



Permissions: Data Collection

Program: Grad Girls 2026 (a Women 4 STEM initiative).

Data Collection Notice & Consent (De-identified Reporting).

Why we collect data

Women 4 STEM receives Victorian Government grant funding. To meet reporting obligations and improve our programs, we collect **de-identified** information about participants and program outcomes. We do **not** collect or store personally identifying information (PII) for this reporting.

What we collect (examples)

All data are captured in **ranges or categories** only - never names, emails, phone numbers, student IDs or dates of birth. Typical items include:

- Demographics: **age bracket**, **study level** (e.g., Diploma/Bachelor/Masters), **field of study/discipline**, **domestic/PR/international** status, **state/region** (e.g., metro/regional)
- Education & work: enrolment status, year of study, work status (e.g., casual/part-time/full-time), career interests
- Program engagement: registrations, event attendance counts, completion of surveys/activities
- Outcomes: self-reported confidence/skills shifts (pre/post), internship or graduate **offers** (count only), mentor matches (count only)
- Feedback: de-identified survey responses and testimonials (if provided)

Where a question may be sensitive, a “**prefer not to say**” option is provided.

How we use the data

- To report **aggregated results** to the Victorian Government and sponsors
- To evaluate and improve program design, accessibility and impact
- To communicate overall participation trends (e.g., in annual summaries)



What we do not collect or store

- No names, personal emails, phone numbers, addresses, birth dates, student IDs, or scanned IDs for grant reporting.
- No individual-level profiles are created for reporting; results are **aggregated**.

Storage & security

Data are stored on secure systems used by Women 4 STEM (e.g., Microsoft 365 forms/sheets, Humanitix exports) with access restricted to authorised personnel.

We retain de-identified reporting data for up to **7 years** to meet grant / audit requirements, then securely delete or archive in aggregated form.

Sharing

We may share **aggregated, de-identified** results with:

- Victorian Government departments and agencies connected to the grant
- Program sponsors, partners and the Women 4 STEM Board
- No PII is shared because none is collected for reporting.

Your choice

Participation in de-identified data collection helps us keep Grad Girls funded and improving. To participate in the Grad Girls program, you must:

- Consent to de-identified data collection for reporting

Legal & privacy

We handle information in line with the **Privacy Act 1988 (Cth)** and the **Privacy and Data Protection Act 2014 (Vic)**. Because we do not hold PII for reporting, access/correction rights typically do not apply to de-identified aggregates.

Questions or concerns

Email enquiries@women4stem.com.au. You may also contact the **Office of the Australian Information Commissioner (OAIC)** if you believe your privacy has been handled improperly.