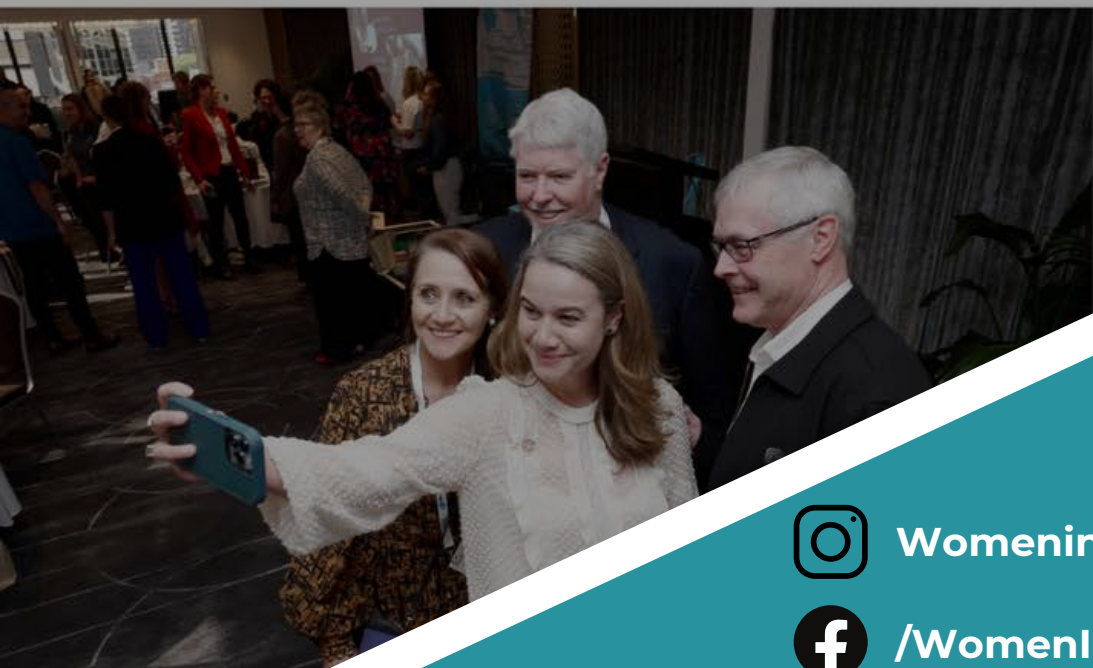
I would also like to extend my heartfelt thanks to our Board of Directors Claire Webber (SA), Manue Daniels (WA), Claire van der Geest (ACT), Renee Pearce (NSW), Stephanie Kaparos (Vic), Umar Nguyen (Qld), Lauren Thornton (NT), Karen Holder (Indep) and Karen Olver (Indep, NZ). These women are an inspiration to work beside and their contributions are shaping an exciting future for our organisation and industry members.

Finally, to our members, thank you for your support and involvement over the past year. We look forward to igniting new connections and developing deeper ones with you all into the future.





WOMEN IN SEAFOOD DIRECTORS



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WOMEN IN SEAFOOD DIRECTORS



HEIDI MUMME
TASMANIAN DIRECTOR
WOMEN IN SEAFOOD AUSTRALASIA CHAIR
FINANCE SUBCOMMITTEE

Originally from Adelaide, Heidi has been involved in the seafood industry both nationally and internationally for over 20 years predominantly working in aquaculture. Her roles have included hatchery, growout, research and development and quality, health, safety and environmental management. She is currently working with emerging industry leaders as the Program Manager on the National Seafood Industry Leadership Program and is Director of her consultancy business which aims to strengthen seafood businesses for the future. Heidi facilitates the NSILP program, is a member of the FRDC Seafood Industry Safety Initiative and Capability and Capacity Steering Committees, the Chair of the FRDC Tasmanian and Northern Territory Research Advisory Committees, Member of the FRDC Capability and Capacity Steering Committee, and a Board member of Seafood Maritime Training Tasmania.



CLAIRE WEBBER
SOUTH AUSTRALIAN DIRECTOR
WOMEN IN SEAFOOD AUSTRALASIA VICE CHAIR
FINANCE SUBCOMMITTEE

Located in Port Lincoln, Claire is Executive Officer of the South Australia Sardine Industry Association, Australia's largest catch by volume fishery. She is passionate about seafood industry advocacy and representation, as well as the importance of choice and diversity within the workforce and society as a whole. She has experience working on Boards as a Director with OceanWatch Australia. Previously, Claire worked as a Research and Liaison Officer within the Southern Bluefin Tuna industry, and on commercial fishing vessels and for fisheries organisations in Australia and New Zealand. She has a Bachelor of Administration (Marine Resources) from the Australian Maritime College and a Diploma of Aquaculture (TAFE SA). Claire participated in the National Seafood Industry Leadership Program in 2012 and was the recipient of the National Seafood Industry Young Achiever Award in 2015.



MANUE DANIELS
WESTERN AUSTRALIA DIRECTOR
WOMEN IN SEAFOOD AUSTRALASIA COMPANY SECRETARY
FINANCE SUBCOMMITTEE CHAIR

Originally from France, Manue has been heavily involved in the commercial fishing industry for 13 years, mainly around Esperance, however her different roles within the industry have provided her an extensive knowledge across the WA State and other regions. Manue is actively involved in the administration and land-based activities of her family's wild catch fishing business and was the recipient of the Young Achiever of the Year at the recent WA Seafood Industry Awards. Manue's background in law, politics and social sciences as well as accounting gives her a good perspective on the issues faced by industry. Manue is a Board Director of Western Australian Fishing Industry Council, Vice President of the Esperance Professional Fishermen Association, former Vice Chair of Southern Seafood Producers and is a WARAC member.

WOMEN IN SEAFOOD DIRECTORS



KAREN HOLDER
INDEPENDANT DIRECTOR

As a traditional grassroots primary industry business Karen is the person on the land managing the home, bookwork, children and general support for her husband as the sea based fisher. This is an eclectic mix that is both rewarding and challenging- being a fishing wife in a capital city has had its moments. Karen became involved in the South Australian Crab fishery in its infancy as an experimental fishery in 1986 when her husband to be was allocated a permit to fish. The journey has been a rollercoaster taking them from their hometown of Ceduna to Adelaide, from a 5 metre trailer boat to a 25 metre purpose built aluminium vessel, from the 2 of them to include 3 children and an employee count of 6, from a licence for 100 crab pots to three licences totalling 310 pots and associated quota allocation, from outgrowing their backyard to needing a rented shed for storage and a small catching based business to a sizeable enterprise that will form a basis for a Family holding with potential to develop in terms of marketing and value adding.



KAREN OLVER
INDEPENDANT DIRECTOR

Karen has five years experience as a Fisheries Compliance Officer, work as a Senior Registry Officer, Fisheries Private Secretary to Hon John Luxton and Senior Business Analyst working on the implementation of the 1996 Fisheries Act. For the past 15 years Karen has worked for Seafood New Zealand, the primary representative entity for the seafood industry in New Zealand. *“Having worked in the industry for over 35 years, I have a real passion for the sector. I would love to have a sector that is representative of the wider community at all levels – from the water to the board room. Women are a significant contributor, but there is potential for so much more. As our closest neighbours, it is so important that we can work closely together to build capacity and to empower women in the seafood industry. I am super excited to be part of the WISA organisation.”*



STEPHANIE KAPAROS
VICTORIAN DIRECTOR

Stephanie has over a decade of experience in the Seafood Industry and has served in senior executive roles in the post-harvest sector, including CEO of Clamms Seafood, a market-leading Seafood Processor, Distributor and Wholesaler; Director of the Melbourne Seafood Centre and Director of Seafood Industry Australia. Stephanie's profound industry knowledge, combined with an MBA degree has equipped her with a wealth of practical experience in operations, finance, leadership, project management, marketing, technology, innovation, sales, governance, advisory and risk minimisation. Throughout her career, Stephanie has demonstrated her ability to effectively lead organisations and has offered invaluable guidance to directors. She is known for setting strategic directions and ensuring the necessary resources and support are in place for efficient structure and operations. Stephanie has a Bachelor of Science (major in Human Physiology and Biochemistry) from Monash University, a Master of Business Administration from Deakin University and is currently undertaking the Australian Director's Course with AICD.

WOMEN IN SEAFOOD DIRECTORS



LAUREN THORNTON
NORTHERN TERRITORY DIRECTOR

Lauren's professional journey has been dedicated to bridging the gap between people and the natural world. With experience in community engagement and natural resource management, she has been privileged to provide interpretation and education to a diverse range of stakeholders, including Aboriginal communities, scientists, media, community groups, tourists and schools. She is experienced in facilitating events, conducting workshops, presentations and attending events across Australia, particularly fishing shows, to connect with people and share knowledge on topics such as eco-friendly fishing practices. Lauren is the current Northern Territory Extension Officer for the Fisheries Research and Development Corporation (FRDC). Lauren's passion is to inspire and educate, and to support healthy relationships and communication.



UMAR NGUYEN
QUEENSLAND DIRECTOR

Umar Nguyen has over a decade's worth of experience in the seafood industry, primarily working as a sales and marketing executive for Primary Producers in Wild and Aquaculture, under her business 'The Fish Girl'. Her background as a qualified chef who has worked all over the world has given her the unique ability to speak 'chef', which has enabled her to promote her true passion – making use of all the wonderful but under-utilised seafood in our great country. Wild Blue Scampi Caviar, which was created and introduced by Umar to the industry many years ago, is an example of this and is now a world-renowned product, used by many chefs around Australia.



RENEE PEARCE
NSW DIRECTOR

Renee Pearce is a results driven industry professional with over 15 years working in the Australian seafood and fishing sector. Renee is currently a fishing industry consultant and business owner of The Fish Shoppe, a retail business specialising in sustainability caught and harvested, Australian and New Zealand quality seafood. Renee has strong business development acumen with a Masters degree in Business Administration and Management. She is also an experienced Industry Association executive with a demonstrated history of working in the fishing sector and holds her MBA and Bachelor of Marine and Freshwater Biology. Renee has been an OceanWatch director since 2019 and sits on the FRDC Fish Names Committee.



CLAIRE VAN DER GEEST
ACT/CANBERRA DIRECTOR

Claire van der Geest is a marine ecologist and development practitioner with more than 20 years experience in fisheries policy, management and research across the Australian and global seafood industry. Currently Claire is the Principal of Seven Seas Consulting and providing expert advice and guidance on electronic monitoring to a number of clients, strategic policy advice on integrated fisheries management in the developing world, and leading gender diversity programs. Historically, Claire has represented Australia's interests and consulted for the industry led non-government organisation, the International Seafood Sustainability Foundation, at Regional Fisheries Management Organisations. She has also worked across the Asia-Pacific region to inform evidence based tuna fisheries policy.



WOMEN IN SEAFOOD TEAM



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WOMEN IN SEAFOOD TEAM



Dr Kirsten Abernethy

Executive Officer

Kirsten started her role as inaugural Executive Officer for Women in Seafood Australasia in January 2022. Kirsten has worked with seafood communities overseas and in Australia for more than 15 years, as a social researcher, teacher and advocate. Kirsten's experiences have informed her values of inclusion and collaboration, as well as her focus on working with industry and communities to break down gendered barriers to women, improve seafood workers wellbeing, and build community support for the Australian seafood industry.



Kate Lamason

Finance and Programs Manager

Kate is a fully qualified CPA accountant with over 15 years of experience in financial management and the fishing industry. She joined WISA in October 2022 as our finance manager with her unique perspective and dedication to sustainability, community, and strong financial management. Kate expanded her role at WISA as Programs Manager in 2024. When Kate doesn't have her head in the books, you can find her enjoying a wine, sweating it out at the gym, or her favourite place of all - out on the ocean with husband Rowan and three kids.



Malinda Moreton

Communications and Engagement Officer

Malinda is an experienced communications and partnership specialist. Accomplished in communications strategies and stakeholder management, Malinda joined WISA in April 2023 to assist the team in the delivery of the Turn the Tide Project and other WISA activities. Malinda is based in Port Lincoln and spends her free time out on the water, cooking up a storm or wrangling her two young sons.



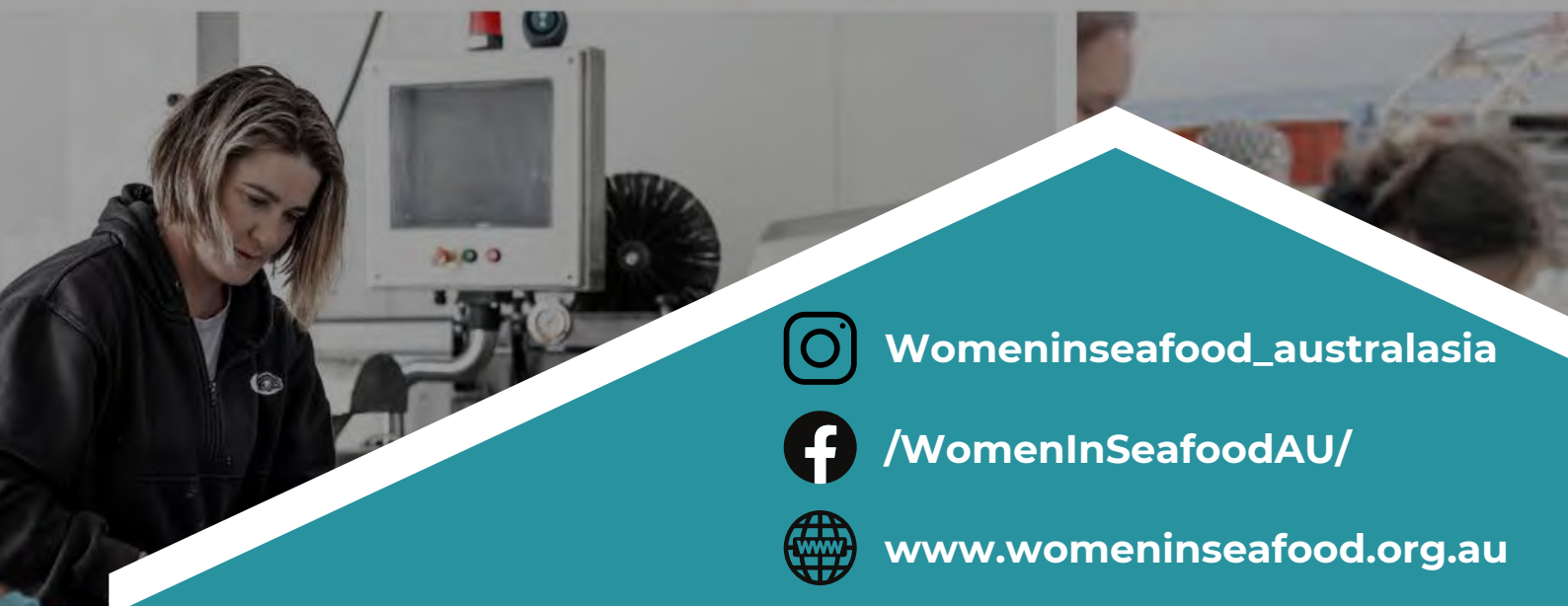
Nilanjana Biswas

PhD Candidate

Nilanjana Biswas is a PhD candidate at Charles Darwin University's Research Institute for the Environment and Livelihoods (RIEL). Titled "Changing times, changing tides: Women's engagement in the Northern Territory seafood sector", Nilanjana's PhD explores the roles, contributions, and participation of women in Northern Territory fisheries and aquaculture from 1950 onwards to present times.



WOMEN IN SEAFOOD EXECUTIVE OFFICER REPORT



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WOMEN IN SEAFOOD EXECUTIVE OFFICER REPORT



It has been a big year for Women in Seafood Australasia. Our organisation is growing fast, we are delivering on our strategic objectives, connection events and collaborations, and Turn the Tide is in full swing. I would like to thank the WISA Board, who have worked hard and supported WISA with dedication and wisdom. We never forget that we stand on the shoulders of giants, and we recognise our founding members and all the women who have stepped up before us to develop the organisation to what it is today. I also thank the WISA team members, Malinda Moreton and Kate Lamason whose absolute commitment and enthusiasm for WISA ensures our success.

The WISA community continues to grow, with membership up 59% over the financial year 2023-24. Men also now make up 10% of members. We value our allies and advocates, as we strive to be an inclusive organisation ourselves. In February this year we launched our new membership platform, which enables members to manage their subscription, as well as design a profile. This enables members to connect with each other, find members close by, and sign up to events. We encourage all members to develop their profile, as we look to develop the functionality of the platform further.

Building connections is at the heart of everything we do. This financial year we delivered in person and online networking and knowledge sharing events to almost 500 seafood industry people around the country. In response to members, we have started casual catch ups in Hobart (in collaboration with Seafood Industry Tasmania), Melbourne (in collaboration with local WISA members) and Darwin, for members to connect on a regular basis. Our intention is to expand our catch ups to other metro and regional locations. It is an important way for our members to forge deep connections and an opportunity for interested members to understand our organisation and welcoming approach.

We continue to build connections as an organisation. Our collaboration with Fisheries Research and Development Organisation is strong and we sincerely thank FRDC for their ongoing support as a Turn the Tide partner and with supporting all our activities and initiatives. Jill Briggs and Affectus continue as our key delivery partner for our Turn the Tide programs. The WISA team and all of the participants in our programs benefit from Jill and Heidi's deep knowledge of leadership, mentorship and engagement, their empathetic and fun style, and their encouragement to "put our courage undies on" and lead. We also thank our highly engaged and wise steering committee, Suzi Hullick, Lesley Leyland and Bryan Skepper.

We continue our long standing collaboration with the Stay Afloat Program to promote health and wellbeing in the industry, and have been busy planning a Wellbeing Series specifically designed for women in the industry, to be delivered in 2024-25. We have also been working with Seafood Industry Australia, particularly on Seafood Directions this year in Hobart, where WISA once again is making an impact as part of the Steering Committee as well as hosting a number of activities which we hope the industry enjoys as much as they did in 2022. This includes WISA Power Up and our Bursary program, which we are very excited about and thank all the support of our sponsors.

WOMEN IN SEAFOOD EXECUTIVE OFFICER REPORT



We have been really excited to provide free childcare at Seafood Directions for the first time this year, WISA Guppies. An idea born out of the 2022 conference, we have engaged the highest quality provider to allow more parents to attend and develop professionally while their children are safe and entertained. The support for this initiative has been wonderful, and we thank our sponsors who also share our values. We intend to build on the success of Guppies for future conferences.

WISA's flagship project, Turn the Tide, was launched 18 months ago. It is delivered through funding from the Department of Prime Minister and Cabinet's Office for Women, in-kind support from the Fisheries Research and Development Corporation and with our partner Affectus. This funding has allowed WISA to transform and grow and has enabled WISA to deliver programs and activities seafood women were long asking for. Now we are in our second year of the program, we are able to report on the impact we are having on the industry (see p21).

We have had the privilege of working closely with Affectus who lead the delivery of the Mentoring and Entrepreneurship and Leadership Programs. We have witnessed the impact these programs are having, deep connections forming, and women growing into their leadership space, taking hold of opportunities. There is still time to be a part of the Turn the Tide programs next year or come and join us at our annual Round Table in Canberra in November as guests of WISA. What seafood women are achieving in these programs is just amazing.

Next year, as part of Turn the Tide we are launching Tomorrow's Workplaces, a new program which is focussed on how we can grow as an industry which is inclusive of everyone and attracts the very best future workforce. We know that diverse and inclusive workplaces increases the wellbeing of everyone as well as the bottom line. We are taking a co-design, collaborative and open approach with this program, engaging with the grassroots and the leadership, and with conversations at the heart. We are looking forward to working with industry on this program.

At the AGM last year, WISA presented our draft Strategic Plan 2023-2027 which was approved at the end of 2023 and is now being implemented (see p18). The Strategic Plan embodies who we are as an organisation, how we work, and where our focus lies. I am reminded every day of our values of being i) a safe space where everyone is welcome, ii) inspiring impactful change and courage, iii) supportive with strong collaboration and networks, and iv) genuine, open and accepting. We genuinely work to these values and we believe these values make us a unique organisation and network.

The five strategic objectives the Board and team have been working towards in the first year of the Strategic Plan have been:

- Develop a funding strategy required to underpin WISA's operational budget, outlining possible funding and revenue streams

WOMEN IN SEAFOOD EXECUTIVE OFFICER REPORT



- Ensure sound governance and financial performance of WISA
- Develop a clear value proposition for the WISA brand and positioning for sectors and cohorts of the industry
- Develop a comprehensive communication strategy and program to increase awareness and engagement with WISA
- Review and leverage learnings from WISA activities and gather further insights/research to identify and respond to member needs and opportunities

Being responsive to member needs drives all of WISA's activities. In May 2024 we conducted a WISA Members survey to better understand and respond to member needs. Over a third of WISA members completed the survey. We present a selection of key findings on p30. We are excited to report that we are on the right track. From the survey it is clear that our engaged members see the value of their membership, and it is exciting for us to see how keen members are to be more involved in of WISA.

We love the energy and ideas that our membership bring. We understand we don't hear from everyone, and we are always open to have a chat – please do reach out. WISA are currently designing our 2024-25 activities to meet the needs of our members. A huge thank you to everyone that responded to the Members survey. We were overwhelmed by your responses.

WISA has a culture of learning and reflection. We are innovating in the ways we increase the profile and voices of women in our industry, how we help facilitate a more inclusive industry that values, supports and listens to all, and how we can thrive together. We want to work with all of industry and have open and safe conversations. We are also open to feedback and ideas from industry. We invite the seafood industry to get involved!

Finally, I would like to extend my personal thanks to our wonderful and active membership and the broader seafood industry for all your support.





WOMEN IN SEAFOOD STRATEGIC PLAN



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WOMEN IN SEAFOOD STRATEGIC PLAN



The Women in Seafood Australasia Strategic Plan outlines our continued commitment to fostering an inclusive and equitable seafood industry. Through our core values and strategic objectives, we aim to create a thriving, sustainable, and diverse industry that reflects the contributions and leadership of women at every level.

WHY

Purpose

To champion an inclusive industry with diverse voices for a thriving seafood sector

HOW

Mission

We empower, connect and are responsive to the needs of women to reach their full potential

WHAT

Vision

Women are recognised as valued & equal contributors in the Australasian seafood industry

HOW WE WORK

Core Values

Welcoming

Safe space, everyone is welcome

Inspiring

Inspiring impactful change

Supportive

Strong collaboration and networks

Authentic

Genuine, open and accepting

OUR FOCUS

Strategic Objectives



Secure a sustainable future for Women in Seafood



Drive awareness and engagement



Deliver valuable tools & programs to members



Be a voice for change

WOMEN IN SEAFOOD STRATEGIC OBJECTIVES



Secure a sustainable future for Women in Seafood

- **Develop a funding strategy** to underpin WISA operational budget outlining possible funding and revenue
- Ensure WISA is **resourced appropriately** with defined scope, roles and responsibilities
- Continual improvement of capability and **upskill of WISA team**
- Ensure **sound governance and financial performance** of WISA

Deliver valuable tools & programs to members

- Review and leverage learning from WISA activities and gather further insights to **identify and respond to member needs**
- Develop an **appealing product proposition** for WISA that enables **capability building and professional development**
- Facilitate **WISA member connections and supportive networks**

Drive awareness and engagement

- Develop a clear value proposition for the **WISA brand and positioning** for sectors and cohorts of the industry
- Develop a **comprehensive communication strategy** and program to increase awareness and engagement
- Identify **key stakeholders to partner** with to reach new members/cohorts
- Identify award opportunities to **elevate WISA profile** and awareness

Be a voice for change

- Develop a strategy to be the **trusted leader/voice** for women in the industry
- Source data, insights. **research and benchmarking** to share with the seafood industry and organisations to utilise for change
- **Collaborate** with similar organisations in other sectors to tackle large system shifts required for long term change.
- Build engagement, collaboration and relationships in the seafood industry globally and identify best practice for creating change



WOMEN IN SEAFOOD IMPACT UPDATE



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WOMEN IN SEAFOOD COMMUNICATIONS REPORT



Key WISA communications activities in 2023-24 included:

- Initiating the development of the WISA Branding and Engagement Strategy. The strategy will increase the awareness and engagement with the Women in Seafood Australasia brand delivered via short and long term objectives.
- Implementing the new WISA Membership platform for better member management and targeted engagement with current members. This also has provided members with a platform to build their profile and connect with each other.
- Membership from 1 July 2023 - 30 June 2024 increased by 59%
- The WISA newsletter is a regular monthly newsletter and is a space to share WISA news, opportunities and updates, celebrate the successes of WISA members, share relevant seafood industry information, as well the many opportunities open to seafood women via broader agriculture and rural industries initiatives. The WISA newsletter now reaches over 1000 subscribers (46% increase since 2022-23).
- WISA has been increasing our reach through increased social media presence. There has been continued steady growth and engagement after a significant growth period in 2022-2023. We have over 3,300 followers across our platforms (19% increase since 2022-23)

59%

Membership growth
1 July 2023 - 30 June
2024

46%

Increase in Women in
Seafood EDM
Subscribers

3300

Followers across Women
in Seafood Social Media
Platforms

WOMEN IN SEAFOOD TURN THE TIDE



Turn the Tide is Women in Seafood Australasia's flagship program. It is designed to connect, enable, support and champion women in seafood. Through empowering women, the Australian seafood industry will thrive.

Turn the Tide is delivered through funding from the Department of Prime Minister and Cabinet Office for Women under a Leadership and Development Program, Lead and Succeed grant. It is supported in kind by the Fisheries Research and Development Corporation. The Affectus team is our project and delivery partner.

Turn the Tide has three delivery streams:

Breaking Barriers

This delivery stream is designed to provide women within the Australian seafood industry development and growth opportunities at a personal level, tailored to the individual needs, career paths and ambition of participants. The three programs are:

- **Mentor Program** to support personal development and career progression
- **Entrepreneurship and Leadership Program** to build capability to tackle barriers to women thriving in the seafood industry
- **Bursaries** to the National Seafood Industry Leadership Program

Tomorrow's Workplace

Tomorrow's Workplaces is a new program launching in 2025, focussed on how we can grow as an industry which is inclusive of everyone and attracts the very best future workforce. We know that diverse and inclusive workplaces increases the wellbeing of everyone as well as the bottom line. We are taking a co-design, collaborative and open approach with this program, engaging with the grassroots and the leadership, and with conversations at the heart.

Building Resilience

A series of **online and in-person events**, enabling networking and collaboration opportunities to build better connected professional networks for women. With such a diverse and geographically spread industry, opportunities to connect all women across Australian seafood are being leveraged to create strong, resilient connections across the sector.



WOMEN IN SEAFOOD TURN THE TIDE



Women in Seafood Australasia

2023 ENTREPRENEURSHIP AND LEADERSHIP PROGRAM



WOMEN IN SEAFOOD TURN THE TIDE



Engaged with **894** women to build stronger networks to support them in career progression and industry leadership ambitions through Breaking Barriers, Tomorrow's Workplace and Building Resilience activities.

64

Women and men have been trained and supported through our Mentoring Program

Women feel more connected to others within the seafood industry and community after taking part in our Turn the Tide programs

"What surprised me was how much [the program] challenged me and how much I learnt about myself. I did not expect to walk away with life long friends."

"The connection we have feels professional yet almost like a sisterhood at the same time."

67

Women have developed their leadership, entrepreneurial thinking and teamwork capabilities through our Entrepreneurship and Leadership Program including 10 facilitators trained to deliver programs to women and industry.

83

Seafood organisations nationally are directly involved in Turn the Tide programs since the program launched in 2023.

100%

of women participating in the Entrepreneurship and Leadership program are determined to take action to address gender barriers in the seafood industry

WOMEN IN SEAFOOD TURN THE TIDE



Participants in our programs increased their confidence to show leadership by 31%.

70%

The facilitators we have trained report an increase in their skills and capabilities to facilitate groups by 70%

Participants in our programs increased their confidence to show leadership by 31%.

“Overall, my participation in the program has inspired a clear roadmap of actionable steps to advance entrepreneurial initiatives and foster effective leadership within our organisation”

100% of women participating in the Entrepreneurship and Leadership program are determined to take action to address gender barriers in the seafood industry

“We were all left feeling empowered by the program! Every moment was valuable and cherished, leaving a lasting impact on each of us.”

The facilitators we have trained report an increase in their skills and capabilities to facilitate groups by 70%

“Through this program, I've honed skills in active listening, fostering collaboration, and guiding discussions. I've developed the ability to navigate diverse perspectives, promote inclusivity, and facilitate effective communication within group dynamics.”

WOMEN IN SEAFOOD EVENTS



During the 2023-2024 financial year, WISA successfully hosted 28 events, both online and in-person, reaching and engaging with a total of 496 participants. WISA also has had a strong presence at industry events. These events provided valuable opportunities for networking, learning, and collaboration, furthering our mission to empower and support women in the seafood industry.

NETWORKING EVENTS

MONTHLY TASSIE LUNCHES WITH SEAFOOD INDUSTRY TASMANIA



VICTORIAN SEAFOOD INDUSTRY AWARDS



SOUTH AUSTRALIA MEMBER CATCH UP WITH STAY AFLOAT



DARWIN MEMBER CATCH UP



WOMEN IN SEAFOOD EVENTS



2023 ENTREPRENEURSHIP AND LEADERSHIP PROGRAM INDUSTRY DINNER



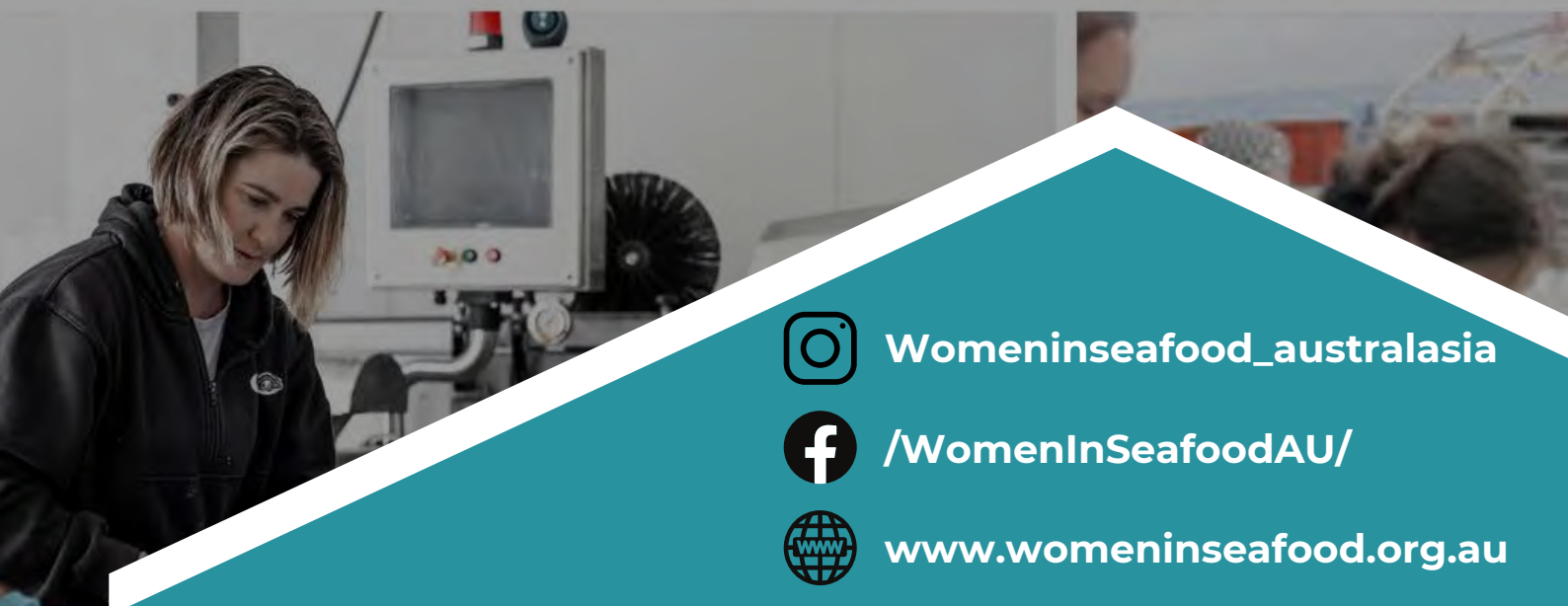
WOMEN IN SEAFOOD EVENTS

INTERNATIONAL WOMENS DAY 2024





WOMEN IN SEAFOOD MEMBER SURVEY



[Womeninseafood_australasia](https://www.instagram.com/Womeninseafood_australasia)



[/WomenInSeafoodAU/](https://www.facebook.com/WomenInSeafoodAU/)



www.womeninseafood.org.au

WOMEN IN SEAFOOD MEMBER SURVEY



In May 2024, we conducted a member survey to better understand and respond to member needs. Over a third of WISA members completed the survey. There was good representation across geographical location and sectors of the industry.

We present a selection of key findings. We are excited to report that we are on the right track, that members want to be more involved in setting the direction of WISA and have lots of great ideas. WISA are taking all the results on board as we design our programs of activities into the future. A huge thank you to everyone that responded. We were overwhelmed by your responses.

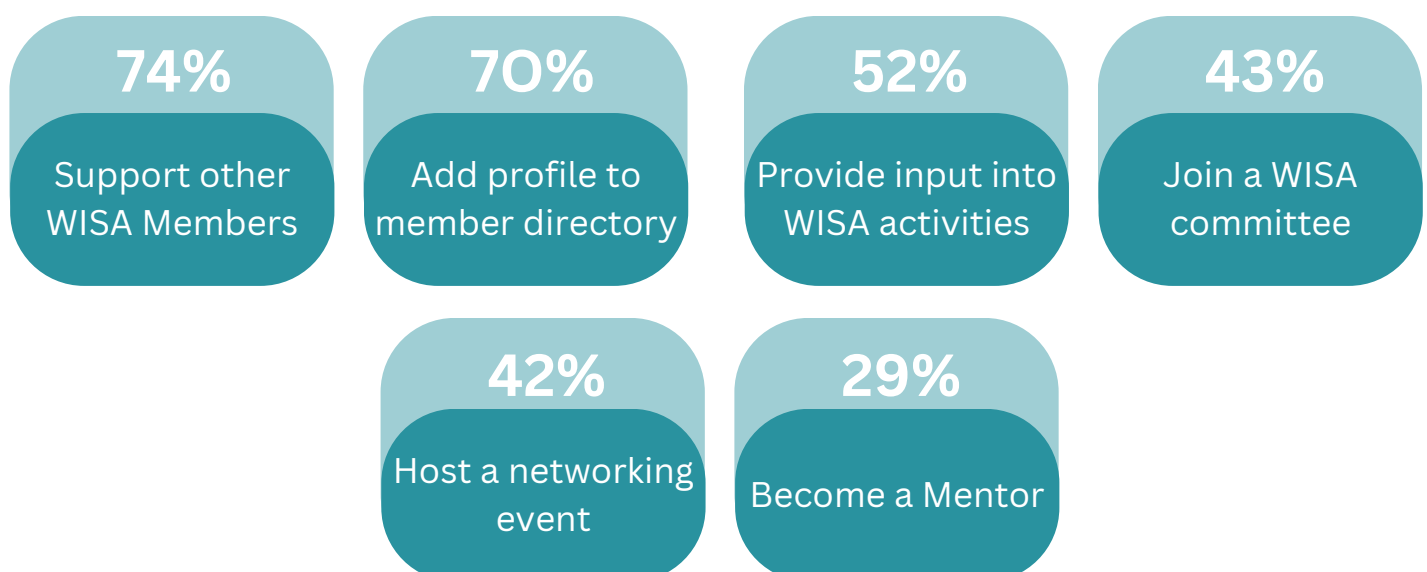
97% of respondents said they were likely to renew their membership.

The reasons why respondents were likely to renew were:

1. The Connections and Community
 - Members enjoy being part of the unique community and network WISA offers
2. Professional Development Opportunities
 - Members feel the tangible opportunities to develop, network and upskill helps their professional growth
3. Support, Solidarity and Advocacy for Women in the industry
 - WISA members are invested in WISA success, support our mission and goals. They feel a sense of belonging and recognise the importance of WISA for supporting women in the industry

WISA members want to be more involved!

We love this finding! Respondents from the survey said they want to get more involved in the network to:



WOMEN IN SEAFOOD MEMBER SURVEY



There is high interest in current WISA activities.

Creating better workplaces for women	86%
Upskilling Events	85%
Networking Events	78%
Entrepreneurship & Leadership Program	71%
Mentoring Program	69%
Womens Wellbeing Activities	65%
Bursaries to attend conferences	60%

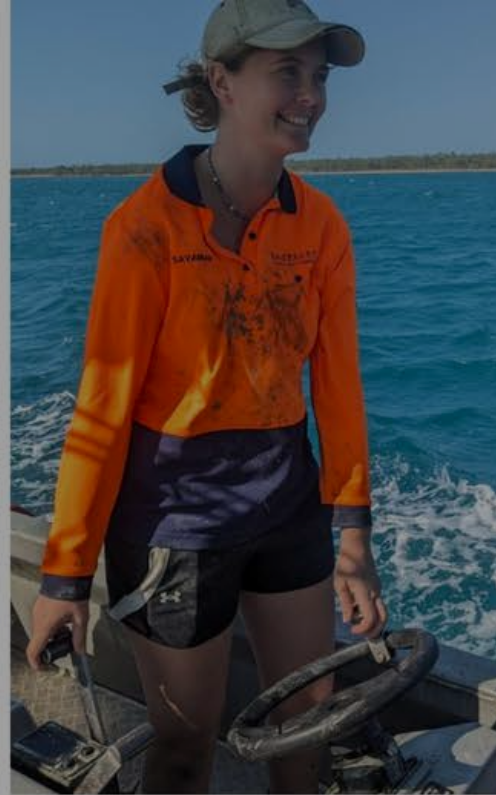
The key topics members are interested in are stories about women in seafood, difficult conversations and effective teams.

Womens roles, stories and journeys in the seafood industry	71%
Difficult conversations	76%
How to cultivate a healthy and effective team	72%
Womens mental health and wellbeing	58%
Your rights as workers (women's focus)	57%
Navigating gender bias at work	63%
Improving business skills and capabilities	57%
Navigating promotion	56%
Hot to navigate work and leadership midlife	54%
Taking first steps into leadership	53%
Balancing work and responsibilities at home	48%

Members are keen to attend both in-person and online networking and upskilling events.

WISA is a small organisation with a huge spread of members, and we need to make sure we are catering for everyone to the best of our capabilities. Key insights are:

- Members want more events more regularly, and more in regional areas
- Members want more flexible scheduling of events, during and outside of working hours
- Regional members want more online activities



WOMEN IN SEAFOOD FINANCIAL STATEMENTS



Womeninseafood_australasia



/WomenInSeafoodAU/



www.womeninseafood.org.au

FINANCIAL REPORT

For the year ended 30th June 2024

Balance Sheet

Profit and Loss Statement

Notes to the Financial Statements

Directors Declaration

Auditors Independence Declaration

Independent Audit Report

Balance Sheet

Women in Seafood Australasia Ltd

As at 30 June 2024

	30 June 2024	30 June 2023
Assets		
Bank		
Cash At Bank	786,211.56	245,586.94
Total Bank	786,211.56	245,586.94
Current Assets		
Receivables	28,515.10	-
Accrued Interest	6,007.94	9,255.58
Term Deposits	461,468.78	886,000.00
Total Current Assets	495,991.82	895,255.58
Total Assets	1,282,203.38	1,140,842.52
Liabilities		
Current Liabilities		
Payables	20,411.33	36,019.88
Accrued Expenditure	-	6,214.71
Income Received in Advance	780.00	1,560.00
GST	3,826.87	6,074.10
Total Current Liabilities	25,018.20	37,720.49
Total Liabilities	25,018.20	37,720.49
Net Assets	1,257,185.18	1,103,122.03
Equity		
Current Year Earnings	154,008.06	930,592.03
Retained Earnings	930,592.03	-
WINSC Transfer to new company	172,585.09	172,530.00
Total Equity	1,257,185.18	1,103,122.03

Profit and Loss

Women in Seafood Australasia Ltd
For the year ended 30 June 2024

	2024	2023
Trading Income		
Memberships	19,721.55	14,336.07
Events	-	8,280.00
Sponsorships and Funding	835,050.00	1,278,681.82
Interest Income	32,922.65	10,278.22
Total Trading Income	887,694.20	1,311,576.11
Gross Profit	887,694.20	1,311,576.11
Other Income		
Internal Revenue	84,000.00	84,000.00
Total Other Income	84,000.00	84,000.00
Operating Expenses		
Administration Costs	36,282.67	34,678.99
Employee Costs	207,756.05	91,804.38
Contractors	101,522.99	69,664.50
Communications	35,371.90	39,526.52
Internal Expenses	84,000.00	84,000.00
Project Delivery, Development and Design	168,970.01	51,500.00
Project Program Costs	99,290.39	33,822.09
Travel and Accommodation	84,492.13	59,987.60
Total Operating Expenses	817,686.14	464,984.08
Net Profit	154,008.06	930,592.03

WOMEN IN SEAFOOD AUSTRALASIA LTD

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 30th June 2024

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the constitution of Women In Seafood Australasia Ltd. The Directors have determined that Women In Seafood Australasia Ltd is not a reporting entity.

The financial report has been prepared in accordance with the recognition and measurement concepts of the Australian Accounting Standards. No other applicable Accounting Standards, Urgent Issues Group Interpretations or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

WOMEN IN SEAFOOD AUSTRALASIA LTD

Directors Declaration

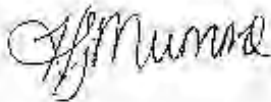
The Directors have determined that Women In Seafood Australasia Ltd is not a reporting entity.

The Directors have determined that this special purpose financial report should be prepared in accordance with the accounting policies of Women In Seafood Australasia Ltd.

In the opinion of the Directors, the financial statements comprising the Profit and Loss Statement and Balance Sheet:

1. Present fairly the financial position of Women In Seafood Australasia Ltd as at 30 June 2024, and its' financial performance for the reporting period ended on that date.
2. At the date of this statement there are reasonable grounds to believe that Women In Seafood Australasia Ltd will be able to pay its' debts as and when they fall due.

This statement is made in accordance with a resolution of the Directors and is signed for and on behalf of the Directors by:



Director



Director

Dated this 26th day of August 2024

Auditor's Independence Declaration To The Directors Women In Seafood Australasia Ltd

As the lead engagement director for the audit of Women In Seafood Australasia Ltd for the year ended 30 June 2024, I declare that, to the best of my knowledge and belief, there have been:

- a) no contraventions of the auditor independence requirements of the Corporations Act 2001 in relation to the audit review; and
- b) no contraventions of any applicable code of conduct in relation to the review.

Signed at Eastwood this 14th day of August 2024.

Stevens & Andrew Pty Ltd

Stevens & Andrew Pty Ltd
Authorised Audit Company



Greg Andrew
Director – Registered Company Auditor

Stevens & Andrew Pty Ltd ABN 29 123 183 059
117 Glen Osmond Road, Eastwood SA 5063
Telephone: 0411 602 990
Email: gregandrewauditor@outlook.com

Liability limited by a scheme approved under Professional Standards Legislation.

Independent Audit Report To The Members Women In Seafood Australasia Ltd

Report on the Financial Report

We have audited the accompanying financial report of Women In Seafood Australasia Ltd, which comprises the balance sheet as at 30 June 2024, the profit and loss statement for the year ended on that date, a summary of accounting policies, other explanatory notes and the directors' declaration.

Directors' Responsibility for the Financial Report

The directors of the company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Act 2001. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001. We confirm that the independence declaration required by the Corporations Act 2001, provided to the directors of Women In Seafood Australasia Ltd on 14 August 2024, would be in the same terms if provided to the directors as at the date of this auditor's report.

Basis for Qualified Auditor's Opinion

As is common for organisations of this type, it is not practicable for Women In Seafood Australasia Ltd to maintain an effective system of internal control over all income from various sources prior to its receipt. Accordingly, it was not practicable for our examination of those areas to extend beyond amounts recorded in the accounting records of the Company.

Qualified Auditor's Opinion

In our opinion, except for the effects of such adjustments, if any, as might have been determined to be necessary had the limitations referred to in the above paragraphs not been present, the financial report of Women In Seafood Australasia Ltd is in accordance with the Corporations Act 2001, including:

- (a) giving a true and fair view of the company's financial position as at 30 June 2024 and of its performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001.

Signed at Eastwood this 26th day of August 2024.

Stevens & Andrew

Stevens & Andrew Pty Ltd
Authorised Audit Company



Greg Andrew
Director – Registered Company Auditor
117 Glen Osmond Road Eastwood SA 5063