



THE VICTORIAN WOMEN'S TRUST

Creating real and lasting change since 1985.

Annual Report 2012–13

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

**THE VICTORIAN WOMEN'S TRUST
ANNUAL REPORT 2012–13**

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THE VICTORIAN WOMEN'S TRUST IS MADE UP OF THREE ENTITIES:

THE VICTORIAN WOMEN'S TRUST LIMITED (RESEARCH, ADVOCACY & PROJECTS)

The Victorian Women's Trust Limited (VWT Ltd) is our overarching body, overseeing all operations.

Through the VWT Ltd, we:

- conduct research and major projects into critical issues
- create opportunities that spark ideas, engagement and debate
- advocate for reforms
- ensure the public record better reflects women's achievements and contributions.

THE VICTORIAN WOMEN'S BENEVOLENT TRUST (GRANTMAKING)

The Victorian Women's Benevolent Trust (VWBT) is our grantmaking entity which funds projects for Victorian women and girls.

The VWBT invests in women through:

- our Annual Grants Program
- named Sub-Funds
- brokering funding for major projects, working in partnership with other philanthropic organisations.

THE DUGDALE TRUST FOR WOMEN & GIRLS (VIOLENCE PREVENTION)

The Dugdale Trust for Women & Girls (DTWG) is our national, harm-prevention institution, with the Victorian Women's Trust as trustee.

The DTWG creates change through:

- strategic research initiatives
- innovative projects which harness the leadership of men and women
- public violence-prevention awareness campaigns.

GOVERNANCE – OUR PEOPLE

Different formal arrangements exist across the three entities:

- A Board of Directors of the Victorian Women's Trust Limited
- A Board of Trustees of the Victorian Women's Benevolent Trust
- A Committee of Management of the Dugdale Trust for Women & Girls

The following members oversee the governance and activities of each entity.



DIANA BATZIAS

Acting Convenor, Victorian Women's Trust Ltd (since February, 2013)

Acting Convenor, Victorian Women's Benevolent Trust

Member, Management Committee, Dugdale Trust for Women & Girls

Diana trained as a social worker and counts policy, casework and community development as career highlights over three decades work in youth and juvenile justice fields. She is also passionate about working with immigrants and refugees. She is on the Board of Whitleion Inc. and President of International Social Services Australia.



MARY CROOKS AO

Executive Director, Victorian Women's Trust Ltd, Victorian Women's Benevolent Trust, Dugdale Trust for Women & Girls

After an extensive public policy career, Mary became the Executive Director of the Victorian Women's Trust in 1996. She has designed and led ground-breaking community engagement initiatives, such as the Purple Sage Project and Our Watermark Australia. In June 2012, Mary was appointed an Officer of the Order of Australia, for her distinguished services to public policy and advocacy for the advancement of women.



DUR-E DARA OAM

Board Director (Convenor on Leave), Victorian Women's Trust Ltd

Convenor on Leave, Victorian Women's Benevolent Trust

Member, Management Committee, Dugdale Trust for Women & Girls

Equality for women, indigenous people and environmental sustainability are issues high on Dur-e's agenda. Dur-e worked in youth welfare before focusing on music and developing restaurant ventures (and was the first woman president of the Victorian Restaurant and Caterers Association). Vice President of Philanthropy Australia, Dur-e joined the VWT's staff in a fundraising capacity. She has been on the Board since 1991 (and Convenor from 1993, until joining staff).



JACINDA DIXON

Board Director, Victorian Women's Trust Ltd

Trustee, Victorian Women's Benevolent Trust

Member, Management Committee, Dugdale Trust for Women & Girls

Jacinda has worked in investment markets for 15 years. Starting her career at a Melbourne-based boutique investment advisory firm, Jacinda has gained extensive experience working with private clients to develop and implement tax efficient wealth creation strategies. Now with JBWere for eight years, Jacinda has focused on advising a unique group of individuals, family groups and philanthropic organisations.



NICKY FRIEDMAN

Board Director, Victorian Women's Trust Ltd

Trustee, Victorian Women's Benevolent Trust

Member, Management Committee, Dugdale Trust for Women & Girls

Nicky is the Head of Pro Bono and Community Programs at Allens. Before this, Nicky worked in various social and legal policy roles, including at the Victorian Law Reform Commission on the Review of Sexual Offences. Nicky has had a long relationship with the Trust as both a researcher on the Purple Sage Project and as a member of the Grants Committee.



ALANA JOHNSON

Board Director, Victorian Women's Trust Ltd

Trustee, Victorian Women's Benevolent Trust

Inaugural Chair, Management Committee, Dugdale Trust for Women & Girls

Alana is a farmer and rural consultant. She was the Victorian Rural Woman of the Year in 2010. A founding member of Australian Women in Agriculture, Alana has worked extensively on behalf of rural women, nationally and internationally. She has served on a number of government and NGO boards and is currently the President of Voice 4 Indi, which initiated a democracy project in the lead-up to the 2012 federal election.



LEANNE MILLER

Board Director, Victorian Women's Trust Ltd

Trustee, Victorian Women's Benevolent Trust

Member, Management Committee, Dugdale Trust for Women & Girls

Leanne is a woman of the Dhulanyagen Ulupna Clan, Yorta Yorta nation. She is the Executive Director of Koorie Women Mean Business (see pp 42–44). She has an extensive advocacy background working in indigenous, legal and women's sectors. She has represented Australian Indigenous Women at the United Nations, New York, as well as undertaking a UN Fellow in Geneva.



DEBRA KNIGHT

Board Director, Victorian Women's Trust Ltd

Trustee, Victorian Women's Benevolent Trust

Member, Management Committee, Dugdale Trust for Women & Girls

Debra retired in March 2013.

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, and sits on the Melbourne Grammar School Council (and the School's Finance and Planning Committee).



PADMINI SEBASTIAN

Board Director, Victorian Women's Trust Ltd

Trustee, Victorian Women's Benevolent Trust

Member, Management Committee, Dugdale Trust for Women & Girls

Padmini is Manager of the Immigration Museum in Victoria, and is responsible for the strategic leadership and operational management of this multi-award-winning museum. She has worked extensively in the cultural and community sectors. Padmini contributes locally and internationally to forums on the value of cultural diversity in building cohesive societies.



TERESA TJIA

Company Secretary, Victorian Women's Trust Ltd

Trustee, Victorian Women's Benevolent Trust

Member, Management Committee, Dugdale Trust for Women & Girls

Teresa has extensive senior leadership experience in higher education. Originally from Indonesia and Perth, she has been involved in community organisations in Melbourne for over twenty years. Her community and professional involvements include president of a local primary school council; founding committee member of the Moving Galleries (public art and poetry on public transport); and the Committee of Melbourne's Future Focus Group.



Independent. Bold.
A voice for Women and Girls.

THE VICTORIAN WOMEN'S TRUST LIMITED

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The Victorian Women's Trust Limited was created in 1985 as an acknowledgement of the contribution of women and girls to Victorian society. In 1993, the Victorian Women's Trust became fully independent; able to speak freely on issues affecting women and girls.

The Victorian Women's Trust Limited:

- invests in women and girls for positive social change
- researches issues which affect their lives
- works in key arenas ranging from violence prevention to environmental sustainability
- creates opportunities that spark ideas, engagement and debate
- advocates for reforms that improve conditions for women and girls
- makes sure the public record better reflects their contribution and impact.

We aim to make a difference in everything we do.

WELCOME FROM THE EXECUTIVE DIRECTOR



There is little doubt in my mind that the Victorian Women's Trust's effort in publishing *A Switch in Time* in September 2012 has been one of the most important initiatives we have done in our long history.

It is worth recalling the sentiments in the preface:

Alan Jones' suggestion of taking this excuse for a woman out to sea in a boat, putting her in a sack with a few Besser blocks and dumping her overboard, is starting to look an appealing solution.

Larry Pickering, cartoonist and writer, 26 June 2012.

Besser blocks have long been renowned for creating a positive aesthetic around our homes and businesses. In Australia in 2012, they are associated with a suggestive, violent image about drowning our prime minister, who happens to be a woman.

This very public promotion of such a violent image is a troubling reflection of the overall state of our national political discourse. Over the past two years, we have watched with growing concern as three interrelated, negative forces have been unleashed—in large part triggered by people intent on tearing down a legitimate minority government which also happens to be led by the first woman to occupy the country's powerful top job.

In the first instance, important democratic principles are being disregarded by those who are opposed to the current minority government. Second, respect for women has also been pushed aside by gendered attacks directed at the Prime Minister since her election to office, suggesting we are not yet ready to give women and girls the respect that is implied in a 'fair go' in public life. Third, rather than respecting the weight of scientific evidence

that warns the planet is in peril, a range of sectional interests, parts of the media and a politically expedient campaign against carbon pricing have sought to discredit this body of authoritative science. In diminishing public confidence in the science, these elements have elevated their own narrow interests at the expense of the common good.

A little over a decade ago, the Victorian Women's Trust, which prizes its independence, created a highly successful initiative known as the Purple Sage Project. The Project was in response to a widespread and deep unease we sensed across the Victorian community as cavalier political behaviour rode roughshod over democratic principles and policies threatened community cohesion.

Actively supported by many women, and drawing on their great capacity to bring other women and men into the conversation, the Project provided thousands of people across the state with the opportunity to give voice, to identify issues of concern and to bring forward their ideas for the future.

In developing this new community initiative, *A Switch in Time*, and its call to action, we are motivated by our long-standing quest for gender equality, our strong interest in strengthening our democracy and our commitment to care for the earth.

We have spent the last twelve months in an intensive effort—compiling, reading and analysing a wide range of articles, published opinions and other media reports; listening to radio programs and talk back; watching the coverage of national politics on television; and following comment and opinion through social media.



“We are motivated by our long-standing quest for gender equality, our strong interest in strengthening our democracy and our commitment to care for the earth.”

We are placing this publication into the public arena with one aim in mind—to provide a commentary that assists women and men across the country to articulate their concerns about the negative currents affecting our political discourse; and in the expectation that they will resolve to challenge and re-direct things for the better.

Set aside the time to read it. It is the first time that such information has been drawn together for broad community digest. A couple of hours of reading are nothing when there is arguably a lot at stake.

Use *A Switch in Time* as a practical frame of reference to carry the conversation about the ways we can all play a role to lift the standard of our national politics; to protect and promote, rather than destroy, strong community values of respect, accountability, fairness and tolerance; to confront the sexism and misogyny in our political discourse; to keep the focus on global science, climate change and other important policy issues; to challenge media ‘group think’; and to reject vitriol and abuse as some kind of ‘new normal’.

Draw upon its ideas, evidence and arguments in talk around the kitchen table, in workplaces and among friends; and use it as a spur for taking action that restores respect as a central value in our democratic politics.

Three wonderful women donors provided non tax-deductible donations so that we could design and fund a print run of 13,000 copies that then went out all across the country.

The feedback was extraordinary—women and men responding with strong and powerful sentiments that supported the entire argument that was carried throughout the document.

If ever there was a need for independent analysis that ran counter to the superficial, and often jaundiced, mainstream media reporting of the minority government led by former Prime Minister Gillard, then this was the time. If ever there was a need for someone to speak out and defend the position, skill and capacity of the first female Prime Minister in over a century of federal politics, then this was the time. If ever there was a need to try and defend the assault on climate science and climate policy, then this was the time.

And now we most certainly need to re-group and assess where to place our energies and effort in achieving gender equality and working for the common good.

I want to thank the Board of Directors for giving me the green light early in 2012 to go ahead and write *A Switch in Time*. I want to thank Trust staff for their practical support in attending to all the related tasks in getting the document out. A special thanks to Trish Pinto for her commitment and great design skill. The final expression of gratitude is toward the three donors—we simply could not have embarked on this course of independent thought and action without their willingness to financially back *A Switch in Time*.

Mary Crooks AO
Executive Director

CONVENORS' REPORT



We acknowledge the invaluable contribution of Debra Knight for her long service to the board. We thank her for her commitment to ensuring scrutiny of financial matters, her capacity to cut through productively on complex debates and for her support of fellow board members and our Executive Director. In her place, we warmly welcome Jacinda Dixon.

Dur-e Dara stood down as Convenor in September 2012 for a limited period. Thanks to one of our wonderful donors, Dur-e has come on to the staff as an executive team member assisting the Executive Director in the Trust's capital campaign and overall quest for sustainability. Diana Batzias agreed to step in as Acting Convenor.

The Commonwealth Government's approval of The Dugdale Trust for Women & Girls in December 2012 is a hugely significant addition to our work for women and girls. Launched in June 2012, the Victorian Women's Trust is the Trustee. This new entity now allows us to extend our harm prevention and violence reduction programs across Australia while maintaining the historical integrity of VWT as a Victorian organisation.

Also of national significance is the work of the Trust around the anti-democratic and sexist treatment of the minority government under the leadership of the country's first woman Prime Minister, Julia Gillard. Since the formation of the minority government in 2010, VWT staff, Board members and supporters were shocked by the outrageous vitriol targeted at the first female Prime Minister, which was ever present across the community, large sections of the mainstream media and in the national parliament.

We are proud of the Board's decision early in 2012 to authorise our esteemed wordsmith, Executive Director Mary Crooks AO, to write what was to become *A Switch in Time*, published in September 2012. Thanks to three women from our donor base, the Trust was able to publish 13,000 copies of this magnificent and ground-breaking document which paves the way for respect to be restored to our national politics.

We also note the Board's appreciation of the strategic and significant work undertaken by the Executive Director and her team, including staff and volunteers. We thank our fellow Directors for their ongoing commitment and support to the goals, efforts and governance of the Victorian Women's Trust. Finally, we pay tribute to our wonderful donors who make possible everything we do for women and girls in Victoria.

Dur-e Dara OAM

Diana Batzias

“It is now one of the largest, most diverse and up-to-date directories entirely made up of women in Australia.”

HERE SHE IS!

Launched on International Women’s Day 2013, **Here She Is!** is a new web-based initiative to trigger change in recognising the talent and leadership of Australian women.

Designed for workplaces, organisations and the broader community, it has two crucial dimensions:

- A directory of successful and capable women that can be readily accessed by people and organisations across the community—schools, universities, media, conference organisers and businesses.
- Practical and effective resources for workplaces showing how workplaces benefit when they harness the skills and talents of their female staff.

The initiative will run for the next two years. We figure an intensive effort within a prescribed time-frame might just bring about some significant change.

Since the launch, the Directory of Women has grown extensively with over 250 women. It is now one of the largest, most diverse and up-to-date directories entirely made up of women in Australia. Women on the directory are receiving requests for speaking engagements, mentoring, research collaborations and much more.

Here She Is! is supported by a Federal Assistance Award from the United States Department of State. The Victorian Women’s Trust acknowledges the U.S. Government’s strong support of women’s rights and the advancement of women and girls.



PARADOX OF SERVICE

The Paradox of Service Independent Advocacy Process commenced with the publication of the groundbreaking research document **The Paradox of Service**, in 2009.

This document can be read on the Victorian Women’s Trust (VWT) website. In the years following this the Women’s Trust designed and implemented its Independent Advocacy Program. During this past year VWT volunteers Susan Powell and Hilary Irwin, under the direction of Executive Director Mary Crooks AO, have continued to advocate for former religious women who have approached the Trust and related their experiences of leaving their Orders with inadequate, or sometimes no assistance and support either at the time of departure or in the years since.

These women, now entering their seventies and sometimes eighties, are now finding themselves in financial difficulties, and often with health and emotional issues.

Due to the traumatising experiences many encountered upon leaving, these former religious have found it impossible to approach their Orders directly for help. Some did approach their former Orders or other branches of the Church. In the Trust’s experience of talking with a number of these women the majority received no help at all, while some were offered small, and therefore inadequate, amounts of assistance.

In the past year several successful advocacies have been completed. In some cases compromises have had to be made on both sides.

SHEILAS

Sheilas is a monthly, national e-publication created and managed by the Victorian Women's Trust. Launched in July 2012, **Sheilas** has a growing subscriber base, with readers alerted to new articles published each month on our website www.sheilas.org.au.

After much deliberation we chose the word 'Sheilas' because we wanted a word that was synonymous with 'Australian women' and one that complemented other online independent media with their colloquial references.

We aim to provide high quality analysis through top-shelf contributors, not beholden to a 24-hour reactive news cycle—to inform, inspire, and engage with readers on critical issues, as well providing some light relief along the way.



 sheilas.org.au

Each edition includes regular sections—with contributors unpacking and providing critical thinking on social issues. This includes, but is not limited to, two current affairs articles; original (for **Sheilas**) and classic cartoons by world-renowned artist Judy Horacek; a regular column on 'Polly Ticks'; articles highlighting social, cultural and creative pursuits; and a section which publishes an interview with a talented woman who we have affectionately titled 'A Bonza Sheila'.

Over the course of the first year, our published works have covered an array of social issues—ranging from stories covering child sex abuse in church institutions, to the carbon price package, to articles looking at how rape myths are perpetuated in the mainstream media—just to name a few. We've published many contributors—writers, journalists, thinkers, lawyers, academics: Clementine Ford, Margo Kingston, Emily-Lee Ack, Viv Waller, Sarah Charlesworth, Danielle Tyson, Monica Dux, Anna Krien—to name more than a few! And our Bonza Sheilas have showcased women's talents—from Denise Scott, to Julia Baird, to Ita Buttrose AO, OBE and Eve Mahlab AO.

We believe our first year of **Sheilas** has lived up to our expectations of providing quality news and information and we look forward to our next year of publication.

Subscription is free via the website www.sheilas.org.au

A SWITCH IN TIME

In early 2012, the Board of Directors decision authorised Executive Director, Mary Crooks AO, to proceed with her proposal to write a document that challenged the demonisation of the then minority government and addressed the unprecedented sexist abuse and jaundiced commentary that was swirling around the country's first female Prime Minister, Julia Gillard.

Mary had been researching these issues throughout the whole of 2011—closely monitoring the mainstream media, websites and social media. Short of some media pieces here and there, there seemed to be no concerted effort to challenge the state of the nation's political discourse and the extreme disrespect on display. She made her case to the Board—'do we want to be the kind of feminist organisation that notices all of this, wrings its hands, and essentially does nothing?' she asked her fellow directors.

The answer was an emphatic 'no'!

Six months later, *A Switch in Time* was published. Thanks to the generous support of three women donors who made non-tax deductible donations, 13,000 copies of the 'hot pink' document (as it became known in many circles) were printed and distributed across Australia. Combined with thousands of visits to the website, the document became an important talking point in a democracy steadily under threat from an increasingly toxic discourse:

20,000 readers of the document by January multiplied by an average of at least 10 conversations that those readers have with their families and their friends and work colleagues, is already close to a quarter of a million forming part of a social movement.

Mary Crooks, Melbourne, 30 November 2012

Following the publication of the document, and in direct response to public interest, three public gatherings occurred around *A Switch in Time*—in Adelaide, Melbourne and Hobart:

Adelaide: 19 November 2012

Mary addressed an Adelaide audience of close to 200 guests, with author Susan Mitchell as MC and a vote of thanks given by Mary Beasley, the first State Commissioner for Equal Opportunity in Australia. The event was hosted by The Don Dunstan Foundation.

Melbourne: 20 November 2012

Moderated by Lynne Haultain and featuring presentations from Tony Windsor, Federal Independent MP (Member for New England), Professor David Karoly, Climate Scientist (Melbourne University), Mary Crooks AO (Victorian Women's Trust), the evening drew a pre-Christmas crowd of approximately 600 people.

What A Switch in Time is trying to achieve has really hit a nerve in terms of the way in which... society communicates with itself now. And there are some real issues here that we need to address. I think the current parliament, particularly the current combatants, are highlighting something that's probably a bit deeper than just competition to see who can manage the country at the next election.

I have a saying, that I normally use with school children but I do use it with adults from time to time. I think it does apply to tonight as much as anything as well—the world is run by those who turn up.

Tony Windsor MP, Melbourne, 20 November 2012

Congratulations on arranging such an empowering event. I left last Friday night feeling inspired and as though I had gained a new voice! I've also passed the pink book onto several others, both at school and on the home front.

Audience member

Hobart: 20 February 2013

Speakers included the Trust's Executive Director, Mary Crooks AO, Andrew Wilkie (Federal Independent MP), Joanna Rosewell (academic) and Leone Compton (Radio presenter ABC Statewide Mornings).

Our heartfelt thanks to the three women donors who enabled the Victorian Women's Trust to produce *A Switch in Time* and take it out across the Australian community. We simply could not have done this without them!



STAFFING – OUR PEOPLE

FULL-TIME



Mary Crooks AO
Executive Director



Sarah Capper
Manager, Policy,
Advocacy, Media &
Communications,
Editor, 'Sheilas',
www.sheilas.org.au



Wilfredo Zelada
Financial
Management
and Reporting

PART-TIME



Crystal Bruton
(until 10/03/13)
Project
Administrative
Support



Janya Clemens
Design and Events
Planning Officer



Paula Dunne
Executive
Administrative
Assistant and Project
Officer



Lieu Le
Personal Assistant to
Executive Director
and Administration
Officer



Elisabeth Morgan
Administration and
Project Officer



Leanne Pleash
Manager
Executive Support
and Services



Bryony Green
Project Officer
Here She Is!

VOLUNTEERS AND STUDENTS

VOLUNTEERS

Once again our pool of wonderful volunteers did a power of work across many different Trust projects.

Adrienne Bogard commenced in October 2012 and undertook research support for *A Switch in Time*. In January 2013 Adrienne began work on *The Waratah Project*, an initiative of the Dugdale Trust for Women & Girls. Adrienne along with Kat Romei is developing a work program to run focus groups with young women for this initiative.

Kat Romei commenced in November 2012. Initially Kat undertook support for the *Here She Is!* project. In January 2013 she joined with Adrienne working on *The Waratah Project*.

Tricia Caswell has been looking at the adequacy of existing legislation in regard to online gender vilification, follow-up work to *A Switch in Time*—restoring respect to Australian politics published by the Women's Trust in September 2012.

Holly Crockett continued her research on community recovery following natural disasters and left the Trust in December 2012 to take up a communications position with a maternal health organisation in Africa.

Julia Elcock, Anne Strong and Rosemary Geer continued their work on the Impacts of Family Separation project, preparing the groundwork for a 20-25 minute documentary to highlight the issues, and to be used as a resource for separated primary carers, as well as a tool for policy makers.

Hilary Irwin is co-ordinator of the *Paradox of Service* project.

Susan Powell is also involved in the *Paradox of Service* project.

Hilary and Susan have continued their work as independent advocates for women who have left religious orders without adequate or in some cases any assistance to make the transition to a new life.

Beth Nokes worked with Sheila's editor Sarah Capper, pulling together materials from the Bonza Sheila section of e-publication Sheilas to produce a book, to be available in late 2013.

STUDENTS

Georgie Proud undertook a Masters of Social Policy at the University of Melbourne and joined us as part of the Executive Internship Program for approximately 200 hours over 5 months in 2012. Georgie worked on a number of research pieces on media reporting of violence against women, and completed an in-depth analysis entitled *Reporting of Intimate Partner Homicides*, presented to VWT staff and interested members of the domestic violence sector. Following the completion of her internship Georgie stayed with us as a volunteer.

In April 2013 Georgie commenced part-time employment with the Women's Trust as part of the Dugdale Team.

MEMBERS, BEQUESTS, DONORS AND SUPPORTERS

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 on 03 9642 0422.

DONORS

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Val Johnstone
Jenni Mitchell
Les Montanjees
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Helen Webb-Johnson
Wilma Western

We also thank a
number of donors
who wish to remain
anonymous.

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Lynne Haultain
Queen Victoria
Women's Centre
Joan Kirner AC
Susan Priestley
Harry Williamson
Room3 video
production studio

BEQUESTS

Estate of
Enez Lily Lesser
Estate of
Judith Lallam Balding
Estate of
A L D Taylor

ANNUAL FINANCIAL STATEMENTS

VICTORIAN WOMEN'S TRUST LTD ABN 20 006 403 256

SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

for the year ended 30 June 2013

	2013 \$	2012 \$
Revenue	363,771	546,262
Other income	—	2,749
Employee benefits expense	(96,398)	(260,888)
Depreciation and amortisation	(31,348)	(32,125)
Grants expense	(1,000)	(1,000)
Occupancy expense	(18,617)	(75,307)
Other operating and program costs	(111,897)	(152,468)
Total comprehensive income for the year	104,511	27,223

SUMMARY STATEMENT OF FINANCIAL POSITION

as at 30 June 2013

	2013 \$	2012 \$
Current assets		
Cash and cash equivalents	447,872	284,643
Interest-bearing receivables	5,357	4,955
Trade and other receivables	148,804	129,253
Total current assets	602,033	418,851
Non current assets		
Property, plant and equipment	90,737	120,429
Other	5,292	10,650
Total non current assets	96,029	131,079
Total assets	698,062	549,930
Current liabilities		
Trade and other payables	200,605	196,144
Provisions for employee entitlements	112,614	77,102
Total current liabilities	313,219	273,246
Non-current liabilities		
Provisions for employee entitlements	28,763	25,115
Total non-current liabilities	28,763	25,115
Total liabilities	341,982	298,361
Net assets	356,080	251,569
Equity		
Issued capital	12	12
Reserves	334,138	228,627
Accumulated funds	21,930	22,930
Total equity	356,080	251,569

SUMMARY STATEMENT OF CHANGES IN EQUITY

for the year ended 30 June 2013

	2013 \$	2012 \$
Contributed equity	12	12
Reserves		
Balance at beginning of financial year	228,627	200,404
Transfer to committed funds reserves from operations	53,356	11,644
Transfer to capital reserves from operations	52,155	16,579
Balance at end of financial year	334,138	228,627
Accumulated funds		
Balance at beginning of financial year	22,930	23,930
Total comprehensive income for the year	104,511	27,223
Transfer (to) capital reserves/operations—net	(52,155)	(16,579)
Transfer (to) committed funds reserves/operations—net	(53,356)	(11,644)
Balance at end of financial year	21,930	22,930
Equity at end of financial year	356,080	251,569

SUMMARY STATEMENT OF CASH FLOWS

for the year ended 30 June 2013

	2013 \$	2012 \$
Cash flows from operating activities		
Receipts from customers	128,594	10,200
Payments to suppliers and employees	(188,246)	(715,853)
Interest received	10,473	19,505
Other income received	210,108	536,737
Grants paid	(1,000)	(1,000)
Net cash provided by/ (used in) operating activities	159,929	(150,411)
Cash flows from investing activities		
Net payments for property, plant and equipment	(1,656)	(17,844)
Repayments of loan due from other related parties	4,956	5,293
Net cash provided by/ (used in) investing activities	3,300	(12,551)
Net increase in cash held	163,229	(162,962)
Cash and cash equivalents at beginning of financial year	284,643	447,605
Cash and cash equivalents at end of financial year	447,872	284,643



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AUSTRALIA

REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS TO THE MEMBERS OF VICTORIAN WOMEN'S TRUST LIMITED

The accompanying summary financial statements, which comprises the summary statement of financial position as at 30 June 2013, the summary statement of comprehensive income, summary statement of changes in equity and summary cash flow statement for the year then ended are derived from the audited financial report of Victorian Women's Trust Limited for the year ended 30 June 2013. We expressed an unmodified audit opinion on that financial report in our report dated 3 December 2013. That financial report, and the summary financial statements, do not reflect the effects of events that occurred subsequent to the date of our report on that financial report.

The summary financial statements do not contain all the disclosures required for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and other mandatory financial reporting requirements in Australia. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial report of Victorian Women's Trust Limited.

Director's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of a summary of the audited financial report.

Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.

Opinion

In our opinion, the summary financial statements derived from the audited financial report of Victorian Women's Trust Limited for the year ended 30 June 2013 are consistent, in all material respects, with that audited financial report.

BDO East Coast Partnership

BDO

Richard Dean
Partner

Melbourne, 10 December 2013

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Investing in Women and Girls.

THE VICTORIAN WOMEN'S BENEVOLENT TRUST

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The Victorian Women's Benevolent Trust is our philanthropic grantmaking entity that funds innovative projects to enhance conditions for Victorian women and girls.

We have a long, proud history of successful grant making. Since 1985, more than \$5 million has been distributed to fund over 440 grants.

Over the years our grants have touched and changed the lives of thousands of women and girls, reaching out to rural and regional communities as well as across Melbourne.

Many have tackled hard issues, that others are less inclined to support or addressed emerging issues ahead of their time.

They have often played a critical role in supporting human rights, opening up new research and policy issues or seeding new organisations, within the context of pushing the boundaries in working towards new programs and services for women and girls.

All of our grants are made through donations and interest earned on our capital funds. They provide a positive and powerful way for people to give and make a difference and we have immense gratitude for the support we receive from our donors.

WELCOME FROM THE MANAGER



“This support is critical to our success and we sincerely thank all for their confidence and commitment to our work.”

This year has seen considerable achievement in the Victorian Women's Benevolent Trust's fundraising and grant-making work, particularly around the development of our Sub-Fund program.

In all our activities we greatly appreciate the support of our donors. This support is critical to our success and we sincerely thank all for their confidence and commitment to our work.

To strengthen our capacity, we welcomed Dur-e Dara OAM and Bryony Green into positions with the VWBT. Thanks to some additional financial support from one of our donors, Dur-e has taken on the role of Executive Team—Capital Campaign, joining with Executive Director, Mary Crooks AO to develop and implement strategies to build our long term sustainability. Bryony has moved into the position of Grants Program and Project Officer, providing a new layer of expertise to support our activities.

An outcome of their work can be seen in the establishment of two new Sub-Funds—the Jean McCaughey Social Justice Sub-Fund and the Fay Marles Equal Opportunity Sub-Fund. They were approved by Trustees in April 2013, making a total of seven Sub-Funds.

The work of the VWBT has been greatly assisted by our Trustees, under the leadership of Acting Convenor Diana Batzias. They have provided wisdom and guidance throughout the year, and we thank them for their careful consideration and support.

In particular our Executive Director, Mary Crooks AO and Trustee Advisory Committee members Teresa Tjia, Diana Batzias, Padmini Sebastian, Nicky Friedman and Alana Johnson have provided great support, advice and direction in our grantmaking activities, along with our Finance Manager Wilfredo Zelada.

In concluding I wish to extend our sincere thanks for all the assistance given in so many ways by donors, supporters, volunteers, other staff and in particular McCaughey and Marles' family and friends, who helped so much in preparations for the new Sub-Funds.

It is heartening to receive and makes for special, enduring relationships. Thank you!

**Anne Paul
Manager
The Victorian Women's Benevolent Trust**

“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

THE JOYCE THORPE NICHOLSON FUND

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

Named in her honour, The Joyce Thorpe Nicholson Fund allows the Trust to make important grants each year and 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.

2012–13 GRANTS

Our Annual Grants program has proceeded well across the year, with a high number of enquiries and applications. In adjusting our grants reporting cycle to reflect the new Public Ancillary Fund guidelines, these now fall into the 2013–14 financial year and will be reported accordingly.

Three significant grants were made in the 2012–13 financial year and details are provided in the following pages, along with a summary of our Sub-Funds.

“The grant gives us the practical means to provide a safe and welcoming space for women to build relationships.”

WHITTLESEA COMMUNITY CONNECTIONS —EMPOWERING CALD WOMEN: \$15,000

This grant is a redirection of their 2008 grant for their *Women’s Worth* project, which did not proceed, due to illness of project staff.

The *Empowerment of CALD* (culturally and linguistically diverse) *Women* project is a key element of the Whittlesea CALD Communities Family Violence project. It aims to build the capacity of CALD women to support other women and prevent violence at an individual and community level, through community development, education, training and support.

The project responds to the 2012 Scoping Report of the same name, which recommended the implementation of an integrated model of family violence early intervention and prevention responses for CALD communities in the region. It is informed by research that suggests that models that are integrated, comprehensive and collaborative are likely to be successful in addressing the interrelated factors that affect CALD women experiencing family violence.

Our women will have new opportunities to engage with each other and for their voices to be heard.

Many of these women would otherwise have few opportunities to make social connections and to partake in activities that they find enjoyable and fulfilling.

The grant gives us the practical means to provide a safe and welcoming space for women to build relationships, make new friends, share their worries and needs, and access supports and information that will help them to feel more at home in their new community.

**Carmela, Farsi-Speaking Women’s Group
Facilitator, CALD Communities Family
Violence Project**

“The Dugdale Trust has such clarity of purpose—equality for women, respect for women’s integrity and safety for women and children.”

Joan Kirner AC at the launch of The Dugdale Trust for Women & Girls

DUGDALE TRUST FOR WOMEN & GIRLS —SEEDING GRANT: \$500,000

The Dugdale Trust for Women & Girls was registered as a Harm Prevention Charity in December 2012, as a new national institution, with the Victorian Women’s Trust as Trustee.

The Trust was named after Henrietta Dugdale, who was a pioneering advocate for the rights of Australian women in the late 1800s, including women’s suffrage and safety.

It was launched in Melbourne by former Victorian Premier, Joan Kirner AC, on 6 June 2013.

The focus of the Trust is the prevention and control of abusive behaviours experienced by women and girls, being any emotional abuse, physical abuse, sexual abuse, suicide, self harm, harmful gambling and substance abuse.

This grant will support the establishment and early operation of the Dugdale Trust for Women & Girls.

This work includes:

- working with young men and Indigenous male leaders to harness changing attitudes towards violence against women
- consolidating research on natural disasters and gendered violence
- initiating projects to reduce and prevent sexual harassment in the workplace
- creating a contemporary and positive reframing of menstruation for young women
- showcasing inspirational partnerships between Indigenous and non-Indigenous women
- commissioning a documentary film that looks at impacts of family separation on primary caregivers.

See The Dugdale Trust for Women & Girls report on pages 34–41 for further information.

“In my work with young mothers, I see the impact of their childhood sexual abuse as they struggle to care for their babies ... The Trust is helping us break the cycle.”

MONASH UNIVERSITY, FACULTY OF MEDICINE, NURSING AND HEALTH SCIENCES —CHAMPIONS OF CHANGE: \$30,000

Champions of Change is a program to educate undergraduate primary care health professionals to recognise and respond effectively to family violence, including child abuse and sexual violence. It aims to strengthen the response from primary care professionals to patients/clients experiencing family violence, to improve their access to services and primary health care.

The program is an outcome of a partnership with the Victorian Women's Trust and responds to issues identified by three Monash University medical students, while on their community placement with VWT. This included the inadequacy of current medical student training on family violence, which averages less than two hours across all medical courses in Australia.

The grant will assist the development of video resources to support an on-line learning resource on violence. The videos being developed include survivor stories from simulated patients, the impact of violence on survivors and perpetrators, health professional champions discussing the importance of recognising and responding to violence in the community and in clinical care, and best practice primary care encounters with survivors. Once evaluated in Victoria, the resources will be open access and available to community and higher education programs.

The website, piloting, evaluation and dissemination beyond Victoria have been supported by an Australian Government Office for Learning and Teaching Development Grant for the next two years. It is expected that a national learning and teaching resource on family violence will be available at the end of 2014. The work is supported by leading health and domestic violence professionals from the academic and community sector.

The funding received from the VWBT was critical to the development of this learning and teaching module to improve the support available to women who have experienced family and sexual violence. In my work with young mothers, I see the impact of their childhood sexual abuse as they struggle to care for their babies when they are scarred by flashbacks to the past. The Trust is helping us break the cycle, thank you for your help in this confronting and essential work.

Associate Professor Jan Coles, Monash University

SUB-FUNDS

Sub-Funds are a special part of our work and provide a great opportunity to invest in and make significant grants for women and girls, while building the Trust's capacity. In 2013 we have been honoured to establish two new Sub-Funds, in the names of two very special women, Jean McCaughey AO and Fay Marles AM. These Sub-Funds have specific purposes that strongly reflect the work and contribution of both women. Over the years they will provide an enduring legacy to their work, as well important opportunities to conduct projects that strengthen and extend their contribution.

THE JEAN MCCAUGHEY SOCIAL JUSTICE SUB-FUND

Jean McCaughey AO (1917–2012) was an outstanding champion for social justice through her ground-breaking social research and community advocacy across her working life and in her retirement.

The Jean McCaughey Social Justice Sub-Fund was launched on 8 May 2013, with an Oration by Executive Director Mary Crooks AO, comments by Lisa Neville, MP who worked with Jean in the 1990's and a personal reflection by her son James McCaughey.

The Sub-Fund seeks to broaden and extend Jean's contribution to the community through social research. It will fund research projects for women in the areas of homelessness, poverty and family well-being and strengthening local communities.

We anticipate making the first grant in the 2014–15 financial year.

Donors

Many people generously contributed to the establishment of the Jean McCaughey Sub-Fund, including family members, friends, past colleagues, Members of Parliament and people from the broader community who have been touched by Jean's work.

We sincerely thank all these people.

Sophie Arnold

Joanna Baevski

Diana Batzias

Margaret Blair

Susan Brennan

The Hon Candy Broad, MLC

Dr Barbara Burge

John & Nancye Cain

Ann Dawson

Sandie de Wolf OAM

Mary Dean

Yvonne Dunse

Wilma Farrow

“Jean McCaughey AO was an outstanding champion for social justice through her ground-breaking social research and community advocacy across her working life and in her retirement.”

Helen Ferber AM

*in honour of her close friend and colleague
Jean McCaughey AO*

Professor Ruth Fincher

Elizabeth Finnegan

Nola Frawley

Neilma Gantner

Barbara Green

Jennifer Gribble

in honour of her friend Jean McCaughey AO

Dr Marguerite Hancock

Margaret Harrison

Margaret Heath

Keran Howe

Carolyn Hutchens

*in honour of her mother Patricia Chenoweth,
who was a teacher, wife and mother of four
children, and in later life a librarian, with a strong
interest in her community and social justice*

Adrienne James

John and Wendy Langmore

Alison Leslie

Anna Lottkowitz

*in honour of her mother Jean Lottkowitz (MBiochem),
who did early work on Cortisone at Hammersmith
Hospital, London, a mother of four, inspirational
mentor, keen bushwalker, cross country skier and
great tennis player*

Dr Robyn Mason

Philip Mayers

James McCaughey

Grace McCaughey

Maree McEvoy

Jane McKay

Merle Mitchell

Dr Meg Montague

Geraldine Munro

Roberta Marion Murphy

Margaret Naismith

in honour of her friend Jean McCaughey AO

Sharon Nathani

Hilary Nicholson

Virginia Parker

Margaret Pekin

Leanne Pleash

Susan Sandford

Sue Spence

Bethia Stevenson

Dr Jennifer Strauss AM

Coral Sundblom

Felicity Teague

Kerre Willsher

Gael Wilson

We also thank a number of donors who wish to remain anonymous.

**“It’s actually wonderful, at the end of your life...
to have this sort of positive affirmation ... and
I just want to thank you all very much indeed.”**

Fay Marles AM

FAY MARLES EQUAL OPPORTUNITY SUB-FUND

Fay Marles AM was a leading advocate for human rights and equal opportunity. She was appointed Victoria’s first Commissioner for Equal Opportunity in 1977, where she championed the cause of equal rights and battled discrimination on many fronts during her 10 years in the position.

In 2001, after serving as Deputy Chancellor of the University of Melbourne, Fay was elected as the first female Chancellor of the University in its 150-year history.

The Fay Marles Equal Opportunity Sub-Fund was established in 2013 by the Trustees of the Victorian Women’s Benevolent Trust.

It was launched in August 2013, with a stirring Oration by Australia’s recently retired, first female Attorney General, the Hon Nicola Roxon. Fay was guest of honour and commented after the launch:

*“It’s actually wonderful, at the end of your life...
to have this sort of positive affirmation ... and
I just want to thank you all very much indeed.”*

Fay Marles AM, 7 August 2013

The Fay Marles Equal Opportunity Sub-Fund will fund projects that provide:

- leadership training to increase young women’s working knowledge of equal opportunity legislation, structures and processes
- research that strengthens knowledge of loopholes and gaps in equal opportunity legislation, with a view to system improvement and policy change
- education and engagement on equal opportunity issues in workplaces, organisations and in the broader community.

Donors

Professor Peter Bailey

in honour of Fay Marles AM—a great EO Commissioner and hugely supportive of my work in the Human Rights Commission (Commonwealth) during my time as Deputy Chairman and CEO (1981–1986).

Melanie Baker

Gabrielle Eisen

Peter Gourlay

Victoria Marles

Jane McKay

Professor Jenny Morgan

Leanne Pleash

Ian Renard AM

Helen Symon SC

Josef Szwarc

We also thank a number of donors who wish to remain anonymous.

OTHER SUB-FUNDS

Our Sub-Funds continue to grow and provide donors with the opportunity to support projects within their area of interest. We extend our thanks to all and every one of our wonderful donors. Our work to 'make a difference' for Victorian women and girls would not be possible without your support.

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

We extend our thanks to our private donor for her generous endowment. We also thank the Grosvenor Foundation for their support.

CON IRWIN SUB-FUND supports innovative social justice projects that offer circuit-breaking solutions to discrimination, violence and inequality of educational opportunity for women and girls.

We sincerely thank Hilary Irwin for her generous endowment and her ongoing support of the Con Irwin Sub-Fund, along with Leanne Pleash for her donation and the Grosvenor Foundation.

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.

Our thanks are extended to Val Johnstone for her consideration and generosity in endowing the Johnstone Gumption Sub-Fund, and for her ongoing support of its work, along with Joanne Wilson for her donation and the Grosvenor Foundation.

PRUE MYER SUB-FUND 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.

We sincerely thank Jo Baevski for her generous and ongoing support, along with that of Neilma Gantner, in memory of Prue Myer, as well as the Bokhara and Grosvenor Foundations.

JOAN HUDSON SUB-FUND 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.

Our sincere thanks to Rosemary Geer for her generous endowment and further contribution in honour of her mother Joan Hudson, along with Leanne Pleash, Anne Paul and the Grosvenor Foundation.

Anne Paul made her donation to the Joan Hudson Sub-Fund in memory of her friend and neighbour Bernadette Burn, who passed away in 2013, a devoted mother and caring member of the Macleod community.

For information about Sub-Funds or our Annual Grants program, please visit www.vwt.org.au or contact our grants team at anne@vwt.org.au or (03) 9642 0422.

STAFFING – OUR PEOPLE



Mary Crooks AO
Executive Director



Anne Paul
Manager
Victorian Women's
Benevolent Trust



Dur-e Dara OAM
Executive Team
Capital Campaign



Bryony Green
Grants Program and
Project Officer

DONORS

The Grosvenor
Foundation
Bank MECU staff
Lee Alexander
Ruth Anderson
Joanna Baevski
Laurie Bebbington
Jane Begg
Gwen Benjamin
Margaret Blair
Bokhara Foundation
Robyn Boulter
Jennifer Bourke
Jan Boyce
Susan Brennan
Sarah Brockhoff
Prue Brown
Rita Butera
John & Nancye Cain
Rosemary Cann
Diane Clark
Carolyn Cohn
Eva Court
Joan Creati
Stephanie Day
Mary Dean

Janet Denham
Sr Catriona Devlin
Kate Driscoll
Jane Duffy
Fiona Dundas
Ruth Dunn
Yvonne Dunse
Wilma Farrow
Professor Ruth Fincher
Lara Finlayson
Susan Flight
Neilma Gantner
Rosemary Geer
Maureen Gie
Margaret Goldhar
Elaine Gregory-Carter
Arlie Boyd Hargreaves
Barbara Hart
Dr Sandra Hart
Dr Susan Hawthorne
Gillian Hibbins
Margaret Hollingdale
Margret Holmes
Carolyn Hutchens
Rosemary Kelly
Margaret Kennedy

Joan Kirner AC
Leonie Koadlow
Eve Landman
Karen Large
Anna Lottkowitz
Jenny MacMillan
Dr Marian Maddern
Moyra McAllister
Maree McEvoy
Pamela McLure
Janet McMenamin
Anne Miller
Jenni Mitchell
Merle Mitchell
Joan Morgan
Wendy Morris
Dr Colleen Morris
Frances Murrell
Barbra Norris
Louise O'Bryan
Carol O'Reilly
Virginia Parker
Anne Paul
Leanne Pleash
Victoria Ponsford
Janet Powell AM

Meg Probyn
Judi Quinn
Katherine Rechtman
Caroline Rose
Val Sarah
Professor Lynne
Selwood
Marylou Scally
Elisabeth Scott
Anne Sgro
Carol Soloff
Barbara Spalding
Caroline Stacey
Bethia Stevenson
Dr Jennifer Strauss AM
Coral Sundblom
Jean Tom
Rosalind Wallis
Elizabeth Walpole
Sheila Walsh
Bethia Wilson AM
Joanne Wilson
Annette Wood
Kaye Wright

ANNUAL FINANCIAL STATEMENTS

THE VICTORIAN WOMEN'S BENEVOLENT TRUST AND CONTROLLED ENTITIES ABN 80 989 689 839

SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

for the year ended 30 June 2013

	Consolidated		Trust	
	2013	2012	2013	2012
	\$	\$	\$	\$
Revenue	1,129,637	724,603	893,776	686,899
Other Income	52,910	111,307	—	—
Employee benefits expense	(439,316)	(576,782)	(342,919)	(315,895)
Depreciation and amortisation	(31,348)	(32,125)	—	—
Grants expense	(781,260)	(413,620)	(780,260)	(412,620)
Occupancy expense	(91,650)	(150,313)	(73,033)	(75,006)
Other operating and program costs	(181,598)	(244,098)	(144,700)	(491,629)
Total comprehensive income for the year	(342,625)	(581,028)	(447,136)	(608,251)

SUMMARY STATEMENT OF FINANCIAL POSITION as at 30 June 2013

	Consolidated		Trust	
	2013	2012	2013	2012
	\$	\$	\$	\$
Current assets				
Cash and cash equivalents	5,917,711	5,920,417	5,469,840	5,635,774
Interest-bearing receivables	5,357	4,955	—	—
Trade and other receivables	171,693	138,833	180,833	186,061
Other financial assets	—	274,665	—	274,665
Total current assets	6,094,761	6,338,870	5,650,673	6,096,500
Non current assets				
Property, plant and equipment	90,737	120,429	—	—
Other	5,292	10,650	—	—
Total non current assets	96,029	131,079	—	—
Total assets	6,190,790	6,469,949	5,650,673	6,096,500
Current liabilities				
Trade and other payables	50,115	27,199	7,455	7,536
Provision for employee entitlements	135,220	98,318	22,606	21,216
Total current liabilities	185,335	125,517	30,061	28,752
Non-current liabilities				
Provision for employee entitlements	28,763	25,115	—	—
Total non-current liabilities	28,763	25,115	—	—
Total liabilities	214,098	150,632	30,061	28,752
Net assets	5,976,692	6,319,317	5,620,612	6,067,748
Equity				
Settled capital	1,000	1,000	1,000	1,000
Reserves	334,150	228,639	—	—
Accumulated funds	5,641,542	6,089,678	5,619,612	6,066,748
Total equity	5,976,692	6,319,317	5,620,612	6,067,748

SUMMARY STATEMENT OF CHANGES IN EQUITY

for the year ended 30 June 2013

	Consolidated		Trust	
	2013	2012	2013	2012
	\$	\$	\$	\$
Capital	1,000	1,000	1,000	1,000
Reserves				
Balance at beginning of financial year	228,639	200,416	—	—
Transfer from committed funds reserves/operations—net	53,356	11,644	—	—
Transfer from capital reserves/operations—net	52,155	16,579	—	—
Balance at end of financial year	334,150	228,639	—	—
Accumulated funds				
Balance at beginning of financial year	6,089,678	6,698,929	6,066,748	6,674,999
Total comprehensive income for the year	(342,625)	(581,028)	(447,136)	(608,251)
Transfer (to) capital reserves/operations—net	(53,356)	(11,644)	—	—
Transfer (to) committed funds reserves/operations—net	(52,155)	(16,579)	—	—
Balance at end of financial year	5,641,542	6,089,678	5,619,612	6,066,748
Equity at end of financial year	5,976,692	6,319,317	5,620,612	6,067,748

SUMMARY STATEMENT OF CASH FLOWS

for the year ended 30 June 2013

	Consolidated		Trust	
	2013	2012	2013	2012
	\$	\$	\$	\$
Cash flows from operating activities				
Receipts from customers	940,581	368,161	811,988	357,961
Payments to suppliers and employees	(655,263)	(1,048,731)	(542,050)	(732,878)
Interest received	258,948	333,775	248,508	314,270
Other income received	230,988	275,542	95,880	138,805
Grants paid	(781,260)	(413,620)	(780,260)	(412,620)
Net cash (used in)/provided by operating activities	(6,006)	(484,873)	(165,934)	(334,462)
Cash flows from investing activities				
Net payments for property, plant and equipment	(1,656)	(17,844)	—	—
Repayments of loan due from other related parties	4,956	5,293	—	—
Net cash provided by/(used in) investing activities	3,300	(12,551)	—	—
Net decrease in cash held	(2,706)	(497,424)	(165,934)	(334,462)
Cash and cash equivalents at beginning of financial year	5,920,417	6,417,841	5,635,774	5,970,236
Cash and cash equivalents at end of financial year	5,917,711	5,920,417	5,469,840	5,635,774



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AUSTRALIA

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Opinion

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BDO East Coast Partnership

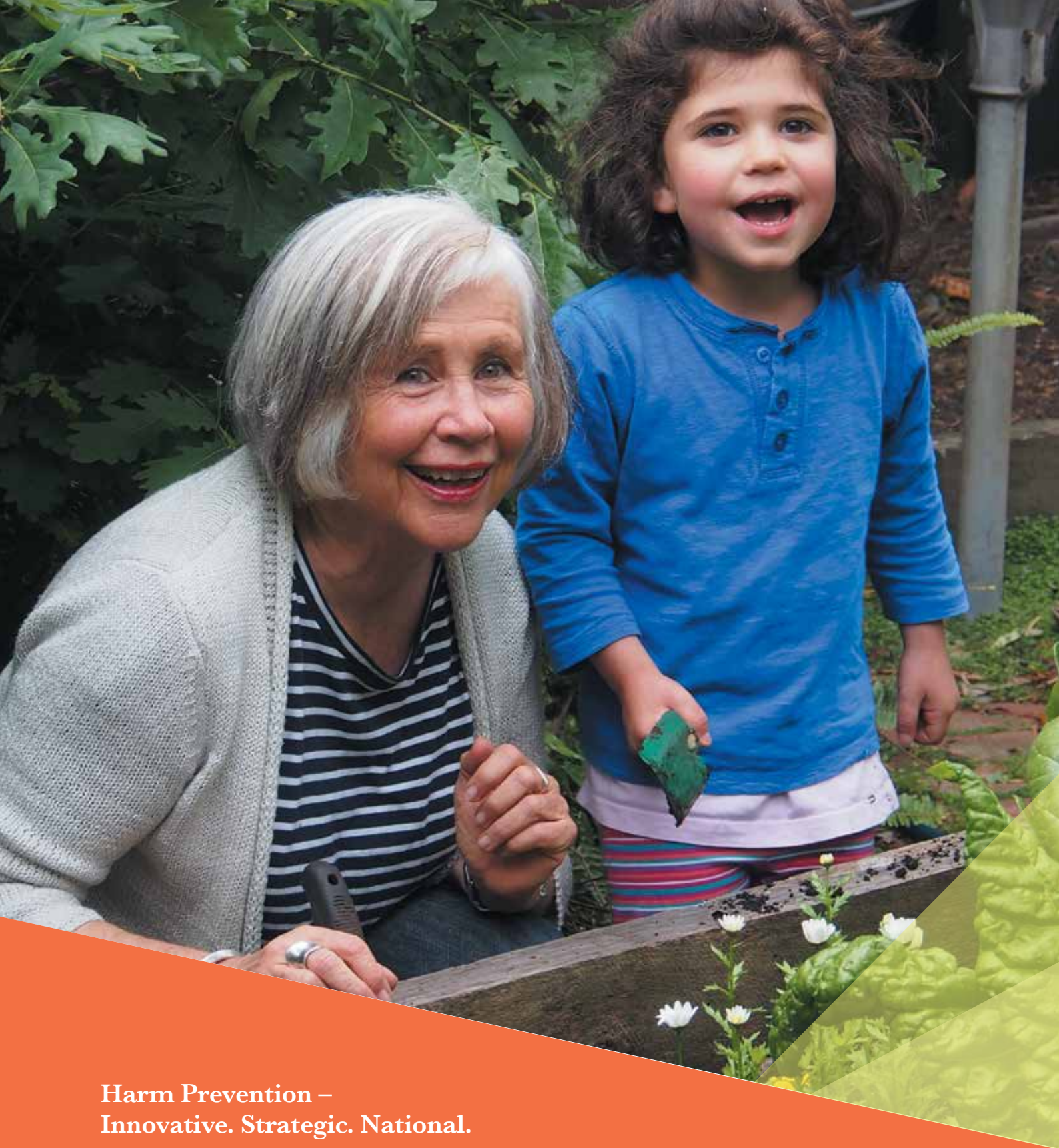
BDO

Richard Dean
Partner

Melbourne, 10 December 2013

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**Harm Prevention –
Innovative. Strategic. National.**

THE DUGDALE TRUST FOR WOMEN & GIRLS

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The Dugdale Trust for Women & Girls grows directly from the work of the Victorian Women's Trust over the years through all of its advocacy, research and special initiatives to improve the status of women.

With the Victorian Women's Trust Ltd as Trustee, and Mary Crooks AO as founder, the Dugdale Trust for Women & Girls is a new national institution aiming to carry out strategic harm-prevention initiatives that make real and lasting differences in the lives of women and girls.

The Dugdale Trust for Women & Girls will design innovative approaches that reduce, prevent and control violence against women and girls. It will bring together the leadership and commitment of men and women in addressing the root causes of violence.

Improvements in the safety and security of the lives of women and girls benefit everyone—children, men, neighbourhoods, communities and the economy at large.



“It will bring together the leadership and commitment of men and women in addressing the root causes of violence.”

In December 2012 after three years of endeavour, the Victorian Women’s Trust received the news we had all been waiting for. We were notified by the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) that our new national public fund, The Dugdale Trust for Women & Girls, was eligible to receive tax-deductible donations and was listed on the register of Harm Prevention Charities.

This was very welcome news. The Victorian Women’s Trust is the Trustee for this new entity, proudly named after pioneering Australian feminist Henrietta Dugdale. It has grown directly from our work over the years through all our advocacy, research and special initiatives to improve the status of women.

This now gives the Women’s Trust a national platform, and the capacity to seek fully tax-deductible funds to carry out innovative approaches that reduce and prevent violence against women and girls. It will bring together the leadership and commitment of men and women in addressing the root causes of violence. Executive Director Mary Crooks undertook to develop an exciting and wide-reaching work program across the areas of men and boys leadership, natural disasters and gendered violence, sexual harassment in the workplace, and Indigenous leadership.

In early 2013 Women’s Trust staff were allocated to the new fund, with Liz McAloon taking up the role of Manager, and Georgie Proud and Allyson Oliver-Perham as Project Officers.

A number of other initiatives have been added to the work program: an initiative to develop and promote a contemporary reframing of menstruation; Fighting Friendships, an initiative showcasing inspirational partnerships between Indigenous and non-Indigenous women; and the production of a documentary that identifies the financial, social and long-term impacts of family separation upon primary carers, the majority of whom are women.

On 6 June 2013 The Dugdale Trust for Women & Girls was officially launched in the splendid surrounds of Allens’ 101 Collins Street offices. We were delighted that former Premier of Victoria Joan Kirner AC agreed to give the keynote address for the evening, entertaining and enthralling all with her words of wisdom and wit. Joan spoke about what she considers the key assets of leadership—confidence, clear sense of purpose, an understanding of power—how to use it, and how it can be used against you, integrity, imagination, an ability to build community and networks, sense of balance, sense of humour and a sense of humanity.

Henrietta Dugdale biographer Susan Priestly also addressed the launch and gave a captivating five-minute history of the life of Henrietta.

We are now busy bringing the work program to fruition.

Liz McAloon
Manager
The Dugdale Trust for Women & Girls

PROJECTS

BE THE HERO!

Throughout the last 12 months, the emphasis on the *Be The Hero!* program has been both continued program enhancement and the expansion of delivery into the Indigenous community, co-educational settings and all female audiences.

With the intention of establishing *Be The Hero!* as a world best practice violence prevention model, a focus on rigour, reliability and accurate assessment of outcomes has been a key aim throughout the year. With the assistance of Crystal Bruton, we undertook the task of developing a comprehensive program manual that worked to implement every aspect of the program logic of *Be The Hero!*. We also developed enhanced lesson plans that were scripted to ensure that each session would be delivered consistently by various facilitators and across a range of audiences.

To improve the measurement of outcomes produced by the program, NIRODAH (contracted by the VWT to develop and deliver the program) employed the services of Dr Nicole Kahhan to establish pre and post evaluation tools that allow comparison of data across a range of measurements. Nicole's expertise in public health programs has been a key asset in the enhancement of the program.

This year, the Victorian Women's Trust continued to partner with the Melbourne Storm to access funding that allowed the delivery of *Be The Hero!* into schools and community organisations where Aboriginal students are educated. In the past 12 months, the program has been delivered in 12 such locations across Victoria. A significant partnership was established through this program with the Clontarf organisation that resulted in *Be The Hero!* presented to students in their Warrnambool and Bairnsdale settings.

The feedback from the Aboriginal program was excellent and the VWT has now been granted an extension of the program for a further 12 months, which will see the program delivered in Shepparton, Mildura, Swan Hill and Robinvale.



There were a number of key initiatives throughout the year. With funding from The Good Samaritan Inn, a longer version of *Be The Hero!* (seven weeks) was delivered to students at Parade College, Preston. We also delivered to the Parade Bundoora Campus where ex-students were trained to become involved as mentors. Through this initiative, we also trained senior staff at St Monica's College, Epping who then delivered the training to their students.

This year we also developed a version of the program to be delivered to an all female audience. Netball Australia contracted NIRODAH to develop the Expect Respect program which was then delivered to the U/17, U/19 and U/21 National teams in both Canberra and Darwin. The positive feedback from both coaches and players meant that NIRODAH was contracted to develop the program further into an online version that will enable netballers from around Australia to access the program.

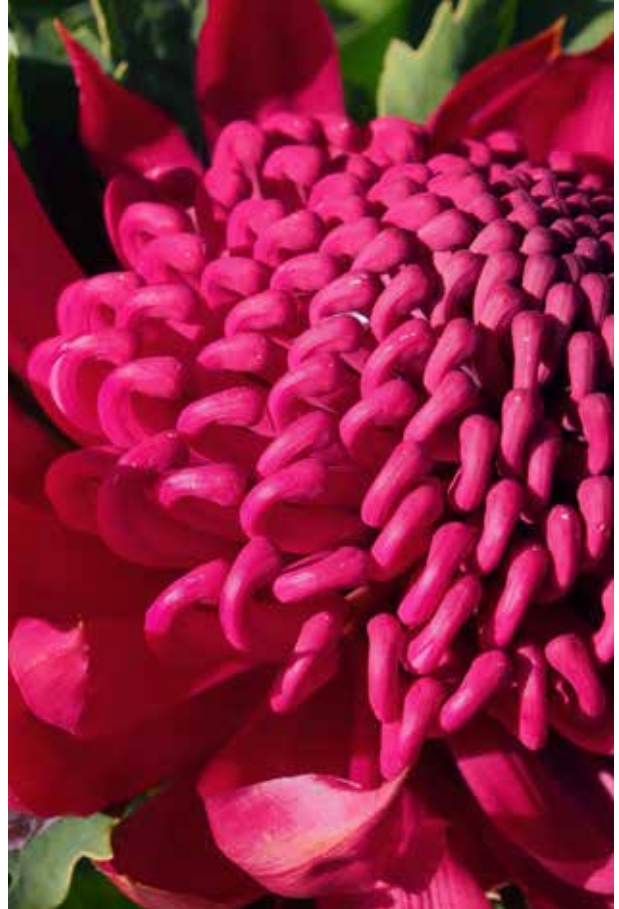
With the increasing demand for delivery, NIRODAH employed Dan Cocker to work as a second facilitator for *Be The Hero!*. Dan has brought wonderful experience to the program having worked for 10 years at the Parkville Juvenile Justice facility. Dan has added significant scope to the program with his knowledge of men's violence gained through his work.

With the formation of the Dugdale Trust this year, it is hoped that the scale and reach of *Be The Hero!* will increase significantly. With the successful partnership with the Melbourne Storm and Netball Australia, we hope that the national sporting codes might provide the vehicle for a truly national roll-out of the program over the next 12 months.

**THE WARATAH PROJECT:
EXPLORING MENSTRUATION
AND MENOPAUSE IN A POSITIVE
AND CONTEMPORARY CONTEXT**

The Waratah Project is an initiative of The Dugdale Trust for Women & Girls, created to develop and promote a positive and contemporary reframing of menstruation and menopause designed to successfully challenge existing beliefs, attitudes and practices detrimental to the health and wellbeing of women and girls.

The first meeting to discuss The Waratah Project was held on 15 December 2012 in a meeting of Mary Crooks and Dur-e Dara with a group of four menstrual educators introduced to the Trust by a long time donor, Bindy Gross. The group presented a project to address the issue of menstrual shame and ignorance by raising the level of education about menstruation. This developed into a more fully fleshed-out project concept in subsequent all-day workshop meetings on 7 January, 15 April and 21 May 2013. The project was ratified by the Board in May and received its first funding with an inaugural generous gift from Bindy Gross in June 2013, and is due to commence in August 2013 with Lara Owen in the full-time position of Project Leader.



STAFFING – OUR PEOPLE



Mary Crooks AO
Executive Director



Liz McAloon
Manager
Dugdale Trust for
Women & Girls



Crystal Bruton
(until 10/03/13)
Project
Administrative
Support



**Allyson
Oliver-Perham**
Project Initiatives
and Design Officer



Georgie Proud
(commenced
25/03/2013)
Project Initiatives
and Research
Officer



Paul Zappa
Project Consultant
Be The Hero!

VOLUNTEERS

Adrienne Bogard commenced in October 2012 and undertook research support for *A Switch in Time*. In January 2013 Adrienne began work on *The Waratah Project*, an initiative of the Dugdale Trust for Women & Girls. Adrienne, along with Kat Romei is developing a work program to run focus groups with young women for this initiative.

Kat Romei commenced in November 2012. Initially Kat undertook support for the *Here She Is!* project. In January 2013 she joined with Adrienne working on *The Waratah Project*.

In early 2012 **Crystal Bruton** completed her time with *Be The Hero!* as a part-time researcher and commenced working as a volunteer with the Dugdale Trust for Women & Girls, researching current legislation on sexual harassment in the workplace.

Nursel Karakis undertook research on sexual harassment in the workplace, in particular looking at complaints processes, with a view to strengthening these in ways that lessen the negative impacts on those who seek redress. This work supports the work program of the Dugdale Trust for Women & Girls initiative—Sexual Harassment in the Workplace.

DONORS

6A Foundation Limited
Andyinc Foundation
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Shelley Bourke
Nan Brown
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Wayne Chamley

Anne Crooks
Rosemary Geer
Belinda Gross
Ruth Holley
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Eve Mahlab AO
Gaye Mason

Dr Robyn Mason
Liz McAloon
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Elsie & Betty Interior
Design
Fairlie Nassau
Elspeth Newman

Leanne Pleash
Julie Reilly
Sarah Rey
Genevieve Timmons

ANNUAL FINANCIAL STATEMENTS

THE DUGDALE TRUST FOR WOMEN & GIRLS ABN 45 242 265 341

SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

for the period ended 30 June 2013

	2013 \$
Revenue	757,647
Employee benefits expense	(347,484)
Occupancy expense	(72,965)
Other operating and program costs	(138,982)
Total comprehensive income for the period	198,216

SUMMARY STATEMENT OF FINANCIAL POSITION

as at 30 June 2013

	2013 \$
Current assets	
Cash and cash equivalents	238,153
Trade and other receivables	3,590
Total current assets	241,743
Total assets	241,743
Current liabilities	
Trade and other payables	43,427
Total current liabilities	43,427
Total liabilities	43,427
Net assets	198,316
Equity	
Settled capital	100
Capital reserve	4,063
Committed funds reserve	194,153
Total equity	198,316

SUMMARY STATEMENT OF CASH FLOWS

for the period ended 30 June 2013

	2013 \$
Cash flows from operating activities	
Receipts from customers	757,647
Payments to suppliers and employees	(519,594)
Net cash provided by operating activities	238,053
Cash flows from financing activities	
Settled sum	100
Net cash provided by financing activities	100
Net increase in cash held	238,153
Cash at beginning of financial period	—
Cash and cash equivalents at end of financial period	238,153

SUMMARY STATEMENT OF CHANGES IN EQUITY

for the period ended 30 June 2013

	Settled Capital \$	Capital Reserve \$	Committed Funds Reserve \$	Public Fund \$	Total Equity
Opening balance	—	—	—	—	—
Settled capital	100	—	—	—	100
Comprehensive income for the period	—	—	—	198,216	198,216
Transfer to committed funds reserve	—	—	194,153	(194,153)	—
Transfers to capital reserve	—	4,063	—	(4,063)	—
Balance at end of financial period	100	4,063	194,153	—	198,316



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AUSTRALIA

REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS TO THE MEMBERS OF DUGDALE TRUST FOR WOMEN AND GIRLS

The accompanying summary financial statements, which comprises the summary statement of financial position as at 30 June 2013, the summary statement of comprehensive income, summary statement of changes in equity and summary cash flow statement for the year then ended are derived from the audited financial report of Dugdale Trust for Women and Girls for the year ended 30 June 2013. We expressed an unmodified audit opinion on that financial report in our report dated 3 December 2013. That financial report, and the summary financial statements, do not reflect the effects of events that occurred subsequent to the date of our report on that financial report.

The summary financial statements do not contain all the disclosures required for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and other mandatory financial reporting requirements in Australia. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial report of Dugdale Trust for Women and Girls.

Trustee's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of a summary of the audited financial report.

Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.

Opinion

In our opinion, the summary financial statements derived from the audited financial report of Dugdale Trust for Women and Girls for the year ended 30 June 2013 are consistent, in all material respects, with that audited financial report.

BDO East Coast Partnership

Richard Dean
Partner

Melbourne, 10 December 2013

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KOORIE WOMEN MEAN BUSINESS

Koorie Women Mean Business was created in the early 1990s with a grant from the Victorian Women's Benevolent Trust for a conference under the same name. From the successful conference, the organisation, Koorie Women Mean Business was born.

RESISTANCE AND RENEWAL WORKSHOPS 2012–13

Koorie Women Mean Business' board agreed to host workshops annually as part of the ongoing support into the outcomes of the Resistance and Renewal report.

In 2012, four open workshops were organised on the subjects of Failure to Protect, Sexual Assault and Restorative Justice. Those attending the workshops included workers from community health and counselling services, DHS and children's services. Other attendees were from sexual assault services, Children's Protection Society, Save the Children Australia, community members and the Melbourne Family Relationship Centre. Notes were taken at each of the workshops from which themes arose and were checked against the recommendations within the Resistance and Renewal report, prepared by Dr Kyllie Cripps. A communique was released back to all participants and agencies.

Noticeable themes drawn from the workshops include:

- The inadequacy of the legal system and its adversarial nature, making it a reporting, rather than supporting role, and one where laws tend to cover up system failures. There is a tendency to blame mothers and with no place for the voice of victims. Culture can be used as an excuse for not making decisions and a lack of understanding of historical/cultural issues.
- Issues of a power imbalance are evident in the legal system, DHS and in legislation where the processes require considerable improvement. For example it is felt that some DHS workers perceive Indigenous workers as 'not qualified'. This impacts on partnerships which are seen to be urgently needed and service providers need to be culturally welcoming.



- On the issue of disclosure of Aboriginality, the processes in mainstream organisations are unclear, making it difficult for Indigenous people to declare their Aboriginality because of safety issues and a sense that they are likely to experience discrimination. There is also an impact on accurate data collection, research and training, which participants felt could adversely affect urgently needed funding for training for front-line workers.
- Finally, there was a recurring theme around the issue of the inadequacy of services for clients who experience family violence who are also disabled.

Overall the themes emanating from the workshops fitted with the recommendations made in the Resistance and Renewal report.



In June 2013, two workshops were hosted:

Workshop 1: Guardianship and the rights of the child

Opened by: Hon Jeanette Powell, Minister for Aboriginal Affairs.

Moderator: Dr Leigh Gassner, REOS partners.

Panel: Dr Kyllie Cripps, Bernie Geary OAM, Karen Flanagan AM, and Liz Armatage, Acting Director Child Protection DHS.

Questions posed to the panel included:

- Is Guardianship in Aboriginal community hands a good thing?
- What was wrong with the status quo with the Secretary of DHS being the guardian?
- How are the conflicts of interest going to be managed in the best interests of the child?
- Who represents the interests of the rights of the Aboriginal child, particularly if they are under the age of 10 years?
- Who represents the rights of the child's parents?

Workshop 2: Public to private—victim blaming

Opened by: Hon Heide Victoria, Minister for Women's Affairs, the Arts and Consumer Affairs

Moderator: Dr Leigh Gassner

Panel: Dr Kyllie Cripps, Bernie Geary OAM, Karen Flanagan AM, and Dr Debbie Kirkwood

Questions posed to the panel included:

- When the private becomes public and political who is responsible for the rights of the victim?
- How do we as a society value our victims and respect their stories without them being re-traumatised?

SISTERS DOING IT FOR THEMSELVES #3 SPEED MENTORING

Koorie Women Mean Business, Emily's list, Young Women's Christian Association Victoria, and PEN (Poets, Essayists and Novelists) hosted an evening of testing the waters towards candidacy in local state and national elections. Up to 50 women gathered to explore avenues to support Aboriginal women considering stepping into public leadership roles.

The evening included special guests:

- Carol Martin, former MP for the Kimberley and the first Indigenous woman elected to Parliament
- Nova Peris, ALP Candidate for the Senate in the Northern Territory.

Up to 20 Aboriginal women mentees and ten mentors came together to capture their top leadership questions. Carol and Nova were joined by a stellar array of women across the political, business, philanthropic, local government, legal and community sectors sharing experiences about the importance of mentoring to leadership.

NETWORKED COMMUNITIES FOR SUSTAINABLE FUTURES

A partnership with Yenbena Training Centre, Njernda Aboriginal Cooperative, Yorta Yorta Nations Aboriginal Corporation, Black Olive Catering and the Department of Education Employment and Workplace Relations.

The Networked Communities for Sustainable Futures (NCSF) aims to support Indigenous organisations to better leverage economic and employment outcomes from their current and future assets, and is assisting the pipeline of employment, training and business opportunities for Indigenous people.

KWMB supported the establishment of the NCSF initiative with the intent of building the best possible education, employment and enterprise 'hubs' that are safe and exciting places for our youth and others to meet and learn.





Report compiled by Janya Clemens

PHOTOGRAPHY

All portraits and full page images by Ponch Hawkes from the *Whittlesea Community Connections—Empowering CALD Women grant*. Cover and pp. 34, 38 & 43 by Ally Oliver-Perham. KWMB images pp. 42 & 44.

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