# Department of Treasury and Finance – Mentoring Women Program

### - Opening Screen: Department of Treasury and Finance – Mentoring Women Program

### - Lower third title: Gemma Crosby, Graduate Economist, Department of Treasury and Finance

Economics is a traditionally male dominated field. However, programs such as the Mentoring Women Program are helping to provide opportunities and pathways to women and gender diverse people to be involved in creating change on issues that impact all Victorians. And it's so important that we have diversity in these policy making stages to ensure that we have the most inclusive and impactful policies possible.

### - Lower third title: Shanza Khan, Graduate Economist, Department of Treasury and Finance

My favourite aspect of the program was definitely shadowing my mentor to see what it was like to work at DTF and its environment. For me, it's really important that the environment feels safe and I found at DTF. It was very respecting of diverse cultures, such as incorporating a prayer room. For me, which was really important.

### - Lower third title: Sharon Oxlade, Executive Director, Department of Treasury and Finance

My favourite part of the program was really getting to know my mentee from from when she was a high school student and just learning about economics through to developing and studying that through university and seeing her grow over the course of a number of years.

### Speaker - Gemma Crosby, Graduate Economist, Department of Treasury and Finance

The mentorship that I receive from Alicia, my mentor really helped me with my professional development, which I was really keen to work on when I first joined the program. She helped me with this through providing feedback on my résumé and tips for job interviews, and this really helped me in building my skills and confidence. As a young woman looking to pursue a career in economics and ultimately motivated me to apply for the graduate program, which I'm now undertaking.

### Speaker – Shanza Khan, Graduate Economist, Department of Treasury and Finance

I would definitely recommend this program to all the students because I feel through this program, individuals are able to discover where their passions and contribute to work that is impactful and purposeful.

### Speaker - Gemma Crosby, Graduate Economist, Department of Treasury and Finance

For me personally, it definitely made a big impact on my life. I undertook the program at a time when I wasn't really sure what I wanted to do in terms of my career and through the program, I got an insight into what a career in the public service was like, and I found out that I could really combine my interest in economics and my passion for social issues and environmental issues. To have a career as an economist at the Department of Treasury and Finance.

### Speaker - Sharon Oxlade, Executive Director, Department of Treasury and Finance

For me, what I want to achieve through this program is really about promoting the next generation of, of economists and of public servants and really seeing a much greater number of women participating in economics and going through the program, becoming economists with the Victorian Government, hopefully. And then, you know, proceeding and progressing to leadership positions within the organisation as well. It's amazing to see the change that we've been achieving even over the last few years with that and the potential for this to grow and to see even more women succeeding in this space is really exciting.

### Speaker – Shanza Khan, Graduate Economist, Department of Treasury and Finance

Through this program, individuals will be able to see how they can make a difference. We all speak about making a difference, but I if we put those words into action.