

<WOMEN.4/STEM>

/Grad.Girls



2026 PROGRAM HANDBOOK

SUPPORTED BY





A MESSAGE FROM THE TEAM

Welcome to 2026 Grad Girls Tech ❤️ We're genuinely glad you're here!

By joining this program, you're stepping into a community designed to support you as you navigate the next stage of your career in tech. This is a space to learn, ask questions, try things out, and grow your confidence alongside people who get it.

Over the coming months, you'll hear from industry leaders, connect with group mentors, and meet other graduates who are figuring things out just like you. Some days you'll feel energised and inspired. Other days you might feel uncertain. Both are completely okay, and both are part of the journey.

Grad Girls Tech isn't about having it all worked out. It's about building skills, perspective, confidence and connections that help you move forward, in your own way, at your own pace.

We encourage you to show up, get involved, and make the most of what's here. Ask the questions. Start the conversations. Back yourself, even when it feels uncomfortable.

If at any point you have questions, our dedicated volunteers are here to support you. There are no silly questions.

You belong here, and we're excited to see where this next chapter takes you. We can't wait to meet you throughout the year.

Krys Northover, Mona Fleming & Patty Stonehouse

Program Leadership, Grad Girls Tech Program





WELCOME TO GRAD GIRLS TECH 2026!

We're thrilled to have you join us for an exciting and transformative journey with Grad Girls Tech 2026! This program, proudly run by Women 4 STEM, is designed to support and empower by bridging the gap between your studies and the first step in your tech careers.

Grad Girls is an annual program open to any woman or gender-diverse tertiary student undertaking a degree in technology who is interested in a career in tech. Our program aligns with the academic year, running from February to October, with monthly sessions that include:

- Office tours and educational workshops hosted by tech industry leaders and partners.
- Guidance and mentoring in building confidence, writing your first or elevating your existing CV, developing a strong LinkedIn profile and how to use it as a graduate.
- Support in career decision-making - choosing between industry and academia and staying relevant in both.
- Networking opportunities to connect with industry professionals and peers.

And so much more!





WHAT'S IN IT FOR YOU?

Being a Grad Girl means access to incredible opportunities and resources, including:

- ✓ Exclusive Grad Girls Tech merch bag (because who doesn't love free goodies?)
- ✓ Giveaways donated by our amazing partners
- ✓ Discounted professional membership to Women 4 STEM
- ✓ Access to exclusive virtual events to enhance your learning
- ✓ Tickets to professional networking events
- ✓ A graduation gift at the end of the program
- ✓ And much more!

BEYOND YOUR GRADES:

What Do Employers Really Look For:

Did you know that while your technical knowledge & grades can open doors, employers are looking for more than just academic success? They value:

- 💡 Motivation & Initiative
- 🗣️ Communication & Teamwork
- ⌚ Time & Conflict Management
- 🚀 Proactiveness & Personal Growth

These are the skills that set great candidates apart, and Grad Girls Tech is here to help you develop them!



WHAT SETS GRAD GIRLS TECH APART?

- ☀️ Exclusive Industry Access – Connect with leading technology companies and learn directly from senior tech professionals.
- 🤝 Direct Support – Be part of a supportive community of women guiding you through this journey.
- 🎯 Career Opportunities – Early connections with recruiters to help you secure a job before you graduate.

2026 PROGRAM OVERVIEW

🏛️ Main program events- Kick-Off, Career & Networking Night & Graduation

🏛️ In-person/hybrid partner-hosted events

💻 Virtual events

🤝 Group mentoring

We are so excited to embark on this journey with you! Keep an open mind, take every opportunity, and don't be afraid to step outside your comfort zone, this program is designed to help you grow, learn, and thrive!



GRADUATION CRITERIA

TO GRADUATE FROM THIS PROGRAM YOU MUST MEET THE FOLLOWING REQUIREMENTS:

- **Kick-Off Event:** Engaging in Kick Off is mandatory (whether it be attending in-person or virtual, or watching the recording)
- **Program Events:** Attend at least 70% in-person and virtual events throughout the program
- **Group Mentoring:** Attend at least 4 group mentoring sessions and actively participate in discussions, projects, or activities
- **Complete** all mandatory **program surveys** by the deadlines provided

MANDATORY SURVEYS

There's 3 mandatory surveys to be completed in order to fulfil one of the graduation criteria above. These are designed to collect data to allow us to ensure that you are getting the most out of the program. Please answer these surveys with as much detail as possible. We'll not share any private or identifying information. We want Grad Girls to be the very best it can be, for each one of you!

THE LINK TO THE 2026 SURVEYS





GRADUATION CRITERIA CONTINUED

When registering for the program, you acknowledged:

- You have understood and met the entry criteria to join the Grad Girls 2026 program.
- You have read the graduation criteria and agree to make all reasonable efforts to fulfil it.
- Failure to meet the criteria will render you ineligible to graduate from the program.

We will make reasonable attempts to identify the reasons for your disengagement from the program and to help you to re-engage.

If, despite our efforts to reengage you, you are still not making a reasonable effort to attend both virtual and in-person events, you may be disqualified from the program.

Participants who are disqualified from graduating will no longer be permitted to attend in-person partner events, virtual events or be eligible for internship and graduate role opportunities from our partners.

Registering for an in-person partner event and not showing up with less than 48 hours' notice of your intent not to attend, or no notice at all, could disqualify you from the program.





OUR 2026 PARTNERS

We are happy to welcome our partners for the 2026 program. You will have multiple opportunities to meet, network with and learn from these amazing companies throughout the year





COMMS

HOW WILL WE COMMUNICATE WITH YOU?

Our primary method of communication will be to the email address that you registered with and the Grad Girls Tech Discord channels. To make sure you do not miss any important announcements, please be sure to check your email regularly and notify us immediately if your email changes.

If you have opted out of joining the Discord group, please note it will be your responsibility to ensure you check and read your emails carefully to ensure you do not miss out on opportunities and information that can help you. To opt in, please email the team: students.gradgirlstech@women4stem.com.au

HOW CAN YOU COMMUNICATE WITH US?

You can email us directly at the below email address with any questions or concerns. Please be aware that Grad Girls Tech is run entirely by a team of dedicated volunteers and have jobs during the day outside of running this program. Our volunteers will get back to you as soon as they are able to.

STUDENTS.GRADGIRLSTECH@WOMEN4STEM.COM.AU

PLEASE DO NOT SEND IMPORTANT COMMUNICATIONS THROUGH LINKEDIN PRIVATE MESSAGING OR OTHER SOCIAL MEDIA CHANNELS. ALL STUDENTS COMMS SHOULD COME TO THE ABOVE EMAIL ADDRESS.



BUT DID YOU READ IT?

HOW TO READ YOUR EMAILS

We know what you're thinking. Ummm, I KNOW how to read emails...duh! But we do need to point out this one very important point.

SKIMMING IS NOT THE SAME AS READING.

There have been multiple instances in the past where we have had Grads miss out on opportunities because they only skimmed the email and did not really read it.

We hate spam emails as much as the rest of you so rest assured, if you have an email from us, there is something important you need in it.

It might be:

- ! **An internship or graduate role opportunity**
- ! **An event announcement with ticket link**
- ! **Important information on how to get to an event**
- ! **A date or time change for an event**
- ! **An opportunity to win a prize or giveaway**
- ! **There may be multiple event ticket links in the same email**

To get the most out of your experience, grab a cuppa and take a minute to really read what we send you. It will serve you well to become accustomed to paying attention to detail when it comes time to start your career planning.



STUDENT ENGAGEMENT

At Grad Girls Tech, you truly get out what you put in. This is an exclusive program with limited places. When someone joins and then doesn't show up, it not only impacts their own experience - it also takes a spot from another student who might have really needed it.

Our events and group mentoring are powered by many volunteer hours; disengagement is disappointing because it diminishes the value of that collective effort.

We're here to help you succeed and graduate. If you're struggling for any reason—academic, personal, scheduling, access—please reach out to the Student Engagement Team. We'll work with you on options and support.

What Engagement Looks Like

Show up, participate, and follow through. That means attending events (in-person or virtual), contributing thoughtfully, and completing follow-ups like surveys or reflections. Consistent engagement helps you build skills, networks, and confidence - and keeps our community vibrant.

Engagement Prizes & Giveaways

We run prizes and giveaways throughout the year to celebrate active participation. You can earn entries and win spot prizes by completing any of the actions on the next page (within the stated timeframes). Keep proof (e.g., screenshots/links) and submit to the Student Engagement Team when requested.



HOW TO WIN!



Ways to earn engagement prizes:

- **Share insights on LinkedIn (within 1 week of an event, either in-person or virtual):** Post an insightful reflection after attending an event. Tag Grad Girls, Women 4 STEM, and any relevant partners.
- **Complete the post-event survey (within 1 week):** After any in-person or virtual event, return the survey to help us improve.
- **Email a detailed testimonial (within 1 week):** Tell us what you enjoyed most at your most recently attended event, in-person or virtual. Your testimonial may be featured on our social media! Send to students.gradgirlstech@women4stem.com.au
- **Engage live in virtual events:** Turn on your camera (where possible) and ask a meaningful question during the session.
- **Write a blog:** Submit a blog that may be published on the Women 4 STEM website and social channels. Topics can include your Grad Girls Tech journey, studying for a career in tech, or anything resonating with Diversity, Equity & Inclusion. Email submissions to students.gradgirlstech@women4stem.com.au. We'll feature one blog per month; you may submit multiple times across the year.

There will be one winner drawn each month for each of these five engagement activities. Winners are named in the event announcement emails that you will receive and will also be emailed individually. Late or incomplete submissions may not be eligible.

WHO WILL WIN THE TITLE OF 2026 GRAD GIRLS TECH MOST ENGAGED?

Awarded at Graduation to recognise sustained, meaningful participation across the year. One of you will walk away with this most esteemed title!

- **How to win:** Complete the **entire** Grad Girls Cover-All activity on the next page, by ticking off achievements throughout the year, then email a clear screenshot of your completed card and the accompanying evidence sheet to students.gradgirlstech@women4stem.com.au
- **Verification:** We'll review your entries and may request further proof of completion if necessary (e.g., links, screenshots).
- **Timing:** The first student to submit a completed and approved card earns the title Grad Girls Most Engaged and will be announced at the Graduation Ceremony.
- **Runner-up prizes:** Everyone who submits a verified, completed Bingo card no later than 7 days before Graduation receives a runner-up prize.
- **What do you get if you win?** Well, we can't spoil the whole surprise, but aside from bragging rights, there will be a ridiculously oversized trophy and a gift basket of other goodies!



GRAD GIRLS COVER-ALL

TO WIN: EVERY ACTIVITY MUST BE COMPLETED & VERIFIED BY A GRAD GIRLS TEAM MEMBER. EMAIL THIS COVER-ALL PAGE AND THE EVIDENCE PAGES (FOLLOWING THIS) TO:

STUDENTS.GRADGIRLSTECH@WOMEN4STEM.COM.AU

ENTRIES CLOSE AT 11:59PM AEDT ON 13TH OCTOBER 2026

**Watch the
Kick-Off
Recording**

**Post about
an in-person
event on
LinkedIn****

**Attend the
Career &
Networking
Event**

**Return an
after event
survey-
Virtual**

**Email a
testimonial
from an in-
person Partner
Hosted event**

**Email a
testimonial at
completion of
all the group
mentoring series**

**Connect
with a
Partner on
LinkedIn**

**Request to
join the Grad
Girls Alumni
LinkedIn
Group**

**Attend
Virtual Tech
Panel #4-
Virtual Event**

**Submit One
Blog for the
Women 4
STEM
website****

**Return the
Mid Point
Survey**

**Post about
a Virtual
event on
LinkedIn****

**Return an after
event survey-
In-Person
Partner
Hosted**

**Attend the
LinkedIn
Virtual
Event**

**Email a
testimonial
from a
virtual event**

**Connect with
a Grad Girls
volunteer on
LinkedIn**

EVIDENCE



COMPILE YOUR EVIDENCE...

SURVEYS, LINKEDIN POSTS AND TESTIMONIALS MUST BE SUBMITTED WITHIN 1 WEEK AFTER THE EVENT THEY RELATE TO. EMAIL TESTIMONIALS TO:

STUDENTS.GRADGIRLSTECH@WOMEN4STEM.COM.AU

Activity	Date completed, or name
Watch the Kick Off recording- Post about virtual event date- Attend Career Networking Event After event survey virtual date- Testimonial in-person event date Testimonial group mentoring date- Connect with Partner LinkedIn- Request LinkedIn Group date- Attend Virtual Tech Panel #4	

**** BLOGS MAY NOT ALL BE ACCEPTED FOR PUBLISHING ON OUR WEBSITE. SUBMITTING IS ENOUGH TO SATISFY THE TASK. LINKEDIN POSTS MUST TAG GRAD GIRLS AND WOMEN 4 STEM (BOTH PAGES)**

EVIDENCE



Activity	Date completed, or name
Submit blog date- Return mid-point survey date- Post about in-person event date Return after event survey in-person Partner hosted date- Attend LinkedIn Virtual event- Connect with Grad Girls Tech volunteer on LinkedIn name- Testimonial from a virtual event email date-	

ONCE COMPLETE - EMAIL

STUDENTS.GRADGIRLS@WOMEN4STEM.COM.AU WITH SUBJECT LINE "BINGO- YOUR NAME" TO BE IN THE RUNNING TO WIN THE TITLE OF GRAD GIRLS MOST ENGAGED OR A RUNNER UP PRIZE.

YOU MAY USE THESE PAGES TO RECORD EVIDENCE OR YOU MAY USE A SEPARATE WORD DOCUMENT, AS LONG AS ALL 16 TASKS ARE COMPLETE AND ACCOUNTED FOR.

THE TEAM



WHO IS RUNNING THE PROGRAM THIS YEAR?

We are lucky to have a team of volunteers assisting with delivering the program this year. You will have an opportunity to meet them all over the course of the next few months at various events. Let's get you familiar with some key people here who you will interact with consistently throughout the year:



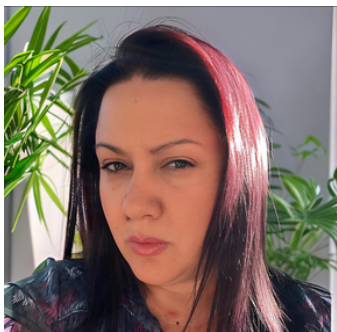
KRYSTLE (KRYSS) NORTHOVER
GRAD GIRLS TECH PROGRAM LEAD - VICTORIA



MONA FLEMING
GRAD GIRLS TECH PROGRAM CO-2IC - VICTORIA



PATTY STONEHOUSE
GRAD GIRLS TECH PROGRAM CO-2IC - VICTORIA



AMBER LYONS
CMO - WOMEN 4 STEM
GRAD GIRLS MARKETING LEAD - ALL CHAPTERS



TIPS TO GET THE MOST OUT OF YOUR GRAD GIRLS TECH JOURNEY

 **YOU GET OUT WHAT YOU PUT IN - BE PROACTIVE, PARTICIPATE IN DISCUSSIONS, AND ENGAGE WITH MENTORS AND PEERS.**

 **BE ACCOUNTABLE - SHOW UP TO EVENTS, COMPLETE TASKS, AND STAY COMMITTED TO YOUR GROWTH.**

 **NETWORK, NETWORK, NETWORK - BUILD CONNECTIONS WITH INDUSTRY PROFESSIONALS AND FELLOW PARTICIPANTS.**

 **TAKE NOTES & ASK QUESTIONS - EVERY SESSION IS AN OPPORTUNITY TO LEARN, SO MAKE THE MOST OF IT!**

 **STEP OUTSIDE YOUR COMFORT ZONE - CHALLENGE YOURSELF TO TRY NEW THINGS AND EMBRACE GROWTH OPPORTUNITIES.**

 **CONNECT WITH GRAD GIRLS TECH ON LINKEDIN AND REGULARLY COMMENT AND REACT WITH OUR POSTS. THIS IS AN EASY WAY TO START BUILDING YOUR PERSONAL BRAND AND GETTING “SEEN” BY OUR CORPORATE PARTNERS**

We're so excited to embark on this journey with you! Keep an open mind, take every opportunity, and don't be afraid to step outside your comfort zone- this program is designed to help you grow, learn, and thrive! Let's make 2026 a year of growth and empowerment! 🎉





CONNECT WITH US

Follow the Grad Girls page on LinkedIn to stay up to date with what is happening throughout the year and gain an opportunity to connect with your fellow participants, the Women 4 STEM team and even some of our Corporate Partners!



IF POSTING ABOUT YOUR GRAD GIRLS EXPERIENCE, BE SURE TO TAG US AND WE MIGHT EVEN REPOST IT ON OUR PAGE!

#GRADGIRLS2026 #WOMEN4STEM #GRADGIRLSTECH

AN EXCLUSIVE OFFER FOR GRAD GIRLS

Women 4 Stem would like to offer an exclusive opportunity for Grad Girl Tech participants to access Women 4 STEM professional membership at a heavily reduced cost.

This is **optional** and will provide you with more opportunity to access even more exclusive Women 4 STEM content. Professional members have access to the following:

- 🎁 Women 4 STEM Welcome Pack
- 🎫 Significant discount to all public paid Women 4 STEM events – value up to \$500
- 🌟 Exclusive discounts to partnership events, such as Women in Tech conferences – value up to \$200 per ticket
- 🚀 Web portal job board – if looking for a new role, or actively recruiting in your organisation
- 🏆 Membership badge for your LinkedIn profile – proudly showcase to your network
- 💬 Public speaking opportunities at our direct industry networking events
- 🤝 Mentoring opportunities for budding female leaders
- 💻 Exclusive webinars: Learn how to gain sponsors, LinkedIn 101, Targeted resume building and Industry partner workshops
- 🍷 A Monthly invite to our Monthly Member Meet-ups
- ✨ And so much more!

AN EXCLUSIVE OFFER FOR GRAD GIRLS

Normally priced at \$99 per year, we are giving away professional membership for Grad Girls registered in the 2026 program for only

\$39 FOR THE YEAR

To take advantage of this offer, use the QR code below. Remember that this is totally optional. However, the more Grad Girls we have as professional members, the more we will be able to create and cater events that are of direct benefit to you and your career journey!

**USE PROMO CODE
GRAD39**





WHO & HOW TO CONTACT US

From time to time, you may need to reach out to us. Any queries that you have during the course of the year should be directed to our dedicated student engagement team.

- ✓ Event related enquiries
- ✓ Submissions for blogs and testimonials for engagement prizes
- ✓ Any other general questions and concerns

STUDENTS.GRADGIRLSTECH@WOMEN4STEM.COM.AU

Please be advised that our student engagement team are volunteers and will respond to your enquiry as soon as possible.





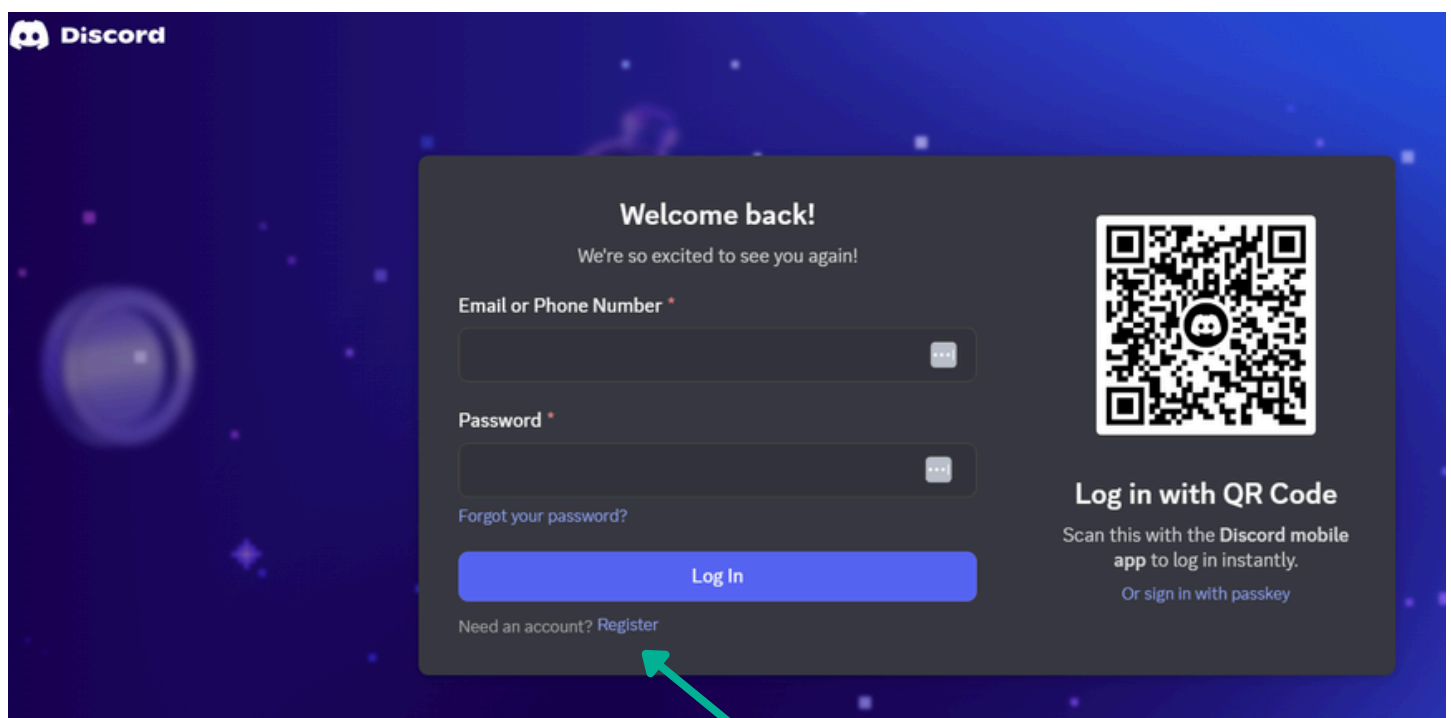
DISCORD INSTRUCTIONS

Step 1: Install Discord using one of the below options:

- ➔ Browser: Go to <https://discord.com>
- ➔ Desktop App: Download from <https://discord.com/download>
- ➔ Mobile App: Install Discord from the App Store (iOS) or Google Play (Android)

Step 2: Register a Discord Account:

- ➔ Open Discord App or Website
- ➔ Click 'Register' (under Login button)





DISCORD INSTRUCTIONS

- ➔ Follow the prompts - enter your personal email, a display name, a username, a password (don't forget to save it), your birth date
- ➔ Click 'Create Your Account'
- ➔ Head to your email; you should receive a confirmation email from Discord. Click the link in the email to verify your Discord account

Step 3: Join the 'Grad Girls Tech Program 2026' Discord server

- ➔ Once signed in, click this link to join our server:
<https://discord.gg/QPkp9WNeHd>
- ➔ When you're in the server, you'll see various channels: announcements, general chit chat, program Q&A, jobs board, etc.

It's important that to check all channels regularly to keep up to date with our announcements & program info



<WOMEN.4/STEM> CODE OF CONDUCT

Introduction:

Women 4 STEM is committed to fostering a respectful, inclusive, and ethical environment for all members. This Code of Conduct outlines the expected behaviour and responsibilities of individuals associated with our organisation. By participating in our programs including but not limited to Go Girl – Go for IT, Grad Girls, Grad Girls Tech, Importance of Women, What's Hot in Tech and Mentor(SHE), you agree to abide by this code.

1. Respect for Others:

- Treat all individuals including partners, volunteers and members with dignity, respect, and kindness.
- Avoid any form of discrimination, harassment, or bullying based on race, gender, religion, sexual orientation, disability, or any other characteristic.
- Listen actively to others and consider their perspectives.
- Treat our par venues with respect.
- Attend events that are specifically for the program you are involved with or have paid entry to.

2. Integrity and Honesty:

- Act with honesty and integrity in all dealings within and on behalf of the organisation.
- Avoid conflicts of interest that could compromise the organisation's mission or values.
- Report any unethical behaviour or concerns promptly to the appropriate authorities within the organisation.



<WOMEN.4/STEM>

CODE OF CONDUCT

3. Accountability:

- Fulfill your commitments and responsibilities within the organisation to the best of your ability.
- Take ownership of your actions and their consequences.
- Admit mistakes and work towards resolving them constructively.

4. Confidentiality:

- Respect the confidentiality of sensitive information and personal data entrusted to you by the organisation or its members.
- Do not disclose or misuse confidential information without proper authorisation.

5. Inclusivity:

- Embrace diversity and promote an inclusive environment where everyone feels valued and welcome.
- Seek to include all voices, opinions, and perspectives in decision-making processes.

6. Professionalism:

- Behave professionally and ethically when representing the organisation in any capacity.
- Behave professionally and ethically when attending events under the banner of Women 4 STEM or its sponsors and partners.
- Follow all applicable laws and regulations.



<WOMEN.4/STEM> CODE OF CONDUCT

7. Use of Resources:

- Use the organisation's resources, including funds and assets, responsibly and for their intended purpose.
- Avoid any misuse or misappropriation of resources.

8. Social Responsibility:

- Act in a manner that promotes the well-being of the community and the broader society.
- Engage in volunteer and charitable activities that align with the organisation's mission.

9. Compliance with Policies:

- Familiarize yourself with and adhere to all organisational policies and guidelines where applicable.
- Seek clarification or guidance when uncertain about any policy or procedure where applicable.

10. Reporting Violations:

- If you witness or experience any violation of this Code of Conduct, report it promptly to the appropriate authorities within the organisation.



<WOMEN.4/STEM> CODE OF CONDUCT

Consequences of Violation:

Violations of this Code of Conduct may result in disciplinary action, including but not limited to warnings, suspension, or expulsion from the organisation, as deemed appropriate by the organisation's leadership.

Conclusion:

By participating in Women 4 STEM as a member, you commit to upholding the principles and values outlined in this Code of Conduct. Your adherence to this code contributes to the success and integrity of our organisation. Women 4 STEM reserves the right to update or modify this Code of Conduct as needed.

Participants will be notified of any changes, and it is their responsibility to stay informed and in compliance.



MEDIA & PHOTOGRAPHY CONSENT NOTICE

Grad Girls programs, including Grad Girls Tech Victoria, Grad Girls Sydney, and Grad Girls Brisbane, regularly capture photographs and video at program events, workshops, partner events, and related activities.

By participating in the Grad Girls program, you acknowledge that photos and video may be taken in which you may appear. These images and recordings may be used for marketing, promotional, reporting, and communications purposes by Grad Girls and Women 4 STEM, including but not limited to use on websites, social media channels, digital publications, presentations, and promotional materials. This includes the Women 4 STEM website, Women 4 STEM social media channels, and Grad Girls social media channels.

Participation in events implies consent for the use of your image and/or likeness unless you choose to opt out.

If you do not wish to be photographed or filmed, it is your responsibility to:

- Opt out of group photo opportunities where possible, and
- Clearly notify the photographer and/or videographer at the event that you do not consent to your image being captured or used.

Grad Girls and Women 4 STEM will make reasonable efforts to respect opt-out requests; however, we cannot guarantee exclusion from all incidental background imagery.

If you have questions or concerns regarding media use, please contact the Grad Girls team prior to or during the event.



**YOU HAVE MADE IT
TO THE END!**

Now it is time to begin your Grad Girls Tech journey. You might remember our earlier section in this book about student engagement and prizes. Well, here is your first chance to win. Email us the secret code "READ IT" to students.gradgirls@women4stem.com.au and go into the draw to win a prize. Use the subject line " I read it!-Your Name" Winners for this activity are drawn at random.

GRAD GIRLS REMEMBER....

This program is a marathon, not a sprint. Stay involved and stay engaged for the full duration and you WILL grow your confidence, build your network, curate your personal brand and start your career in tech by setting yourself apart. And if you are nervous, or an introvert...Trust the process!



**SOMETIMES THE
BRAVEST AND
MOST IMPORTANT
THING YOU CAN DO
IS JUST SHOW UP.**



Brene Brown

