

## **Acceptance speech: Niki Kesoglou, Diversity Leader for the Advancement of Women Award Winner**

Thank you, this is a great honour. I accept this award with gratitude on my own behalf and for all of our team at Westpac. We are lucky enough to work in an environment that allows people to excel and offers incredible leadership support for efforts to advance women and diversity.

This isn't just a reward for past effort. It's also an inspiration to keep on going.

Because what I have learned over my career is that no matter how keen your organisation is on the advancement of women - the work doesn't stop. You can never think, well that's it, it's all done. The issues keep evolving and the policies and approaches must evolve as well. It requires passion and commitment and staying power. Many of us are now focusing on the emerging issues of an aging workforce, implication of the cost of care and the challenges and complexity of flexible management. We can't duck these difficult issues; we must face them and manage them with compassion and good sense. It's good for business and it's the right thing to do. And these EOWA awards are a wonderful incentive to keep going, to make our workplaces better, saner, fairer, kinder and more successful than ever before.

Thank you.