



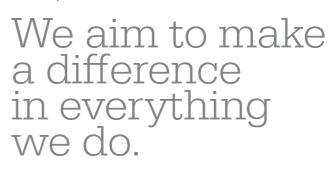
annualreport

our vision

Imagine. A world where women and girls stand equally with men and boys, and take up all life's opportunities without fear, harm, discrimination or disadvantage.

The Victorian Women's Trust started in 1985, an independent body with a mandate to improve conditions for women in practical and lasting ways.

We: Invest in women & girls for positive social change Research issues which affect their lives Work in key arenas ranging from violence prevention to environmental sustainability Create opportunities that spark ideas, engagement & debate Advocate for reforms that improve conditions for women & girls And make sure the public record better reflects their contribution and impact



our actions

FRONT COVER:

Thornbury Women's Neighbourhood House: Girls Making Trades the Go

INSIDE FRONT COVER:

Weenthunga Health Network: Women in Health

PHOTOS BY PONCH HAWKES

The Trust remains deeply committed to the core values that have underpinned all its initiatives: the value of social justice, empowerment, participation, tolerance, diversity and equality. These values are promoted in the Trust's advocacy and policy development initiatives that directly target systematic disadvantage and discrimination. As a philanthropic body, the Victorian Women's Benevolent Trust has granted over \$4 million dollars to more than 400 projects designed and run by Victorian women. Its funding program provides women with opportunities to develop their capacities, to share their skills and knowledge, and to establish relationships that enhance women's participation in the economic, social, political and cultural life of their communities.

directors



Dur-e Dara OAM (CONVENOR)

Dur-e describes herself as Indian by race, Malaysian by birth and Australian by choice. She has worked in youth welfare before focusing on music (percussion) and developing restaurant ventures. Equality for women, indigenous people and environmental sustainability are issues high on her agenda. Dur-e was the first woman president of the Restaurant and Catering Association for nearly 10 years. She is also a patron of the Victorian Foundation for the Survivors of Torture, Vice President of Philanthropy Australia, and Convenor of the Victorian Women's Trust since 1993 (director since 1991). Dur-e has spent 27 years in hospitality.



Mary Crooks AO

Mary has been the Executive Director of the Victorian Women's Trust since 1996. She has an extensive background in public policy and a passionate commitment to social justice. In her role as Executive Director Mary has undertaken extensive research and advocacy on crucial issues for women, and has designed and led some ground-breaking initiatives including the Purple Sage Project, Ordinary Women Extraordinary Lives, and the Watermark Australia project, an exceptional example of a nationwide, community engagement project based around issues of water sustainability. In June 2012 Mary was appointed as an Officer of the Order of Australia. She was honoured for her distinguished services to the community through contributions to public policy, particularly in the areas of social inclusion and water sustainability, and as an advocate for the advancement of women.



Diana Batzias

Diana trained as a social worker. She counts policy and community development work, and casework as career highlights over three decades. Diana especially enjoyed her work with immigrants and refugees at the Ecumenical Migration Centre. Further highlights include her role in the development and implementation of the SAAP and HACC programs in Victoria, and management of the Melbourne Juvenile Justice Centre, She is also on the Board of Whitelion and President of International Social Services Australia.



Jacinda Dixon

Starting her career at a Melbourne based boutique Investment advisory firm, Jacinda has spent the last 12 years gaining extensive experience working with private clients to develop and implement tax efficient wealth creation strategies. In her 7 years with JBWere, Jacinda has specialised in advising a small number of high net wealth executives, family groups and not-forprofit organisations.



Nicky Friedman

Nicky is the Head of Pro Bono and Community Programs at Allens. Before joining Allens, Nicky worked in various social and legal policy roles, including at the Victorian Law Reform Commission, where she worked on the review of Victoria's sexual assault laws. Nicky has a long relationship with the Trust both as a researcher on the Purple Sage Project and as a member of the Grants Committee.



02/08/2011 - 31/07/12

Melissa has worked as a television, radio and newspaper journalist for over 15 years. She has spent 10 years with the Seven network, including 5 years as Senior News Producer. Melissa also worked as part of the Walkley team and their award-winning coverage of the Black Saturday Bushfires in the way of televised fundraising projects, special events, and media consultancy. She moved into full-time media consultancy and production in 2011.



Alana Johnson

Alana Johnson is a farmer and rural consultant. She was the Victorian Rural Woman of the Year for 2010. Alana is a founding member of Australian Women in Agriculture and has worked extensively on behalf of rural women in Australia and internationally. She is a Director of the Rural Industries Research and Development Corporation, a member of the Women's Advisory Panel to the Victorian Minister for Agriculture and works in the Gender, Leadership and Social Sustainability Research Unit at Monash University.



Debra Knight

Debra runs her own business and has a background in the financial advisory, banking and insurance sectors. She has worked in a voluntary capacity with various women's organisations for many years. She also sits on the Melbourne Grammar School Council, as well as the school's Finance and Planning Committee and is the Chair of the Monash Gallery of Art.



Leanne Miller

Leanne is Executive Director of Koorie Women Mean Business. Leanne also serves as a board member on Women's Legal Service Victoria, Family Law Legal Service Incorporated. She has an extensive advocacy background working in the indigenous and women's sectors.



Padmini Sebastian

Padmini is Manager of the Immigration Museum, Museum Victoria and is responsible for the strategic leadership and operational management of this multiaward winning museum. She has worked extensively in the cultural and community sector and has established national and international partnerships and networks. She has also established a number of initiatives that profile the role that cultural participation can play in fostering diversity and building cohesive societies.



Teresa Tjia (COMPANY SECRETARY)

Teresa is the Director. Student Administration and Deputy Academic Registrar at the University of Melbourne. She has been involved in community activism in Perth and Melbourne for over twenty years. Teresa is involved with the Trust's granting program. Her community and professional involvements include President of a local primary school Council; founding committee member of the Moving Galleries, a public art and poetry on public transport project; and the Committee for Melbourne's Future Focus Group alumni.

We want to see a socially just world where women achieve their potential, live safely and enjoy full participation as citizens. Create a better world for women - and everyone benefits.

staff





Mary Crooks
Executive Director



Sarah CapperPolicy, Advocacy and
Communications



Wilfredo Zelada Financial Management, Reporting, Service Contracts, Technology Infrastructure, Management

part-time



Crystal BrutonBe the Hero! Support



Janya ClemensEvents Co-ordinator



Paula DunneCommenced
24 February 2012



Bryony GreenCommenced
1 July 2011



Lieu LeReception & Personal
Assistant to ED



Liz McAloonCommunity Engagement



Stephanie Moncur (until 9 March 2012) Events & Project Support (INTERNSHIP)



Elisabeth MorganCommenced
5 March 2012



Allyson Oliver-Perham Archiving, Design and Project Support



Anne PaulGrants Program and Fundraising Support



Leanne PleashCommenced
27 February 2012



Nancy Ryan (until 17 Feb 2012) - Be the Hero! Project Researcher & Coordinator



Paul ZappaProject Officer
– Be the Hero!

volunteers

Jenny Mitchell – Jenny commenced in June 2012. Jenny is capturing the story of how a Victorian Women's Benevolent Trust Grant to WIRE for the publication *Getting The Balance Right* played its part in a \$12 million national program *Fresh Ideas for Work and Family*, which was launched in 2009.

Jessie Odgers - Following the launch of the Firefoxes documentary *Creating a New Normal* in April 2012, Jessie undertook some work to build a database for distribution of the documentary across the country.

Holly Crockett – Holly commenced volunteering with the Trust in April 2012. With a background in research and a Masters in International Crisis Management, Holly has been undertaking research on community recovery from natural disasters, looking in particular at the roles women can play in this area.

Felicity Teague – Felicity is working on a project to mark the 20 year partnership of Koorie Women Mean Business and the Victorian Women's Trust. The project acknowledges the powerful work that indigenous and non-indigenous women have done by coming together.

Anne Strong, Rosemary Geer, and **Julia Elcock** have been researching the effects of family separation on primary carers, particularly women. They have been gathering data, interviewing separated parents and writing up their material.

Hilary Irwin and **Susan Powell** continued their role as advocates with the *Paradox of Service*, the Trust's independent Advocacy Program. (see page 26)



Hilary Irwin



FROM LEFT: Connor Rochford Nishani Nithianandan David Lu Vivian Kuang

PHOTO BY PONCH HAWKES

students

Georgie Proud – Georgie approached the Women's Trust to undertake her internship in 2012 while studying a master of Social Policy at the University of Melbourne. At the Trust Georgie researched media reporting on violence against women, in particular intimate partner homicide, and presented her analysis to interested members of the domestic violence sector.

Vivian Kuang, Nishani Nithianandan, David Lu, Connor Rochford – For the fourth year we have hosted second year Monash Medical Students for a Community Based Placement.

Vivian, Nishani, David and Connor visited a number of organisations which had received funding from the Victorian Women's Benevolent Trust, including the Asylum Seekers Resource Centre which they described as an "incredibly humbling experience".

They fitted smoothly into the life of the office and were great contributors to the *Be The Hero!* project. They developed a one-hour workshop targeted at Year 10 boys, focusing in particular on the work of Dr. Jackson Katz on male violence prevention. We enjoyed their company and greatly appreciated their efforts.



Dur-e Dara



To describe the Trust's year in just one word - Relationships.

This year we marked the very special 20 year partnership between the Victorian Women's Trust and Koorie Women Mean Business (KWMB). The celebration at Melbourne Town Hall embodied the joyful, artistic nature of both organisations. The wonderful women that have worked together over that time to improve conditions for women and girls were honoured through singing, music, remembering and the sharing of stories.

And 20 years on, both organisations are still groundbreaking. As part of the VWT's Storming Against Violence action, KWMB coordinated senior male Indigenous leaders coming together from across the country to explore their role in preventing violence towards women. It's an honour to witness Koorie Women leadership.

Contrasted against public celebration, the year also saw quiet and industrious research and the development of profound ideas. Volunteers, staff and Benevolent Trust grant recipients have tackled issues such as pornography, family breakdown, and family violence. We have to be brave to talk about these things; but we do the research, do the figures, we talk and tease out ideas, making them ready for public policy and public discourse. The Trust doesn't tread water; we're putting in the hard yards.

Our grants continue to be very robust and well-brokered and provide useful knowledge about what's needed in communities, making our social policy living and relevant. Our Sub-Funds enable us to honour the extraordinary contributions of women in our society and put their stories into the public record, while providing a funding avenue to others.

Our staff development is also very exciting. While the Trust has few full-time positions, many talented people of all ages give their wisdom and efforts on various projects, creating a rich and beautiful tapestry of women's work.

Increasingly the Victorian Women's Trust fulfils its role as a legacy for all women and girls in Victoria. Our projects and programs don't just represent women; they actually bring women to the dialogue and action. We feel very excited about being at that point.

Our Board also continues to mature. This year we were privileged to have journalist and media consultant Melissa Bowen and investment advisor Jacinda Dixon join us. Committed to public policy and watching the Trust coffers, these young women bring a light with them. Jacinda shares her expertise willingly and is increasingly assuming the financial mantle at Board level. A compelling interstate career opportunity tore Melissa away from us; however she did amazing work with our staff and volunteers around presenting issues. Melissa has our enduring friendship and gratitude, and we wish her every success and happiness.

Each year it becomes more and more of a privilege to be the Convenor. Each year I rejoice in the friendliness, compassion, affection and protection of the Trust women. My whole being, and growth and development as a feminist, is renewed all the time by the good thinking and good work of the Women's Trust, both in the office and in the community at large.

To all Trust women and Trust men, I toast us all.

Executive Director's Report





Our supporters, grant recipients and followers will know by now that the Victorian Women's Trust has had a focus on violence across all of our years of work. Sadly, women and girls will not know true freedom until their safety (in homes, workplaces and on the streets) is assured.

Throughout our working life at the Trust, there have been milestones that further sharpen our thinking and action. One of these earlier ones was our funding support in 1993 to the Women's Coalition Against Family Violence that led to the publishing of Blood on Whose Hands – one of the first major accounts of the killing of women and children in domestic homicides. At the time, Irene Moss, Federal Race Discrimination Commissioner, wrote in a Federation Press newsletter: '(The book) provides a humanistic rather than legalistic view of domestic homicide...Ultimately, its strongest message is that the complicity of the legal system, the media and society at large must be confronted. Unless we acknowledge this, real change cannot be achieved.'

This sagacious comment from Irene Moss links directly to another of our milestones - our February 2012 Be The Hero! Week of Action and the visit to Melbourne by Dr Jackson Katz, hosted by the Victorian Women's Trust and made possible by funding support from bankmecu, Lifeworks, the YWCA (Victoria) and the City of Melbourne.

Jackson's valuable contribution came in his powerful communications across a range of issues that underpin the continued violence by men towards women and girls - notably the 'passivity' of the public narrative that surrounds this violence. This passivity inadvertently allows the violent men as perpetrators to 'go missing' from public accounts of violence, from analyses, and from action responses and strategies. In this treatment, the focus tends to be on the victim - and the subsequent questions, discussion and debates are about her and behaviour, rather than on him and on our society that continues to socialise a number of boys and men into a masculinity that depends on entitlement, intimidation, domination and control.

Most men clearly reject this particular expression of masculinity and reject violence in their relationships with women. But silence, defensiveness and passivity ('I don't behave this way so it's not an issue for me') simply acts as potent cultural affirmation. When men in every sphere of leadership - political, corporate, workplace and community - acknowledge the violence of other men and boys as their issue, and show that they are prepared to challenge and change the attitudes and behaviours of their male peers, the compliance or tolerator fabric that Irene Moss describes start to wear thin. Surely, isn't this what we all want? Isn't this is in the best interests of all - in our families, workplaces, in public spaces, and in our communities?

A special thanks to our Board members, staff, volunteers and supporters for the combined effort and commitment that helps the Victorian Women's Trust continue to achieve these important milestones, with their flow-on effects for women and girls.

Victorian Women's Benevolent Trust (VWBT)

Annual Grants Program 2011-2012

Philanthropic grants provide an important community opportunity – to innovate, research, explore, create and to push the boundaries in working toward new programs and services for women and girls.

We take great pride in our grants program, which has funded many ground-breaking projects for Victorian women and girls.

This year we continue this tradition, while also building on the Victorian Women's Trust's unique 20 year partnership with Koorie Women Mean Business.

To celebrate and commemorate this milestone, our General Grants have a special focus on projects that foster partnerships between Indigenous and non-Indigenous women and girls, as a practical way to advance the cause of reconciliation.

In making these grants, the Victorian Women's Benevolent Trust acknowledges the wonderful support of our donors and we extend our sincere thanks to them for their generosity and commitment to our work. We also wish to acknowledge the Grosvenor Foundation who have provided a high level of support to our General Grants.

We also have five Sub-Funds, with two, the Prue Myer and Joan Hudson Sub-Funds making their inaugural grants.

We thank our Trustees for their guidance and careful consideration of projects, along with the considerable assistance provided by Grants Assessment Committee members Teresa Tjia, Diana Batzias and Padmini Sebastian and the advice of Executive Director Mary Crooks.

For further information about our grants, including great outcomes from previous grants, and how to make a tax deductible donation, please visit our website at www.vwt.org.au/grants or phone Anne Paul on (03) 9642 0422.

The Joyce Thorpe Nicholson Fund



Joyce Thorpe Nicholson (1919-2011) was an inspirational feminist, respected publisher and successful author – a visionary woman who through her work, career and philanthropy did much to advance conditions for women and girls. Her vision saw the launch of the successful One Million Dollar Appeal in 1988, which helped built both the profile and financial capacity of the Victorian Women's Benevolent Trust.

The Joyce Thorpe Nicholson Fund allows us to make many important grants from the Victorian Women's Benevolent Trust and will continue to do so into the future. We sincerely thank all who have made donations to the Fund and welcome further donations, so that we can continue to build on Joyce's vision, leadership and dedication to improving the lives of women and girls.

There are many of us who have had education and family support so that we have been able to overcome the handicaps, prejudices and discrimination, which women have always faced and continue to face. I urge other women to help. Whatever happens, I shall live happily knowing that after I'm gone the Victorian Women's Trust will have become a permanent institution. JOYCE THORPE NICHOLSON

Latest Grants from the VWBT

Ten of our grants directly support projects for Indigenous women and girls and include some original, innovative projects across Victoria. They are accompanied by eight grants for projects on a range of issues including supporting migrant and refugee women, women's health and economic security.

A short description of each project is provided:

\$10,000 to Merri Creek Management Committee:

Out and About – Victorian Aboriginal Women by the Merri

Supports a group of Aboriginal women artists to visit little-known ecological and cultural areas in the Merri Creek catchment, under the guidance of an experienced female Merri Creek guide.

These visits will provide recreation, connection with nature and an opportunity for the women's experiences to be captured artistically, building their social and cultural connection with the Merri Creek. It is anticipated the women will re-visit the area with confidence and lead others on similar trips, as well as gain a sense of Indigenous flora and fauna and its relationship to Indigenous cultural heritage.

"A great confidence boost and essential financial support for our approach of bringing together Indigenous and non-Indigenous women to get 'out and about' on country in the Merri Creek, to develop all our relationships, exchange knowledge, and practice respect and reciprocity. It breathes life into our mission statement: to respect the spirit of the land and its peoples."

Angela FOLEY

Merri Creek Catchment Programs Officer

THANK YOU TO THE GROSVENOR FOUNDATION FOR FUNDING THIS CREATIVE PROJECT



\$10,000 to Healesville Indigenous Community Services Association:

Young Women's Youth Advisory Group – Leadership Circle

Create a young women's leadership circle, engaging Indigenous and non-Indigenous girls and young women in cultural activities and learning skills in community development and governance.

The Circle will aim to enhance self-esteem, develop leadership and increase training and employment opportunities. The young women will go on to form a Youth Advisory Group and use their new skills to help develop youth-based activities in the Healesville region. This will offer an opportunity to put reconciliation into action, break down barriers and prejudices, improve relationships and nurture connections between young people and the wider community.

THE SUPPORT OF GROSVENOR FOUNDATION IS GREATLY APPRECIATED IN FUNDING THIS IMPORTANT PROJECT FOR YOUNG WOMEN





Thornbury Women's Neighbourhood House: Girls Making Trades the Go

PHOTO BY PONCH HAWKES

"There are many young Aboriginal women living in Victoria who have little to no access to Aboriginal cultural and inter-generational knowledge about pregnancy, antenatal and infant care." **Dr Shannon FAULKHEAD**

\$10,000 to Monash Indigenous Centre, Monash University:

Rebirth - Revitalisation of **Indigenous Victorian** Women's Knowledge

Provide improved access to Indigenous Victorian cultural knowledge about pregnancy, antenatal and infant care.

The project team, comprising four Aboriginal women - two researchers and two artists specialising in cultural knowledge - will work to identify, research and collate archival information, with view to assessing and validating the material through workshops with Aboriginal Elders and young women. The project aims to improve the lives of Aboriginal women and children by increasing access to cultural knowledge and helping close the gap in Aboriginal maternal and child health.

"There are many young Aboriginal women living in Victoria who have little to no access to Aboriginal cultural and intergenerational knowledge about pregnancy, antenatal and infant care. Through this grant we hope to assist current and future generations in both the mother's and the infant's health and wellbeing."

Dr Shannon FAULKHEAD

Monash University

THANK YOU TO THE GROSVENOR FOUNDATION FOR FUNDING THIS INNOVATIVE RESEARCH



\$10,000 to Victorian Association for the Care & Resettlement of Offenders (VACRO):

Women, Justice and **Diverse Communities**

Increase accessibility to mentoring support for Indigenous and culturally and linguistically diverse (CALD) women involved in the adult criminal justice system.

The work will build on VACRO's current Women's Mentoring Program, establish partnerships with Indigenous and CALD organisations, and redesign the mentoring model to ensure cultural relevance. By engaging leaders of particular cultural communities, awareness can be raised and opportunities developed to provide supportive peer mentoring, as the women attempt to return to their communities.

THIS PROJECT WAS GENEROUSLY SUPPORTED BY THE GROSVENOR FOUNDATION



\$9,000 to YWCA (Victoria) / Koorie Women Mean Business. EMILY's List and Victorian Local Governance Association:

Sisters Doing It For Themselves 3 - Mentor **Action Program**

Pilot to develop supportive links between Indigenous women Elders, non-Indigenous community leaders and young Indigenous women, through matched mentoring partnerships.

The project will be conducted in one regional and one metropolitan setting and build on earlier Sisters Doing it for Themselves work to support Indigenous women in their leadership aspirations. It will build expertise and facilitate pathways to ensure emerging Indigenous women leaders are supported into mainstream civic and political leadership, where many of the key decisions on Indigenous communities are made.

WE SINCERELY THANK ELISABETH SCOTT FOR HER GENEROUS SUPPORT OF THIS PROJECT

\$10,000 to The Torch Project: The Women's Tree

The Women's Tree is a newly-formed Indigenous women's network in the North Central region of Victoria, supported by the Torch Project - a cross-cultural arts organisation working to empower disadvantaged communities using arts-based strategies.

The grant will support the development of the network, which aims to empower local women and support social change through the sharing of culture and arts in a safe, restorative environment. This will include two weekend cultural gatherings in late 2012, the first being for Indigenous women and the other reaching out to refugee women in the region. An interactive website is also planned, along with vocational training through RMIT to build the capacity of network leaders to manage future activities independently and sustainably.

THIS PROJECT HAS BEEN GENEROUSLY SUPPORTED BY THE 6A FOUNDATION



\$5,000 to Loddon Mallee Women's Health Service / Bendigo Indigenous Homework Centre:

Inside Out

Support young Indigenous women, in their final years at Bendigo Secondary school, by cultivating pride in their Indigenous culture and a healthy lifestyle, to better equip them for further education, training or employment

The Inside focus is on healthy body and lifestyle choices. The Outside focus is on promoting cultural awareness and pride, including learning traditional weaving and painting, to build confidence and connections with the Koorie and wider community.

This work included making five garments for the Elmore Agricultural Art competition. Three were finalists, with one of the creations 'SOLAR', winning the Avant Garde section. One of the students will now represent Australia, along with the garment, in the International competition in New Zealand.

"Winning the competition was beyond our wildest dreams, seeing our students and their families and community showing pride in culture, working as a team to complete the garments, and seeing their clever creations on display for the Bendigo Community to enjoy was victory in itself."

Heather JONES

Project Co-ordinator

WE EXTEND OUR SINCERE THANKS TO NEILMA GANTNER FOR SUPPORTING THIS SPECIAL PROJECT

\$9,800 to Southern Health Aboriginal Health Team:

Amazing Race – Aboriginal Women's and Children's **Health Day**

The Health Day seeks to improve health outcomes for Aboriginal women and children living in the Southern Region of Melbourne by connecting them to services and culture.

It will combine two elements: pride in self, families, community and culture; alongside guidance towards good health within a dignified, supportive environment. It will also provide a forum for services to engage with the Aboriginal community, in order to help foster positive connections between Aboriginal and mainstream service providers in both the health and non-health sectors.

THIS PROJECT WAS GENEROUSLY SUPPORTED BY THE GROSVENOR FOUNDATION.



\$9,600 to Gippsland Lakes Community Health / Yoowinna Wurnalung Healing Service: Strengthening Community Workshops

Support four regional workshops in Gippsland for members of the Aboriginal community - on building community capacity through sharing experiences, discussions and offering support to younger members.

The workshops will focus on the engagement of women, working to establish a support network and promoting education and career pathways for young women. They will directly benefit Aboriginal women across Gippsland through the development of support networks and strategies to promote leadership and cultural preservation.

WE SINCERLEY THANK THE GROSVENOR FOUNDATION FOR THEIR SUPPORT OF THIS REGIONAL PROJECT.



"Winning the competition was beyond our wildest dreams, seeing our students and their families and community showing pride in culture, working as a team to complete the garments, and seeing their clever creations on display for the Bendigo Community to enjoy was victory in itself."

Heather JONES Project Co-ordinator

Inside Out Project

\$8,000 to Berry Street Gippsland: Families **Together Project**

Support disadvantaged adolescent girls and young women who are pregnant and/or young parents in the Morwell region.

The project provides the opportunity to share, reflect and celebrate positive parenting through participation in facilitated sessions. It aims to reinforce young parents' strengths and increase confidence and competence through bonding between parents and children, community connections and computer skills. The program is based on successful work with Koorie communities by Anglicare, who will be a project partner. Books will be produced to record participants' experiences as a lasting record of their achievements, as well as an opportunity to promote a better understanding of young mothers in the community.

THANK YOU TO THE GROSVENOR FOUNDATION FOR THEIR WONDERFUL SUPPORT OF THIS LATROBE VALLEY BASED PROJECT



\$10,000 to Victorian Immigrant and Refugee Women's Coalition:

Yes We Can - Training and **Mentoring Migrant and Refugee Women**

A pilot training and mentoring project between mainstream Australian, migrant and refugee women, aiming to improve their skills in preparing and writing funding submissions.

It will assist migrant and refugee women's groups in overcoming barriers to project development and facilitate greater opportunities for them in the funding environment. The project will build on recent work by the Queen Victoria Women's Centre on improving the capacity of women's groups to access funding opportunities.

THIS PROJECT WAS FUNDED THROUGH THE SUPPORT OF THE GROSVENOR FOUNDATION



\$10,000 to Southern Health / South East Centre Against Sexual Assault:

Creative Art Workshop Video Diary

An innovative project aimed at reaching adult women survivors of child sexual abuse.

It uses a video diary uploaded to the internet to follow the progress of several abuse survivors as they participate in creative arts therapy. They will use art in a non-confrontational way to broach issues, allay fears, develop rapport and give the viewer confidence to seek help. The diary will be used to reach survivors who do not attend face-to-face services or have not yet disclosed abuse. It will also provide an interactive option, accessibility for CALD and younger users, and comprehensive information on support services across the country and internationally.

WE ARE EXTREMELY GRATEFUL FOR THE SUPPORT OF A PRIVATE DONOR IN FUNDING THIS PROJECT.

\$25,000 to Good Shepherd Youth & Family Service / Kildonan Uniting Care:

Addressing Economic Abuse

Highlighting economic abuse and using a range of advocacy approaches to facilitate long-term systemic change in corporate, government and community sector policy and practice.

This will include holding a series of forums to engage the sectors in discussions around their involvement with clients experiencing economic abuse, working to build awareness and knowledge across the sectors and developing recommendations for change in practices.

WE THANK THE GROSVENOR FOUNDATION FOR THEIR GENEROUSITY IN FULLY SUPPORTING THIS IMPORTANT PROJECT.



Victorian Immigrant and Refugee Women's Coalition: Yes We Can





Victorian Immigrant and Refugee Women's Coalition: Yes We Can

PHOTOS BY PONCH HAWKES

"When the women can speak out the impact becomes apparent – it is hearing the voice of the woman consumer, relaying their experiences of the system that can change the current culture of mental health services." cheryl SULLIVAN

\$9,900 to Multiple Sclerosis Limited: **New Multiple Sclerosis Peer Support Groups in Regional Victoria**

Set up four new MS Peer Support Groups for people, mostly women, affected by multiple sclerosis in regional Victoria - Gisborne, Horsham, Kyneton and Colac.

The Groups will allow members to share their personal journeys and provide support and hope for each other. The structure of the Groups aims to encourage them to become self supporting and sustainable, as well as providing a bridge to enable community involvement.

WE WISH TO EXTEND OUR THANKS TO TWO PRIVATE DONORS FOR THEIR SUPPORT IN FUNDING THIS PROJECT.

\$17,000 to Brenda House / Safe Futures Foundation in partnership with Training Wheels Training and Development:

Breaking the Mould

Breaking the Mould is a pilot project to help women re-build their lives after the trauma of family violence, through a self-development program that educates women in the fundamentals of economic and emotional security.

THE GROSVENOR FOUNDATION HAS GENEROUSLY PROVIDED SUPPORT, IN PARTNERSHIP WITH THE CON IRWIN SUB-FUND, TO ENABLE THIS IMPORTANT PILOT PROJECT TO BE FULLY FUNDED FOR \$28,500. (FURTHER PROJECT DETAILS ARE PROVIDED IN THE CON IRWIN SUB-FUND SECTION).

\$12,600 to Women's Mental Health Network Victoria:

Women Consumers of Mental Health Services Speak Out

Develop and implement a media and communications training program for women who experience a mental illness.

The women will be assisted in speaking confidently at health and public forums about their experiences with the mental health system, and encouraged to actively participate on committees and boards. The program will empower these women to have the confidence to establish professional relationships with health management and policy makers and advocate the need for a more gendersensitive mental health service system. It will also assist them in acquiring skills that may lead to training and employment opportunities.

"When the women can speak out the impact becomes apparent - it is hearing the voice of the woman consumer, relaying their experiences of the system that can change the current culture of mental health services.

This funding will have a profound influence on ensuring that mental health services become more gender sensitive and safe for Victorian women."

Cheryl SULLIVAN

Executive Officer, Women's Mental Health Network

WE SINCERELY APPRECIATE THE SUPPORT OF A PRIVATE DONOR IN FUNDING THIS PROJECT



\$8,200 to International Social Service Australia (ISSA): Domestic Violence & International Parental Child

Abduction: Evidence and Advocacy (Component Two: Advocacy)

A two stage project to examine the connection between international parental child abduction and domestic violence, and advocate to reduce the incidence of abduction among those experiencing or at risk of domestic violence.

ISSA commenced the research stage of this project with the support of a 2011 VWBT grant. The advocacy component builds on this research to ensure the project has maximum impact – including the raising awareness of practitioners in the field – to help achieve safer options for women and children through appropriate and timely intervention and support.

WE GREATLY APPRECIATE THE SUPPORT OF ANNE MILLER TOWARDS FUNDING THIS PROJECT

\$15,000 to Women's Health Victoria: Female Genital Cosmetic Surgery - Research and Action

An Australian first, to address the emerging issue of female genital cosmetic surgery.

The project will aim to develop an understanding of the Australian context and address the individual, social and structural factors that contribute to its increasing prevalence. It will use research, media and advocacy to provide a holistic response, including promoting positive body image, encouraging safe medical practice and informing activists of the work. The grant will support part of a three year project that seeks to have long-term influence in arresting this alarming surgical trend.

Thornbury Women's Neighbourhood House: Girls Making Trades the Go

PHOTO BY PONCH HAWKES

"Gaining practical work skills like building a table..."

Tiffany

\$15,000 to Thornbury Women's Neighbourhood House:

Girls Making Trades the Go

Provide unemployed young women in the Northern suburbs of Melbourne with basic skills and work experience in the furnishing, building and construction industries, to assist them to develop career pathways and confidence.

The project will also work to break down barriers and gender discrimination existing in these largely male-dominated industries. An integral part of the project will be the development of a template for replication across Melbourne and regional Victoria. This will assist in motivating other young women to see a trade as a real career option, leading to long-term economic and socially progressive change.

"It was really wonderful – we all learned so much and in a very supportive environment... Gaining practical work skills like building a table... Confirmation I've chosen something I want to continue with... I'm a lot more confident now... New ideas on what to do with my life... Skills, confidence, direction for work... It's been amazing and I've loved every minute... New skills, life experiences, friends."

Comments by participants: Bianca, Tiffany, Shyning, Courtney, Annaleter & Toni

WE SINCERLEY THANK SANDRA HART FOR HER SUPPORT OF THIS PROJECT.



Sub-Fund Grants Program of the VWBT

Sub-Funds form a special part of our grants program. This year we welcome two new Sub-Funds, making their inaugural grants for three significant projects. We sincerely thank all who have supported their work and look forward to continued growth.

Essie Burbridge Sub-Fund

... supports projects that provide leadership in cross-cultural understanding and strategies for combating racism.

\$9,300 to Monash University / Victoria University and Multicultural Women in Arts: Art - Hope - Culture > Empowering Migrant Women's Art and Culture

Through interviews, exhibition and development of a webpage, this project will document and promote the art making of ten women artists from migrant or refugee background.

It will focus on the connection between creativity, hope, art and culture, and the role of art in their resettlement. The project will provide professional development and employment opportunities and assist the artists toward economic independence, while celebrating their work and contributing to greater understanding and empathy in the community.

WE EXTEND OUR SINCERE THANKS TO OUR PRIVATE DONOR WHO GENEROUSLY ENDOWED THE ESSIE BURBRIDGE SUB-FUND

Con Irwin Sub-Fund

... supports innovative social justice projects that offer circuit-breaking solutions to discrimination, violence against women and children, and inequality of educational opportunity.

\$11,500 to Brenda House / Safe Futures Foundation in partnership with Training Wheels Training and Development:

Breaking the Mould

IN HONOUR OF...

WE ALSO THANK
GLENDA DAVIS
FOR HER DONATION
TO THE SUB-FUND,
TO HONOUR THE
MEMORY OF
MARGARET WHITLAM
AND HER
CONTRIBUTION
TO AUSTRALIA.

Breaking the Mould is a pilot project to help women re-build their lives after the trauma of family violence, through a self-development program that educates women in the fundamentals of economic and emotional security.

The program works to acquaint women with supportive pathway choices that include returning to the workforce, returning to study or starting a business. Ongoing mentoring support with volunteer business and education-focused women mentors will also be offered.

Breaking the Mould recognises that while there are a range of services for women leaving violent relationships, there is very little that focuses on peer education and training. It aims to address this by helping women develop practical skills, resilience and a capacity to remain connected in their communities, in order to successfully plan a future for themselves and their children.

WE WISH TO SINCERELY THANK HILARY IRWIN FOR HER GENEROSITY IN ENDOWING THE ESTABLISHMENT OF THE CON-IRWIN SUB-FUND.

THE CON IRWIN SUB-FUND GRANT, IN PARTNERSHIP WITH THE GROSVENOR FOUNDATION SUPPORT, HAS ENABLED THIS IMPORTANT PILOT PROJECT TO BE FULLY FUNDED FOR \$28,500.

Johnstone Gumption Sub-Fund

... supports the participation and engagement of women as active citizens in community capacity building; the harnessing and sharing of women's experience and wisdom within and across generations; and Indigenous women's efforts regarding health literacy in their communities and at different life stages.

\$10,300 to Weenthunga Health Network: **Women in Health**

Weenthunga Health Network is committed to collaboration between Indigenous and non-Indigenous Victorians to improve health and wellbeing for Indigenous Victorians and their communities.

Women in Health aims to encourage more Indigenous girls in secondary schools to consider a career in health. The project will take a grassroots approach to sharing information with the girls through role model health practitioners. It will develop a DVD of Victorian women, - primarily Indigenous - talking about their work in a range of health professions and promoting health careers through an engaging and personalised dialogue.

The DVD will be available online, as well as to schools and Indigenous groups, assisting Koorie support teachers and career councillors to encourage girls to stay in school and see that they can attain careers in health.

\$5,000 to Centre for Multicultural Youth: Training Toolkit

Developing a training toolkit, to improve young African Australian's understanding of the principles of Australian democracy and participation in decision making.

The project will support positive involvement in Australian life by young people from African backgrounds. In particular it will help develop their advocacy skills, to better represent themselves, including ensuring the voices of young women are represented and heard.

WE SINCERELY THANK VAL JOHNSTONE FOR GENEROUSLY ENDOWING THE ESTABLISHMENT OF THE JOHNSTONE GUMPTION SUB-FUND, FOR HER ONGOING SUPPORT AND INVOLVEMENT IN ITS WORK AND FOR THE PARTNERSHIP GRANT THROUGH THE AUSTRALIAN COMMUNITIES FOUNDATION JOHNSTONE **GUMPTION SUB-FUND.**

WE ALSO THANK JOANNE WILSON FOR HER DONATION TO FURTHER SUPPORT THE WORK OF THE SUB-FUND.

Prue Myer Sub-Fund - Joint Inaugural Grants

... supports projects for immigrant, refugee and other disadvantaged girls and young women by providing positive mentoring opportunities, improving academic and educational outcomes and encouraging engagement and participation in political life.

The Prue Myer Sub-Fund supported joint inaugural grants for grass-roots projects for young women.

IN HONOUR OF...

WE THANK THE MYER FOUNDATION AND NEILMA GANTNER FOR THEIR GENEROUS DONATIONS IN HONOUR OF PRUE MYER.

OUR THANKS ARE ALSO EXTENDED TO DR JENNIFER WEBB WHO MADE HER DONATION TO THE PRUE MYER SUBFUND IN HONOUR OF HER FRIEND PAMELA WALKER.

\$5,970 to Beacon Foundation: Lunch with the Girls

Lunch with the Girls will to be delivered to 75 young Victorian women aged 15-16 years - from low socio-economic areas of Maryborough, Castlemaine & Colac - who are at risk of disengaging from school.

The program provides a one-day self-development program to inspire young women, raise their aspirations and build emotional intelligence to assist them to reach their academic and employment potential. It also provides follow-up mentoring to assist students into traineeships and employment through corporate partnerships.

Prue Myer Sub-Fund - Joint Inaugural Grants

\$6,490 to Norwood Association St Albans:

Tree of Life for Young Refugee Women

Provides the opportunity for 24 young refugee women, primarily Sudanese, to participate in the *Tree of Life*, a narrative therapy program developed in Africa and designed to provide culturally-sensitive mental health assistance for humanitarian settlers.

The program aims to address the trauma and mental health issues experienced by refugee women by enabling them to speak about their lives in ways that are focussed on wellbeing and the pursuit of education. It will also provide participants with an understanding of Western mental health concepts and services.

WE SINCERELY THANK JO BAEVSKI FOR HER GENEROSITY IN ENDOWING THE PRUE MYER SUB-FUND AND FOR HER ONGOING SUPPORT.

Joan Hudson Sub-Fund - Inaugural Grant

... supports projects that provide positive and effective community assistance for mothers and their children, new and/or improved opportunities for respite care for mothers of children with high-need disabilities, and practical support for young women from less advantaged backgrounds to access educational and academic opportunities.

IN HONOUR OF...

ANNIE RUBIRA MADE
HER DONATION TO THE
JOAN HUDSON
SUB-FUND IN HONOUR
OF HER MOTHER-IN-LAW
IRENE RUBIRA. IRENE
PASSED AWAY IN 2008.
SHE WAS A MOTHER
OF SEVEN AND
GRANDMOTHER TO 18.

ANNIE REMEMBERS
IRENE AS A WOMAN
WHO WORKED
STEADFASTLY IN HER
HOME AND COMMUNITY
TO PROVIDE A STRONG
MORAL COMPASS TO
THOSE AROUND HER.

\$9,600 to Monash University: **Healthy Mum, Healthy Family**

Healthy Mum, Healthy Family is an innovative health and wellness program for Victorian mothers of children with a disability.

It aims to empower participants and optimise healthy lifestyle choices — as they meet the daily demands associated with caring for their child and other family members. The program involves both face-to-face education workshops and access to e-learning, especially for mothers in rural and remote Victoria. It aims to produce material to promote health, service and economic equality for mothers of children with disability.

"The Joan Hudson Sub-Fund recognised the need and value of our work and we were absolutely thrilled to receive this support."

Dr Helen BOURKE-TAYLOR and Dr Fiona JANE

Project team Monash University

WE SINCERELY THANK ROSEMARY GEER FOR GENEROUSLY ENDOWING THE ESTABLISHMENT OF THE JOAN HUDSON SUB-FUND AND FOR HER ONGOING SUPPORT OF ITS WORK.

WE ALSO EXTEND OUR THANKS TO ANNIE RUBIRA AND ROBYN BOULTER FOR THEIR DONATIONS IN SUPPORT OF THE SUB-FUND.

We again thank all our donors for their outstanding support in enabling all these projects to become a reality. We also wish to acknowledge the dedicated work of many people in the community and their efforts to develop innovative projects to support Victorian women and girls.

For more information about Sub-Funds or our Annual Grants program please visit www.vwt.org.au/grants or contact Anne Paul at anne@vwt.org.au or 9642 0422.

Special Grant Initiatives of the VWBT

\$125,000 to Women's Health Goulburn North East:

Bsafe Project

Bsafe is a cost-effective 24 hr personal alarm system for women and children escaping domestic violence. It enables women and children to remain safe in their homes and community, with particular benefit for rural women.

Bsafe was successfully piloted in the Hume Region of Victoria and won the 2010 Australian Crime and Violence Prevention Award.

This grant enables the provision of 60 *Bsafe* kits for the Hume region, while working towards achieving sustainability of the program. This includes liaison with key agencies, exploring new technologies and collecting data to evaluate and further demonstrate its effectiveness. The work will build on the findings of the pilot and be used to advocate the program, with view to securing State Government funding to implement the *Bsafe* program state wide.

"For many women and their children, **Bsafe** has been an effective deterrent to violent ex-partners and a mechanism of swift access to the law and justice."

Rachael MacKay

Bsafe Project Coordinator

WE WISH TO SINCERELY THANK OUR PRIVATE DONOR FOR HER CONSIDERATION AND GENEROSITY IN ENABLING THIS IMPORTANT GRANT TO BE MADE.

\$50,000 to YWCA (Victoria): **Be the Hero!**

This grant will enable the implementation of the *Be The Hero!* program across Victoria.

See pages 25-26 for a full report on the year's

WE EXTEND OUR THANKS TO OUR PRIVATE DONOR FOR HER GENEROUS SUPPORT OF THIS PROJECT.

Additional Grant from the VWBT

\$3,813.71 YWCA (Victoria): Richmond House Furniture Campaign

Trustees decided to wind up the Victorian Women's Action Trust and distribute the balance of funds accordingly. The Victorian Women's Action Trust was largely an historic part of the overall operations of the Victorian Women's Trust.

In July 2011 a donation of \$3,813.71 was made to the YWCA Victoria for their Rosemary Hehir Richmond House Furniture Campaign.

First opened in 1973, Richmond House is a 67 room rooming house for homeless women. It was extensively redeveloped from 2009 and was reopened in August 2011. The upgrade has provided modern social housing for women, featuring environmentally sustainable initiatives and disability accessible design.

The donation assisted in providing quality furniture and white goods for residents – and will help ensure disadvantaged and marginalized women are able to live in safe, secure and affordable housing that they can call home.

Victorian Women's Trust Limited (VWT)

Water*mark* Australia Project

We were delighted to be approached by Jarryd Clough from RMIT University for an internship in 2011. Jarryd was completing a degree in environmental studies and proved to be a most capable pair of hands.

Following on from *Our Water Our Vote*, a project undertaken by the Victorian Women's Trust in partnership with the Alternative Technology Association in the lead up to the State Government 2010 election, Jarryd undertook to detail and analyse the commitments made by the elected parties in response to this initiative.

Using Parliamentary Hansard, Jarryd sourced and analysed information on any parliamentary member's activity on water efficiency measures relating to daily consumption targets, water efficiency of small and medium businesses, retrofitting of homes and non-residential sector, use of stormwater, groundwater protection, recycling and re-use targets, building standards in relation to water and water efficiency in sport, recreation and open spaces.

events



50th Anniversary of the Pill In early 2011 we were approached by the Centre of Women's Health, Gender and Society at the University of Melbourne to explore ideas to mark the 50th anniversary of the contraceptive pill. The resultant event, 50th Anniversary of the Pill – An Incomplete Revolution, drew over 250 people to The Edge at Federation Square on the 23rd November.

Speakers included Dr. Louise Keogh, Mary Crooks, Leslie Canold and Nelly Thomas. A Q&A session after the speakers also featured Caetlyn Davies, a junior doctor and volunteer at the Women's Trust in 2011, who developed a great little resource booklet on everything you ever needed to know about 50 years of The Pill across the world.



Firefoxes

Creating a New Normal – Public launch of the Firefoxes Documentary In April 2012, the Firefoxes, a grassroots women's support network launched their documentary Creating a New Normal. Firefoxes emerged in the Kinglake Ranges following the Black Saturday fires of 2009. Since then, Firefoxes have been supporting their local community with regular social and recreational events, enabling much emotional support, resilience and recovery.

Funded by the Victorian Women's Benevolent Trust, *Creating a New Normal* is being used interstate and internationally in disaster affected communities. The documentary highlights powerfully the roles women can play in building stronger, more resilient and prepared communities. A follow on from the documentary will be the development of short audio pieces from women on recovery topics which will feature on the Firefoxes website www.firefoxes.org.au



Max Watson and Nakita Vanderbyl



The Alice and Isabel Watson Essay Prize

In 2012 we partnered with the Gender, Sexuality and Diversity Studies (GSDS) Program, La Trobe University to create an annual \$1,000 Essay Prize, to be awarded to an undergraduate student, majoring in GSDS, for an outstanding essay.

The inaugural winner in 2012 was Nikita Vanderbyl for her essay *Women: Pawns of Porn?*

This prize is made possible by a generous donation to the Victorian Women's Trust Limitied by Max Watson who wished to honour Alice Watson and her daughter-in-law Isabel Watson.

In Max's words:

"These women witnessed significant changes in the social conditions of women in their own lifetimes and recognised that they could contribute to this process. Their activism enhanced the lives of others and it is hoped that this donation will continue the capacity to improve social justice for all".

The Essay will be between 3000-4000 words. It will be a plain-speaking, sophisticated, analysis of a contemporary Australian issue, primarily using a gender lens. The Essay Prize will be open to all undergraduate students majoring in GSDS.

Be The Hero!



Key Partnership of Be the Hero!

The funding and partnership with YWCA Victoria that was established in 2010, has made it possible to develop the next stage of the *Be The Hero!* program. Continued generous funding from a private donor and our formal partnership with YWCA Victoria has allowed us to employ Paul Zappa as the project presenter and trainer to lift the profile of *Be The Hero!* and Crystal Bruton for administrative assistance and to manage the BTH website.

In February 2012, the *Be The Hero!* Week of Action, featuring Jackson Katz as its centrepiece, thrust *Be The Hero!* into new territory within the Victorian and Australian community. By the end of the week, *Be The Hero!* events had impacted upon a vast new audience of politicians, community leaders, Victoria's Chief of Police, senior educators, major corporate entities and, through the reach of numerous radio interviews, a vast segment of the Victorian and Sydney community.

Jackson Katz left us with one key message: the social issue of men's violence against women, for so long left to women to challenge and bring to public attention, is an issue that men must take responsibility for. What was so significant during this week was that he was able to get this message to that audience — men!

Through the meticulous planning and strategic targeting of key male domains, The Victorian Women's Trust had been successful in delivering upon the vision conceived 18 months prior. When more than 200 people attended the Storming Against Violence breakfast, 450 people arrived at the Melbourne Town Hall and 11 forums had been completed, one factor stood out, large numbers of men were present at all these events.

From June 2011 to the 13th February 2012, a huge amount of meeting, planning and resources were devoted to the Week of Action. As it often does, the Trust was bold in its vision and backed this with the contribution of effort from many staff and volunteers to ensure such vision was delivered completely and emphatically.

Throughout the events of the week, many men and women had listened to the key messaging that Jackson delivered and a new momentum was created.

The six months that followed this week delivered the consolidation, reach and new development of the program that was proposed. By the end of June 2012, the *Be The Hero!* program had been successfully extended, consolidated and tested. The following are a few notable examples;

- Be The Hero! was successfully delivered to numerous co-educational facilities, extending the reach of the program to our young women and intensifying outcomes of the program for young men by their presence. Much of the initiative for this came from key contacts established through out the Week of Action.
- The program was delivered in a residential care facility, building upon the success in the previous year in a Juvenile Justice setting. The request for this came from the manager of the facility after she attended the Town Hall event.
- Approximately 20 homeless men and women took part in the program through the Western Health Service. Significant positive outcomes came from this and a new sector for the program emerged. This program was initiated after discussions with a manager at Western Health who was present at the Town Hall event.
- A relationship developed between the Good Samaritan Inn (women's refuge) and VWT that will see *Be The Hero!* embedded in 3 large Secondary Colleges in 2013. This will begin with training of staff in the schools and a commitment to significant curriculum time to deliver the program. It will see the most intensive delivery of the program to date, both in duration and comprehensiveness. Members of the Good Samaritan Inn contacted the Trust after attending the Town Hall event.
- Police present at a forum initiated the delivery of the White Ribbon Program, Breaking The Silence, in Ararat. This was the first delivery of the program to a regional community in Australia.
- An Ararat school attending the Breaking The Silence program requests Be The Hero! to be delivered to all boys and girls in their year 10 level.

Be The Hero!

Continuing at the Coalface

Throughout this period, Be The Hero! facilitation continued in schools and community agencies and other opportunities for development and expansion were undertaken. Some highlights include;

- Be The Hero! facilitator training day held at the Melbourne Town Hall with over 80 people in attendance.
- Consolidation of close links with Hallam Secondary College consolidated, culminating in a special news report on Channel Seven News.
- The relationship between the VWT and Melbourne Storm continued to provide fantastic outcomes. In partnership with Melbourne Storm, funding was received for a Be The Hero! program to be delivered into schools with large Aboriginal populations. Twenty six Aboriginal leaders and 12 Victorian schools are involved in the project.

In Term 1, 2013 these leaders will co-facilitate the Be The Hero! program, with non Aboriginal teachers, to all students who make up the year 9 or 10 cohort of 12 Secondary Colleges throughout the state.

As the Be The Hero! program continues to gain momentum from key events like the Week of Action or from the ongoing successful delivery in schools across Victoria and Australia, the VWT hopes that the sustainability of the program can be underpinned by funding that is external to the Trust.

WE SINCERELY THANK OUR GENEROUS DONOR WHO HAS CONTINUED TO FUND THE DEVELOPMENT AND ROLLOUT OF THE PROGRAM.

WE ALSO RECOGNISE BANKMECU FOR THEIR \$30,000 GRANT ALLOCATION THAT ALLOWED THE WEEK OF ACTION EVENT TO BE STAGED AND MEANT THAT THE VISION OF BRINGING JACKSON KATZ TO AUSTRALIA TO HEADLINE THE WEEK OF ACTION WAS REALISED.



Paradox of Service

Following the publication of the groundbreaking research document, "The Paradox of Service" in 2009 the Victorian Women's Trust (VWT) has designed and is now operating its Independent Advocacy program with the aim of achieving some justice for former religious women who have contacted the Trust, and who left their Orders without adequate, or sometimes any, assistance to make the transition to a new life. This lack of assistance has had a negative impact financially, physically and mentally on many former religious, often right up to the present day.

The advocacy process is undertaken by two VWT volunteers, Hilary Irwin and Susan Powell, reporting to the Executive Director. It involves gathering detailed information from each former religious as to her experiences, both during her time in the Order, and in the time afterwards. What is being requested for each person varies according to individual circumstance. The "ask" focuses largely on the experience of the former religious on departure, and what, if any, assistance they received at that time, and since.

As each person's experience is different the information gained is never straightforward, and rigour and accuracy are important in both gathering and writing up, the material. Getting to know each former religious, and developing a relationship of trust with her, are integral parts of the process.

After each "ask" has been honed, and checked and rechecked, the independent advocates contact the head of the Order concerned and arrange a meeting at which a detailed verbal and written report concerning the individual's story, and what is being requested, is presented. After the meeting there is room for further negotiation between the head of the Order and the independent advocates, and no agreement is reached until the former religious and VWT staff are satisfied with what is being offered.

During this year a settlement for one former religious has been reached with her former Order, and a second settlement is close to resolution. We believe that these early outcomes herald the possibility of a different, stronger, and effective way of addressing the vexed question of inadequate departure policies and practices within religious Orders.

Emerging New Initiatives

Here She Is!

We are in the midst of developing a two year strategy aimed at increasing the number of women in leadership in Australian workplaces, and increasing the number of women's voices in the public arena. We will profile the extent and breadth of women's capacity, as well as providing practical tools for organisations to make a real difference in workplace gender diversity. The initiative will be launched in early 2013.

Sheilas

This major news and information website project - called 'Sheilas' - stepped up its project development in 2011-2012, in preparation for launch in July 2012 (just after this annual report timeline).

Over this financial year, the following work was undertaken:

Follow up work to the Major Concept Paper, presented to the Board of Directors, including a continuation of the environmental scan of websites covering both (1) women's issues and (2) social justice analysis (through both online independent and mainstream media).

Development of an Electronic Survey, distributed to supporters of the Victorian Women's Trust and other networks. This survey questioned participants' news consumption habits and provided further evidence that there was a need for an online product which provided critical analysis of issues of interest to our supporters - issues not just limited to being seen as 'women's issues', but also social justice related. Around 200 responses were lodged.

Focus Groups set-up, to better hone in on findings from the electronic survey, but with a particular focus on the news and online media consumption of young women aged in their 20s and 30s (a specific target group of the Sheilas project). Five face-to-face focus groups were held, ascertaining the importance of developing a product that provided both light and shade, as well as serious issues analysis. The participants of the focus groups also provided lots of ideas on the 'look and feel' of websites they frequent, contributing to the final stages of developing the project.

Refinement of method in meeting the purposes, aims and objectives of the project.

To compliment the resource levels at the Victorian Women's Trust, it was decided that the project would be best delivered via e-publication (e-bulletin or e-newsletter style), with corresponding articles hosted on a website. This would mean we could still deliver the project to faithfully reflect the intended purposes, aims and objectives of Sheilas - it would just be delivered in a more manageable format which would put less pressure on both personnel and resource requirements at the Trust.

Towards the end of the financial year, we engaged the IT development services of Jess Allison and Colette Watson (from 'That Mob' and 'Goodling', respectively). Jess and Colette were selected to spearhead the IT development as they had impressive experience in creating e-newsletter style products and corresponding websites. They have also been a great 'fit' in understanding the IT needs of the Victorian Women's Trust and intended target audiences of the project. Their involvement has greatly assisted us in meeting our launch date of July 2012.

In preparation for the launch, a database was being built to best alert our intended target audiences. The base of this database would be the existing VWT e-bulletin list, and building up from there to target both women's and youth networks across the country (as Sheilas is aimed at a national audience).





If there was a policy theme at play at the Victorian Women's Trust over 2011-2012, it was exploring new and innovative ways to prevent men's violence against women.

Our Grants Program for 2011 focused on this ongoing area of concern, and it was also the year in which we hosted men's violence prevention expert Jackson Katz from the United States.

Katz' work in developing the bystander approach (encouraging good men (and women) to safely intervene in curbing bad behaviour – in views and actions) complimented areas of the Trust's work – in bolstering our web-based violence prevention program *Be the Hero!*, and in furthering our policy and advocacy work.

We highlighted the bystander approach in our submission to the Victorian Government's Action Plan to Address Violence Against Women and Children, lodged in March 2012.

In preparing for this submission, the Trust held a roundtable discussion with key representatives from the women's and family violence prevention sector. Over twenty people attended.

Along with the bystander approach, our submission highlighted:

- the need to better identify perpetrators in addressing the issue, including naming it for what it is men's violence against women,
- differentiating between real prevention strategies and risk reduction,
- highlighting successfully trialled and tested VWBT special grant initiatives like BSafe;
 a pendant alarm system which enables women to remain in their own homes and community (particularly beneficial for women in regional areas),
- the need for further legislative reforms, like homicide law reform, an area the Trust has remained committed to over its history,
- an emphasis for utilizing Be the Hero! type programs for men and boys,
- the need to change peer culture on all levels, by having good men (the majority of men) take more responsibility in addressing other men's violence.

Our submission was capped off with a media release issued around the same time, calling on the then Premier Ted Baillieu to lead by example on this last point. It was suggested the Premier could Chair a new Inter-Departmental Committee set up to implement the Action Plan, led by Minister for Women, Mary Wooldridge. This proposed Committee would also demonstrate how whole-of-government could work more effectively on this issue – an issue which requires a truly integrated response.

This proposal outlining a position on governance as articulated in both our submission and the corresponding media release was signed by the Victorian Women's Trust, Women's Health Victoria, Women's Domestic Violence Crisis Service Victoria, Domestic Violence Resource Centre Victoria (DVRCV), Domestic Violence Victoria (DV Vic), Women's Legal Service Victoria, The Federation of Community Legal Centres, Project Respect, Koorie Women Mean Business, the Council of Single Mothers Victoria, Women's Information and Referral Exchange (WIRE), YWCA Victoria, and Women with Disabilities Victoria.

Consolidated Victorian Women's Benevolent Trust Victorian Women's Trust Victorian Women's Action Trust

income

Statement of Comprehensive Income

For the year ended 30 June 2012 (Australian Dollars – A\$)

	2012	2011			
Income					
Donations	357,961	971,839			
Interest/Investment (net)	333,827	363,933			
Funding/Grants Other Total Income	10,200 133,974 835,962	391,862 1, 727,634			
			Expenses		
			Operating & Program Costs	(1,006,131)	(929,090)
Grants					
Paid & Provided	(413,620)	(446,498)			
Total Comprehensive Income for the Year	(583,798)	352,046			
equity					
Statement of Changes in Equity					
	2012	2011			
Statement of Changes in Equity	2012 1,000	2011 2,000			
Statement of Changes in Equity For the year ended 30 June 2012 (Australian Dollars – A\$)					
Statement of Changes in Equity For the year ended 30 June 2012 (Australian Dollars – A\$) Capital	1,000	2,000			
Statement of Changes in Equity For the year ended 30 June 2012 (Australian Dollars – A\$) Capital Reserves at Beginning of Financial Year	1,000 200,416	2,000 448,565			
Statement of Changes in Equity For the year ended 30 June 2012 (Australian Dollars – A\$) Capital Reserves at Beginning of Financial Year Transfer (to)/from Capital Reserves/Operations – net	1,000 200,416 16,579	2,000 448,565 (235,649)			
Statement of Changes in Equity For the year ended 30 June 2012 (Australian Dollars – A\$) Capital Reserves at Beginning of Financial Year Transfer (to)/from Capital Reserves/Operations – net Transfer (to)/from Committed Funds Reserve – net	1,000 200,416 16,579 11,644	2,000 448,565 (235,649) (12,500)			
Statement of Changes in Equity For the year ended 30 June 2012 (Australian Dollars – A\$) Capital Reserves at Beginning of Financial Year Transfer (to)/from Capital Reserves/Operations – net Transfer (to)/from Committed Funds Reserve – net Reserves at End of Financial Year	1,000 200,416 16,579 11,644 228,639	2,000 448,565 (235,649) (12,500) 200,416			
Statement of Changes in Equity For the year ended 30 June 2012 (Australian Dollars – A\$) Capital Reserves at Beginning of Financial Year Transfer (to)/from Capital Reserves/Operations – net Transfer (to)/from Committed Funds Reserve – net Reserves at End of Financial Year Accumulated Funds at Beginning of Financial Year	1,000 200,416 16,579 11,644 228,639	2,000 448,565 (235,649) (12,500) 200,416			
Statement of Changes in Equity For the year ended 30 June 2012 (Australian Dollars – A\$) Capital Reserves at Beginning of Financial Year Transfer (to)/from Capital Reserves/Operations – net Transfer (to)/from Committed Funds Reserve – net Reserves at End of Financial Year Accumulated Funds at Beginning of Financial Year Total Comprehensive Income for the Year	1,000 200,416 16,579 11,644 228,639 6,701,690 (583,789)	2,000 448,565 (235,649) (12,500) 200,416 6,101,495 352,046			
Statement of Changes in Equity For the year ended 30 June 2012 (Australian Dollars – A\$) Capital Reserves at Beginning of Financial Year Transfer (to)/from Capital Reserves/Operations – net Transfer (to)/from Committed Funds Reserve – net Reserves at End of Financial Year Accumulated Funds at Beginning of Financial Year Total Comprehensive Income for the Year Transfer from/(to) Capital Reserves/Operations – net	1,000 200,416 16,579 11,644 228,639 6,701,690 (583,789) (16,579)	2,000 448,565 (235,649) (12,500) 200,416 6,101,495 352,046 235,649			

Consolidated Victorian Women's Benevolent Trust Victorian Women's Trust Victorian Women's Action Trust

balance

Statement of Financial Position

As at 30 June 2012 (Australian Dollars – A\$)

	2012	2011	
Equity			
Capital	1,000	2,000	
Capital Reserves	216,995	200,416	
Committed Funds Reserve	11,644		
Accumulated Funds	6,089,678	6,701,690	
Total Equity	6,319,317	6,904,106	
REPRESENTED BY			
Non-Current Assets			
Fixed Assets	120,429	134,710	
Other	10,650		
Total Non-Current Assets	131,079	134,710	
Current Assets			
Cash	68,136	409,296	
Investments	5,852,281	6,012,306	
Other	418,453	570,672	
Total Current Assets	6,338,870	6,992,274	
Total Assets	6,469,949	7,126,984	
Non-Current Liabilities			
Non-Current Liabilities	(25,115)	(16,317)	
Current Liabilities			
Provision for Employee Entitlements	(98,318)	(90,613)	
Other	(27,199)	(115,948)	
Total Current Liabilities	(125,517)	(206,561)	
Total Liabilities	(150,632)	(222,878)	
Net Assets	6,319,317	6,904,106	
cash flow			
Statement of Cash Flows For the year ended 30 June 2012 (Australian Dollars – A\$)			
	2012	2011	
Cash Flow (used in)/from Operating Activities	(483,341)	20,572	
Cash Flow used in investing Activities	(17,844)	(109,928)	
Net (Decrease)/Increase in Cash Held	(501,185)	(89,356)	
Cash and Cash Equivalents at Beginning of Financial Year	6,421,602	6,510,958	
Cash and Cash Equivalents at End of Financial Year	5,920,417	6,421,602	

Koorie Women Mean Business

KWMB & VWT 20 year partnership – Professor Megan Davis



Strategic Plan 2011-2014

Koorie Women Mean Business (KWMB) finalised our Strategic Plan 2011-2014 in October 2011. The Board realised that to meet our Charter we had to consolidate works to date, as well as identify and commit to our three year Strategic plan priorities which are to:

- 1. Strengthen our organisation
- 2. Demonstrate Leadership in advocacy and research
- 3. Deliver quality programs and projects
- 4. Build strong partnerships.

20 Year Partnership with VWT

This year Koorie Women Mean Business and the Victorian Women's Trust celebrate a 20 year partnership of working together. KWMB began with a Trust funded grant of a conference under the same name in the early 90s. So successful was the conference, an organisation was created under the same name. Since then, KWMB and the Trust have shared office premises – building a sustainable working relationship, sharing knowledge, working side by side, as well as together on issues over the years.

To celebrate this 20 year partnership we jointly hosted an event with the Victorian Human Rights and Equal Opportunity Commission with a public lecture by Professor Megan Davis, who spoke to the topic of Aboriginal Women and Human Rights. Dr Davis is a Professor of Law and Director, Indigenous Law Centre, Faculty of Law at the University of New South Wales. Megan is a UN expert member of the United Nations Permanent Forum on Indigenous Peoples (ECOSOC states elected) and holds the portfolios of Administration of Justice and, Gender and Women.



KWMB & VWT 20 year partnership – VWT's Dur-e Dara and KWMB's Leanne Miller

Community Report 2012 - RESISTANCE AND RENEWAL – Building and Supporting Community Led Partnership initiatives responding to Family Violence

In delivering this Community Report, KWMB played a coordinating, and supportive role with Dr Kyllie Cripps, through an Australian Research Council (ARC), Discovery Grant. The Report was launched by Jane Ashton, former communications coordinator, Women's Domestic Violence Crisis Service; and Daphne Yarram, Manager, Yoowinna Wurnalung Healing Service in early February 2012. The report contains ten recommendations:

- 1. Ongoing incentives (financial and resources) to build and support local and regional Indigenous family violence groups to continue their community engagement work started as part of the Victorian Indigenous Family Violence Task Force Report in 2003.
- 2. Transparent accountability mechanisms to be defined and incorporated into funding agreements that measure the strength and productivity of Indigenous family partnerships at local, regional and state levels. For example, cultural safety measures.
- 3. Improvements in data collection and reporting with the specific attention focussed on the recording of the Aboriginality of victims, perpetrators, and witnesses of violence e.g. children; as well the disability of the disability status of Aboriginal clients utilising the family violence sector.
- 5. Improvements in distributing available data making it publicly accessible and in a format that is useful for communities to utilise in developing a knowledge base around issues relating to violence in their communities.
- 6. Investment in work force development in multiple areas is required; this would involve a skills assessment, recognition of prior learning, and advice on career pathways. Areas identified for training include:
 - i. Men who are working at the front line
 - ii. Women who are working at the front line
 - iii. Those working with people with disabilities
 - iv. Those working with same sex couples
 - v. Those working with families engaged with child protection
 - vi. Sexual assault
- 7. Development of methods and processes for monitoring and evaluating the cultural safety or service to improve their service delivery standards.
- 8. Development of a local, regional and statewide recruitment and employment strategy to build and support the sector.
- Special attention to the significant disadvantage experienced by victims of violence who
 also have disabilities is urgently needed. The allocation of funding to support interpreter
 services and aids to enable access to services to facilitate clients choices in crisis situations
 is critical.



Resistance & Renewal Report launch

10. Partnerships are the 'gold standard' in the delivery of services in the family violence sector but they come at a cost both in time, resources and program dollars to complete work plans, they should be funded accordingly.



Resistance and Renewal Workshops

Also announced at the Report's completion were theme-based workshops interacting with professionals and experts in dealing with family violence issues within the sector.

The workshops were open forums on the subjects of Failure to Protect, Sexual Assault and Restorative Justice. At each of the open forums there was a moderator and four panel members. The moderators were Bernie Geary, Child Safety Commissioner; Daphne Yarram, Yoowinna Wurnalung Healing Service; and Leanne Miller, Executive Director, Koorie Woman Mean Business. Panel members included Professor Cathy Humphreys, University of Melbourne, Social Work; Leigh Gassner, Reos Partners; Karen Flanagan, Save the Children Australia; Dr Kyllie Cripps, Faculty of Law, University of New South Wales; Angela Weller, Australian Childhood Foundation; Carolyn Worth, Manager, SE Centre Against Sexual Assault; Professor Elena Marchetti, Faculty of Law, University of Wollongong; Jody Saxton-Barney, Indigenous Disability Worker; Dr Mark Harris, Faculty of Law and Management, La Trobe University and Jill McCabe, Office of Women's Policy.

Iramoo Zone – Empowering Leadership in Indigenous Men – Workshop featuring Dr Jackson Katz and Dean Daly Jones (actor, 'Mad Bastards')

This was an Aboriginal men's only forum facilitated by Alan Thorpe and Graham Briggs. Up to forty men travelled to the day forum from all over the country – from regional Victoria, from Alice Springs, the corner border country of SA/NSW and NT, Broken Hill, Adelaide and Perth

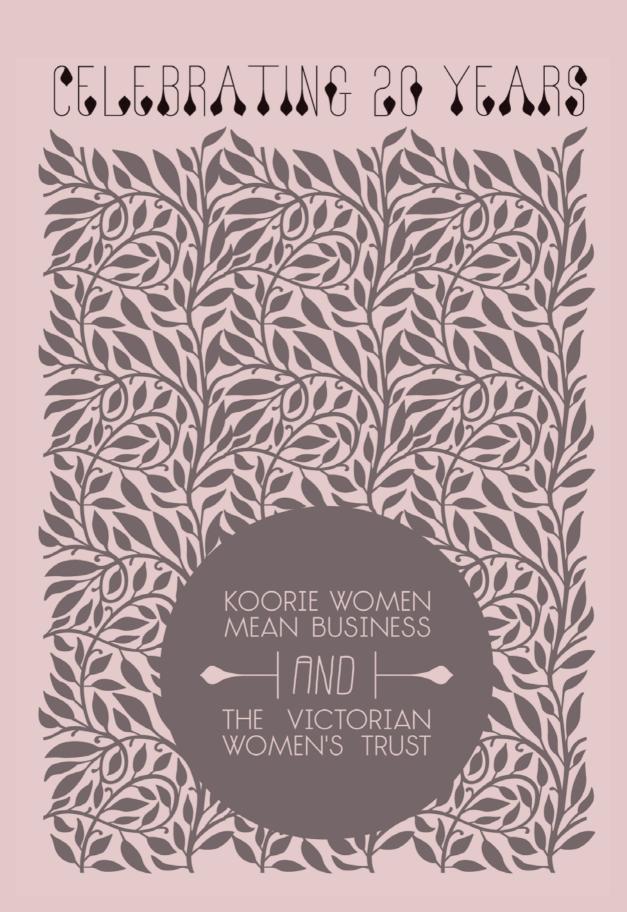
They spent a workshop day discussing their own men's programs, local community anti-violence programs, implementation and strategies up close with Dr Jackson Katz, an American men's anti-violence campaigner who was brought out to Australia by the Victorian Women's Trust.

The opportunity to network, reflect and draw up a communiqué from the event was relished by the participants. They also put the challenge out to drive and host Iramoo Zone annually.

Committee of Management

Koorie Women Mean Business (KWMB), Committee of Management, welcomes Fay Lynam.

We acknowledge the contribution of retiring board member Carren Bux and we extend our thanks to student placement Stephanie Moncur and the Monash University Social Work student placements.



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We thank the individuals and their organisations who have made substantial contributions of their time, skills and resources to the Trust.



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members

Members provide an essential grass roots resource to the Trust through annual subscriptions as well as through additional donations to the Trust's granting program. Members also act as advocates and ambassadors for women's causes, and assist by recruiting friends and promoting events through their networks and becoming involved as volunteers for special initiatives. Members' support is vital to ensuring the Trust continues to address women's issues.

bequests

A Bequest to the Trust is a powerful statement of support for generations of women to come. We thank all those women who have already included the Trust in their Will and those who are considering a bequest to the Trust in their estate planning. It is always important to seek professional advice from your legal adviser.

For information on how to make a bequest to the Trust contact the Executive Director Mary Crooks AO on 03 9642 0422.

contact us

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