

## **Terms of Reference – Expert Panel**

### **Future Female Entrepreneurs**

#### **Overview**

The Future Female Entrepreneurs Independent Expert Panel is being formed to guide the development of a Decadal Plan for Future Female Entrepreneurship and Business Leadership.

Funded by the Australian Government, this independent work will inform future policy positions for Governments and employers, as well as useful insights for educators and parents. The report will be publicly accessible so anyone who champions women's economic empowerment can access baseline information to help focus their work and drive positive change.

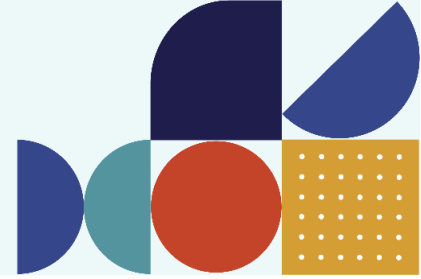
Since 2019, 89 Degrees East has been running the Future Female Entrepreneurs Program (FFEP) in partnership with the Council of Small Business Organisations Australia (COSBOA). These programs have given more than 16,000 girls the opportunity to build their entrepreneurial skills through Enterprising Girls and more than 2,000 women the opportunity to kickstart their own enterprises. In 2023, Enterprising ME was launched to support women who want to start their own business at any stage of their careers. The Decadal Plan will now draw from, and build on this experience.

#### **Membership**

The Expert Panel will comprise a representative group of women with a wide range of experience and perspectives and will be chaired by Fleur Anderson who is Program Director for the Academy for Enterprising Girls and Accelerator for Enterprising Women at 89 Degrees East.

The members of the Expert Panel are as follows:

- Wendy Anders, Interim CEO, National Aboriginal & Torres Strait Islander Women's Alliance;
- Hailey Brown, CEO and Founder, Vacayit;
- Helen Dalley-Fisher, Convenor, Equality Rights Alliance;
- Catherine Donnan, Head of Engagement, COSBOA;



- Nuria Alarcon Lopez, Senior Manager, Gender Equity, Harmony Alliance;
- Scarlett McDermott, Head of Ecosystem Capability, Tech Council of Australia;
- Keli McDonald, CEO, National Rural Women's Coalition;
- Amanda McIntyre, Partner, EY;
- Mandy Richards, CEO and Founder, Global Sisters;
- Sally Stevenson, Executive Director, Illawarra Women's Health Centre and Founder, Women's Trauma Recovery Centre;
- Dr Niki Vincent, Victorian Gender Equality Commissioner; and
- Kylie Walker, CEO, Australian Academy of Technology and Engineering.

### **Scope of work**

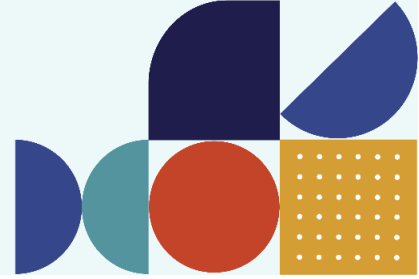
The Expert Panel will guide the development of a publicly accessible report:

- 1) Examining contemporary metrics on Australian women in business and entrepreneurship;
- 2) Capturing the personal, family, business and employment characteristics of women in the workforce nationally;
- 3) Establishing a comprehensive profile of Australian women in business and entrepreneurship;
- 4) Identifying the key ingredients (positive and negative) that enable women to thrive in business, as well as the barriers that prevent women from starting their own businesses; and
- 5) Considering the cost of unrealised entrepreneurial potential amongst women in the Australian economy.

These findings are designed to inform a broader understanding of the changing employment landscape for women, particularly in light of COVID over recent years.

These insights will be informed by:

- Current data sets;
- International best practice;
- Broad consultation with women, employers, industry peaks and the like; and
- The experiences and knowledge of the Expert Panel.



The report will culminate in:

- Independent recommendations on how industry and non-government organisations can work together to drive sustained economic growth and female-led wealth creation; and
- Independent assessments of the positive impact this will have on women's long-term economic security and the national economy.

### **Process**

The Independent Expert Panel will meet five times (four over Zoom and one in-person meeting in Canberra). Meeting dates will be circulated well in advance to facilitate majority attendance and Zoom meetings will not exceed one and a half hours.

The Expert Panel will receive drafts of key sections of the Decadal Plan one week before each meeting to facilitate review and discussion during the meeting.

Expert Panel meetings will be convened by the Decadal Plan project team, made up of representatives from the Future Female Entrepreneur Program at 89 Degrees East and COSBOA.

### **Duration**

The Decadal Plan will be finalised by the end of September, for launch during October. The Expert Panel would then have completed its work, but will be invited to participate in any media alongside the release of the report and will be given the opportunity to review any related press releases.