

STEM Sisters Driving Systemic Change:

STEM Sisters' Impact on
Enhancing
Participation, Reducing
Barriers, and
Empowering Leadership
for Girls and Women of
colour in STEM"



Executive Summary



STEM Sisters has made significant strides in driving systemic change by enhancing participation, reducing barriers, and empowering leadership for women of color (WOC) in STEM. This report highlights the personal experiences and progress of WOC in STEM who have benefited from our programs and initiatives. These testimonies underscore the transformative impact of STEM Sisters' efforts in fostering inclusive, equitable, and supportive environments within the STEM sector.



STEM Sisters 2024 Programs

STEM Sisters is committed to addressing the gender and intersectional barriers that disproportionately affect WOC in STEM fields. Through our targeted programs and strategic partnerships, we aim to increase the participation of women and girls in STEM education and careers while fostering leadership development. This report provides an overview of our impact and the voices of the women who have experienced first-hand the benefits of our initiatives.

WWW.STEMSISTERS.ORG.AU

Mentoring Program

The STEM Sisters Mentoring Program has been pivotal in fostering career development and leadership skills for WOC in STEM. In 2024, we successfully paired 64 mentors with 64 mentees across New South Wales and Victoria. This program provided a supportive network that empowered mentees to overcome challenges, gain confidence, and advance in their careers.



BE YOU!

The 'BE YOU' program is designed to help women come out of this vicious cycle of trying to fit in and pretending to be someone else for fear of rejection and finally finding their personal style – the one in which they'll feel confident, free and most importantly themselves.

FUTURE ME



The Future Me Initiative has been a transformative project designed to inspire young girls from low socio-economic and culturally diverse backgrounds to pursue careers in STEM.

Ambassador Program

The STEM Sisters Ambassador Program has played a crucial role in raising the visibility of WOC in STEM and enhancing their leadership skills. In 2024, 50 ambassadors from New South Wales and Victoria engaged in targeted training and public outreach activities. These ambassadors not only expanded their professional networks but also took part in advocacy efforts that promote gender equity in STEM.

Increase Awareness of Opportunities

This Program has been instrumental in disseminating critical information about career paths, scholarships, and leadership roles in STEM. With over 360 opportunities shared in 2024 and a LinkedIn group growing to 2,455 members, the program has directly supported WOC in accessing professional development resources and industry networks.



MAGNIFY

has provided a platform for showcasing the success stories and journeys of WOC in STEM. By amplifying these stories, we have increased the visibility of women who are not only contributing to STEM but also serving as role models for the next generation.



Systemic Barriers Addressed

STEM Sisters has actively worked to address the systemic barriers women of colour (WOC) face in STEM. Below are the key areas where we have made an impact:

1. Cultural and Intersectional Challenges

WOC in STEM often faces multiple layers of discrimination due to their gender and ethnicity. Through our Ambassador, Mentoring, and Awareness of Opportunities LinkedIn group, we provide a platform for women to connect with peers who share similar experiences, fostering a sense of community and empowerment. These programs help women navigate the cultural biases they may face in both educational and professional settings, equipping them with the tools to thrive in environments where they are often underrepresented.

2. Lack of Representation and Visibility

A major challenge for women of colour in STEM is the lack of visible role models in leadership positions. STEM Sisters has increased the visibility of women of colour through initiatives like Soapbox Science, the MAGNIFY publication, and the Women of Colour in STEM Awards. These platforms showcase the achievements of women of colour, providing younger women with inspirational figures they can relate to, which helps foster their own aspirations and career growth in STEM.

3. Limited Access to Networking and Professional Development

Access to professional networks and development opportunities is crucial for career progression but is often limited for WOC in STEM. STEM Sisters addresses this through leadership workshops, networking events, and programs like Ambassador, Mentoring, and Awareness of Opportunities LinkedIn group. Participants report that these opportunities have expanded their professional connections, opened doors to new roles and collaborations, and further broken down isolation in the field.

4. Stereotypes and Gender Bias in STEM

WOC in STEM often face stereotypes and gender bias that undermine their career advancement. STEM Sisters offers training in personal branding, leadership, and emotional intelligence to help women confront and overcome these biases. Workshops such as Harnessing Our Feminine Power and the BE YOU program have empowered participants to challenge stereotypes, embrace their strengths, and advocate for their rightful place in STEM leadership roles.

5. Educational and Career Pathway Barriers

For many young girls, especially those from low socio-economic and culturally diverse backgrounds, access to STEM education and careers is limited. Our Future Me Initiative tackles this barrier by inspiring young girls to pursue STEM through relatable role models and hands-on experiences. The initiative opens doors for girls who might not otherwise have considered STEM, encouraging them to explore science, technology, engineering, and mathematics opportunities.

6. Workplace Culture and Inclusivity

Many STEM workplaces lack inclusivity for women and people of colour, making it difficult for them to feel supported or advance in their careers. STEM Sisters advocates for diversity and inclusion policies that focus on intersectionality. Through ongoing advocacy, we work with organizations to create more inclusive environments, ensuring that women and people of colour are valued, supported, and able to thrive in their STEM careers.

Through these efforts, STEM Sisters is breaking down systemic barriers and creating pathways for WOC in STEM to succeed. We are fostering an inclusive STEM environment where women can lead and excel by addressing cultural challenges, increasing visibility, and providing networking and development opportunities.

the testimonies

The following are the testimonies collected from WOC in STEM, highlighting the real-world impact of STEM Sisters' initiatives. By addressing the unique challenges faced by WOC in STEM, we have made significant progress in increasing participation, reducing systemic and cultural barriers, and fostering leadership development.

As we continue to grow and expand our reach, STEM Sisters remains committed to driving systemic change in the STEM sector. Our future efforts will focus on scaling our programs, forging new partnerships, and continuing to advocate for policies that support gender and intersectional equity in STEM education and careers.



Celine Prasad

University of Sydney

STEM Sisters aims to support women of colour in STEM by providing mentoring and skill development opportunities, creating a safe space for fellowship and collaboration, increasing visibility for women of colour in STEM who are often overlooked, and empowering them to pursue their leadership and professional goals. Their programmes are especially tailored to address the unique problems that women of colour encounter in STEM, such as gender and racial prejudice.

Artika Kumari

La Trobe University



STEM Sisters significantly advances Australia's STEM industry by promoting diversity and inclusion. They empower underrepresented women in STEM through mentorship, networking opportunities, and resources, combating isolation and providing guidance. Their educational and outreach initiatives enhance skills and inspire young girls to pursue STEM careers. By showcasing successful women, they challenge stereotypes and provide role models. STEM Sisters advocate for policy changes, partner with companies to improve diversity practices, and conduct research on gender disparities. They support women from diverse backgrounds, promote work-life balance, and offer learning, networking, and financial support through conferences, grants, and scholarships. These efforts drive systemic change, making Australia's STEM fields more inclusive and innovative.



Harley Ngo

Deakin University

Among the significant contribution of STEM Sisters, including providing mentorship support, creating networking opportunities, etc, STEM Sisters amazes me with the support for research (Soapbox Science), and it motivates me a lot to do research, and to imagine my research having impact to the society.

Pooja Rao

Front End Development
Bootcamp - Generation



Stem sisters play an important role in empowering women through mentorship, networking, and skill development, enhancing career growth and confidence. STEM Sisters raise awareness about the challenges women face in STEM and work towards creating a more inclusive environment. STEM Sisters plays a vital role in addressing the gender imbalance in STEM fields in Australia. By promoting diversity and inclusion, they not only support individual women in their STEM careers but also contribute to the overall innovation and productivity of the STEM industry.



Samita Magar

King's Own Institute

STEM Sisters advances Australia's STEM industry by promoting diversity and inclusion, focusing on women, particularly those from diverse backgrounds. They offer mentorship, networking, and professional development workshops to empower women in STEM careers. Their initiatives, including career coaching and leadership training, help women overcome barriers in male-dominated fields. STEM Sisters advocate for inclusive workplace policies and raise awareness about the importance of diversity for innovation. By showcasing successful women in STEM, they inspire future generations. Their commitment strengthens the broader STEM industry by fostering a more inclusive and innovative workforce.

Naomi Liu

Macquarie University

I am amazed by the diversity and inclusive culture STEM Sister has been promoted.



Lea Lim

University of Melbourne

As someone with experience in the gender-biased environmental field in Vietnam, I appreciate STEM Sisters' efforts to improve diversity and inclusion in Australia's STEM industry. They support women from diverse backgrounds with mentorship, networking, and professional development, helping them succeed. By addressing gender disparities and advocating for equity, they inspire more women to pursue STEM careers. They create inclusive networks, promote cultural competence, and collaborate with industry and academia to provide internships and job placements. Through advocacy and engagement with policymakers, STEM Sisters fosters a thriving, diverse, and inclusive STEM industry.



Juliet Doling

Deakin University

STEM Sisters significantly advances Australia's STEM industry by championing diversity and inclusion, especially supporting women of color. They highlight systemic challenges and advocate for cultural and institutional reforms. Their initiatives, including mentorship programs, networking events, and skill-building workshops, provide crucial guidance and professional development. By showcasing diverse role models and offering scholarships, STEM Sisters inspires and enables more individuals to pursue and excel in STEM careers, enriching the industry with diverse perspectives and innovative ideas.





Sampurna Shrestha
University of Canberra

STEM Sisters advances Australia's STEM industry by promoting diversity and inclusion, particularly for women of color. They address systemic challenges and advocate for cultural and institutional reforms. Through mentorship, networking, and skill-building workshops, they provide essential guidance and professional development. By highlighting diverse role models and offering scholarships, STEM Sisters inspires and enables a broader range of individuals to pursue and excel in STEM careers, enriching the industry with diverse perspectives and innovative ideas.

Sukhmanpreet Kaur
Federation University

STEM Sisters is a great indicative towards the development of STEM in Australia. Especially for the women of color. Being a female international student it's really hard to secure your first job after graduation. I have noticed most of the companies don't hire international students. So, I think it's really important to have a mentor in this journey to guide and achieve the highest of success.



Anjalee Senarath
University of Peradeniya, Sri Lanka

I love how STEM Sisters have identified the unemployment that WOC in STEM born abroad faces in Australia, when compared to Australian born STEM women. Taking the initiative to such a pressing issue and navigating a pathway for women like us to feel seen and heard is in itself one of the greatest initiatives to contribute to the industry. Reading the stories of WOC entrepreneurs, STEM returners and recent graduates who have benefited from STEM sisters is truly inspiring. The mentoring program is another great initiative that can truly change the course of life of many WOC in STEM, who will otherwise lose lifetime opportunities of following their passions.



Poonam Sood
Mphoj university india

STEM sisters contributed to the advancement of stem industry on Australia by providing guidance, career advice and new pathways.



Phavithra Manoharan
Victoria University



STEM Sisters advances Australia's STEM industry by fostering diversity and inclusion. They empower women in STEM through supportive communities, networking, and mentorship programs, addressing gender disparities and advocating for equal opportunities. Their outreach initiatives inspire young girls and women to pursue STEM fields, challenging stereotypes. By celebrating women's achievements and promoting diverse role models, STEM Sisters creates a more equitable industry. Their efforts build strong networks, amplify underrepresented voices, and drive positive change, leading to a more vibrant and innovative STEM landscape in Australia.

Sheida Shadani
Monash University



I was recommended to join and get involved with STEM Sisters by a dear mentor Dr. Emma Burrows whom I admire very much. I am a person of colour and identify as a woman and always on the lookout for communities and spaces in which I can feel welcomed and a useful member and I believe STEM Sisters is the community that could provide such environment for people like me to thrive and feel included.

Gem Phan
Swinburne University



STEM Sisters plays a valuable role in advancing the Australian STEM industry by promoting diversity and inclusion, particularly for Women of Colour (WOC). Their focus on mentorship, skill development programs, and community building empowers WOC to navigate the challenges of STEM careers. By fostering a supportive network and increasing the visibility of successful WOC role models, STEM Sisters likely inspires younger generations to pursue careers in STEM fields.



Shashi Bahuguna

La trobe University

Stems sister offers mentorship programs that connect female and professionals with experienced mentors who provide crucial guidance and skill development. They host networking events and workshops which helps in building strong community and professional relationships.

Mrunmayi Patil

RMIT University

Being part of STEM Sisters feels like having a supportive home in Australia. The organization gives a voice to the unique struggles of women of color in the STEM industry, providing a platform to share experiences and challenges. STEM Sisters fosters a comforting and empowering sense of community and solidarity, offering a network where members can connect, share advice, and celebrate successes. By addressing specific barriers, STEM Sisters promotes a more inclusive and equitable environment in STEM, creating tangible opportunities for growth and advancement. This support group is crucial for navigating careers and thriving in an evolving industry.



Zoe Tong

Monash University

Australia's diversity isn't reflected in its industries, making it hard for women of color (WOC) to find role models and representation. This creates two issues: 1) "You can't be what you can't see" – many WOC, like me, never imagined careers in engineering or leadership due to the lack of visible examples. 2) Diversity benefits everyone, including companies, but progress is slow due to systemic issues and Australia's laid-back culture. STEM Sisters tackles these challenges by championing WOC in STEM, sharing experiences and knowledge, and advocating for diversity, equity, and inclusion. Their partnerships with industry ensure these initiatives reach schools, workplaces, and decision-makers, addressing both visibility and systemic issues.



Javiera Olivares-Rojas

Monash University

STEM Sisters has been pivotal in providing opportunities to current students and recent graduates, and in highlighting the different barriers and challenges that WoC face in STEM fields, increasing awareness.





Balqes Alatawi
University of Melbourne

I am happy to look forward to this through my experience with you and discovering this

STEM Sisters excels in enhancing diversity and inclusion in the STEM industry, increasing the visibility of women, especially those from diverse cultural and linguistic backgrounds. Their commitment to women through mentorship, networking, and career development programs helps them excel in this male-dominated field. STEM Sisters provides a space for women to share experiences, reduce social isolation, and support each other, driving critical cultural changes that make institutions more inclusive. Their impact trickles down to younger girls and women, inspiring them to pursue STEM careers. By offering opportunities to culturally diverse women, STEM Sisters shows that the industry is accessible, encouraging more diverse participation.



Nisha Nehra
La Trobe University



Amy Jennings
Victoria University

The STEM Sisters Mentoring Program significantly advances Australia's STEM industry by championing diversity and inclusion, focusing on women of color. It addresses the lack of minority representation in STEM fields by showcasing talents and challenging stereotypes. Through mentorship, the program provides guidance, networking, and tailored advice to help women of color navigate unique career challenges. It fosters a supportive community and alumni network for sharing experiences and resources, strengthening the influence of underrepresented groups. The program's commitment to continuous support ensures a lasting impact, promoting diversity and inclusion in STEM over the long term.

Almond Pham
La Trobe University

STEM sisters can contribute in STEM industry through bringing more STEM qualified women from diverse background in the workforce. Women from culturally and linguistically diverse background would face greater challenge to get to know about career option and career pathways, and STEM sisters help them to overcome those inbuilt challenges.





Mithra Kaipravan

Incheon National University, Republic of Korea

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Jasmine Nguyen

La Trobe University



STEM Sisters advances Australia's STEM industry by promoting diversity and inclusion. Their programs empower women and underrepresented groups with resources, support, and networking. Mentorship pairs emerging talent with professionals, fostering skills and confidence. Workshops address unique challenges and offer practical solutions. By creating a supportive community, STEM Sisters encourages collaboration and innovation. Their advocacy raises awareness about diversity's importance, influencing inclusive policies and practices. This enriches the STEM industry with diverse perspectives, driving progress and innovation in Australia.



Seohyun Baek

University of Melbourne

With awareness and with the filling of inclusion.

Fariha Jaigirdar

Deakin University

Having followed STEM sisters for nearly 2 years now, I really look up to the efforts taken by STEM sisters to provide women within the STEM field so many opportunities to network and develop professionally. Furthermore, I think it is commendable to see the contributions towards diversity promotion, of which I am really impressed by the job platform created by STEM sisters to allow for easy accessibility to employers within the STEM field.





Jananipriya Sivamani

Monash University

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Mina Al-Khafaji

Monash University

Having found STEM Sisters through LinkedIn, I have taken note of their commitment to highlighting opportunities for personal and professional development for women and GNC people in STEM. By promoting these opportunities and creating tailored events and services, such as Soapbox Science (for which I am currently proudly volunteering!) STEM Sisters is working to rewrite the narrative and undo systemic marginalisation of women and GNC people in STEM.



Laura Rey Gomez

Macquarie University



STEM Sisters, led by Dr. Ruwangi Fernando, is the first organization dedicated to empowering women of color (WOC) in the STEM industry. They address gender and racial biases through various programs targeting specific challenges. Their efforts provide unique opportunities and resources for WOC, contributing to the advancement of the STEM industry by giving a voice to underrepresented groups, fostering new talent, and encouraging innovation.

Ayesha Ali

Monash University

As an international student in STEM, I had received a lot of help from STEM sisters in skills development and access to opportunities. I also got access to wide network of inspirational women who have inspired me to pursue my goal of becoming a successful STEM professional.





Chaitanya Arora

University of Melbourne

STEM Sister's emphasis of diversity within STEM has provided a unique community for young girls and women to explore their STEM curiosities and grow within their field. In inspiring and motivating women of all cultural and linguistic backgrounds to pursue their STEM passions, STEM Sisters have directly contributed to Australia's culturally rich STEM workforce. In general, diversity in STEM is essential to ensuring solutions are inclusive and benefit the entire population and environment equally.

Imarsha Pathirana

University of Melbourne

STEM Sisters has opened the gap between women of colour finding mentorship, career advice and resources, leading these women to feel empowered and inspired. Being apart of the Ambassador's Program I was exposed to the amazing career networking event aimed at bridging the gap between women of diverse backgrounds accessing career advice in STEM. I gained insights into the variety of careers in science, helping inform me my career direction that I will aim for in STEM. STEM Sisters has immensely contributed to improving outcomes for diverse women strengthening their inclusion in the STEM field.



Gaihong Wang

University of Technology Sydney

STEM Sisters empowers women in STEM by providing resources, mentorship, and networking opportunities, helping them overcome barriers and advance their careers. By fostering a supportive community, they encourage collaboration and mutual growth, countering the isolation women in STEM often face. They advocate for gender equality through campaigns, events, and partnerships, raising awareness about the challenges women encounter and promoting the importance of diversity and inclusion for the industry's progress.



Karunya Radhakrishnan

Deakin University

STEM Sisters has significantly contributed to the advancement of the STEM (Science, Technology, Engineering, and Mathematics) industry in Australia, primarily by promoting diversity and inclusion within the field through several key initiatives like supporting networking between same industry people, educational outreach, collaboration and partnerships and plays a crucial role in advancing the STEM industry in Australia by addressing gender disparities, promoting inclusivity, and creating a supportive environment where women can thrive and contribute their talents fully. Their efforts contribute to a more diverse and innovative STEM workforce, ultimately benefiting the industry as a whole.





Amani Jaha

RMIT University

As a Middle Eastern woman facing isolation in her field, organizations like STEM Sisters are crucial. They promote diversity and inclusion in Australia's STEM industry by providing mentorship, networking, and resources for women from underrepresented backgrounds. This support fosters individual growth and enriches the STEM community with diverse perspectives and innovative ideas, making it more inclusive and dynamic.

Jinnat Hasan

Holmesglen

STEM is an approach to learning and development that integrates the area of science, technology, engineering and mathematics. The continuous advancement in technology are changing the methods of learning for each student. So STEM provides every learner with latest technology in all fields and make them successful in school and beyond.



Yanyi Huang

RMIT University

STEM sisters offer mentorship and support programs through workshops and training sessions. By organising networking events, STEM sister fosters a supportive community for women professionals. STEM Sisters also contribute to research on gender diversity, publishing reports and recommendations for industry improvement.



Shahenaz Chaudhari

Holmesglen Institute

STEM Sisters significantly advances Australia's STEM industry by promoting diversity and inclusion, focusing on supporting women from culturally and linguistically diverse (CALD) backgrounds. They provide networking opportunities, mentorship programs, educational workshops, and events to enhance skills and awareness. Their advocacy raises awareness about diversity and pushes for inclusive policies. Additionally, they offer career development resources, such as resume reviews and interview preparation. By fostering a supportive community, STEM Sisters has helped create a more inclusive and diverse STEM industry in Australia.





Madhuri Edla

RMIT University

STEM Sisters has made significant contributions to the advancement of the STEM industry in Australia, particularly in promoting diversity and inclusion within the field. The networking events, workshops, and conferences organized by STEM Sisters has brought together a diverse group of individuals, providing a platform for sharing knowledge and experiences.

Nimali Munasinghe

Monash University



STEM Sisters significantly advances Australia's STEM industry by championing diversity and inclusion, focusing on women from diverse and migrant backgrounds. They offer robust support through mentorship programs, professional development workshops, and networking events, equipping women with essential skills, confidence, and connections. Additionally, STEM Sisters promotes diversity through advocacy and community outreach, partnering with educational institutions, industry leaders, and policymakers to create inclusive environments. Their efforts foster an equitable workforce and drive innovation by integrating diverse perspectives. STEM Sisters transforms the STEM landscape in Australia, ensuring all individuals have the opportunity to thrive in the industry.



Emily Peng

RMIT University

I think STEM sisters is encouraging a culture of women empowering other women and this is shifting and promoting diversity and inclusion in the field of STEM. I think that it promotes that there is plenty of room for everybody and we all need to help each other become successful. I think STEM sisters also offers a sense and community and belonging which is SO important for women to feel like they can be confident and are encouraged to succeed.

Garima Sharma

Monash University



STEM sisters provides a wonderful space for people to join and grow together. I have been following STEM sisters from a year and it's nice to witness the community they have build giving a safe space for females to feel included.



Nigora Turdiyeva

Management Development Institute of Singapore in Tashkent

Although I'm from Uzbekistan and may not know all the details about Australia's STEM industry, I know that STEM Sisters has made a significant impact. They support women and underrepresented groups in STEM fields through mentorship, networking opportunities, and resources that foster growth and success. Even from afar, I see the importance of programs like STEM Sisters in inspiring people to pursue STEM careers, regardless of their background. Their work exemplifies how promoting diversity and inclusion strengthens and enriches the STEM community.

Rebecca Wu

University of Melbourne

It is amazing that STEM Sisters are focusing WOC which is large group but always be ignored, we need more help and space to grow. Diversity in STEM industries makes me feel engaged and a sense of belongings. We received the same high level education, we deserved to work here, contribute here, and be treated fairly.



Sisara Siriwardana

Monash University

I believe STEM Sisters has significantly contributed to advancing the STEM industry in Australia by promoting diversity and inclusion, particularly for women of colour (WOC). This is achieved through the initiatives addressing systemic barriers and support provided to WOC throughout their STEM careers, from students to professionals. With the key programs such as mentoring, the Ambassador Program, and MAGNIFY, STEM Sisters help WOC in STEM develop skills, expand professional networks, and gain visibility. Furthermore, by partnering with universities and organisations, STEM Sisters fosters an inclusive environment that encourages the participation and success of WOC in STEM fields.



Asmaa Hussein

University of Melbourne

One of the most important factors for success is networking with like-minded individuals from a similar walk of life. This program gives women of colour to connect with other successful women of colour so that they can gain insight as to how to best succeed despite certain obstacles in their way.





Kajal Khodaskar

Monash University

I have been briefly involved with STEM Sisters during the Ambassador Program and have witnessed how empowering and inspiring environment it creates for women of color in the STEM field. I have not come across an organization in the past that has dedicated its resources and time to uplifting women in STEM, especially WoC. I appreciate that not only does STEM Sisters run its programs, but helps provide job opportunities, empowering women in a field that has largely been male-dominated.

Anabia Baig

Karakorum International University

STEM Sisters has significantly advanced Australia's STEM industry by promoting diversity and inclusion, fostering a more equitable and innovative field. They empower women and underrepresented groups through mentorship, networking, and professional development programs, bridging the gender gap and providing inspiring role models. Their targeted initiatives address systemic barriers with tailored workshops and resources, enhancing participants' skills and confidence. STEM Sisters also advocates for inclusive policies within educational institutions and workplaces, raising awareness about the importance of diversity in STEM. Their emphasis on community-building creates a supportive network for sharing experiences and celebrating successes, enriching the broader STEM community with diverse perspectives and ideas. Overall, STEM Sisters' contributions are pivotal in creating a more inclusive and dynamic STEM industry in Australia.



Beauty Paradzayi

Victoria University

STEM sisters has fueled the STEM industry through its dedication and commitment in providing support, community and a nurturing ground for women of diverse national backgrounds, to advance in various sectors in Australia. This has been accomplished through grants, scholarships mentorship programs, networking events and training programs for skills acquisition and most importantly seeking out and providing opportunities for women of colour. Every initiative has aided in building diversity by facilitating systemic change through recognizing and valuing the contributions of underrepresented groups in STEM and advocating for them. I believe STEM sisters has fueled a new revolution and brought a voice to the minority by bringing out value and strength to those prone to gender and racial bias in the STEM industry. My views on equal opportunities based on skills coincide with these views and elicit great admiration and a sense of belonging from the impact being made by STEM sisters.



Chimi Wangmo

Melbourne Institute of Technology

WoC are often some of the most talented yet we equally lack confidence in our own abilities. It does not help when there are preconceived notion about our inability to comprehend English language making it a barrier to even get to the interview. Through its mentor-mentee programs in identifying our skills and setbacks to helping professionally network, helping in self esteem through the Be-You initiative to name a few, I believe that STEM Sisters contributed significantly and continue to do so that WoC see their value and enhance it and go after what they rightfully deserve in terms of the STEM professional opportunities.





Feyleen Chrisella

Monash University

STEM Sisters significantly advances Australia's STEM industry by promoting inclusivity and supporting underrepresented groups. Having attended their events, I've seen how they create a more equitable environment through seminars that offer personal and nuanced insights. These seminars help women address unique challenges and empower them. Additionally, STEM Sisters enhances networking opportunities, providing a platform for women to connect, share experiences, and learn from each other, building a strong community of support.

Ying Tai

Monash University

The programs and initiatives that are catered to different needs of women in different stages of their careers have created a safe space for people to grow. As a migrant from Malaysia, and a career changer from education to tech, I believe that being a person of colour means that I will have to work extra hard to achieve what I want in life. I believe that by connecting with other women that has succeeded in their own career path will inspire me to keep going. It will give me a voice to my struggle. One day when I am in a position to share my wins and challenges, I hope that I would be able to do the same to other who aspires.



Senani Rathnayake

University of Technology Sydney

STEM Sisters significantly advances Australia's STEM industry through impactful initiatives. Their networking events connect members with industry leaders, fostering collaboration and career growth. Mentorship programs provide guidance for women and underrepresented groups, helping them navigate their careers. Collaborations with universities and industry partners offer internships, research projects, and job placements, bridging education and industry. STEM Sisters advocates for inclusive workplace policies and creates supportive environments in STEM. Their community-building efforts foster belonging and support among members. By conducting research on diversity in STEM, they provide valuable data for policy-making. These initiatives enrich the STEM industry with diverse perspectives, driving innovation and progress.



Angel Wu

Monash University

STEM Sisters have inevitably made significant contributions to promoting diversity and inclusion in the STEM industry. This is mainly achieved by their supportive network to empower women to pursue career goals, hence reducing the impact of externally imposed barriers such as cultural and gender bias from the society.





Despina Kiriakidis

La Trobe University

My view aligns with STEM Sisters' mission, recognizing their work as challenging yet fulfilling. Attending their first event, 'Social Night,' highlighted the lack of representation for women, especially women of color, in STEM. Hearing the journeys of these women, from graduates to corporate professionals, was eye-opening. It made me realize the specific impact on women of color, which is often generalized. Networking at the event provided me, a recent graduate, with valuable insights and confidence to tackle job requirements. If it had such an impact on me, I can only imagine its broader effect in promoting diversity and inclusion.

Sadia Smigdha

Deakin University

STEM Sisters significantly advances Australia's STEM industry by promoting diversity and inclusion, focusing on empowering women from culturally and linguistically diverse (CALD) communities. They provide mentorship, networking opportunities, and professional development, creating a supportive community that addresses unique challenges. Their mentorship programs connect aspiring female STEM professionals with experienced mentors, bridging the gap between education and employment. Workshops and events foster a sense of belonging and confidence in a male-dominated field. STEM Sisters also advocates for systemic change by raising awareness about diversity and inclusion, collaborating with educational institutions, industry partners, and policymakers to create more inclusive environments. This holistic approach supports individual growth and drives broader cultural and institutional changes, promoting a diverse and innovative STEM industry in Australia.



Asma Rahman

University of Melbourne

I first came across stem sisters at a talk that was conducted at WEHI for International Women's day and one of the main messages delivered by Dr Ruwangi was that there are barriers present for women in colour when seeking employment in the field of STEM. One of the main ways to overcome this is by women of colour engaging with each other and creating strong communities. STEM sisters have a set of valuable initiatives such as the mentoring program, professional workshops and the "magnify" magazine which focuses on sharing inspiring stories. This has gives women of colour the necessary skills to engage with the wider community and results in more diversity and inclusion.

Ziggy Hao

University of Melbourne

STEM Sisters enhances the STEM industry by promoting gender and cultural diversity, crucial for DEI in corporations. As a telecommunications professional, I see the diversity gaps firsthand. STEM Sisters' support, especially their mentoring program, is vital in addressing these issues. It provides early-career professionals with role models and guidance, helping bridge the representation gap and fostering a more inclusive and innovative industry environment.





Ajanta Moitra

Engineering

I am big fan of the great work that STEM sister has been doing over the years and will feel fortunate to be a part of the amazing initiative

Neelima Kadiyala

Information Technology

STEM Sisters has raised awareness and insights in STEM field by sharing the journey of CALD women, career opportunities.



Priscila Zanabria

Information Technology

I am excited to know about the STEM Sister program as I can see how everyone talks about diversity and inclusion but I don't see much done about it. This is the first time that I am hearing about a program like this and I am very happy to see this happening and given the opportunity to contribute to this program.

Himani Dave

Information Technology

As someone studying abroad, being part of STEM Sisters Ambassadors has been huge for me. It's helped me connect with people in my field and learn important skills. STEM Sisters is all about making sure women feel welcome and supported in science and tech jobs in Australia. They show off what women can do, which inspires more women to join. This diversity brings new ideas and solutions. They also push for fair treatment for everyone in STEM, so nobody gets left out. STEM Sisters is making a real difference in making science and tech more inclusive in Australia.





Mrunmayi Patil

Information Technology

Organisations like STEM Sisters are a pillar in fostering a supportive environment for women in stem by providing inspiration, guidance, and a platform for networking, they empower women to navigate challenges unique to their identities. Moreover, I think stem sisters has brought attention to the specific hurdles faced by women migrants in these fields, making those in authority more cognizant of the need for inclusive practices. This awareness not only fosters a more equitable workplace but also cultivates a stronger sense of community and solidarity among women facing similar struggles. STEM Sisters serves as vital support mechanisms, offering both practical resources and emotional encouragement to women striving for success in industries where they are underrepresented.



Sajitha Biju

Agricultural Studies

STEM Sisters creates a supportive community for women and girls in STEM by offering networking, mentorship, and collaboration opportunities. They foster a sense of belonging and solidarity, empowering women and girls with resources, role models, and skill development opportunities. Through workshops, events like Soap Box Science, and mentorship programs, STEM Sisters equips them with the confidence and skills needed to succeed in STEM fields. They also raise awareness about the importance of diversity and inclusion in STEM through advocacy, education, and outreach, promoting a more inclusive and equitable industry by highlighting contributions and addressing barriers through initiatives like Magnify magazines.



Mae Lim

Medical Sciences (Gerontology)

Women in STEM are still under-represented, and this is even more so for women of colour in STEM communities. Given that Australia is a diverse and multicultural society, this initiative is a great first step to supporting women of colour to join the STEM community. As the Australian community continues to diversify and develop, this initiative can support more women of colour to join and stay in STEM careers and ultimately achieve a more inclusive and equitable future in STEM.



Arianna Dick

Food Science and Technology

I have recently become aware of STEM sisters. After going through their programs, I can see how they empower WOC to succeed both personally and professionally in the STEM fields, by building up their confidence and leadership skills.



Charuni Pathmeswaran

Earth Sciences

STEM Sisters advances Australia's STEM industry by promoting diversity and inclusion through various initiatives. The Ambassador Program highlights women's achievements, inspiring others and challenging stereotypes. The Mentoring Program supports women's professional development and success. Future Me empowers young girls of color to explore STEM, broadening the talent pipeline and addressing diversity gaps. Magnify Magazine amplifies women's voices in STEM, enhancing recognition and opportunities. By advocating for inclusive policies, STEM Sisters creates equitable and welcoming STEM workplaces, enabling diverse individuals to thrive and contribute to innovation and progress.

Vasso Apostolopoulos

Biological Sciences



STEM Sisters contributes to the advancement of the STEM industry in Australia by enabling diversity and inclusion. Through this mentorship program and other programs that STEM sisters promote throughout the year, including, networking, presentations, they empower women in STEM, addressing the gender gap in the field. STEM Sisters, guide women navigate career challenges and advance professionally. STEM Sisters also promotes diversity and inclusion, (women of colour, CALD women) leading to a more equitable and innovative STEM workforce.



Charlyn Tan

Information Technology

STEM Sisters has advanced Australia's STEM industry by championing diversity and inclusion. They provide a supportive community and tailored resources for women in STEM, addressing gender imbalances. By highlighting women's achievements, they challenge stereotypes and foster a more inclusive environment. This benefits individual women and enriches the field by incorporating diverse perspectives and talents. Overall, STEM Sisters promotes a more equitable and innovative future in STEM.

Leni Rivera

Biological Sciences



STEM Sisters has actively created opportunities for underrepresented groups, including women and minorities, by providing support, mentorship, and networking. This empowerment helps individuals from diverse backgrounds pursue and thrive in STEM careers, enriching Australia's STEM industry with a wider pool of talents and perspectives.



Laura Burchill

Chemistry

STEM Sisters has advanced Australia's STEM industry by championing diversity and inclusion. They provide a supportive community and tailored resources for women in STEM, addressing gender imbalances. By highlighting women's achievements, they challenge stereotypes and foster a more inclusive environment. This benefits individual women and enriches the field by incorporating diverse perspectives and talents. Overall, STEM Sisters promotes a more equitable and innovative future in the STEM industry in Australia.

Paris Nassirnia

Industrial Engineering, Supply Chain and Logistics, Ports and Maritime industry

STEM Sisters has actively worked to break down barriers and create opportunities for underrepresented groups, including women and minorities. By providing support, mentorship, and networking opportunities, STEM Sisters has empowered individuals from diverse backgrounds to pursue and thrive in STEM careers. Their approach will enrich the STEM industry in Australia by offering a wider pool of talents and perspective to this sector.



Satvika Burugupalli

Biological Sciences



STEM Sisters has significantly advanced the STEM industry in Australia by focusing on community building, visibility, and empowerment. They have created a vibrant community for women of color in STEM, providing a supportive network for mentorship, networking, and professional development. By increasing the visibility and representation of women through events, workshops, and online platforms, they inspire the next generation of STEM professionals. Their mentorship programs, leadership workshops, and skill-building activities empower women to reach their full potential and pursue leadership roles, helping to shape the future of the STEM workforce in Australia.

Mahbuba Afrin

Information Technology

STEM Sisters has advanced Australia's STEM industry by promoting diversity and inclusion through mentorship programs, networking events, and advocacy campaigns. They have created a supportive community for women, including those from underrepresented backgrounds, providing opportunities for skill development, career advancement, and leadership training. Their efforts bridge the gender gap in STEM and foster a more inclusive culture. By partnering with industry leaders and educational institutions, STEM Sisters raises awareness about the importance of diversity in driving innovation. Overall, their efforts empower women and contribute to a more diverse and inclusive STEM workforce in Australia.





Anuradhi Jayasinghe

Environmental Studies

The STEM Sisters have contributed to advancing diversity and inclusivity through advocacy and empowerment. The ability of individuals from the STEM field to seek mentoring, especially from STEM sisters, creates a trustworthy and comfortable environment where you feel connected and belong. Advocating and promoting educational initiatives to highlight the significance of diverse perspectives and backgrounds is crucial to seeking solutions to the complex problems humanity is currently facing. The STEM Sisters provides networking and mentoring with multicultural and multinational individuals in Australia. The STEM Sisters program can be regarded as a hub that creates ambassadors for inclusive and diversified work environments for the current and future STEM working environments.

Urooj Khan

Information Technology

STEM sisters have given this important issue a voice ! its given recognition that was missing when i started my career in australia. I admire their efforts and appreciate all their work around iSTEM and other activities.



Tahseen Kamal

Engineering

Under the leadership of women of color, especially Ruwangi, STEM Sisters has significantly advanced the representation of WOC in Australia's STEM industry. Initiatives like the Mentorship Program and SoapBox Science have showcased WOC's skills and expertise, gaining media and public attention. While women have succeeded in STEM, WOC have been underrepresented in media. STEM Sisters' efforts have helped reduce this gap. Additionally, their ventures promote WOC experts, inspiring and motivating younger generations to pursue STEM careers.

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Samata Ghantasala

Information Technology

Despite women being just as capable, and in certain instances even outperforming men, they are significantly underrepresented in pivotal decision-making positions across virtually all industries within the Australian workforce. When immigrating to a new country, in addition to the challenges of leaving behind loved ones to build a future, individuals often face unfair scrutiny based on physical appearance, skin color, and ethnicity, rather than being evaluated solely on their talents, passions, and skills. I became acquainted with the Stem and Stem Sisters programs/initiatives at the Women in STEM Careers Fair in Melbourne last week. Stem Sisters endeavors to tackle this bias and provide equal opportunities for all, making it a vital and commendable initiative for women like myself.





Maithili Sashindranath

Biological Sciences

STEM sisters focusses significantly on fixing the leaky pipeline and also supporting mentoring for CALD women in STEM. These are critical issues that I have experienced myself. I believe that this initiative is exactly what's needed- if we don't support each other, then who will support us?

Anahita Moslehian

Architecture

By providing targeted support and resources for Women of Color in STEM, they have helped to bridge the representation gap in these fields. STEM Sisters offers mentoring programs, networking opportunities, and career development workshops that empower women from diverse backgrounds to thrive in STEM careers. Their efforts not only enhance individual career trajectories but also foster a more inclusive and innovative STEM community in Australia.



Virginia Wainaina

Agricultural Studies

STEM Sisters has significantly advanced Australia's STEM industry by promoting diversity and inclusion, focusing on supporting women of color and other underrepresented groups. Their initiatives include mentorship programs, networking opportunities, and professional development workshops, empowering women and fostering a sense of belonging. By connecting women with industry leaders and advocating for inclusive policies, they bridge the gap between underrepresented groups and mainstream STEM careers. Highlighting the achievements of women of color, they inspire the next generation and address unique challenges faced by these women. STEM Sisters' efforts contribute to a cultural shift towards greater diversity and inclusion, enhancing innovation and growth in the STEM industry.



Swechchha Agrawal

Information Technology

I strongly believe that STEM Sisters has been instrumental in advancing the STEM industry in Australia, particularly in championing diversity and inclusion. The tailored mentoring program has provided essential support and networking opportunities for all individuals, especially women of color in STEM. Through mentor-mentee relationships, we navigate and contribute to success, fostering a more diverse and inclusive environment within the industry.





Feifei Chen

Information Technology

STEM Sisters offers mentorship programs pairing female students and professionals with experienced mentors in STEM fields. They provide support, resources, and networking opportunities for women, advocate for gender equality and diversity policies, offer scholarships and grants to female students and early-career researchers, and collaborate with companies to create internships and job opportunities. Through mentorship, advocacy, financial support, and partnerships, STEM Sisters fosters a more equitable and inclusive STEM landscape, ensuring women have the opportunities and support needed to thrive in their careers.



Shikha Yadav

Information Technology

I have only attended a few sessions from STEM SISTER but the contributions seem immense and that why I want to be a part of it and support young women of colour in stem. The founders and the team have wealth of knowledge and I would like to be part of the team



Yesha Desai

Biological Sciences

STEM Sisters has significantly advanced the STEM industry in Australia by promoting diversity and inclusion through various initiatives. They provide mentoring, networking opportunities, and resources specifically for women, particularly those from diverse backgrounds, helping them navigate and succeed in their STEM careers. The organization raises awareness about the importance of diversity in STEM and advocates for inclusive policies and practices. Through workshops, training programs, and events, STEM Sisters equips women with the skills and knowledge needed to excel in STEM fields. By fostering a supportive community, they create a sense of belonging and encourage collaboration among women in STEM. Additionally, by highlighting the achievements of women in STEM, STEM Sisters provides role models for younger generations, inspiring more women to pursue and persist in STEM careers. Through these efforts, STEM Sisters plays a vital role in promoting a more diverse and inclusive STEM industry in Australia.



Asmaa Hussein

Engineering

STEM Sisters has been instrumental in advancing the STEM industry in Australia by bringing together women from diverse cultural backgrounds to engage, learn, share, and grow both personally and professionally. It has created a secure environment where women in STEM can openly share their experiences, triumphs, and challenges, fostering a supportive community that encourages and uplifts its members. Additionally, it offers a platform for connecting STEM students, graduates, professionals, and peers, facilitating resource and skill sharing, employment opportunities, and potential collaborations



Farzana Eshita

Engineering

STEM Sisters is a crucial platform in Australia that amplifies the visibility of women in STEM. Participating as a scientific speaker at the 2023 Soapbox Science event in Melbourne allowed me to share my journey and inspire young women interested in biology. Initiatives like Soapbox Science create opportunities for female scientists to showcase their work and stories, encouraging more women to enter and thrive in STEM fields. STEM Sisters supports the personal and professional growth of women in STEM, contributing to the broader goal of achieving gender equity and fostering an inclusive environment.

Akshita Bora

Biological Sciences

STEM Sisters has been instrumental in advancing the STEM industry in Australia by bringing together women from diverse cultural backgrounds to engage, learn, share, and grow both personally and professionally. It has created a secure environment where women in STEM can openly share their experiences, triumphs, and challenges, fostering a supportive community that encourages and uplifts its members. Additionally, it offers a platform for connecting STEM students, graduates, professionals, and peers, facilitating resource and skill sharing, employment opportunities, and potential collaborations.



Yan Liao

Information Technology

STEM Sisters is a crucial platform in Australia that enhances the visibility of women in STEM. Participating as a scientific speaker at the 2023 Soapbox Science event in Melbourne, I had the opportunity to share my scientific and career journey, inspiring young women interested in biology. Initiatives like Soapbox Science allow female scientists to showcase their work and stories, encouraging more women to enter and thrive in STEM fields. STEM Sisters supports the personal and professional growth of women in STEM and contributes to achieving gender equity and fostering an inclusive environment.



Nisha Nehra

Biological Sciences

STEM Sisters advances Australia's STEM industry by promoting diversity and inclusion, particularly for women of color. They provide empowerment and support through mentorship and resources, facilitate networking and community building, and highlight role models and success stories. These efforts foster a sense of belonging, encourage professional growth, and inspire the next generation of women in STEM.





Leticia Tavares

Biological Sciences

STEM Sisters has significantly advanced Australia's STEM industry by promoting diversity and empowering women through networking, mentorship, and career development resources. Their educational initiatives equip women with essential skills to overcome challenges in male-dominated fields, contributing to a diverse and skilled workforce. By highlighting women's achievements, they provide role models, challenge stereotypes, and inspire young girls to pursue STEM careers. Overall, STEM Sisters creates a supportive environment that values diverse perspectives, addresses systemic barriers, and fosters a culture of diversity, enhancing the STEM industry in Australia.

Pritika Sinha

Information Technology

STEM Sisters has significantly advanced Australia's STEM industry by championing diversity and inclusion. They empower women, particularly from CALD backgrounds, by promoting visibility, advocating for inclusive policies, providing mentorship, and helping them build networks. Their educational outreach programs support young aspirants, offering a platform for collaboration, sharing success stories, and growth in Australia's multicultural environment.



Amy Su

Mathematical Sciences

As far as I am concerned, STEM sisters program provides the opportunity to the students to find their role models and networks in the STEM industry. This creates more equal opportunities for students that are considered as minorities in Australian society.



Samrah Arif

Information Technology

STEM sisters have advanced their scope of contribution as observed from many of the news, awards, talks etc noticed and read through LinkedIn.





Riya Khetan

Biological Sciences

STEM Sisters has significantly advanced Australia's STEM industry by promoting diversity and inclusion, particularly for women of color. Through targeted programs, mentorship, and community-building initiatives, they provide a supportive network for underrepresented groups. Offering scholarships, career development workshops, and networking opportunities helps bridge the gap between education and professional advancement. Their advocacy raises awareness about the importance of diversity in STEM, fostering an inclusive culture that values diverse perspectives. As a result, STEM Sisters empowers individuals and enriches the Australian STEM landscape by driving innovation and broadening the talent pool.

Gabriela Quijada

Engineering

I have very little knowledge about the work of STEM sisters. I received an email to participate and I am very interested to contribute to the purpose after navigating the website and information online. I have personally navigated the barriers of women in STEM and I would like to support and help others.



Brittanie Hsu

Mathematical Sciences



STEM Sisters has contributed to promotion of opportunities to close the gender gap for young female professionals entering a career in STEM within Australia. Through thoughtfully facilitated flagship events, such as the annual mentoring program, STEM Sisters connects aspiring STEM students with professionals in the industry.

Maoying Qiao

Information Technology

This mentorship program connects women in STEM with experienced professionals. These relationships provide guidance, support, and networking opportunities, helping mentees to navigate their careers and overcome challenges.





Santhni Subramaniam

Biological Sciences

It has provided a recognition to the work females and non-binary people have conducted, which in return, breaks down current barriers and provide an inspiration to the future generation.

Daisy Shu

Biological Sciences



As a woman in STEM, I appreciate STEM Sisters' mission to promote diversity and inclusion through initiatives for Women of Colour, such as ambassador and mentoring programs and the Magnify magazine. Programs like "BE You" and "Dress to Impress" highlight the importance of personal style and authenticity, challenging stereotypes of scientists. Success in STEM relies on good mentorship and support, and STEM Sisters ensures this at all career stages. Events like Soapbox Science allow scientists to share their work with the public, fostering community, engagement, and enhancing diversity in STEM fields.

Shweta Bohora

Epidemiology

STEM Sisters is a vital initiative supporting women of color in STEM by offering mentoring and skill development opportunities, which were unavailable when I arrived in Australia in 2007. This program creates a safe space for fellowship and collaboration, fostering a sense of belonging among underrepresented women in STEM. STEM Sisters raises visibility for women of color, challenging stereotypes and biases, and providing role models for future generations. It empowers women to develop their leadership and professional goals through targeted programs that address gender and racial bias. Mentorship is particularly impactful, connecting women of color with mentors who offer guidance, support, and professional insights, bridging the gap between education and career advancement. These relationships build networks, enhance career opportunities, and help overcome systemic barriers.



Garima Chauhan

Physics and Astronomy

I have heard a lot about the amazing things STEM Sisters have undertaken for the advancement of STEM in Australia. I unfortunately have not had a chance to work with them, but would love to join and contribute to the work being done by STEM sisters.





Iman Hegazi

Biological Sciences

I think this is a great initiative. Empowering women in general and specifically women of colour in the STEM fields is something that is vital for gender equity but also for the evolution of humanity. For many years men have dictated the direction of research and innovation which has led to a level of disequilibrium in the way we've evolved. It is time to change this, and the STEM sisters program is on the right track to do so

Nimalika Fernando

Engineering

I am impressed that this type of community driven organization exists in Australia, as I feel the barriers and challenges specific to WOC in STEM is an area less discussed but real. Though I am new to this initiative, the work you do looks wonderful.



Farisha Jamal

Engineering

STEM Sisters has provided a safe environment for women of colour to engage, collaborate, and share ideas whilst helping to improve industries where discrimination is most prominent. By supporting women in all stages of their careers, from students to leaders, the various adversities that are present can be better identified and tackled head-on. Women can undergo personal and professional growth whilst finding successes in their careers with the help of STEM Sister's mentorship programs. Further, an important role STEM Sister's provide is representation in the industry. This goes a long way and helps to inspire future generations to pursue STEM careers. Diversity is more than just gender or ethnicity, but is a different perspective of life and it's through these different experiences that promote innovation and out-of-the-box thinking. STEM Sisters is at the forefront of providing this representation and support to diverse groups of women.



Aishwarya Ramesh

Information Technology

According to my view, STEM Sisters is a great community which focuses on addressing the bias and gap that exists when it comes to WOC in STEM. There are not enough role models to look up to or even have a chat with when it comes to career goals and aspirations. The journey differs vastly when we take into account diversity and inclusion. Even in my organisation - I can see the stark difference between ratio of men and women in tech leadership space and I see no diversity there as well. The community along with its collaborations and various initiatives is trying to narrow the gap, make more people aware of the issues faced by WOC in STEM. Having this community has enabled lot of individuals to meet women across the same community who they can reach out to for support.





Sajitha Biju

Agricultural Science

STEM Sisters has significantly propelled the STEM industry forward in Australia, particularly by leading the charge in promoting diversity and inclusivity within this domain. Through its provision of support, resources, and networking avenues tailored specifically for women in STEM, STEM Sisters has effectively dismantled barriers and facilitated equal opportunities for all individuals pursuing careers in science, technology, engineering, and mathematics. The initiatives and programs implemented by STEM Sisters have empowered women hailing from various backgrounds to excel in STEM fields, thereby injecting the industry with a broader spectrum of viewpoints and expertise. Moreover, the relentless advocacy efforts of STEM Sisters for gender equality and inclusiveness have sparked crucial discussions and heightened awareness regarding the pivotal role of diversity in propelling innovation and advancement within the STEM landscape. In essence, STEM Sisters' endeavors have been pivotal in nurturing a more diverse, inclusive, and dynamic STEM community throughout Australia.

Sarah Bonell

Psychology



STEM sisters promotes diversity and inclusion via two pathways: (1) showcasing the successes of women in STEM and (2) helping women in STEM to develop their careers and/or navigate the systems that serve to oppress them. For example, women and non-binary achievements are promoted via Soapbox Science, but also via MAGNIFY. Some sections of the publication spotlight the works of women (in particular, WoC) in STEM. STEM also helps women to develop their careers via events/programs like FUTURE ME and BE YOU. Mentorship is a key component of the STEM sisters ethos, such that junior women in STEM are able to seek guidance from other women who have shared lived experience. Overall, STEM sisters advances STEM by amplifying previously silenced voices.



Yanyi Huang

Bioscience & Food Science

STEM Sisters dedicated to empowering all women in science, contributing to the field by spotlighting female achievements and addressing gender imbalances. By offering mentorship, resources and platforms for women to get together and support one another, STEM sisters ensures that women are empowered to pursue and stand out in STEM careers, challenging traditional stereotypes and fostering cultural diversity. The diversity is crucial for enhancing innovation and inspire future generations to explore the science field. In conclusion, the contribution of STEM Sisters to Australia STEM industry is invaluable, making Australia more competitive on the global stage.

Kira Morgan Hughes

Science (Thunderstorm Asthma)



STEM Sisters is a wonderful organisation that aims to address gender imbalances in STEM careers by empowering female researchers. It has helped to promote diversity and inclusion in the Australian STEM industry through various initiatives such as mentorship programs, educational workshops, and fun networking events. STEM Sisters has also helped to create a supportive community for women in STEM in Australia, especially women of colour, by nurturing their leadership & communication skills and creating successful female role models to inspire the young girls who will become the next generation of researchers. By providing these amazing opportunities, I believe STEM Sisters has done a fantastic job celebrating the diversity within this industry and will continue to propel STEM forward.



Anahita Sal Moslehian
Social sciences of the built environment

STEM Sisters has undoubtedly made significant strides in advancing the STEM industry in Australia, particularly in promoting diversity and inclusion. However, as an architectural researcher, I sometimes feel like I do not quite fit in anywhere, despite recognising that architecture and building design encompass aspects of both social sciences and engineering. I would appreciate the opportunity to contribute and be involved in programs.

Kay Nguo

Nutrition and Dietetics



I recently heard about STEM Sisters through an email I received through my University promoting Soapbox Science. Intrigued about this unique initiative, I jumped onto the STEM Sisters website and read up about who STEM Sisters were and their mission and vision. I thought this was fantastic and also a much needed group to support not only just women in STEM, but uniquely women of colour, there is no other group like it that I have come across! STEM sisters help WOC in STEM feel supported in a community of like-minded others and raises awareness of diversity and inclusion within the field. In my view, STEM Sisters is an innovative and forward-thinking group that provides ample and unique opportunities for WOC to step up and promote their research, be involved in the community and be heard/empowered in a supportive environment. I can clearly see that there are a lot of wonderful programs that STEM sisters organise which cater to students all the way through to STEM leaders- so very inclusive of all career stages, which clearly demonstrates inclusion and diversity!



Juliet Bao Ngoc Doling

Epidemiology and Conservation

STEM Sisters has advanced the STEM industry in Australia by fostering a supportive community for women through programs, mentorship, and networking, highlighting achievements, breaking down barriers, and advocating for diversity and inclusion policies. Given their commitment, I am honored and excited to present my work at the 2024 Soapbox Science event, contributing to its mission of showcasing diverse talent and research in the STEM community.

Geetika Verma

Mathematics & Statistics



STEM Sisters is playing a crucial role in upliftment of feminine empowerment in STEM society as a whole. The initiatives such as bringing together, Ph.D. students, ECRs, STEM Mothers, Ambassador, Big sisters etc are focussed on development of inclusive practices in a workplace. The exciting contributions through activities conducted for Women of colour spread a strong message in terms of the sense of belongingness and contributions within the society. Out of many, an inspirational female for me is Prof. Asha Rao, who is also one of the STEM Sisters in Australia, and is embracing feminine power by nurturing female academics at RMIT Mathematics discipline, 50% of our staff being female. The enrichment provided by the STEM sisters in a giving a platform to meet other women and network with like-minded people is inspiring and sets females like me for managing work and life.



Payal Tiwari

Tech strategy and customer success

I think Stem Sisters provides a great medium to showcase what amazing stem women are doing in Australia. Behind various sectors and across organisations technology is becoming a key to enable business strategy; and diverse women are enabling this change and to lead to business success. We now have a medium to highlight their great achievements.

Thilini Thrimawithana

Pharmacy



I recently joined the STEM sisters and from my understanding STEM sisters provide wide range of activities and events for members to feel connected and empowered to achieve their best. The events cater for young children and this can spark the passion in young girls from diverse backgrounds to dream big and consider future jobs in STEM. The networking opportunities provided are also great resource for early career researchers and provides a space for members from diverse backgrounds to connect and share ideas. The events organised by STEM sisters also provide an opportunity for the members to grow their skills in leadership.



Michelle Chen

Computer Science, Video Game Development

By having women presenting their work in front of young girls help encourage them to also pursue STEM fields in the future, because if you can see it, you can be it.

Alessandra Ferri

Clinical exercise physiology

STEM sisters are a non-profit organisation, which proposes different initiatives that focus on breaking barriers and creating opportunities for women from different backgrounds that have a passion in STEM. This work results in empowering women to pursue their passion in STEM, and has the potential to foster a culture of diversity, equity, inclusion in the industry in Australia.





Erika Gyengesi

Neuroscience

Promoting Gender Diversity; Providing Support Networks; Education and Outreach; Addressing Bias and Barriers; Celebrating Achievements; Collaboration and Partnerships;

Libing Amy Fu

Nanotechnology and Biomedical application



In point of my view, STEM Sisters for its remarkable contributions to the advancement of the STEM industry in Australia, particularly in the realm of fostering diversity and inclusion. STEM Sisters plays a pivotal role in addressing the longstanding gender disparities within STEM fields by providing a supportive platform for women to thrive in these disciplines. The initiative has not only increased visibility but has actively empowered women, breaking down barriers and encouraging their active participation in science, technology, engineering, and mathematics. The impact of STEM Sisters on diversity and inclusion is multifaceted. By creating a community that celebrates the achievements of women in STEM, the initiative serves as a source of inspiration for aspiring female scientists. Moreover, STEM Sisters contributes to reshaping the narrative surrounding women in STEM by challenging stereotypes and biases. Through highlighting diverse role models and their accomplishments, the initiative not only showcases the breadth of talent within the STEM community but also emphasizes the critical role that diversity plays in driving innovation.



Charuni Pathmeswaran

Climate science

STEM Sisters has advanced the STEM industry in Australia by promoting diversity and inclusion through various initiatives. Their mentorship program pairs aspiring WOC STEM professionals with established mentors, offering guidance, support, and networking opportunities to foster professional development and break down barriers. They host workshops, events, and networking opportunities specifically for WOC in STEM, creating supportive communities and promoting diversity. STEM Sisters also serves as a platform for young girls of color, inspiring them to aspire to leadership roles. Additionally, their advocacy efforts raise awareness about gender diversity and highlight women's contributions in STEM, advocating for systemic changes to create a more inclusive and equitable industry in Australia.

Tonima Sumya Ali

Biomedical Engineering, Medical Physics, Neuroimaging



I see more girls pursuing science and engineering education now in comparison to my early years at university, which is encouraging. I can see that STEM Sisters has some good initiatives, which must have helped, however, it is difficult to know the exact impact or influence of the initiatives by STEM Sisters without appropriate data. Personally speaking, I wasn't aware of STEM Sisters or any of these initiatives until I received this email, and I have been in science career for some time now, so some more focus on the outreach aspect may help. Studying science and joining in a science career is only the start of person's journey in her career. I find a lot of emphasis is in this part while how to progress, how to promote, or where to find support is not addressed.



Cottrell Tamessar

Reproduction, fertility, biological nanoparticles

STEM Sisters has played a crucial role in advancing the STEM industry in Australia by promoting diversity and inclusion. Through its initiatives, such as mentorship programs, networking events, and advocacy efforts, STEM Sisters has empowered women and underrepresented groups to pursue careers in STEM, thereby enriching the industry with a broader range of perspectives and talent.

Rena Hirani

Blood donation and transfusion

Being visible in the community via public presentations is a great way to promote diversity and inclusion



Ningning Hou

Artificial Intelligence of Things (AIoT), Wireless Communication and Networking

This is my first time to know Soapbox, but I really impressed by this activity. I'd like to contribute. Soapbox Science is indeed an important component of STEM Sisters' broader initiatives, all of which aim to promote diversity and inclusion within the STEM industry in Australia. By providing a platform for women in STEM to showcase their expertise and engage with the public, STEM Sisters helps to challenge stereotypes and misconceptions about who can succeed in STEM fields. This not only encourages more women to pursue careers in STEM but also fosters a more inclusive and supportive environment within the industry. Furthermore, STEM Sisters' efforts extend beyond Soapbox Science to encompass various programs and initiatives aimed at supporting women at different stages of their STEM careers. Whether through mentorship programs, networking events, or educational workshops, STEM Sisters provides valuable opportunities for women to connect, learn, and grow in their respective fields. By empowering women in STEM and amplifying their voices, STEM Sisters contributes significantly to the advancement of the STEM industry in Australia, ultimately driving innovation, creativity, and progress.



Nandini Sidnal

AI and related fields

Hi Team, I am new STEM Sisters that has significantly contributed to the advancement of the STEM industry in Australia by promoting diversity and inclusion within the field. Through its programs and initiatives, STEM Sisters has actively encouraged and supported women and girls to pursue careers in STEM, thereby increasing representation and fostering a more inclusive environment. This has led to a broader range of perspectives, ideas, and innovations in the STEM sector, ultimately driving progress and excellence in the industry.





Maddie Massy
Science Communication

I am most familiar with the Soapbox Science initiative which I'm a big fan of. It's a great way to take down the barrier between scientists and the public, building trust and understanding in

Laura Driessen
Radio astronomy

I first heard about Soapbox Science and STEM sisters earlier today from a fellow Superstar of STEM. I had not heard of STEM sisters before today. Looking at the website, it appears that STEM Sisters is working hard to promote diversity in STEM in various ways. It is exciting to see their many programs addressing the different aspects and challenges that people from historically excluded groups face.



Noemi Fuentes
Cancer

By empowering women in research and providing a platform for the dissemination of their research, STEM Sisters offer a unique opportunity for the general public to get a better understanding of how women researchers contribute to current research studies and actually play a key role in the progress of the Science and therefore the wellbeing of the general population.



Ruby Thapa
Infectious diseases, Microbiology, Immunology, Vaccine development, Molecular Biology

I recently moved from the Gold Coast to Sydney. I became aware of STEM sisters and Soapbox Science after joining the IMNIS Catalyst program. However, going through the website, I think STEM sisters are empowering women in STEM through various programs and events. I look forward to participating in STEM sisters programs and events in the future.





Stacie Powell

Public Health

STEM Sisters has been a crucial catalyst in advancing diversity and inclusion for women of all ages. Through initiatives like Soapbox Science and others showcased on their website, STEM Sisters has actively fostered an environment where women, especially women of colour can thrive. One significant program that STEM Sisters runs is the "Be U" program which is a powerful tool to disrupt the current cultural in STEM and academic that progress and success must look a specific way. This program inspires women who might not otherwise, to pursue careers in these fields, breaking stereotypes and promoting diversity organically. This visibility is vital as it challenges the prevailing biases that often hinder inclusivity. Moreover, STEM Sisters' initiatives provide support networks and mentorship opportunities, addressing the unique challenges faced by women and minorities in STEM. These programs not only empower individuals but also contribute to a more inclusive and collaborative STEM community.

Amy Gullins

Chemical Engineering



To advance the STEM industry it is not enough to simply have the opportunity to enter these fields, all people should feel a sense of belonging, so that they WANT to take their seat at the table. I think STEM Sisters is contributing to this advancement through their Outreach (Future Me) and their BE YOU programs in particular. Although I'm sad to see there haven't been many events recently, I think the Future Me program has the power to allow young folks to see diverse people in STEM in a fun, accessible way. This may decrease the barrier to entry and inspire them to pursue their passion for STEM because, if someone who looks like them can do what they love, why couldn't they belong in that community too? The Be You/ Swop Sis program helps diverse women who are already in these industries to find their power because, if women feel confident being their authentic self, it can empower us to create spaces that are our own in STEM! This sense of belonging is integral to promoting women's confidence and, in finding our voices, we can take up space and be effective and passionate leaders in STEM.



Naisana Seyedasli

Science (Cancer Biology)

I am very impressed by how the initiatives aim to address different aspects of STEM engagement in their target audience, from understanding to developing an agency. This will lead to training a future generation of STEM experts with insight and advocacy for this crucial field.



Saige Uch

Final year Bachelor of Science student at The University of Melbourne

STEM Sisters is an organisation that actively promote opportunities for Women in STEM and continuously addresses the gap in gender and ethnicity inequalities in various aspect include wages and opportunities. STEM Sisters always highlight and encourage women of all level in their career to continue pursuing and up-skill to continue growing and gaining further experience.

Prina Bhugwan

Research Assistant at The Future of WorkLab at the University of Melbourne

STEM Sisters has played a pivotal role in advancing the STEM industry in Australia by championing diversity and inclusion. Through its initiatives, the organization has actively promoted gender diversity, providing a platform for female scientists to showcase their contributions. By organizing events like Soapbox Science, STEM Sisters has created opportunities for women to engage with the public, inspiring the next generation and challenging stereotypes. Moreover, STEM Sisters' emphasis on inclusivity goes beyond gender, fostering a broader spectrum of diversity within STEM. Through mentorship programs and networking events, the organization has facilitated connections among professionals from various backgrounds. This approach not only amplifies underrepresented voices but also enriches the industry with diverse perspectives. STEM Sisters is a driving force in reshaping the STEM landscape, ensuring that talent and innovation flourish in an inclusive environment reflective of Australia's diverse population.



Solano Shaji

RMIT University

I have previously seen Soapbox Science volunteers in action at the State Library and was fascinated to see them working to make the general public aware of science concepts. It is a great initiative as I believe it is greatly beneficial for the kids, especially young ones to nurture a curious mind and bring in innovative solutions for today's problems. The kids at the event were truly inspired by the volunteers and the various demonstrations set up at the site. Moreover, it is good to see n organization that focusses on STEM people, be it that they may be in any stage of their STEM journey.





Vivian Lee

Research fellow

Events such as this one will definitely help promote diversity and inclusion within the field! I'm very excited for the event.

Ellena Constantinou

Undergraduate seeking employment

More women in STEM!! STEM Sisters has provided a platform where women in STEM research can share their work (that they have put so much time and energy into) with an audience outside of the science field, even just outside of their lab! STEM Sisters also allows women in STEM to connect with each other, creating a supporting and uplifting place for all involved to feel included and encouraged.



Saskia Hunter

Mount Burnett Observatory,
Committee Member

STEM Sisters have actively encouraged women to stay in STEM industries, through promotion, inclusion, and education. STEM Sisters is the only organisation recruiting women of colour in the STEM industry to talk about their work and to be role models for young people. STEM Sisters brings together many diverse groups and individuals to share the passion of STEM industries. The events are designed to make women of colour feel comfortable, included and to support them to stay in the STEM industries. STEM Sisters education is a very important aspect of its work, and the education is always promoting and highlighting the important work of women as well as promoting resources. Soapbox Science is an amazing initiative that makes it so easy for women to be inspired about STEM, learn more and get involved.



Angela Su

Monash University studying Law and
Science.

I understand that STEM Sisters aims to support women of colour in entering the science field. Being a woman and being a person of colour are traits which, separately, already marginalise a person and minimise their opportunities. When these two traits are combined, the individual is more marginalised than someone with only one of those traits. I think the initiatives that STEM Sisters have really address this. Your ambassador program and mentoring program are targeted at women of colour, whereas your Future Me program is targeted at children. You have widened the STEM industry and are fostering an interest in STEM in these groups of people. Through your LinkedIn group which promotes opportunities, you are helping those who don't know where to look for opportunities. Personally, I am very interested in finding opportunities in the STEM field, but did not know where to look for opportunities and find connections. To me, this LinkedIn group is a very valuable resource that I can look through and see if anything interests me. I think the act of giving someone the possibility of finding an opportunity seems like a small contribution, but can actually be quite impactful.





Diana Dugas

Monash University

By providing safe spaces for individuals to explore the common, and often unspoken, hurdles for diversity and inclusions within STEM, greater emphasis can be placed on supporting ways to change these hurdles and providing resources for those who are encountering them. It's not until we have discussion that we realize that others have encountered the same; it becomes less of a "I'm not enough/I'm alone/I'm the only one struggling" and changes into a "others are experiencing this/this is what has helped/this is what more we can do". The first step to creating impactful change is a wide-spread understanding that there is a problem and the problem is "X". Through the initiatives, STEM Sisters supports the community so the community can support each other and change.

Khyati Shah

RMIT University, Masters Degree

STEM Sisters has played a pivotal role in advancing the STEM industry in Australia by actively promoting diversity and inclusion. Through its various initiatives, such as Soapbox Science, mentorship programs, workshops, and networking events, STEM Sisters has provided a platform for women and underrepresented groups to showcase their talents, share their expertise, and access resources and opportunities in STEM fields. By highlighting the achievements and contributions of women and diverse professionals in STEM, STEM Sisters has helped to break down barriers, challenge stereotypes, and inspire the next generation of scientists, engineers, and innovators. Moreover, by fostering a supportive community and providing mentorship and networking opportunities, STEM Sisters has empowered individuals from diverse backgrounds to thrive in STEM careers, ultimately contributing to a more inclusive and innovative STEM workforce in Australia. Through its dedication to promoting diversity and inclusion, STEM Sisters has been instrumental in driving positive change and advancing the STEM industry towards greater equity and representation.



Natasha Patel

Specsavers as an optical assistant

Not only am I a person of colour, I will be the first female in my family to graduate from university. That is something I hold very close to my heart and my parents seeing me in a graduation gown and achieving my goals as a future researcher is my absolute dream. STEM sisters resonates with me because I see myself being a STEM sister to encourage all the girls and people of colour that we are badass scientists. STEM sisters is an inspirational organisation built for breaking barriers and boundaries that will never contain our budding desire to innovate and create a better future. STEM sisters have contributed towards addressing the lack of representation within the STEM community and building a network of individuals that inspire STEM WOC from all stages in their life and careers.





Mina Al-Khafaji

Undergraduate (Bachelor of Science), Monash University

Having found STEM Sisters through LinkedIn, I have taken note of their commitment to highlighting opportunities for personal and professional development for women and GNC people in STEM. By promoting these opportunities and creating tailored events and services, such as soapbox science and iSTEM talent sourcing, STEM Sisters is working to rewrite the narrative and undo systemic marginalisation of women and GNC people in STEM. From a wider perspective, STEM Sister's role in identifying this issue has been a pivotal step in contributing to the advancement of diversity and inclusion in STEM. By defining what needs to change, they have been able to take proactive measures to ensure the empowerment and promotion of marginalised groups. Moreover, STEM Sister's intersectional focus has been key to their holistic approach to breaking down barriers and providing tailored support for women of colour in STEM. STEM Sister's mission and values are felt in my own, and I wish to volunteer to give back to this impactful community!

Huiyi Liang

Masters of data science in Monash University

STEM Sisters gives many outstanding STEM women a platform to showcase and promote themselves, which is a great encouragement to younger women, we know the power of a ROLE MODEL If we can see more and more outstanding STEM women, it can encourage more women to study STEM subjects, and change the imbalance between men and women in STEM subjects nowadays!



Kyla Del Castillo

Undergraduate Student

STEM Sisters advances Australia's STEM industry through diverse programs that empower women of colour. They have tailored initiatives that offer mentoring, skill development, and leadership training that fosters professional growth. Events such as Soapbox Science and Dress to Express promote community engagement and celebrate diversity. By championing women of colour, STEM Sisters cultivates inclusivity and innovation in Australia's STEM landscape.





Yanyi Huang
Bioscience & Food Science

STEM Sisters provides a great support network for women in STEM, offering mentorship programs that connect aspiring scientists and engineers with experienced professionals. This guidance helps mentees navigate their career paths, develop essential skills and gain confidence in their abilities. The organisation actively collaborates with educational institutions and industry partners to promote STEM education and career opportunities among young students, particularly girls.



Leni Rivera
Biological Sciences

I believe the awareness and promotion through the STEM sisters has empowered many women in colour to pursue this career path and gain the confidence and strength to explore advancement in their careers.



Arzoo Atiq
Information Technology

The work STEM sisters are doing is commendable. I really believe the mentorship program for women is a great way to promote diversity as they don't get enough guidelines and exposure to improve their lives. Australia needs innovative minds and mindsets. Therefore, STEM Sister's efforts in raising awareness programs deserves applause.



Julia Moses
Engineering

STEM Sisters champions diversity and inclusion in Australian STEM, specifically for women of color (WOC). They tackle systemic barriers hindering WOC's success and offer targeted programs for mentorship, skill development, and leadership training throughout their careers. By fostering a supportive network and showcasing WOC achievements, they inspire future generations and create a more inclusive STEM environment in Australia. This focus on diversity allows the industry to tap into a wider talent pool, fostering innovation and growth.



Dr Akanksha Saini

Information Technology

STEM Sisters has significantly advanced the STEM industry in Australia by promoting diversity and inclusion. The organization creates a supportive community for women and underrepresented groups in STEM, offering resources, mentorship, and networking opportunities. By addressing the gender imbalance, STEM Sisters encourages more women to pursue and excel in STEM careers.

Through events, workshops, and mentoring programs, STEM Sisters empowers individuals with essential skills and confidence. These initiatives enhance professional development and foster a sense of belonging and support among participants. The organization also advocates for policy changes and collaborates with industry partners to create inclusive workplaces.

STEM Sisters' efforts have raised awareness about the importance of diversity and inclusion in STEM, influencing organizations to adopt equitable practices. By highlighting the achievements of diverse STEM professionals, STEM Sisters provides role models for future generations, inspiring more individuals to join and contribute to the STEM industry.

Overall, STEM Sisters drives positive change in Australia's STEM landscape, making it more inclusive and equitable. Their impact ensures that diverse perspectives are valued and that more people have the opportunity to succeed in STEM fields.



Mariam Kassar

Cyber Security

STEM Sisters has significantly advanced the STEM industry in Australia by championing diversity and inclusion. Through its initiatives, STEM Sisters has actively promoted the participation of women and underrepresented groups in STEM fields, fostering a more inclusive environment. By providing mentorship, networking opportunities, and educational resources tailored to these groups, STEM Sisters has empowered individuals to pursue and thrive in STEM careers. This not only enriches the talent pool within the industry but also contributes to innovative solutions and perspectives. Moreover, STEM Sisters' advocacy for diversity serves as a catalyst for broader industry-wide changes, encouraging organisations to adopt more inclusive practices and policies. Ultimately, STEM Sisters' efforts not only enhance individual career trajectories but also contribute to a more vibrant and equitable STEM landscape in Australia.



Sarah Farhan

Biological Sciences

STEM Sisters has significantly contributed to the advancement of the STEM industry in Australia by actively promoting diversity and inclusion within the field. Through its dedicated programs and initiatives, STEM Sisters has created a supportive community that empowers women and underrepresented groups in STEM. By providing mentorship, networking opportunities, and professional development resources, STEM Sisters helps individuals overcome barriers and advance their careers. I greatly value and acknowledge STEM Sisters' hard work and dedication in advancing the STEM industry in Australia.

Devika Puthenpurayil Sheeja

Information Technology

STEM Sisters significantly advances the STEM industry in Australia by promoting diversity and inclusion. They offer mentorship programs, networking events, and advocacy to support women from culturally and linguistically diverse backgrounds. By providing workshops, training, and educational resources, they help develop essential skills. Their partnerships with academia and industry create pathways for women in STEM, while their data-driven research informs policy advocacy. Building a supportive community, STEM Sisters highlights role models and raises awareness of challenges, fostering an inclusive environment that empowers women to thrive in STEM careers.



Sadia Afrin

Masters of Information System

STEM Sisters has been instrumental in advancing the STEM industry in Australia, particularly in promoting diversity and inclusion, which are causes close to my heart. Through its comprehensive programs, STEM Sisters has created a nurturing and empowering community for women of color in STEM. The organization offers leadership training, professional development, and networking opportunities, helping women like myself build the skills and connections necessary for career growth.

I have personally witnessed the impact of their initiatives. The workshops, seminars, and mentorship programs have provided invaluable platforms for sharing experiences, gaining insights, and receiving guidance from industry leaders and peers. This supportive environment not only enhances individual career paths but also fosters a broader cultural shift within the STEM industry, emphasizing the critical importance of diversity and inclusion.

STEM Sisters' advocacy efforts have brought much-needed attention to the barriers women of color face in STEM, promoting policies and practices that ensure equitable opportunities. Their collaborations with educational institutions, industry partners, and government bodies have strengthened these initiatives, embedding diversity and inclusion as core values at all levels.

In my view, STEM Sisters has significantly contributed to creating a more inclusive and innovative STEM industry in Australia. They empower women of color to thrive, leading the way toward a more diverse and dynamic future in STEM.





Jinchun Du
Information Technology

From my perspective, the success of STEM Sisters extends beyond merely ushering bright women into Australia's STEM industry—it fundamentally revitalizes the field through the promotion of diversity and inclusion. This initiative is crucial in an industry historically dominated by men, as it introduces fresh perspectives and talented minds that are essential for innovation and progress.

By emphasizing the importance of including women, particularly those from underrepresented backgrounds, STEM Sisters challenges and fosters a more dynamic and inclusive workforce. This shift is not only about fairness or representation; it's about leveraging the unique insights and problem-solving abilities that diverse teams bring to the STEM industries that could help in challenges and problems.

STEM Sisters has also been instrumental in creating a supportive community where women can find mentorship, inspiration, and recognition. By providing a platform where women can connect, share experiences, and collaborate, this would help these talented individuals not only to enter the STEM industry in the near future, but also to stay, grow, and eventually lead.



Shikha Yadav
Information Technology

I attended my first event last year and how STEM sisters has helped me network with women of colour in STEM specially science has been commendable. I can talk about my personal experience and workshops I have attended. All panel sessions specially the one with Muneera Bano were inspirational and Ive met some incredible women through this. and Makes me believe it can be possible to be in those high executives roles with practice and perseverance. Thank you!



Ghislaine Entwisle
Information Technology

I have read a lot about the work conducted and am impressed and inspired.

Marie Perrine Walker
Biological Sciences

Representation, advocacy,
increase awareness





Hailey Zhai

Engineering

STEM Sisters has been playing an important role in terms of promoting diversity and inclusion within the field by various industry events and workshops



Priya Kulkarni

Engineering

Spreading awareness and empowering students in their career



Yathusana Kanesamoorthy

Biomedicine

STEM Sisters has greatly advanced the STEM industry in Australia by actively promoting diversity and inclusion. Through mentorship, role modeling, and community-building, the program encourages young women to pursue STEM careers, breaking down barriers and stereotypes. It has increased visibility of women in STEM through outreach and partnerships, advocating for inclusive practices in educational institutions and workplaces. By empowering women with skills, support, and networks, STEM Sisters fosters a more diverse and innovative STEM workforce, ensuring Australia remains at the forefront of scientific and technological advancements.



Sauti Malabika Nadi

Biological Sciences

The STEM Sisters contributes to bringing women of colour in STEM together, that alone empowers the fresh graduates a lot. Moreover the networking events and activities give them opportunity to come out of the shell and become confident.



Erika Fortunati

Biomedical Science

They have provided a real platform for engaging women of colour and from CALD backgrounds to connect with each other in NSW and Victoria, supporting the representation of women in this space. This is further supported through partnerships, training, and soap-box sessions, and the ongoing development of new types of events.



Karunya Bhat

Information Technology

STEM Sisters has significantly advanced the STEM industry in Australia by promoting diversity and inclusion through several impactful initiatives. The organization provides mentorship programs that connect experienced professionals with women and underrepresented groups, fostering confidence, skill development, and essential networking opportunities for career growth.

STEM Sisters also organizes events, workshops, and conferences that facilitate knowledge sharing and community building, strengthening the support network for diverse individuals in STEM. These activities create a sense of belonging and collaboration, crucial for retaining talent in the industry.

Through educational initiatives, STEM Sisters encourages young girls and women to pursue STEM careers by partnering with schools and universities to integrate STEM education and provide hands-on experiences. These efforts spark interest and competence in STEM from an early age.

Moreover, STEM Sisters actively advocates for gender equality and diversity in STEM, raising awareness about the challenges faced by underrepresented groups and promoting success stories to challenge stereotypes and inspire others. The organization's research and policy influence efforts work towards creating systemic changes that support inclusion and equity.

Overall, STEM Sisters' comprehensive approach—combining mentorship, education, advocacy, and policy influence—has been instrumental in creating a more diverse and inclusive STEM landscape in Australia, paving the way for future generations of STEM professionals.



Monica Chen
Environmental Studies

STEM Sisters is addressing underrepresented groups, diversity, gender imbalance, inclusivity and is actively promoting it to empower the STEM industry in Australia. STEM sisters has mentorships available to help young women who may feel incapable and ostracized for their gender or orientation. The guidance and support would definitely help in connecting students with professionals and experienced mentors. Especially the difficulty with the transition between high school and university, and even an exchange student moving to a new country. Having a mentor is definitely an important factor to encourage women to pursue careers in STEM as it can be incredibly rewarding. Thus, my views on STEM Sisters are positive as it aims to advocate for change, equality and breaking barriers in the STEM industry.

Magda Yinneth Jimenes Rodriguez
Engineering

Australia is a diverse country where you will find people from everywhere. Now is the time to give the power to women to help to develop to achieve more thing in the world, Australia is big enough but with power and knowledge we can help more people to be bigger.



Usha Nattala
Information Technology

I believe we need a strong community of practice and organization that can provide mentorship and guidance for young women of colour seeking to establish a fulfilling career in STEM. Strength lies in numbers and we need the critical mass to build and hold those numbers.



Pooja Mishra
Information Technology

STEM Sisters has developed robust mentorship programs connecting experienced professionals with emerging talent from underrepresented groups. These programs provide guidance, support, and networking opportunities, helping mentees navigate their careers and overcome barriers. STEM Sisters facilitates networking events that bring together diverse professionals from various STEM disciplines. These gatherings create a platform for sharing experiences, exchanging ideas, and fostering collaborations, thereby strengthening the community and promoting inclusion. STEM Sisters supports students and early-career professionals through scholarships and funding opportunities. These financial aids are crucial for enabling talented individuals from diverse backgrounds to access education and career advancement opportunities in STEM fields.





Megha Chandra Shekar

Data Science

STEM Sisters has significantly advanced the STEM industry in Australia by actively promoting diversity and inclusion. Through targeted programs and initiatives, STEM Sisters has created platforms that encourage and support women from diverse backgrounds to pursue and excel in STEM careers.

One of their key contributions is the provision of mentorship and networking opportunities. By connecting aspiring female STEM professionals with experienced mentors, STEM Sisters has helped bridge the gap between education and industry, fostering career growth and development. These relationships offer guidance, resources, and encouragement, which are crucial for navigating the challenges often faced by women in STEM fields.

STEM Sisters also organizes workshops, seminars, and events focused on skill development, leadership, and career progression. These initiatives empower women with the tools and confidence needed to advance in their careers and take on leadership roles.

Moreover, their advocacy for inclusive policies and practices within educational institutions and workplaces has raised awareness about the importance of gender diversity in STEM. By highlighting the successes and contributions of women in STEM, STEM Sisters has helped to challenge stereotypes and inspire the next generation of female STEM professionals.

Overall, STEM Sisters has played a pivotal role in creating a more inclusive and diverse STEM community in Australia, driving innovation and enriching the industry.



Shruthi Patlari

Health Sciences

STEM Sisters has significantly advanced the STEM industry in Australia addressing the underrepresentation of women of colour in STEM through targeted initiatives. STEM Sisters promotes diversity by offering mentorship programs and networking opportunities which has played a crucial part in reducing barriers and help bridge gaps in career development. By providing motivation and acknowledging individuals with workshops, awards and connect people. it has helped in the creating pathways for everyone involved who have joined to reap the fruits of sisterhood. Working with industry leaders, educational institutions and renowned organisations, the impact factor to change is accelerated by greater folds.



Lilith Caballero Aguilar
Biomedical Engineering

I recently found this fantastic network when I was looking for opportunities to increase my STEM advocacy in Australia. I find all the initiatives profoundly relevant to the current work and study landscape in terms of gender equity. While I have not yet participated in these, I would love to become part of this incredible network and become more familiar with the impact. Since 'discovering' this network, I have shared it with my contacts and those who I believe would be interested in the learning and growing opportunities that the STEM Sisters offers.

I am particularly interested in the Early career initiatives such as this Ambassador program as I believe they will have an enormous impact on young women of color in STEM.

Nary Byun
Information Technology



To be honest, I didn't know about STEM Sisters until I found out about this program. Through applying for it, I learned about STEM Sisters through internet searches and LinkedIn, and I discovered how much mentorship and support they have provided for women. Seeing workshops and seminars that include diverse professions and ethnicities made me realise their significant contributions. I think this is amazing, but I believe more activities and promotion are needed. I hope that other women like me can become aware of these opportunities and challenge themselves to seize them. I believe I can help with that.

Randi Thanthiriwattage
Digital Health



STEM Sisters has made a significant impact on the advancement of the STEM industry in Australia, particularly in promoting diversity and inclusion. By creating a supportive network for women from diverse backgrounds, STEM Sisters addresses the gender and cultural disparities that often exist within STEM fields. It offers mentorship programs, networking opportunities, and professional development workshops, empowering women to overcome barriers and achieve their full potential.

One of the key contributions of STEM Sisters is its focus on building a community where women can share their experiences, challenges, and successes. This sense of belonging fosters confidence and resilience, encouraging more women to pursue and sustain careers in STEM. Additionally, STEM Sisters actively collaborates with educational institutions, industry leaders, and policymakers to advocate for inclusive practices and policies that support diversity in STEM.

Through various initiatives, such as the Ambassador Program, STEM Sisters not only enhances the leadership and public speaking skills of its members but also amplifies their voices in the broader STEM community. By highlighting the achievements of women in STEM and showcasing diverse role models, STEM Sisters helps to challenge stereotypes and inspire the next generation of female STEM professionals. In doing so, it contributes to a more inclusive, innovative, and dynamic STEM industry in Australia.



Eloisa Rios
Information Technology

STEM Sisters has significantly contributed to promoting and access to equal opportunities in the STEM fields. Women in the STEM path could find excellent support and connect with women within the same field or find excellent mentors and perspectives on how to have an opportunity in this field. Additionally, it is an exceptional place where all women who face the same issue can help and grow together.



Zoe Lind
Biological Science

It's empowered the young generation of women of colour to break the glass ceiling



Drishti Kapoor
Information Technology

STEM Sisters has significantly advanced the STEM industry in Australia by fostering diversity and inclusion through community building, and empowering women with skills and opportunities to thrive in STEM careers.



Aamaya Gupta
Software Engineering

STEM Sisters has significantly advanced the STEM industry in Australia by promoting diversity and inclusion. Their mentorship programs, networking events, and workshops empower women in STEM, helping them build skills and confidence. By celebrating women's achievements in STEM, they inspire the next generation and challenge gender stereotypes.

STEM Sisters' advocacy keeps diversity and inclusion at the forefront, encouraging organizations to adopt inclusive practices. Their supportive community enables women to share experiences and access opportunities, enhancing their visibility and impact. This collective effort drives progress towards a more inclusive and innovative STEM industry in Australia.



Niharika Sharma

Agricultural Studies

STEM Sisters has been instrumental in advancing the STEM industry in Australia by making significant strides in promoting diversity and inclusion. Their focused approach to empowering women of color in STEM has had a profound impact on the sector.

Promoting Diversity and Inclusion

Targeted Support: By specifically addressing the unique challenges faced by women of color in STEM, STEM Sisters has created a much-needed support system.

Mentorship and Networking: Your programs provide opportunities for women of color to connect with mentors and peers, building strong support networks and fostering career growth.

Visibility and Representation: STEM Sisters has successfully raised the visibility of women of color in STEM, challenging stereotypes and inspiring future generations.

Addressing Intersectionality: Your work highlights the intersection of race, gender, and other factors, contributing to a more nuanced understanding of diversity and inclusion challenges.

Impact on the STEM Industry

Talent Pipeline: By empowering women of color, STEM Sisters is helping to develop a more diverse talent pool for the STEM industry.

Innovation and Creativity: A diverse workforce brings different perspectives and ideas, leading to increased innovation and problem-solving capabilities.

Employer Reputation: Companies that prioritize diversity and inclusion, like those supported by STEM Sisters, are more attractive to top talent and have a stronger reputation.

Industry Leadership: STEM Sisters is influencing industry practices and policies by highlighting the importance of diversity and inclusion.

In essence, STEM Sisters is not just empowering individuals; it's transforming the STEM industry into a more equitable and inclusive space.



Charlyn Tan

Information Technology

I wish we had this when I first arrived to Australia as a new migrant



Naisana Seyedasli
Biological Sciences

STEM sisters advocacy for better, more efficient and visible engagement of women and in particular women of colour in STEM is evident in its broad range of initiatives all the way from community engagements to mentorships.

Gabriela Quijada
Engineering

I find the program a fascinating and a great opportunity for woman of colours. I wish I would have accessed a similar program in the beginning of my career



Waridtha Kotchawin
Earth Sciences

STEM Sisters has significantly contributed to advancing the STEM industry in Australia by promoting diversity and inclusion in several impactful ways. Firstly, the organization provides a supportive network for women and underrepresented groups in STEM, offering mentorship, professional development, and networking opportunities. This support helps to break down barriers and fosters a sense of belonging, enabling individuals to thrive in their careers. Through targeted outreach programs, STEM Sisters engages young students, encouraging them to pursue STEM education and careers. By highlighting diverse role models and success stories, the organization challenges stereotypes and inspires a new generation of STEM professionals.



Amandi Perera
Engineering

To me, STEM sisters create a safe space for women of colour to come together and share their experiences. Oftentimes the struggles we face can feel personal and isolating but recognising that it is part of a bigger issue where we have allies who understand what we're going through gives us greater courage to fight the injustice. STEM sisters is able to foster this environment and give women of colour back the respect and opportunities they deserve. It helps not only increase visibility but allows these women to step into leadership roles which benefits the entire STEM community. Initiative including mentoring programs, ambassador programs and magazine publications provide support to women at all stages of their careers. In doing so they are able to rewrite the reaccustomed standards to create an accepting community for all people and create tangible change for these women.





Brenda Malakwen

Information Technology

STEM Sisters has made significant strides in advancing the STEM industry in Australia by fostering an inclusive and supportive environment for women and underrepresented groups. By providing a platform that emphasizes mentorship, networking, and professional development, STEM Sisters has empowered countless individuals to pursue careers in STEM fields, which were traditionally male-dominated.

One of the key contributions of STEM Sisters is its mentorship programs, which pair aspiring STEM professionals with experienced mentors. This guidance helps bridge the gap between education and industry, providing mentees with the confidence, knowledge, and connections necessary to succeed. Additionally, these programs showcase the diverse faces of success in STEM, inspiring a new generation to envision themselves in similar roles.

STEM Sisters also plays a crucial role in raising awareness about the importance of diversity in STEM. Through workshops, seminars, and networking events, they highlight the unique perspectives and innovations that women bring to the table. By fostering a culture of inclusivity, they help to break down the barriers and stereotypes that often discourage women from entering or advancing in STEM fields.

Overall, STEM Sisters' commitment to promoting diversity and inclusion has significantly enriched the STEM landscape in Australia, paving the way for a more innovative, equitable, and dynamic future in science, technology, engineering, and mathematics.



Zora Vrcelj

Engineering

STEM Sisters has played a pivotal role in transforming the landscape of the STEM industry in Australia by championing the cause of diversity and inclusion. The organisation's efforts in creating a supportive network for women and non-binary individuals from culturally and linguistically diverse backgrounds are commendable. Through its mentorship programs, networking events, and educational workshops, STEM Sisters has not only increased visibility but also enhanced the professional opportunities available to underrepresented groups in STEM fields.

Their approach goes beyond mere representation; it is about creating a sense of belonging and empowerment for those who have historically been marginalised. This is crucial in an industry where innovation thrives on diverse perspectives and inclusive practices. By highlighting the achievements and challenges of diverse STEM professionals, STEM Sisters has also influenced policies and practices within organizations, encouraging them to prioritize equity and inclusivity.

The impact of these initiatives is evident not only in the increasing numbers of diverse individuals entering STEM fields but also in the qualitative changes in how businesses operate. Organisations are now more mindful of fostering inclusive cultures, which is essential for sustainable progress in STEM. Ultimately, STEM Sisters has not only contributed to the enrichment of the STEM industry by promoting diversity and inclusion but has also set a standard for how advocacy and support can effect substantive change in the industry.



Dilendra Wijesekara
Natural and Physical Sciences nfd

STEM Sisters has significantly advanced the Australian STEM industry by actively promoting diversity and inclusion. Through mentorship, networking, and highlighting women's achievements, STEM Sisters challenges stereotypes and supports women throughout their STEM careers. This approach not only retains talent but also encourages more women to enter and excel in traditionally male-dominated fields within STEM.

By emphasizing the value of diverse perspectives, STEM Sisters contributes to a more dynamic and innovative STEM sector in Australia. Their efforts create an inclusive environment where creativity thrives, fostering collaboration and addressing complex challenges effectively.

In summary, STEM Sisters' commitment to diversity and inclusion is pivotal in shaping a fair and forward-thinking STEM community in Australia, ensuring that all individuals, regardless of gender, can contribute to scientific progress and technological advancements.

Nelum Attanayake
Biological Sciences

By conducting more workshops and awareness programs within universities and educational institutions and conducting more programs with industrial organisations which can collaborate with university students.



Mantra Dheendayal
Other Natural and Physical Sciences

STEM sisters continues to provide opportunities for early and mid-career individuals through conducting workshops, seminars, outreach and mentoring programs. All these programs are catered in a way where an individual in STEM from any cultural background is able to access. STEM sisters provides equal opportunity to women irrespective of their age, race, cultural diversity and I find this to be an amazing opportunity given to everyone equally.



Limna Suja Shaji
Engineering

STEM sisters have contributed to connecting, collaborating and supporting each other foster a sense of community and empowerment.





Amana Azim

Biological Sciences

STEM Sisters has contributed to the advancement in the stem industry in Australia by providing a platform for women to share their experiences in working in STEM and allowing for individuals that are passionate about STEM to connect with these professionals which have made an impact in job opportunities, internship opportunities and finding out what you can really do with an education background in STEM.

Catriona Vi Nguyen Robertson

Biological Sciences

I met STEM Sisters Founder and Director Ruwangi Fernando several years ago and have watched her grow the organisation in awe ever since. Through various programs over the years, STEM Sisters has empowered thousands of women in STEM and grown as a community.

With just under a quarter of jobs going unadvertised, by increasing awareness of opportunities within the network, STEM Sisters ensures that people from diverse backgrounds can apply for these opportunities that may otherwise be hidden to them. STEM Sisters also fosters a network of like-minded people for support and camaraderie to share experiences and help each other navigate their career paths.

The Mentoring program, Soapbox Science, and Ambassador program also help uplift women of colour and amplify their voices. I also love the Dress to Express events that encourage professional women in STEM to embrace their cultural identity and include it in the way they work.

Lastly, the award-winning MAGNIFY publication is a brilliant way to celebrate women of colour in STEM. By shining a spotlight on women in STEM, it increases their visibility and inspires students and early career professionals to be what they now can see.



Priyanka Nair-Turkich

Biological Sciences

I think it is important for STEM researchers to actively support and be a part of organisations like STEM Sisters to make STEM a more inclusive space. STEM leadership positions lack diversity and because of that, there is little to no diversity in progression pathways for minorities, particularly women and non-binary people of colour, who face unique challenges when they need to access mentoring. Women of colour as mentors and ambassadors will not only serve as role models having been through their share of challenges, but they will also create a safe and welcoming space for collaboration. I would love to be a part of this program to raise the visibility of women like me who very rarely get the opportunity and pathways to follow their STEM dreams.



Mana Liao

Biological Sciences

STEM Sisters has significantly advanced the STEM industry in Australia by championing diversity and inclusion, particularly through its focus on empowering women of colour (WOC) in STEM. With a mission dedicated to overcoming intersectional barriers of gender and racial bias, STEM Sisters has pioneered initiatives that support WOC at every stage of their STEM careers. By providing essential resources, opportunities, and a supportive community, STEM Sisters enhances the visibility of WOC in STEM and fosters leadership and professional development.

Central to its impact is the creation of a robust community where WOC in STEM can connect, collaborate, and thrive. This network not only fosters personal growth but also amplifies the voices and contributions of WOC who are often marginalised in the industry. Through these efforts, STEM Sisters not only supports individual career advancement but also drives systemic change within the STEM sector. By advocating for diversity, equity, and inclusion, STEM Sisters challenges biases, raises awareness of critical issues, and works to dismantle barriers hindering the progress of WOC in STEM fields. Ultimately, STEM Sisters is instrumental in shaping a more diverse, inclusive, and equitable STEM landscape in Australia, paving the way for future generations of WOC to succeed in STEM careers.

Nuwangi Cooray

Engineering



STEM Sisters can be the game-changer for the underrepresented groups of STEM in Australia. As such, their work will have a ripple effect on the value of diversity and inclusion in impactful and sustainable ways. STEM Sisters provides community and belonging for women like me from diverse backgrounds. The mentorship programs, workshops, and networking events empower one with the confidence necessary to overcome such hurdles in STEM education and careers. Moreover, STEM Sisters realises that women of colour may face more obstacles. Amplifying our voices and experiences helps build a space where diverse perspectives are valued, and equity is promoted. Organisations and institutions will become oriented to inclusive practices such as targeted recruitment strategies, work flexibility, and cultural competency training through the advocacy STEM Sisters engage in. In other words, STEM Sisters will infuse a culture of diversity, inclusiveness, and belonging that will forge a more powerful Australian STEM industry. As such, I feel much more empowered and inspired to flourish in my chosen STEM pathway.



Moe Myint Tha

Health Sciences: Oral Health

For an individual to succeed within an environment, it is essential for them to have a consistent support network of people for them to relate to, be inspired by and gain knowledge and strength from. This is where STEM Sisters contribute to advocate and empower the largely increasing numbers of women in STEM. For STEM to continuously grow as a sector, it is important for diverse perspectives to be reflected. STEM Sisters provides a safe space for women to feel confident about making their mark in an otherwise, male dominated field and this will have lasting positive impacts on how STEM progresses in the future.



Vivian Tam

Distinguished Professor: Western Sydney University

STEM Sisters have played a pivotal role in advancing the STEM industry in Australia by championing diversity and inclusion. Their mission to promote equity within STEM fields is evident through various impactful initiatives. For instance, STEM Sisters' mentoring programs and networking events offer invaluable support to women and underrepresented groups, providing them with opportunities to advance their careers and contribute to STEM research and industry. These programs have directly benefited individuals, leading to notable career advancements and increased representation of diverse perspectives in STEM fields. By focusing on inclusivity, STEM Sisters have helped create a more dynamic and innovative STEM community, which in turn drives broader industry advancements. The impact of STEM Sisters extends beyond individual success; their efforts contribute to a more equitable STEM workforce, inspire future generations, and enhance Australia's position in the global STEM arena. Their work is essential in shaping a diverse and thriving STEM industry in Australia.

Parwinder Kaur

Associate Professor & Director: DNA Zoo Australia

STEM Sisters, Ruwangi and the team, transforming the STEM landscape in Australia. Through initiatives like the WOC in STEM Awards, they are all set to spotlight and celebrate the achievements of women of color, fueling inspiration and breaking down barriers. By fostering mentorship, networking, and professional development, STEM Sisters is creating an inclusive environment where diverse voices can thrive. As I've seen firsthand, "When we embrace diversity in STEM, we unlock the full potential of innovation and progress." Ruwangi and Morley's dedication ensures that every talent has the opportunity to shine, strengthening the STEM community for the future. Hugs Parwinder!



Mayase Jere

Software engineering delivery manager



By highlighting the achievements and experiences of women of color in STEM, STEM Sisters has helped to increase their visibility, creating role models and inspire younger generations.



**Maria Alejandra Pinero
de Plaza**

Research Fellow: Flinders University

STEM Sisters has made an invaluable contribution to advancing the STEM industry in Australia, mainly through its strong focus on promoting diversity and inclusion. Founded by Dr Ruwangi Fernando, the organisation has been instrumental in addressing the underrepresentation of women, particularly women of colour (WOC) and those from culturally and linguistically diverse (CALD) backgrounds, within STEM fields. By providing opportunities for networking, recognition, and leadership development, STEM Sisters has empowered women to enter and excel in STEM careers.

The organisation's focus on amplifying the achievements of WOC in STEM, through its award-winning programs, has shone a much-needed spotlight on their excellence and contributions. This recognition is essential not just for celebrating individual successes but also for inspiring future generations of women to pursue and thrive in STEM careers. Moreover, STEM Sisters fosters a supportive community where professionals can connect, share their stories, and learn from each other, fostering a sense of belonging and connection that is crucial for building lasting networks and collaborations.

STEM Sisters has also been at the forefront of tackling systemic barriers in recruitment and career progression through initiatives such as the DEIR platform, which aims to eliminate bias in the hiring process. The leadership and dedication of Dr Fernando, along with the guidance of the organisation's accomplished advisory panel, ensure that STEM Sisters continues to drive meaningful change in the industry. By creating platforms for recognition and opportunities for women to own their achievements, STEM Sisters is shaping a more inclusive STEM landscape and paving the way for the next generation of diverse leaders in Australia's STEM community.

Wenjie Tian

Research Fellow: The University of
Adelaide



STEM Sisters has played a crucial role in advancing the STEM industry in Australia, particularly by promoting diversity and inclusion. Their efforts have been instrumental in creating a more equitable landscape in STEM fields, which have traditionally been male-dominated and lacking in representation from women and marginalized groups.



Jerusha Mather

Monash University

Excellent- very positive to see such an initiative making change and impact.



Juliet Bao Ngoc Doling
Deakin University

As a woman of colour in STEM and as a STEM Sister Mentee, I have felt supported by STEM Sisters' efforts to provide visibility and mentorship, helping me and many other young women of colour in STEM to overcome barriers and challenge stereotypes. Through their many programs, STEM Sisters have created a platform where diverse voices are valued. They also offer networking opportunities and resources which foster a sense of belonging and empowerment. Therefore, I want to extend a heartfelt thank you for supporting me and other women whose voices might have otherwise gone unheard!

Amna Batool

Postdoctoral Researcher at Australian
National Science Agency CSIRO

STEM Sisters has made significant strides in advancing the STEM industry in Australia by fostering diversity and inclusion. Their initiatives create platforms for underrepresented groups, particularly women, to engage with STEM fields, which enriches the talent pool and drives innovation. By offering mentorship, networking opportunities, and career development resources, STEM Sisters empowers individuals from diverse backgrounds to pursue and thrive in STEM careers. This not only helps to address the skills gap but also promotes a more inclusive and representative workforce.



Dilendra Wijesekara

Deakin University & Institute for Frontier
Materials

STEM Sisters has significantly advanced the STEM industry in Australia by promoting diversity and inclusion, especially for women of color. Although I have only been a part of STEM Sisters for a few months, the opportunities and connections I have gained have been transformative. The sisterhood and support from women leaders in STEM have not only enriched my personal journey but have also positively impacted many of my friends. Through various events and initiatives, STEM Sisters addresses the unique challenges faced by women in STEM, fostering a supportive network that empowers us to thrive. The organization's focus on mentorship and professional development is crucial for cultivating a diverse workforce. By breaking down systemic barriers and providing tailored resources, STEM Sisters is helping to create a more inclusive and innovative STEM landscape. I am grateful for the experiences and connections I've made through STEM Sisters, and I look forward to contributing to its mission of empowering women in STEM and inspiring future generations. Thank you for the invaluable support and opportunities.





Jean Linis-Dinco
Data Scientist

STEM Sisters has played a transformative role in advancing the STEM industry in Australia, particularly through its commitment to promoting diversity and inclusion. By offering targeted programs and support networks, the organization addresses the systemic barriers that often deter women of color from pursuing and excelling in STEM careers.

Karunya Bhat
Lead Tech Recruiter



STEM Sisters has made a significant impact on the STEM industry in Australia by championing diversity and inclusion, particularly for women from culturally and linguistically diverse backgrounds. The organization addresses the systemic challenges women face in STEM by offering targeted support, career development, and networking opportunities that help women build confidence and navigate their professional paths more effectively. One of the standout contributions of STEM Sisters is its emphasis on visibility and representation. By showcasing the achievements of women in STEM, especially those from minority groups, they inspire others to pursue careers in these fields and challenge the status quo. This focus on creating role models is crucial for young women who may not otherwise see themselves reflected in the industry. Additionally, STEM Sisters provides a collaborative space where women can connect with like-minded professionals, access mentorship, and gain critical skills to enhance their careers. This supportive ecosystem not only empowers individual women but also promotes a culture shift within the STEM industry, encouraging organizations to embrace diversity as a driver of innovation and growth. Through these efforts, STEM Sisters is helping to shape a more inclusive and equitable future for STEM in Australia.



Kimberley Wang
Senior Research Fellow at The University
of Western Australia

You're doing great! Keep up the good work!



Ruchi Sembey
Research Scientist (Emerging
Technologies) at Monash University

STEM Sisters contributing to the advancement of the STEM industry in Australia by promoting diversity and inclusion through several key initiatives. Their creation of supportive networks, including mentorship programs and professional development workshops, provides women in STEM with essential guidance and a platform to connect with peers and role models. These networks help women navigate and succeed in a traditionally male-dominated field. The organisation actively addresses gender imbalances by increasing the visibility of women in STEM. By showcasing diverse role models and success stories, STEM Sisters challenges stereotypes and inspires more women to pursue and persist in STEM careers. This visibility is crucial in encouraging young girls to consider STEM fields as viable and rewarding career paths. STEM Sisters also engages in educational outreach and advocacy, working with schools and educational institutions to foster early interest in STEM among young girls. Their efforts help to create a more equitable representation of women in STEM from a young age. Additionally, through advocacy and collaboration with industry leaders, STEM Sisters influences policy changes and promotes practices that support diversity and inclusion within STEM organisations. Their work contributes to creating more inclusive workplace cultures and better support systems for women. My view is that STEM Sisters is playing a pivotal role in driving positive change within the STEM industry in Australia, fostering a more inclusive environment that supports and celebrates diverse talent.

Gopi Koladiya
STEM Professional/Mentor at LaTrobe
University



STEM Sisters has made significant contributions to advancing the STEM industry in Australia by promoting diversity and inclusion, particularly for women from underrepresented backgrounds. Through initiatives like the WOC in STEM Awards and various mentorship programs, STEM Sisters creates platforms that highlight the achievements of women of color, offering them visibility and recognition that might otherwise be lacking in the mainstream STEM narrative. Their focus on networking, professional development, and capacity building provides crucial support for women at different stages of their STEM careers. These programs not only encourage young women to enter STEM fields but also empower those already working within the industry to overcome challenges related to bias and underrepresentation. STEM Sisters' initiatives help break down barriers by fostering an inclusive community where women can share their experiences, seek mentorship, and access resources necessary for career growth.



**Nimali Lakmini
Munasinghe**
Adjunct Senior Lecturer in Acute and
Critical Care at Monash University

STEM Sisters has made a significant impact on advancing the STEM industry in Australia by actively promoting diversity and inclusion. Through mentorship programs, networking opportunities, and skill development workshops, they empower women of color and other underrepresented groups to pursue and thrive in STEM careers. By fostering an inclusive community, they challenge traditional barriers, increase visibility for diverse talent, and contribute to a more equitable STEM workforce in Australia. Their efforts not only help individuals succeed but also strengthen the industry by bringing in varied perspectives and innovations.

Helena Wang
Senior Lecturer at The University of
Melbourne

In my view, STEM Sisters has made a huge impact on the STEM industry in Australia. By building a strong community, STEM Sisters created a safe space for women of colour and migrant women to connect and support each other. The mentor-mentee program is key to helping women gain confidence and navigate their careers with guidance from experienced professionals. The events like workshops and networking sessions, open doors for women to meet industry leaders and discover new opportunities. The awards it offers are also important, as they shine a spotlight on diverse talent and show others what's possible in STEM. And through social media, STEM Sisters effectively spreads the message about the importance of diversity and inclusion, inspiring more people and raising awareness about the challenges women face in these fields.



Ruwini Cooray
Founder and Chief Executive at
Neurogen



Under the amazing leadership of Dr Ruwangi Fernando I have seen many activities organised by STEM Sisters within Victoria including those were at State Library Vic. It was noticeable that all events well represent a wide diversity of students and future scientists. As someone who personally advocate STEM industry it is great to see the impact STEM Sisters are making at a fast pace. Best wishes for the journey ahead!



Chitra Sulkan
Lead Research and Technology

STEM Sisters significantly advances the STEM industry in Australia by promoting diversity and inclusion, essential for fostering innovation. By creating supportive networks for women and marginalized groups, they enhance collaboration, mentorship, and visibility in the field. Their initiatives break down barriers, encouraging underrepresented individuals to pursue STEM careers and leading to diverse perspectives in research. Additionally, by advocating for inclusive policies, STEM Sisters help create environments where all can thrive, strengthening the overall impact of STEM industries in Australia.

Hua Qian Ang
Senior Lecturer at RMIT University

Many STEM initiatives, such as mentoring programs, workshops, and awards, have helped create a supportive community for women and underrepresented groups in STEM fields. These efforts contribute to a more equitable STEM landscape in Australia.



Javeriya Sayeed
Azure Database Administrator

STEM Sisters has made a significant impact by elevating women of color in the Australian STEM industry. By shining a spotlight on underrepresented minorities, it has created a platform where women of color can connect, share their experiences, and be inspired by others in similar fields. The organization offers not only professional support but also fosters a sense of community through engaging and enjoyable activities, making it an invaluable resource for those seeking both inspiration and camaraderie in their STEM journeys.



Vivian Tran

Postdoctoral scientist & Communications
and Engagement Officer

I am extremely grateful that there is a program as STEM Sisters available to support WOC and women in STEM. It has helped me meet all the incredible WOC in STEM and expand my network to meet so many wonderful people. I have previously participated in events run by STEM Sisters and hope to continue to attend and help support STEM Sisters in the future.

Memoona Anwar

Chief Compliance and Innovation Officer

By actively promoting diversity and inclusion. Their initiatives provide crucial support to women from marginalized backgrounds, particularly women of color, in STEM fields. his focus on diversity enhances both the creativity and problem-solving capabilities within the STEM community.



Laleh Tafakori

Senior Lecturer at RMIT University



STEM Sisters has made a significant impact on advancing diversity and inclusion in the STEM industry in Australia. Founded by Dr. Ruwangi Fernando in 2017, the organization focuses on supporting women of color (WOC) in STEM, a group that often faces challenges related to both gender and racial bias. Through targeted mentorship, advocacy, and structured programs, STEM Sisters addresses barriers that hinder the participation and progression of WOC in STEM fields. One of the key ways STEM Sisters promotes diversity is through its mentoring initiatives, which create opportunities for women to connect with experienced professionals. These relationships offer guidance on career development and provide support in navigating the unique challenges faced by WOC in STEM.



Tanaya Joshi
Impact Analyst

STEM Sisters is an organisation I've been aware of for some years now. From working with multiple women of colour and having volunteered with BioMelbourne Network, I have always admired your work. The niche served by STEM Sisters is so important - to bring to light the unique challenges WoC in STEM face, and empowering WoC to embrace their leadership and achievements - it's critical particularly in the absence of any systemic support. I particularly appreciate the 'by WoC for WoC' model, the communities it creates are invaluable.

Parul Mittal
Research Associate at the University of South Australia

STEM Sisters has worked to improve diversity and inclusion in Australia's STEM industry by supporting women from various backgrounds, particularly migrants and international students. Through mentoring, leadership development, and networking opportunities, they help women navigate obstacles and achieve success in their STEM careers.



Pooja Agarwal Mathur
Program Manager at Conduent Australia and MentorSHE Women 4 STEM



STEM Sisters has made significant contributions to promoting diversity and inclusion in Australia's STEM industry, particularly by addressing the underrepresentation of women, especially women from culturally and linguistically diverse backgrounds, in STEM fields like mentoring and networking, skills development and advocacy for systemic change, changing narratives and raising awareness. Their support not only supports individual career advancement but also contributes to the broader cultural shifts. Thank you for your vision and work towards the mission of equal opportunities.

Xiaowei Wang
Lab Head and Professor at Baker Heart and Diabetes Institute

I think this is a good initiative.





Devni Wanigaarachchi
Founder and CEO of Jordan and Brooke
PVT

By providing support networks, mentorship, and visibility for women of color in STEM, STEM Sisters has helped break down barriers and address the underrepresentation of diverse voices in the industry, which is very inspiring.

Urbi Sengupta
Chapter Lead

STEM Sisters has played a crucial role in advancing the STEM industry in Australia, particularly in promoting diversity and inclusion. Through their mentorship programs, workshops, and networking events, they have provided a supportive environment for women of colour, empowering them to pursue careers in STEM. By challenging stereotypes and biases, they have created a more equitable and welcoming industry. This has led to increased representation of diverse voices, fostering innovation and creativity. Overall, STEM Sisters has been a driving force in creating a more inclusive and vibrant STEM sector in Australia and I can not be more happier. I myself have been part of their tech sessions, specially enjoyed the one where we had a thorough insight of AI fuelled discussions by the highly esteemed panelists. I would love to be part of such mind nourishing interactions time and again.



Sarika Kewalramani
Swinburne University of Technology



I thank STEM Sisters for such great and commendable work to promote and bring together the work of women in STEM from different disciplines/fields and cultural backgrounds/immigrant backgrounds. Highlighting the work we CALD women have done and embarked on needs some more work in the space of STEM Education in educational and schooling settings. I hope STEM Sisters can continue supporting women of color and uplifting women's work in STEM that also includes the Education field and we become a community of practice.



Maedeh Nadimi
Chemical Engineer

Through initiatives like career development workshops, and networking opportunities, they have empowered women of color in STEM to overcome barriers, thrive, and contribute meaningfully to the field. These efforts help address the gender and racial gaps in STEM by creating pathways for underrepresented individuals to excel and lead, while also promoting a culture of inclusivity across the broader STEM community.

Bitra Zaferanloo
Microbial Biotechnology

I would like to express my deep appreciation for Dr. Ruwangi Fernando, the founder of STEM Sisters, for her remarkable dedication to promoting diversity and inclusion in STEM. Her leadership and vision have created opportunities for women of colour to thrive in STEM careers, breaking barriers and fostering an inclusive environment. Through her work, she has empowered countless women to overcome systemic challenges and made an invaluable contribution to the advancement of the STEM industry in Australia. Thank you for your tireless efforts, Dr. Fernando!



Charis Teh
Victorian Cancer Agency Mid-Career
Fellow



I am incredibly grateful for the invaluable contribution that STEM Sisters is making to advance the STEM industry in Australia, particularly by creating a platform tailored for women of colour. I first learned about the program from one of my PhD students, who excitedly shared how she had found a new network of women in STEM shortly after moving to Australia. Hearing how deeply she resonated with the challenges other members had faced and the sense of belonging it brought her made me look more closely into the program myself. Its holistic approach—spanning mentoring, networking, and raising visibility—is truly one of a kind. Not only is it empowering the current generation of WOC, but it's also inspiring and guiding the next. By fostering such an inclusive, supportive community, STEM Sisters is bridging representation gaps and helping women realize their full potential. I am genuinely excited and thankful to witness its growth and the powerful impact it will continue to have in promoting diversity and equity in STEM.



Rashina Hoda

Professor of Software Engineering,
Associate Dean (EDI) at Monash University

STEM Sisters has been pivotal in highlighting the unique challenges, barriers, potential, and talents of women of colour in STEM in Australia that is hardly covered in this systematic and focused way by any other organisations. It gives a name and a face to the cohorts of culturally and linguistically diverse women in STEM that hold the key to promoting diversity and inclusion and making strong contributions to STEM innovation and the Australian economy.

Latha Karthigaa

Founder/CEO of Brandupwise

STEM Sisters helps women in STEM in Australia by promoting diversity and inclusion. They offer mentorship and resources to support women starting their careers. Their work creates a stronger and more welcoming environment for women in science and technology.



Gayathiri Rajakumar

Phd Candidate, Medical Scientist



I find it truly inspiring to be part of a community that champions diversity, especially in the field of science. Growing up in an environment that often discouraged my passion for science, I faced significant mental hurdles in pursuing what I loved. That's why I deeply appreciate how the STEM Sisters foster a supportive network of like-minded women, encouraging one another in our shared passion for STEM. It's a powerful reminder of the strength we gain from community and collaboration.



Chamindie Punyadeera
Principal Research Group Leader at
Griffith University

Conducting these STEM awards is a good example to bring this issue to the forefront.

Vanessa Sunassee
Security Consultant

I started following STEM Sisters as I recognised myself your ideal. As a coloured, female migrant and an international student working in STEM, I'm drawn to likeminded organisations and people. The confidence I have gained in my own career by recognising there are likeminded people fighting for the same things as me is astounding. I'm grateful to be a part of something so impactful.



Munazza Zaib

Research Fellow at Monash University



Definitely, STEM sisters has played a vital role in bringing the women from different backgrounds together and establish a strong community. Apart from this, initiatives like this are strong advocate for inclusion of women of colour and provides them a platform to showcase their talent.

Teresa Cochrane

Lecturer and Researcher: University of
Oxford

STEM Sisters initiative to empower Women of Colour and Racially Marginalized is helping to create role model for young people to look up to and plays into the quote 'you can't be what you can't see'. Indigenous women are the most disadvantages groups within Australia and are statistically the lowest percentage of people in STEM Careers within Australia.





Nomathemba Ndlovu

Australia Awards in Africa Program

STEM Sisters has made a significant impact on advancing the STEM industry in Australia by championing diversity and inclusion. By focusing on Women of Colour (WOC), STEM Sisters has addressed a critical gap in representation and participation within the STEM fields. Their efforts in providing mentorship, resources, and support to WOC have not only empowered individuals but also introduced diverse perspectives that drive innovation. By actively advocating for systemic change, STEM Sisters has promoted a more inclusive culture in STEM education and workplaces. Their initiatives have helped break down barriers, offering WOC opportunities to excel in STEM careers and leadership roles. This empowerment has ripple effects, as it not only benefits the individuals involved but also enriches the industry with varied ideas and solutions. STEM Sisters' recognition and awards underscore their role in fostering a more equitable and forward-thinking STEM community in Australia.

Premila Jina

CEO & Founder of Strategic
Transformation Advisory

STEM Sisters have made a profound impact on advancing the STEM industry in Australia, particularly by championing diversity and inclusion. They have created a supportive and empowering community for women from diverse cultural backgrounds, giving them the confidence, tools, and mentorship needed to thrive in STEM fields. Through advocacy, workshops, and leadership initiatives, STEM Sisters have helped break down barriers, enabling women of color and those from marginalized communities to not only enter but excel in STEM industries. Their work has paved the way for a more inclusive, innovative future in Australia.



Junhua Xiao

Health Science and Biostatistics



WOC in STEM is a unique platform to promote women in STEM with a particular focus on diversity and inclusion. This is wonderful.



Min-Shi Michelle Lim

Organisational Culture and Change Lead |
Deputy Chair Race and Cultural Identity
Employee Resource Group

STEM Sisters has made a significant impact on the advancement of the STEM industry in Australia, particularly by fostering diversity and inclusion. By creating a safe and empowering space for women of colour (WOC) in STEM, the organisation has addressed critical barriers that often impede their progression. Through its community-building efforts and emphasis on lived experiences, STEM Sisters provides both support and advocacy, allowing WOC to navigate the unique challenges they face, such as underrepresentation and systemic bias. Moreover, STEM Sisters has driven lasting systemic change by amplifying voices that are often marginalised in STEM spaces. This advocacy goes beyond individual empowerment, targeting structural inequities within the industry. The organisation's initiatives contribute to the creation of more inclusive policies, better representation in leadership, and the cultivation of a more diverse STEM workforce. By pushing for changes at both grassroots and institutional levels, STEM Sisters is not just elevating women of colour, but is also playing a crucial role in shaping an industry that better reflects and serves the broader Australian community. Ultimately, STEM Sisters' work has contributed to a more equitable STEM environment, encouraging the industry to become more accessible and inclusive for future generations of diverse women leaders.

Harini Hapuarachchi

Vice Chancellor's Postdoctoral Research
Fellow at RMIT University

As a woman of colour and first-generation migrant in the highly male-dominated field of theoretical quantum physics, I understand the importance of visibility, mentorship, and support networks—things that STEM Sisters offers to women like me who represent the minority of such fields.

The initiatives run by STEM Sisters, such as the WOC in STEM Awards, are incredibly valuable in promoting diversity and inclusion within Australia's STEM community. Their focus on amplifying the achievements of women of colour and providing them with opportunities for recognition and growth is vital in fields where we are severely underrepresented.

I am particularly inspired by how STEM Sisters is helping to build a more inclusive and supportive STEM environment, one where women of colour can see themselves succeeding. Their work is not only helping individuals but also contributing to a much-needed cultural shift in STEM industries, lighting a path to success for future generations. I deeply appreciate their commitment and the difference they are making in the lives of women in STEM.





Anuradhi Welhenge

Lecturer at Curtin University

As a Woman of Colour in STEM we face many obstacles and they can be mentally draining. STEM sisters initiatives helped me to realise I'm not alone in this. I personally liked the Be You guides.

Muneera Bano

Senior Research Scientist

STEM Sisters has significantly advanced the STEM industry in Australia by promoting diversity and inclusion, especially for Women of Colour (WOC) and Culturally and Racially Marginalised (CARM) women. Founded by Dr Ruwangi Fernando, whom I have known for several years, the organisation provides vital networking opportunities and tailored programs that support the unique challenges faced by WOC in STEM. I have personally witnessed their growth, having been invited multiple times to speak at their events and engage with their community. Additionally, some of my postdoctoral researchers are part of the STEM Ambassador program of STEM Sisters, who all have benefited from the program and have very positive views. Their focus on community building and empowerment has helped break down barriers for many underrepresented women in the field. In 2022, when I served as General Chair for the International Requirements Engineering Conference in Melbourne, I invited STEM Sisters as stakeholders, giving them a platform to showcase their work to global experts. This collaboration reflects STEM Sisters' crucial role in creating a more inclusive and supportive STEM environment in Australia.



Shama Islam

Electrical Engineering

I believe that the initiatives undertaken by STEM Sisters are highly valuable for promoting more female participation in the Australian STEM sectors, particularly, in the disciplines where females are underrepresented. I hope that these initiatives will create a more diverse and inclusive workplace for STEM professionals, fostering productivity and innovation.



Rifat Ara Shams

Postdoctoral Fellow at CSIRO

STEM Sisters plays a vital role in empowering women of color in Victoria by providing opportunities for growth and development. I had the honor of being an ambassador for this impactful organization, which significantly boosted my confidence and courage, particularly in public speaking. One of the standout benefits was the professional training I received from industry experts, which gave me essential skills for my career development. STEM Sisters not only motivates women to excel in their respective fields but also encourages the building of strong professional networks. This support system is invaluable for women looking to advance in STEM, helping them overcome challenges, share experiences, and open doors to new opportunities. The program's focus on training, mentorship, and networking helped shape my personal and professional journey.

Mahshid Sadeghpour

Lecturer and Early Career Development
Fellow at RMIT University

STEM Sisters has made a meaningful impact on the STEM industry in Australia by championing diversity and inclusion. Through mentorship and networking, the organisation empowers women and helps them thrive in male-dominated fields. By introducing diverse role models and their achievements, STEM Sisters inspires the next generation and promotes a sense of belonging. STEM Sisters is vital in shaping a more inclusive and innovative STEM community that better reflects our society.



Geetika Verma
Lecturer at RMIT University

In 2024, I have recently participated in the Melbourne Soapbox Science event conducted by STEM SISTERS outside state library of Victoria. I was mesmerized to see the dedication and sincerity of the organizing team and diversity of volunteers coming forward. I have been fortunate in my academic journey, for being supported by female mentors and I would like to give it back to the community through every possible opportunity. I look up to STEM SISTERS for such events as this team is proactively working in promoting diversity and inclusion within STEM.



Ritika Saxena

The University of Melbourne, MCRI, reNEW

I think the fact that STEM sisters has dedicated platforms to profile, highlight and support Women of Colour in STEM is a giant leap towards equality in the Australian STEM industry. Being a woman is one thing, but being a woman from a diverse background is a complex challenge that requires dedicated resources. And in my opinion, STEM Sisters helps to bridge that gap. A very small example of that is the Dress to Impress program - tailored specifically for women of colour in STEM. I have personally seen 2 groups of women of colour - there is one that is desperately trying to fit in (usually consists of recent migrants) and are in some ways experiencing white washing and then there is the other group that is reclaiming their strong cultural identities. And usually, the latter group consists of people who have a little bit of success and reputation to back them. As someone who (happily) mispronounces my own name because it is just easier - I think that this gap is something organisations such as STEM sisters is starting to fill so that our future sisters can be confident and proud no matter their success or career stage.

Antonette Mendoza

Computing & Information Systems



Not often we have strong voices highlighting discrimination of colour, race, equity and diversity. I respect the STEM Sisters for bring these matters to the forefront, and providing opportunities to change the culture in organisations. Women of colour have been left out of dialogues for many years. The STEM Sisters' contributed to the advancement of the STEM industry in Australia, particularly in terms of promoting diversity and inclusion within the field is much appreciated. We can do more across Tertiary educational environments where we see women of colour struggle to show case their skills, have to work way harder and get disrespected in subtle ways or unconscious bias strongly exists. I hope I can contribute to STEM Sisters.



Sanjeevini Babu Reddiar

Research Fellow at Monash University

Fostering a supportive and inclusive environment for women in academic settings and recognising the importance of collaboration and mentorship.

Behnaz Heydarchi

Medical Scientist



STEM Sisters has made significant contributions to advancing the STEM industry in Australia by promoting diversity and inclusion, particularly for women from culturally and linguistically diverse backgrounds. The organization has created a supportive community that empowers its members through mentorship, resources, and leadership development, helping them navigate the unique challenges they face in STEM.



Lakshmi Easuwaran

Head of Software Engineering Delivery & Operations Excellence

STEM Sisters has made significant contributions to advancing the STEM industry in Australia by actively promoting diversity and inclusion, particularly for WOC and other underrepresented groups. By providing tailored support, mentorship, and advocacy, STEM Sisters addresses the unique barriers faced by women from diverse backgrounds in their STEM careers. Their initiatives, such as networking events, leadership development, and awareness campaigns, have helped create more equitable opportunities, fostered a sense of community, and highlighted the importance of diverse perspectives in driving innovation within the field. Their work is instrumental in challenging systemic biases, providing role models, and pushing for policy changes that encourage more inclusive environments in academia and industry. STEM Sisters not only promotes greater representation but also drives conversations that shape a more inclusive culture, which is critical for the long-term sustainability of diversity efforts in STEM.



Pooja Shah

Post-Doctoral Research Fellow at The
University of Tasmania

The opportunity provided by STEM Sisters is truly invaluable, offering a platform for migrant women and women of colour to showcase their work and highlight their contributions to the field. For me, as someone who has recently moved to Australia and is striving to carve out my own space, this platform offers an incredible opportunity to step into the spotlight. It is not just about recognition; it's about empowerment—giving confidence to women who have faced challenges in establishing themselves in their careers. I am deeply grateful to be part of this initiative, which uplifts and inspires women like me to continue breaking barriers and making meaningful contributions.



Sridevi Sureshkumar

Lecturer/Head of Epigenetics at Monash
University

Thank you, WOC, for promoting diverse academics, which is very important for career growth and retention in the system. Speaking from personal experience, I have faced numerous issues in academia due to unconscious and conscious biases. As a result, my academic achievements do not reflect my career growth (for example I do not have a permanent job). Nevertheless, I have managed to turn these challenges into opportunities for personal and professional growth.



Puspha Sinnayah

Associate Professor of Physiology at
Victoria University

The organization's dedication to fostering inclusive and supportive programs has profoundly influenced the personal and professional trajectories of numerous women of color pursuing STEM careers in Australia. The work of STEM Sisters have clearly received endorsements from prominent leaders within the STEM community, further affirming their commitment to driving positive change and advancing opportunities in the sector.



Prina Bhugwan
Educator at the Victorian Space Science
Education Centre

STEM Sisters is a beacon of hope and empowerment in the Australian STEM landscape, fundamentally reshaping how we view diversity and inclusion. By placing women of colour at the heart of their initiatives, they create an environment that not only nurtures talent but also celebrates the unique journeys and voices of each participant.

What truly sets STEM Sisters apart is their heartfelt commitment to mentoring that goes beyond the surface. They understand the challenges faced by women of colour in STEM—challenges that often stem from systemic barriers—and address these with empathy and innovation. Each mentoring relationship fosters a sense of belonging and trust, allowing individuals to share their experiences, dreams, and struggles, and to grow in a supportive community.

Their programs are not just about developing technical skills; they are about igniting passion and curiosity. By facilitating hands-on learning experiences, STEM Sisters empowers participants to see themselves as leaders and innovators in their fields. This is more than education; it's about cultivating a mindset of possibility and resilience.

Furthermore, STEM Sisters actively advocates for change within educational institutions and industries, challenging outdated norms and pushing for policies that promote equity. Their work highlights the importance of intersectionality, reminding us that true diversity includes voices and experiences from all walks of life.

Through their efforts, STEM Sisters is not merely making a contribution to the STEM industry; they are fostering a transformative movement that enriches our entire society. They inspire not only the women they support but also the broader community, igniting a shared vision for a future where diversity is not just accepted but celebrated. In this way, STEM Sisters is paving the way for a more inclusive and innovative Australia, one where every individual has the opportunity to shine.

**Hanadi Akram Naser
Sawalha**

Swinburne University of Technology



STEM Sisters has established a strong community for women in STEM. By providing networking opportunities, mentorship programs, and resources, they help individuals build connections, share experiences, and develop professionally. This support system encourages more diverse talent to enter and stay in the STEM workforce.



Katherine Chea
RMIT University

STEM Sisters fills a much-needed gap in the diversity and inclusion space. I cannot count the number of events in this field where the speakers or panels have not been culturally diverse. I love that I can come to any event by STEM Sisters and feel like I've been represented and gained invaluable empathy of those diverse experiences shared. I have so much hope and optimism that if this trajectory continues, the world will be a lot kinder and easier for people like us. I wholeheartedly want to be part of this change and excited for what's to come.

Adele Pentland
Organic & Isotope Geochemistry



STEM Sisters is driving positive change in industry and academia by fostering a supportive community while also providing networking opportunities, mentoring and leadership training for WOC at all stages in their STEM journey. By breaking barriers which have hindered WOC from working in STEM and inspiring the next generation of women and girls, STEM Sisters shatters stereotypes and empowers women to pursue fulfilling careers in STEM.



Digita Shrestha
Network Engineer

STEM Sisters has made significant contributions to advancing the STEM industry in Australia, especially in promoting diversity and inclusion. By focusing on empowering women from culturally and linguistically diverse (CALD) backgrounds, the organization has filled a critical gap in representation within STEM field.



Pryianka Nair-Turkich
Research Data Specialist

Through its various initiatives, STEM Sisters is making the STEM more accessible and inclusive for the next generation by actively showcasing the diversity of women of colour in the space. I firmly believe that one can't be what you don't see, so it is important for the younger generation to have role models that look and sound like them in order for them to aspire to work in STEM. Due to not having enough role models and mentors, women of colour often miss out on important career progression opportunities and pathways, or worse, tend to hold themselves back when such opportunities are presented to them. STEM Sisters is actively working towards not only uplifting the profile of existing women of colour in STEM but also paving the way for the next generation to consider roles in STEM and smash the gender and race stereotypes that surround women of colour.

Yicun Tian

Swinburne University of Technology



I think STEM Sisters has profoundly influenced the STEM industry in Australia through their unwavering commitment to diversity and inclusion. Their work in empowering Women of Colour in STEM fields ensures that these vital voices are not only heard but are also pivotal in driving innovation and leadership in the sector. They have established various awards aimed at recognizing the unique contributions and hard work of individuals, which in turn encourages participants to amplify the impact of their achievements on the broader community. This visibility helps inspire other women of colour, paving the way for future leaders and encouraging a reflective journey that fosters both personal and professional growth. STEM Sisters plays an integral role in creating a more inclusive and dynamic STEM environment.



Tanjila Kanij

Lecturer at Swinburne University of Technology

As an advocate of gender inclusiveness within Software Engineering community, I appreciate the initiatives and support provided by the STEM sisters. As a working mother of two children with a career interruption I often lost motivation and felt frustrated, however some of the journeys I came to know about from the STEM Sisters helped me to find motivation and work hard to achieve my vision.

Ann-Na Cho

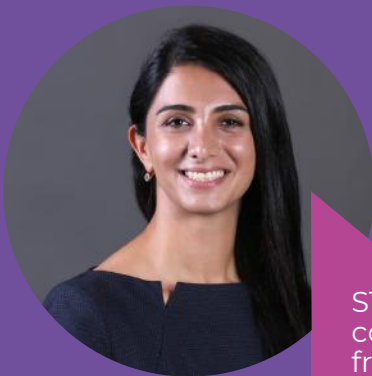
Lecturer at The University of Sydney

STEM Sisters will facilitate female who are in STEM discipline to take more active leadership in Australia toward world-wide impact.



Negin Nazarian

Lecturer at University of New South Wales



STEM Sisters have created a safe space for women of colour to come together, share their unique perspectives, and learn from each other. This sense of community is incredibly empowering, fostering collaboration and support among individuals who often face similar challenges in their professional journeys.

Additionally, STEM Sisters has raised awareness about the intersectionalities within diversity that compound many barriers faced in the STEM field. By highlighting these complex issues, they encourage a more nuanced understanding of the obstacles that women of colour encounter, ultimately driving meaningful change needed within many industries.



Katsuri Deshpande
Data Scientist

STEM Sisters has played a transformative role in advancing the STEM industry in Australia, particularly through their focus on diversity and inclusion. As someone deeply passionate about promoting diversity in STEM, I've seen firsthand the barriers that women, especially from underrepresented backgrounds, face in accessing opportunities in this field. STEM Sisters not only recognizes these challenges but actively works to dismantle them.

Through initiatives like mentorship programs, networking events, and professional development workshops, they provide women with the tools, confidence, and support to excel in STEM careers. The impact goes beyond just career progression—STEM Sisters creates a genuine sense of community and belonging, something that is often lacking for women from diverse backgrounds in STEM industries.

What I admire most is their commitment to addressing the intersectional challenges faced by women of different ethnicities, cultures, and social backgrounds. This nuanced approach is exactly what's needed to make the STEM industry more inclusive, and it aligns with my own work as a mentor. Like STEM Sisters, I believe mentorship is key to breaking down barriers, and it's inspiring to see them build a platform that supports women at every stage of their STEM journey.

In a field where innovation thrives on diversity of thought and experience, STEM Sisters is leading by example



Sonika Tyagi
Associate Professor at RMIT University

I believe that it is important to build diverse teams for successful and inclusive AI platforms. Organisations such as WOC and STEM sisters are providing access to invaluable mentoring and networking opportunities to underrepresented groups in STEM field. I personally i have experience that building and maintaining a support system and network around us is crucial especially when hitting low moments in personal or professional life.



Indu Bala

Associate Lecturer at The University of
Adelaide

STEM Sisters has significantly advanced the STEM industry in Australia by championing diversity and inclusion. Their initiatives have created vital opportunities for underrepresented groups, particularly women of color, enhancing their participation and leadership in STEM fields. This has not only fostered a more inclusive environment but also spurred innovation and growth within the sector.

**Mindula Rathnayake
Mudiyanseelage**

Manufacturing Production Engineer



As an international Sri Lankan student, I got familiar with STEM sisters through one of the leadership seminars. It was empowering as well as inspiring. I think that really helped me to be confident in STEM industry and get to know various cultures. And in my opinion, this helps all the women colour to be proud and be themselves.



Farin Yazdan Parast

Associate Lecturer and Research Fellow at
Monash University

STEM Sisters has played a crucial role in advancing the STEM industry in Australia by actively promoting diversity and inclusion, especially for women of colour. The WOC in STEM Awards and other initiatives provide much-needed visibility to women who are often underrepresented in STEM fields. By showcasing their successes, STEM Sisters helps break down barriers and challenges the status quo.

Beyond recognition, what sets STEM Sisters apart is their commitment to providing ongoing support through mentorship, networking, and career development. This fosters a strong community, helping women not only enter STEM fields but thrive in them.

Their efforts are making a real difference in shaping a more inclusive and dynamic STEM landscape in Australia. By driving conversations about diversity and offering tangible support, they are contributing to a future where all voices in STEM are valued and where innovation thrives through a range of perspectives.



Farah Akram
Mental Health Researcher

I think STEM Sisters is doing brilliant work. I participated in the STEM Sisters and Soapbox science event in 2022 and it has been one of the highlights of my career. It definitely boosts my confidence in taking up space in my field, being more vocal about my needs and challenges and knowing I have a group that I can turn to for support and guidance.

Eva Ignatious
Lecturer, Tutor, and Researcher at
Charles Darwin University

It's really supporting women in STEM in getting more idea and information of current opportunities all over world.



Fariba Dehghani
Professor and Director of Bioengineering
at The University of Sydney

This is a great initiative.



Mercy Nekesa
Founder of Raining Vegetables

My views are STEM sisters has filled a critical gap. As a black woman myself, I understand that representation matters. The ability to look ahead and see others that look like you is a reason to keep going. The fundamental barrier is people won't try if they don't see their version of "someone like me". So STEM sisters is creating that platform to make visible "someone like me" for WOC.





Anne Yusuf
Researcher at RMIT University

I think STEM sisters has amplified the voices of women of colour in STEM. STEM sisters has also empowered more women in STEM to take on leadership positions and lead with courage. It has also enlightened the employers on the benefits of employing and retaining more women of color in STEM positions.

Uthpala Ekanayake
Phd Candidate and Lecturer at Monash University



I have been following STEM Sisters since 2019 through LinkedIn and have been consistently impressed by their impact on promoting diversity and inclusion in Australia's STEM industry. STEM Sisters plays a pivotal role in creating opportunities for women of color, providing them with a platform to showcase their talents and gain recognition in fields where representation has historically been limited. By offering networking opportunities, mentorship, and career development resources, STEM Sisters helps bridge gaps and empowers underrepresented individuals to thrive in STEM. Their work is crucial in fostering a more inclusive STEM environment, inspiring confidence in those who might otherwise face barriers to entry.



Sohani Liyanage
Research Fellow at Swinburne University of Technology

STEM Sisters has made a significant impact on advancing the STEM industry in Australia by actively promoting diversity and inclusion. Through initiatives like the WOC in STEM Awards and mentorship programs, they provide support to women of colour and other underrepresented groups, helping to break down barriers and create more equitable opportunities. By supporting a community where diverse voices are celebrated, STEM Sisters contributes to a more inclusive and innovative STEM workforce, driving progress not just for individuals but for the entire industry.



Zohreh Rajabi

Integrated Water Management and Urban
Design Engineer

STEM Sisters significantly advances the STEM industry in Australia by promoting diversity and inclusion for women of color (WOC). Their commitment to breaking down systemic barriers empowers WOC to thrive in fields where they have historically been underrepresented. I personally know Dr. Ruwangi Fernando and Dr. Morley Muse, whom I met during a celebration lunch at the Alumni Awards. Their incredible support is reflected in the impactful work of STEM Sisters and iSTEM.co. By amplifying WOC voices, STEM Sisters enhances representation and brings diverse perspectives that drive creative solutions to complex challenges. Their efforts are crucial for creating a more inclusive workplace culture and ensuring that the STEM industry in Australia benefits from its rich diversity, leading to innovative and equitable practices. Overall, they are essential for fostering lasting systemic change and building a stronger STEM community.

Jennie Mallela

Environmental Marine Consultant



Supporting and promoting women of colour in STEM is crucial for fostering diversity, innovation, and inclusion within the field. STEM Sisters plays an essential role in addressing the unique barriers these women face, such as under-representation and bias. By providing mentorship, professional development, and community, they provide highly visible role models and empower women of colour to thrive in STEM careers. This work not only helps to break down systemic barriers but also brings diverse perspectives and solutions to critical scientific challenges. STEM Sisters' efforts in promoting diversity enhance the richness of Australia's STEM industry (which is dominated by white men), fostering a more inclusive, innovative, and equitable future. Their initiatives not only bridge the gap in gender and racial disparities but also set a standard for how STEM industries in Australia can benefit from supporting underrepresented groups. By championing and supporting the success of women of colour, they help create a more representative and forward-thinking STEM workforce, one that better reflects the diversity of our societies.



Nasimeh Shahrokhi
Atmospheric Scientist

I am truly impressed by STEM Sisters and their initiatives. They have made a significant impact on the advancement of STEM in Australia, particularly by fostering diversity and inclusion. Programs like the WOC in STEM Awards not only recognize and celebrate the achievements of women of colour in STEM but also highlight the systemic challenges faced by underrepresented groups. Through platforms that offer visibility, mentorship, and professional development, STEM Sisters is breaking down barriers and encouraging more women, especially those from diverse backgrounds, to pursue and succeed in STEM careers. Thank you for your support in promoting WOC.

Francine Marques

Professor of Genetics and Genomics,
Monash University



I love the concept of increasing visibility of under-represented groups, particularly CALD and CARM women. As someone who identifies as CALD and supervises and mentors many women in these groups, I appreciate the impact mentorship can have in these settings. So THANK YOU for the work you do



Jocelyne Mulangala
Cardiovascular Research Network
Manager

STEM Sisters has made a significant impact on advancing diversity and inclusion within the STEM industry in Australia by specifically targeting and supporting women of colour in STEM. More importantly, their ability to help tackle the high unemployment rates among overseas-born, university-qualified STEM women compared to their Australian-born counterparts has been a great initiative and something that was lacking within the Australian STEM community.



MahTab Mirmomeni
Founder and CEO of ExerWatch

Having worked in technology for 20 years, I still see that women are underrepresented and given less opportunities and in particular this is harder for women of color and women whom English is not their first language. I really appreciate and applaud the initiative STEM Sisters have taken in this space to raise the profile of women in color in STEM.

**Sugandha Bhargava
Chapman**
Senior Manager



They're amazing and doing great work - appreciate all they do to support diversity and inclusion in STEM.



Thi Hoa Bui
Research Fellow and Lecturer at Curtin
University

STEM Sisters is an excellent initiative aimed at empowering women, particularly those who have come to Australia to advance their careers in STEM fields. Women in this group often face unique challenges that are sometimes overlooked. By providing a supportive community and raising awareness, STEM Sisters helps to foster diversity and inclusion within the STEM sector.



Diana Robledo-Ruiz
Research Fellow at Monash University

I think STEM Sisters are doing an excellent job at empowering women on colour at every level. I have been following their work and I have appreciated the wide scope of their initiatives to support WOC. In my view, the wide range of programs they have designed, which range from science outreach, mentoring programs, professional networks, personal image groups, training programs, job search platforms, and more, constitute a clever and intentional system that supports WOC in many diverse aspects of life. I also really appreciate how diverse their organization itself is. In summary, the passion and compassion of STEM Sisters comes through into an initiative that fosters a vibrant community for a more inclusive future.

Bisma Manzoor
Research Fellow at RMIT University



I believe STEM Sisters has played a vital role in advancing the STEM industry in Australia, particularly in promoting diversity and inclusion. Through initiatives like the Women of Colour in STEM Awards, they have shone a spotlight on the contributions of underrepresented groups, helping to break down barriers for women. The programs encourage greater participation and women empowerment in STEM fields.



Yee Lian Chew
Senior Research Fellow at Flinders University

This is a wonderful initiative and I really hope to engage more with STEM Sisters in the future.



Kenya Fernandes
Research Fellow at The University of
Sydney

STEM Sisters' great initiatives like the WOC in STEM Awards and mentoring programs support women of colour, creating opportunities for underrepresented voices to thrive. Their efforts foster a more inclusive and supportive STEM community - I am keen to get more involved!

Gayatri Jape
Consultant Neonatal Paediatrician



Through their initiative on breaking barriers for women of colour in STEM, STEM sisters have provided incredible opportunities for networking and an excellent platform to create a supportive professional allyship. Kudos to STEM sisters and to women of colour in STEM like myself who will continue to increase our tribe!



Leticia Carmago Tavares
Postdoctoral Research Fellow at Monash
University

By promoting diversity and empowering women through networking, mentorship, and career development resources, STEM Sisters has significantly advanced the STEM industry in Australia, which is really needed considering the multi-cultural nature of the scientists and the population in the country. STEM Sisters educational initiatives provide women with essential skills to overcome challenges in male-dominated fields, also contributing to a more diverse and skilled workforce. By highlighting the achievements of women in STEM, they provide role models, challenging stereotypes and inspiring young girls to pursue STEM careers. Overall, their efforts create a supportive environment that values diverse perspectives, significantly enhancing the STEM industry in Australia, addressing systemic barriers and fostering a culture of diversity.



Marilou Barrios
Genomics Research Officer

I became affiliated with STEMSisters last year, and the group has inspired me to continue mentoring culturally diverse staff and students. My first experience with STEMSisters was at a career panel discussion featuring high-achieving women of colour in Australia. The event was well-attended by students and STEM professionals, and it left a lasting impression on me. Seeing such representation and hearing the stories of successful women of colour motivated me to sign up as a STEMSisters mentor.

STEMSisters, under the leadership of Ruwangi, plays a crucial role in the Australian STEM industry by empowering women of colour, recognising their achievements, and creating career advancement opportunities. Their commitment to promoting diversity and inclusion in STEM is incredibly motivating and important for shaping a more inclusive future for the field. I highly appreciate STEMSisters' efforts in fostering a supportive environment where women of colour can thrive and grow in their STEM careers.

Alysha De Livera
Statistical Consultancy



I would like to thank STEM Sisters for their wonderful work which contributes to the advancement of STEM industry in Australia, promoting diversity and inclusion within the field. Initiatives such as these awards are an excellent way to motivate others to be trailblazers in the field by recognizing and celebrating innovation, excellence, and leadership. They provide a platform for individuals to showcase their unique contributions, encouraging not only the award recipients but also their peers to push the boundaries of what's possible. These programs foster a sense of community and shared purpose, inspiring aspiring professionals, particularly those from underrepresented groups, to strive for better and envision themselves as future leaders in the industry. By elevating role models and trailblazers, such awards help to shape the future of the field, driving diversity, creativity, and continued advancement.



Swechchha Agrawal
Planning and Reporting

STEM Sisters plays a crucial role in advancing the STEM industry in Australia by championing diversity and inclusion. Their initiatives provide essential support networks for women, empowering them to thrive in STEM fields. Through mentorship and advocacy, STEM Sisters inspires the next generation of female leaders and collaborates with organizations to drive meaningful change. As Marie Curie said, "Nothing in life is to be feared; it is only to be understood." By fostering understanding and support, STEM Sisters transforms the landscape of STEM, ensuring that diversity drives innovation and excellence.

Tanaz Abidi
Business Analyst



STEM Sisters has made a remarkable impact on advancing the STEM industry in Australia, particularly in promoting diversity and inclusion. By empowering women of color and migrant women, the organization addresses systemic barriers through mentorship, career guidance, and networking, helping build successful careers while enriching Australia's STEM talent pool. They actively advocate for gender equality, highlighting the importance of diverse perspectives in driving innovation. STEM Sisters fosters community through events and forums, creating a supportive space for women to connect and share experiences. By increasing visibility of role models, they inspire the next generation of underrepresented groups to pursue STEM careers. Their initiatives, including career progression support and collaboration with industry and academia, work to create systemic change, making Australia's STEM landscape more inclusive and dynamic.

STEM Sisters has had a profound impact on promoting diversity and inclusion within Australia's STEM industry by empowering marginalized groups, advocating for systemic change, and providing essential support networks. Their efforts contribute to creating a more equitable and innovative STEM landscape, where diversity is recognized as a key driver of progress.

Creating a supportive community is essential for personal and professional growth, and STEM Sisters has successfully built a platform where women from diverse backgrounds can connect, share experiences, and collaborate. Their events, online forums, and networking opportunities provide a safe space for women to discuss their challenges and successes, fostering a sense of belonging and reducing feelings of isolation that many women in STEM might experience.

Their efforts help not only to diversify the workforce but also to inspire future generations of women to see STEM as a viable and welcoming path.



Karishma Don
Sustainability Officer

STEM Sisters has made a significant impact on the advancement of the STEM industry in Australia by promoting diversity and fostering inclusion. By focusing on the representation and support of women of color in STEM, the organization addresses the underrepresentation of this group in fields historically dominated by men and majority ethnic backgrounds.

Through mentorship, networking opportunities, and skills development programs, STEM Sisters empowers women of color to overcome barriers and excel in STEM careers. Their targeted support ensures that these women not only enter the field but are also equipped to thrive, breaking through systemic challenges and creating pathways for future generations.

In addition to increasing diversity, STEM Sisters is dedicated to fostering inclusive practices within STEM organizations. Through leadership programs and awareness campaigns, they promote cultural competence and inclusivity, helping to create work environments where diverse perspectives are valued. This approach is crucial to sustaining diversity and ensuring that women of color feel welcome and supported in their professional environments.

STEM Sisters also plays a key role in inspiring the next generation. By sharing success stories and providing role models, they encourage young women of color to pursue STEM fields, showing them that they can excel and lead within the industry.

Finally, STEM Sisters is influencing policy and industry practices through collaborations with educational institutions and government, shaping strategies that promote equity in recruitment and retention. Their work is vital to creating a more inclusive and innovative STEM sector in Australia.

**Sowmiya
Selvakumaraswamy**
AI and Innovation Lead

I've been following STEM Sisters for years, and I even had the privilege of volunteering with them during my time at university. I can't emphasize enough how impressed I am with their initiatives. They're one of the few organizations that genuinely work to support women of color and actively bridge the gap in representation. Every initiative they undertake reflects the depth of research and understanding they've invested to address the challenges women of color face, both in the workplace and the STEM field. I'm incredibly grateful for their tireless efforts and the meaningful impact they've made.





Flora Hui
Centre for Eye Research Australia

I commend STEM Sisters for all the work they have done so far, and I'd be interested in contributing to your work in the future!

Chloe Lim
Director at Twisty Science Pty Ltd

STEM Sisters has done amazing to offer support and representation at various levels. I am proud to be part of STEM Sisters and thankful for the opportunity to apply for their inaugural award. Thanks for all the work that the team has done and will do in the future!



Gita Pendharkar
Teacher and Researcher in Biomedical Engineering

STEM sisters is particularly supporting the women in minority who are disadvantaged in the workplace due to the male dominated environment. These awards recognizes those women who have struggled and faced the challenges as migrants, as single mothers and in minority as compared to the other areas & hence contribute hugely to the society. The local community needs to support such awards and recognize these women of color who have in spite of challenges made their way and are successful in their careers.





Shivani Priyal Gopaul
Engineer, Acoustics & Vibration

STEM Sisters has created a space that didn't exist. I have felt alone and underrepresented during my time in university in Australia and in every event of STEM Sisters that I have attended, I have felt seen. The engineering industry is one where women of colour can feel invisible and STEM Sisters makes efforts that feel genuine. There is no trace of tokenism, which is all too often infiltrating in every DEI space that has potential. I have also felt so honoured to witness great leadership by Dr. Ruwangi Fernando and work with Ruwangi on SWOPSIS, an outlet for me to merge my passions for sustainability through clothes swapping, championing pride of cultural identity, and promoting inclusion, all at once.

Anushi Rajapaksa
Co-founder and CEO of Misti



The team at STEM Sister's Dr. Ruwangi Fernando and Dr. Morley Mus's achievements are transformative for WOC in STEM both here in Australia and beyond, addressing systemic inequities in education and employment through their organisation, STEM Sisters. They created a vital support network that empowers WOC to challenge intersectional, gender, and racial barriers. They are proactive in changing the currently alarming statics on 14.1% unemployment for overseas-born STEM-qualified women compared to 3.3% for Australian-born, making their work is urgent. STEM Sisters, the is first of its kind in Australia, supports students to professionals, tackling issues like bias, lack of mentors, and stereotype threats - I am so proud of this team. These initiatives help WOC in STEM thrive, driving diversity, innovation, and economic growth in Australia.



Amanda Woon
COO of Proxima Bio; Venture Principal
Scientist at WEHI Ventures

STEM Sisters is a fantastic and well-needed initiative to promote diversity and inclusion within STEM. Still in these modern times, WoC continue to face barriers to their work and professional development. The work STEM Sisters does is tireless and invaluable to breaking down these barriers and inspiring the next generation of young scientists.



Dona Jayakody
Head, Brain, and Hearing Scientist

STEM sisters provide unique opportunities to WOC, through a variety of training programs such as mentoring and ambassador program. Their efforts have been recognised through several awards.

Brenda Denbesten
Founder of Brenda Denbesten Coaching

I was filled with butterflies when I saw an award ceremony dedicated to someone like me, who has always been a minority and never seen something so specific to us. Thank you for leading the way. Thank you for your work in creating the inaugural awards for women like us in this space. I feel seen heard and appreciated.



Norma Bulamu
Senior Research Fellow, Flinders University

It has created visibility and acknowledgement of the unique and valuable contribution of women in colour in STEM.



Ishani Kartik Majmudar
Health Technology

Being part of STEM Sisters has been a transformative experience for international students like myself, who often face unique challenges in adapting to a new environment. This initiative fosters a sense of belonging and inclusion, creating a supportive community where we can express ourselves and seek assistance. It provides a valuable platform for networking with like-minded researchers and inspiring women leaders, allowing us to share experiences and collaborate on projects.

STEM Sisters also plays a crucial role in promoting diversity within the STEM industry by amplifying the voices of underrepresented groups. Through workshops, mentorship programs, and networking events, the organization empowers women in STEM to navigate their careers with confidence. By actively working to dismantle barriers to entry and advancement, STEM Sisters helps cultivate a more inclusive environment that values diverse perspectives and experiences.

Alexandra Giraldo-Pedroza

Phd candidate, University of Wollongong



STEM Sisters provide strategies for women with different backgrounds and ethnicities to feel empowered creating a community that supports each other. It's an inclusive and diverse place where women can identify that the barriers and challenges that some of us experience, at times, are placed by external factors different from us. However, STEM sisters help and encourage a systemic change where our voices can be amplified. They do this by proposing multiple programs such as mentorship, magazine publications, outreach initiatives, and programs associated with building personal and professional self-esteem and awareness.



Mahshid Sadeghpour
Lecturer at RMIT University

I appreciate the efforts STEM Sisters have made in empowering women through its mentorship and support initiatives for WoC in STEM, as well as the networking opportunities they provide during their events. These interactions can lead to collaborations, increase visibility for women in the industry, and encourage women to pursue and persist in STEM fields.



Lynn Nazareth

Research Scientist at Australian Centre for
Disease Preparedness

Growing up in India, I lacked visible role models in STEM. STEM sister, fills this important gap by 1) providing WOC a STEM community, where we feel seen, heard and supported 2) Allowing WOC to be mentored by other WOC who understand the additional burden being CALD contributes towards succeeding in STEM. Most importantly STEM Sisters through workshops and networking events actually provide women like me with tools to fight both internal and external biases and barriers. Finally through Soapbox Science, STEM Sisters provide women a platform to bring their research and their voices to the Australian public. I am truly heartened to see how STEM Sisters in a very tangible way supports WOC like me, by breaking barriers and bridging the gap between where I am now and what I aspire to be.

Ayla Orang

Early Career Researcher at Flinders
University



STEM Sisters has played a pivotal role in enhancing the STEM sector in Australia by championing diversity and inclusion. The organization offers mentoring, networking and professional development programs that specifically support underrepresented groups, with a focus on women of colour in STEM. By tackling the unique challenges these groups face, STEM Sisters creates a more welcoming environment that boosts participation and retention in STEM careers. Their initiatives not only broaden the talent pool but also infuse the industry with varied perspectives, fostering innovation and ensuring fair representation in the STEM workforce.



Sevvandi

Kandanaarachchi

Senior Research Scientist

Intersectionality refers to the ways in which different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation. Women of Colour in STEM is such an intersection. In STEM, women are underrepresented, similarly, women of colour are underrepresented in STEM and in all forms of leadership. Having a separate voice for Women of Colour in STEM is therefore a much valuable initiative. I hope the STEM Sisters continue their inspirational work.



Yan Liao
Chancellor's Research Fellow at University
of Technology Sydney

STEM Sisters has played a crucial role in advancing the STEM industry in Australia by actively promoting diversity and inclusion. Recently as a mentor for STEM Sisters, I have witnessed firsthand the impact of this program in empowering women and underrepresented groups to pursue careers in STEM. This mentoring program fosters a supportive community where members can share experiences, seek guidance, build confidence, and set clear career milestones.

One of the key ways STEM Sisters promotes inclusion is through events like Soapbox Science Event, where I had the privilege of participating as a speaker in 2023 in Melbourne. This event brings science to the public in an accessible and engaging way, showcasing female scientists and increasing our visibility. The Soapbox Science plays significant role in highlighting the contributions of women in Science, encouraging greater diversity, and challenging traditional stereotypes in STEM.

Through mentorship, public outreach events, and professional development programs, STEM Sisters is making a meaningful impact in Australia. It not only inspires the next generation to enter STEM but also provides essential support and recognition for those already in the field, aiding in our career development.

Mona Mahabale
Digital Marketing Website Lead

STEM Sisters have been instrumental in providing such amazing opportunities such as mentorship, networking and building a wonderful community for diverse women in Australia. I have been closely following all the initiatives led by STEM Sisters since last couple of years. I also registered to be a volunteer mid-last year. Dr Ruwangi's passion about promoting WOC is so evident in her talks and sessions, there is no wonder STEM Sisters continues to empower women and provide such great opportunities.



Zahra Bouya
Space Weather Modeler

Showcases the accomplishments and obstacles faced by women of color in STEM. By presenting diverse role models, it encourages young women to pursue STEM careers and breaks down existing stereotypes.





Pearl Li Ng
Head of Smart City, Innovation and Improvement

STEM Sisters has done an amazing job of pushing the STEM industry forward in Australia, especially by helping women from culturally diverse backgrounds. The mentorship, career support, and leadership opportunities really help these women break through barriers and thrive in STEM. STEM Sisters is making STEM more diverse, innovative, and accessible to everyone

Sabrina Berger
Physics Phd Candidate at The University of Melbourne

I recently learned about STEM Sisters through a friend who told me about the Women of Colour in STEM Awards, and I have been thoroughly impressed by their commitment to advancing diversity and inclusion within the STEM field in Australia. STEM Sisters plays a crucial role in promoting the visibility and mentorship of women and other underrepresented groups in STEM. I have yet to see a similar effort within Australia so I'm very excited about it! I am keen on getting involved and am especially interested in the WOC mentorship programs.



Arathi Arakala
Mathematics and Science Lecturer, RMIT University



Initiatives like the Mentoring Program play a big role in enabling women who have broken stereotypical barriers of gender and color to guide aspiring STEM professionals to do the same. The challenges faced by WOC in STEM are unique due to cultural norms around gender and roles in society and it is helpful to have a mentor who understands how to navigate some of these challenges. Soapbox Science is another great initiative to bring the work of STEM researchers to the general public. It is a brilliant way to foster public speaking skills in researchers and cultivating their ability to engage and educate the general public on how science can solve important problems. STEM Sisters plays such an important role in inclusion, diversity and creating opportunity for a level playing field for women from marginalised sectors.



Sejani Mediliye Gedara

Phd Candidate at Victoria University

STEM Sisters significantly advance the STEM industry in Australia by promoting diversity and inclusion through networking opportunities, leadership and communication skills workshops, and mentoring. Their focus on empowering women in STEM encourages those already in the field to excel while inspiring potential entrants who may hesitate to pursue careers in STEM.

Divya Pasupuleti

Executive Manager at nbn



Very few organisations are truly agitating the conversation of WOC representation within Australia, and specifically within the STEM industries and I greatly appreciate the work of STEM Sisters in driving this conversation and being an agent of change.

The initiatives, such as mentorship programs, networking events, and skill-building workshops, empower individuals to pursue and thrive in STEM careers.

By showcasing role models and sharing success stories, they inspire the next generation of female scientists, engineers, and technologists. This visibility helps to challenge stereotypes and encourages more inclusive practices within organizations.

STEM Sister's advocacy for systemic change, including influencing policies and practices in educational institutions and workplaces, has further strengthened the case for diversity in STEM. I see the organization a vital role in fostering an environment where diverse talent can flourish, ultimately enriching the STEM landscape in Australia.



Jannat Maqbool

Manager for Industry Programs, Advanced Robotics for Manufacturing Hub

I like that it isn't one or two initiatives but you have considered wrap around initiatives e.g. Dress to Express. Getting to the essence of being able to bring your true self to the table, to be yourself, and be accepted. The mentoring program and Future Me are examples of this approach to recognising there is more than one lever that needs to be pulled to support more diversity in STEM. Like I always say if everyone isn't able to be part of the conversation when it comes to leverage technology and data, technology and data cannot benefit everyone. Thank you for all that you do.



Bhedita Seewoo

Research Advisor

Being originally from Mauritius, where gender bias in STEM is more pronounced, I understand first-hand the challenges women of color face in these fields. STEM Sisters plays a critical role in addressing these barriers by providing mentorship and support to women from underrepresented backgrounds. I believe it's important to lead by example and empower other women of color to pursue STEM careers. By fostering an inclusive and diverse environment, STEM Sisters is helping create a more equitable industry in Australia, where the contributions of women from all backgrounds are recognized and valued.

Adsheaya Vasakan
Civil Engineer



STEM sisters has contributed immensely. STEM sisters has played a huge role in my life. I joined in 2023 and have been part of many initiatives ever since. I joined the mentorship program and was connected with a fabulous mentor named Jessica. The program has helped me shape into a better person in the construction industry. I was also a model for the Dress to Express 2024 where I worked alongside the team to bring promote swop sis that helped in promoting sustainable clothing for a better environment. I am always up to date with the projects of STEM sisters. STEM sisters has always promoted inclusivity, cultural awareness and a sense of belonging for many women in Australia including myself and I am proud to be a part of STEM sisters!

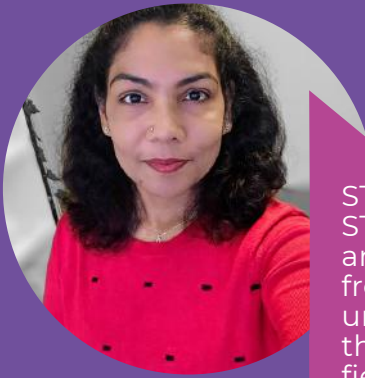


**Wilumpa Jarern-
iamsakul**

Assistant Manager, Cloud Service

This initiative is wonderful. Thank you for helping girls and women in the underrepresented groups to be confident and shine. I have been facing many challenges in my careers (nearly 20 years) and in my time there were not many support systems for women or girls to thrive in STEM where is so male dominated.

I am happy to see more of these initiatives spinning up to support girls and women to advance in STEM today



Gayathri Nair

Lecturer at the Melbourne Institute of Technology

STEM Sisters has made a profound impact on advancing the STEM industry in Australia, particularly by promoting diversity and inclusion. By providing a supportive platform for women from diverse backgrounds, especially those from migrant and underrepresented communities, STEM Sisters has addressed the significant gender and cultural gaps that exist in STEM fields. Through initiatives like mentorship programs, professional development workshops, and networking opportunities, the organization empowers women to build confidence, gain access to career opportunities, and overcome barriers in a traditionally male-dominated space.

STEM Sisters also fosters collaboration between industry leaders and educational institutions, creating pathways for marginalized groups to excel in STEM careers. Their efforts have not only helped individuals succeed but have also enriched the STEM industry with diverse perspectives, leading to more innovative solutions and inclusive work environments. By advocating for equity and representation, STEM Sisters plays a crucial role in shaping a more inclusive and dynamic STEM landscape in Australia.

Manika Saha

Research Fellow at Monash University

STEM Sisters has played a crucial role in advancing the STEM industry in Australia by promoting diversity and inclusion, particularly for women and underrepresented groups. Their initiatives provide mentorship, support networks, and career development opportunities, helping to break down barriers and foster a more inclusive STEM community for women.



Fathia Tayib

Senior Policy Officer

I see STEM Sisters as an avenue to actively promote social change by advocating for diversity, representation and supporting the advancement of culturally and racially marginalised Australians. It will help break down barriers, challenge stereotypes and inspire positive change within the tech space.



Bianca Das
Soil Scientist

I believe that women of colour in STEM should be more visible to younger generations but also more senior generations to allow them to fulfil leadership roles. This allows not only a seat at the table but a voice to contribute to more diverse and credible decisions to support healthy communities and address the STEM education crisis that Australia is currently facing.



Catriona Vi Nguyen-Robertson

Science Communicator and Educator



I met STEM Sisters Founder and Director Ruwangi Fernando several years ago and have watched her grow the organisation in awe ever since. Through various programs over the years, STEM Sisters has empowered thousands of women in STEM and grown as a community.

With just under a quarter of jobs going unadvertised, by increasing awareness of opportunities within the network, STEM Sisters ensures that people from diverse backgrounds can apply for these opportunities that may otherwise be hidden to them. STEM sisters also fosters a network of like-minded people for support and camaraderie to share experiences and help each other navigate their career paths. The Mentoring program, Soapbox Science, and Ambassador program also help uplift women of colour and amplify their voices.

I also love the Dress to Express event that encourage professional women in STEM to embrace their cultural identity and include it in the way they work while also considering sustainability. Having recently participated in Dress to Express at the University of Melbourne, it felt surreal for six of us STEM Sisters Ambassadors to step onto the runway in sustainable outfits that showed off our personality.

Lastly, the award-winning MAGNIFY publication is a brilliant way to celebrate women of colour in STEM. By shining a spotlight on women in STEM, it increases their visibility and inspires students and early career professionals to be what they now can see.

Shebna Rahiman
Principal Cloud Service Senior Manager

STEM Sisters promote diversity and inclusiveness to encourage innovation and success. Their mission is to foster advancement for Women of Color (WOC) in Australia's STEM (science, technology, engineering, and mathematics) disciplines by providing them with the necessary resources and opportunities. Their efforts are recognized and rewarded, and they are a thriving community of women of color in STEM, offering a variety of programs, activities, and opportunities for personal and professional advancement.

Their vision is bring long-lasting structural change so that women of color (WOC) are fairly represented in STEM fields, the workforce, and leadership roles.





Nee Edirisinghe

Phd Candidate at RMIT University

I have been fortunate enough to take part in a couple of STEM Sisters initiatives including Magnify magazine and Soapbox Science. It is clear it's elevating the work women of colour across STEM, and I cannot be prouder to have showcased my work so far through STEM Sisters.

Mayuri Wijayasundara

Director at Anvarta Pty Ltd



I believe that STEM Sisters made a remarkable contribution to advancing the STEM industry in Australia by promoting diversity and inclusion, particularly for Women of Colour (WOC). The organisation's strategic pursuit to address systemic barriers that affect WOC is admirable, as these are typically hard to diagnose to find specific solutions. Their Ambassador and Mentoring Programs seem to provide crucial opportunities for WOC to access industry leaders, which helps them navigate challenges that do not come up or talked about openly usually, therefore subtle to capture to raise for action. By helping build these connections and offering interaction spaces such as workshops, STEM Sisters seems to address their key issues affecting employability (such as unemployment or underemployment) and gain confidence in their skills. This type of initiative seems to not just help early-career professionals but also help build diversity in the workforce by retaining underprivileged women who would otherwise have left it.

Additionally, STEM Sisters' publishing initiatives seem to amplify the voices of under-represented groups and challenge the industry to recognise their contributions. The focus on cross-cultural understanding through events like "Dress to Express" also plays a vital role in creating an inclusive environment where diverse perspectives are celebrated. Through these efforts, STEM Sisters is making a set of interconnected changes that form a web of changes across the broader STEM ecosystem, which then changes the perception around how diversity is to be celebrated, setting a new standard.



Elizabeth Barber

Lecturer at Monash University

STEM Sisters bring brilliance and equity to other Women, particularly those of colour