



VICTORIAN
WOMEN'S TRUST

ANNUAL REPORT / 2014-15





VICTORIAN WOMEN'S TRUST

Level 9, 313 La Trobe Street
Melbourne 3000
(03) 9642 0422
women@vwt.org.au
www.vwt.org.au

OUR FOCUS

The Victorian Women's Trust is an independent advocate and grantmaker, wholly supported, funded, energised and nourished by private donors. With a thirty year tradition of progressive philanthropy, we're one of the oldest women's funds in the world.

THE FUTURE IS GENDER EQUALITY

Since 1985, we've been working to create a future where everyone can take up all life's opportunities. Year after year, we deliver trailblazing wins for gender equity through reformed legislation, targeted research and policy submissions, public events and awareness raising to enhance our community.

30 YEARS OF MAKING A DIFFERENCE

This Annual Report represents a significant milestone in our history. As much as it is a report on the year that was, it is also an encapsulation of our years of dedicated advocacy, campaigns, and grants which change lives through possibility. It's also our vision for a future in which gender equality is a celebrated, integral part of our social fabric.

Victorian Women's Trust PTY LTD (VWT)
ABN 80 989 689 839

Victorian Women's Benevolent Trust (VWBT)
ABN 20 006 403 256

The Dugdale Trust for Women & Girls (DTWG)
ABN 45 242 265 341



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1985-2015

VICTORIAN WOMEN'S TRUST

1985 — THE BEGINNING

The Victorian Women's Trust (VWT) was created in 1985 with a state government gift of \$1 million. The women who were there in the very beginning were its first guardians and architects. They were pivotal in convincing others to get behind the Trust's creation.

Early on in her role as Executive Director, Mary Crooks AO AO wanted to meet these women. She wanted to ask them what their vision and hopes had been.

They wanted a Trust that is always prepared to be in the corner for women, speaking up for women, advocating for them, tackling tough and intransigent issues requiring law reform. They wanted a Trust to make grants that supported women and girls, they wanted it to do cutting edge research into issues that affect women's lives.

These first women had big dreams. The Trust would be vibrant and vigilant representative body, that would make a difference for women and our society.

OUR MECHANISMS FOR CHANGE:

VICTORIAN WOMEN'S BENEVOLENT TRUST:
delivers our philanthropic grants and brokers partnerships

VICTORIAN WOMEN'S TRUST PTY LTD:
engine room for research, advocacy and public campaigns

THE DUGDALE TRUST FOR WOMEN & GIRLS:
our new charitable entity, pursues circuit-breaking solutions to prevent violence against Australian women and girls

2015 — THIRTY YEARS ON

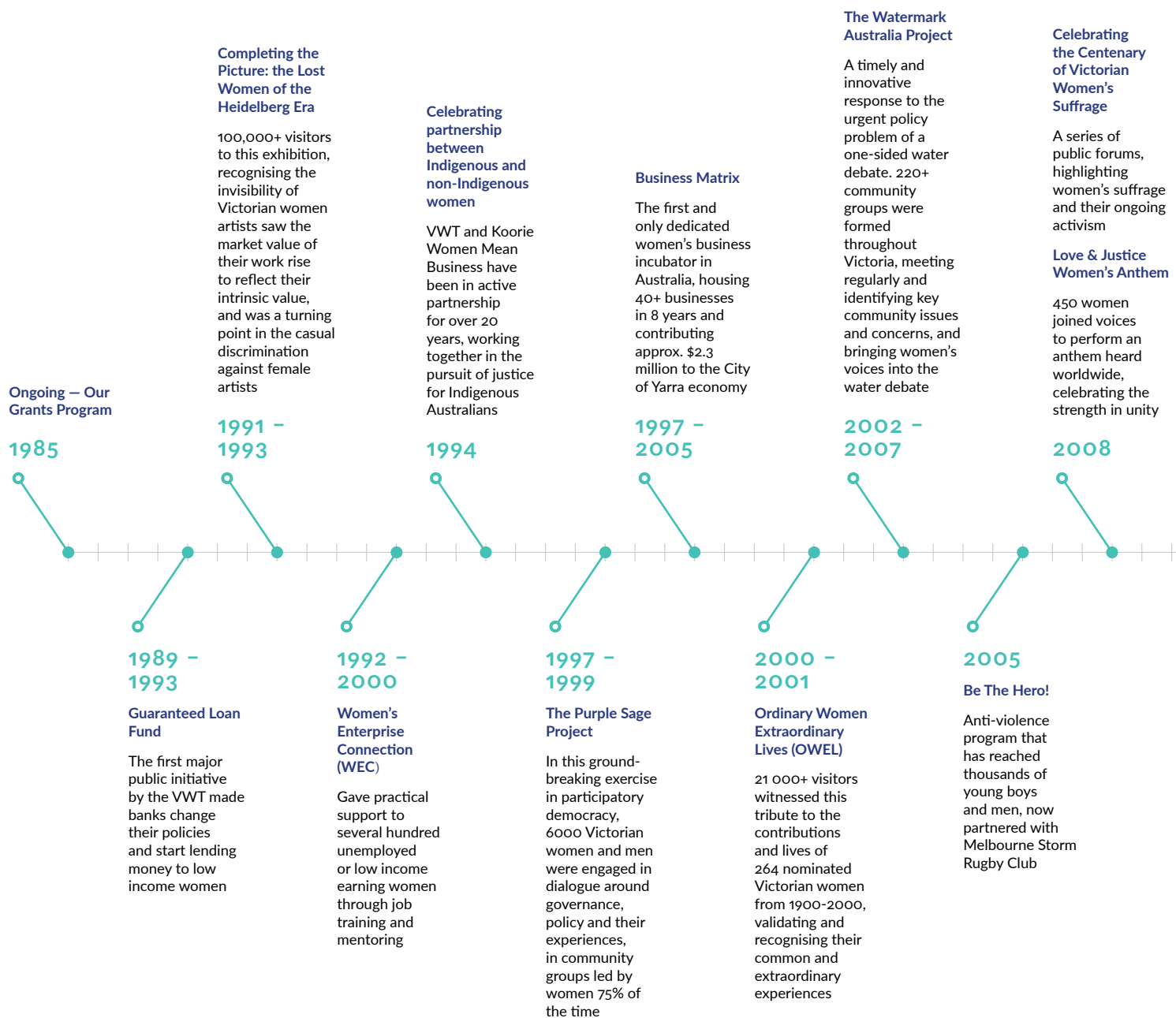
John Cain, former Premier of Victoria, who was instrumental in the inception of the Victorian Women's Trust 30 years ago, spoke of the importance of the Trust today, recognising our contribution to women and girls around the state:

"All of you who've been closely associated with (the Trust) during the last 30 years should feel proud..."

Some 538 projects have been pursued successfully around gender equality, around anti-discrimination and hearing all women's voices... You've established and followed decision-making processes that demand integrity, respect and honesty, and that's the key to surviving...

Don't fall back and say, 'nothing more needs to be done.' It does. It does."

30 YEARS OF ACHIEVEMENTS



A Gender Lens for Inclusive Philanthropy

Gave organisations the tools and encouragement to recognize and address funding with a gender-lens

2009

A Switch in Time

A national publication calling on the restoration of respect to Australia's democracy, and untangling sexist and gendered attacks on Australia's first female Prime Minister

2012

Sheilas

Monthly online magazine featuring bold, feminist and thoughtful contributions from Ruby Hamad, Kerry-Anne Walsh, Angela Pippas, Susan Mitchell, Amal Awad, Karen Pickering and many others, as well as cartoons by Judy Horacek

2012

Credit Where Credit is Due Event

Following on from the success and support of the 'Credit Where Credit is Due' ad, speeches by Julia Gillard and Tony Windsor at Melbourne Town Hall were live streamed to venues nationally and overseas

2013

Monster Climate Petition

Government inaction on climate change prompted the VWT and supporters to collect 72 000 signatures and table the fifth-largest petition ever delivered to the Federal House of Representatives

2014 - 2015

2008

Paradox of Service

World-first research that lifted the lid on the mistreatment of former religious women when they left their Orders

2010

Vida's Voices

A student-run, girl-only, Victoria-wide public speaking competition. The grand final at Federation Square was opened by the World President of YWCA, and saw the six finalists deliver passionate and articulate speeches on the positive changes to women's status in Australia

2012

Here She Is!

A directory of 350+ successful and capable women, elevating women's voices while addressing the lack of gender parity on panels, at public forums and conferences

2013

Credit Where Credit is Due - national advertisement

3.5 million readers were reached, and had to reconsider Julia Gillard's public treatment and the impressive scope of her achievements

2014

Rosie

Online harm-prevention initiative helping to grow the resilience and strength of teenage girls. Expanded to include a web series, app, and school resources



Mary Crooks AO

OUR EXECUTIVE DIRECTOR



Alfred Lord Tennyson once wrote that the Gods themselves cannot recall their gifts.

I have thought lots about this during our thirtieth birthday year because one of the most stunning aspects of the Trust's long life has been the sustained gift-giving by thousands of women. Their generosity ranges from small gifts to gifts worth several thousand; some women have given regularly and others, on occasion. The unifying thread, however, is that it is only through such gifting that the Victorian Women's Trust has reached its 30th birthday at all.

Cumulative financial power is a transformative thing!

And what a range of achievements against grand themes have resulted. Across its grant-making, public initiatives, programs, events, research and advocacy, the Trust has steadfastly tackled the core issues affecting women's status - from economic security for women, women's enterprise, family violence and sexual assault, housing, reproductive human rights and law reform to environmental change on key issues such as water policy and women's citizenship and civic activism.

There are two very special privileges to working at VWT and I have felt the full measure of these in all my time as Executive Director. The first is that every day our staff come in to work at the Trust is a day *accorded us by other women*. Think about that for a moment. Women's giving enables each of us to work on a daily basis on things that we know, and sometimes hope, will make a difference for women and girls somewhere along the line.

The second privilege is to be part of a three decade long movement to establish and maintain an active and effective feminist organisation. It is great, of course, to make grants across the community but it is even greater to make grants with a gender lens. Apart from our grant-making, it is something very special, in value-adding terms, to design and implement daring and brave initiatives that reflect feminist values and create further strategic momentum in the quest for gender equity.

You cannot recall your gift? Then let us thank you again for it. Thank you for enabling the Victorian Women's Trust to survive and flourish, to take small and large steps for women and girls, and most of all, to have a strong presence in our social world as a feminist organisation.

In this special anniversary edition of our Annual Report, we hope you'll marvel (as we do) at what can be achieved when inspired, passionate women get together to make change. I think you'll see on every page the evidence of our fight together to make gender equity a fact of life. We won't rest until we achieve that.

And I suspect the thousands of women who have supported this fight, won't rest either.

Alana Johnson

OUR CONVENOR

In 1985 when VWT was formed, I was living in rural Victoria.

I was one of many young women who had returned home having been given the opportunity to attend University during the Whitlam era. We were women who'd had the chance to see that the world could be different. We wanted our lives to be different to those of our mothers and grandmothers, and in my case, those of the invisible farmers' wives.

The Victorian Women's Trust became our inspiration and our anchor and in the 30 years since, it has reached out and embraced us wherever we live.



The Trust profoundly contributed to changes in our lives, in our family lives and in our communities. VWT bought us Marilyn Waring in the late '80s, the Purple Sage Project, Ordinary Women Extraordinary Lives and Our Watermark. And it continues to reach and build connections. I'm thinking especially here about that simple but powerful model of engagement of people, Kitchen Table Conversations which I see nurturing our democratic culture in my electorate of Indi and across Australia.

Over these 30 years, the Trust has been at the forefront of strategic philanthropy, designing and investing in progressive social change with projects. You will read about many of these amazing 'before their time but absolutely at the right time' initiatives in this year's Report.


The Victorian Women's Trust continues to be a well-governed organisation in a strong female way. By that I mean collaborative, respectful, forthright and open. It has an exemplary external audit record and a record too of making judgments on how best to grow the organisation for the future.

In this 30th anniversary Annual report I'd like to thank John Cain, who seeded now one of the oldest women's funds in the world, and the only one that was ever started with a government grant. And Joan Kirner, whom we all miss, who granted the Victorian Women's Trust independence in 1993 and more recently, launched our Dugdale Trust for Women and Girls.

Thanks also to the staff and volunteers and Directors past and present; our donors; Dur-e Dara and Leanne Miller in leading us to understand the importance of our relationship with our indigenous sisters and finally, to Mary Crooks AO, who has grown this organisation with a national and now international reputation and standing.

Mary always has something major and cutting edge in the pipeline and currently with some of our young dynamic staff, she's setting up the architecture of the Victorian Women's Trust operations in the digital era.

Happy 30 years and more exciting years to come.



***“I raise up my voice – not so that
I can shout, but so that those
without a voice can be heard.”***

MALALA YOUSAFZAI
UNITED NATIONS YOUTH ASSEMBLY ADDRESS





African Women's Group, 1995-1996



Hotham Mission, 2004-2005



Women's Circus, 1991-1992



North Richmond Family Daycare, 1988-1989

30 YEARS OF GRANT MAKING

Since 1985, the Victorian Women's Benevolent Trust has granted over \$6 million, often in partnership with other organisations. Some have been for landmark projects that have challenged orthodoxy and led to policy review and socially progressive change. Others have supported grass roots projects enabling organisations to broaden their activities, pilot new programs and develop responses to emerging areas of need. All have been to actively improve life and opportunities.

Our grants are made possible through the generous support of our donors, largely individual women, with additional assistance from private foundations and other philanthropic organisations. Grants are additionally financed from interest earned on accrued capital. Our capacity continues to grow and now includes general grants, Sub-Fund grants and special grant initiatives.

Voice of Arabic Women, 1995-1996



Sybylla seeding grant, 1986-1987



Photos: Ponch Hawkes



Clockwise from top left: Polyglot Theatre and Ethnic Council's Tangle Weave (photo: Ponch Hawkes); the Meadow Heights Learning Shop's Sewing Cafe (photo: Breeana Dunbar Photography); Good Cycles' Spokes Women (photo: Ponch Hawkes); the River Nile Learning Centre; & the Refuge of Hope (photo: Breeana Dunbar Photography).

2014-15

GENERAL GRANTS

“If women are healthy and educated, their families will flourish. If women are free from violence, their families will flourish. If women have a chance to work and earn as full and equal partners in society, their families will flourish. And when families flourish, communities and nations will flourish.”

Hillary Clinton, United Nations Fourth World Conference on Women, 1995, ed.

In working to advance conditions for women and girls, our general grants often focus on a particular theme or a group with high need. In recent years this has included young women, women with a disability, Indigenous women and preventing violence against women and girls.

Clearly one of the most pressing areas of need in our community lies with asylum seeker, refugee and newly arrived migrant women and girls. Accordingly our Trustees determined this year’s general grants would have a special focus on projects for these women, with a particular emphasis on projects that foster partnerships with women from other backgrounds, and encourage women to work together to advance cross-cultural understanding in the community.

Twenty-five projects were funded, with the majority to this focus area.

In particular we wish to extend our sincere thanks to the Grosvenor Foundation who are managed by Equity Trustees. Their significant contribution to our grants program over many years is most heartening and this year they have continued this support, including for several projects in regional Victoria.

A specific allocation was also made from donations in honour of Janet Powell AO following her memorial service in September 2013.



Anne Paul
Grants Manager



2014-15 GENERAL GRANTS

CONNECTIONS

VICSEG New Futures

FARSI FAMILY SUPPORT PROGRAM \$10,000

A new country, a new language, a new system of support; where do we turn? Iranian families with young children in Brimbank and Maribyrnong receive support from a bilingual facilitator to understand how to access the services and navigate their new life. This program works with local services in helping them to better understand the needs and cultures of the families they work with.

We thank the Grosvenor Foundation for their support to assist this project supporting mothers and children.

Polyglot Theatre and Ethnic Council Shepparton

TANGLE WEAVE \$10,000

A creative collaboration, engaging Afghani women and their children, to work together on woven artworks to invite understanding, connection and playfulness. The pieces were exhibited along with further activities at Shepparton's Emerge Festival for Harmony Day 2015.

We greatly appreciate the generosity of the Grosvenor Foundation in supporting this Goulbourn Valley based project.

Burmese Refugee Women's Support Group

NEW HOPE FOUNDATION \$9,900

Newly arrived Burmese refugee women hope to create a new life in Victoria. This funding will help develop a support group for the women and their pre-school aged children who have settled in the Western Suburbs of Melbourne.

Photo: River Nile by Breeana Dunbar Photography

Westside Circus

JUMP START **\$10,000**

Westside Circus held after-school circus classes for girls aged 11-16 in West Heidelberg, an area with a large population of refugee families, and families experiencing intergenerational poverty. The classes were fun and physical, and the girls built strong social connections across the community and at school.

Sunraysia Mallee Ethnic Communities Council

CULTURE MOVES **\$9,900**

A weekly exercise class in 2015 was a place for refugee women in the Mildura region to meet and connect with other women in their community while taking part in enjoyable and positive physical activity.

We extend our thanks to the Grosvenor Foundation for funding this program to support isolated women in regional Victoria.

Welcome Program for Latin American Women

REFUGE OF HOPE **\$10,000**

150,000 Latin American people live in Melbourne: it's a long way from home and family. This welcome program works to bridge the gap for new migrant and refugee women and students, offering guidance, support and advice.

We thank the Grosvenor Foundation for their generous support of this project.

Meadow Heights Learning Shop

THE SEWING CAFÉ **\$3,000**

Building bridges between cultures via needle and thread: Meadow Heights Women's Group embraces women of all cultures and ages to learn to sew and to share their skills together, in a supportive, social environment.

This project was supported through the generosity of the Grosvenor Foundation.

Wurundjeri Tribe Land Cultural Heritage Council

STEPPING STONES TO WURUNDJERI WOMEN'S DANCE GROUP – STAGE 1 **\$10,000**

In this project, the women of the Wurundjeri tribe cultivated, validated and preserved their traditional dance culture. The next stage will look to the development of an Indigenous Women's Dance Troupe.

2014-15 General Grants

PATHWAYS

River Nile Learning Centre

TUTOR COORDINATOR \$4,000

War, political oppression and natural disasters stop a girl's education and plans for her future. With literacy and numeracy classes at River Nile, young African women can begin their education again, prepared for new life and work opportunities in Melbourne. The coordinator is vital to manage the many volunteer tutors who are putting up their hands to help.

This project was funded through the generosity of Anne Miller. We thank her for her generosity and ongoing support over many years.

Loddon Mallee / Karrang Kunga Homework Centre (Bendigo College)

YOUNG INDIGENOUS WOMEN LEADERS \$8,000

Builds on the success of the *Inside Out* Program (funded by VWBT in 2012) by enhancing the program to provide further culturally appropriate education and lifestyle opportunities, while developing leadership skills and aspirations for tertiary education, for senior Indigenous girls at Bendigo College.

We are most grateful for the support of the Grosvenor Foundation in funding this project.

Aboriginal Literacy Foundation

ASPIRE INDIGENOUS GIRLS LITERACY, NUMERACY, MENTORING AND WELLBEING \$5,000

Many young Indigenous girls are below the national standards for literacy and numeracy. To help close the gap the Aboriginal Literacy Foundation tutors girls and works to encourage cultural pride and personal confidence.

We wish to extend our thanks to Elisabeth Scott and Sandra Hart for their generous support of this project, as well as their ongoing support.

"I feel like the River Nile is my home. Every morning [when] I wake up I get excited that I can come to my other home.

At the River Nile there are people that make me feel alive. They always remind me of who I am. You know that you are all special in my heart.

I wish the River Nile will grow bigger and better."

- River Nile grant participant, 2014



2002/2003

Visionary grant making: stories that inspire

FAIRWEAR: THE RIGHTS OF WOMEN WORKERS

\$20,000 Uniting Care Broadmeadows: Fairwear

In 2002, outworkers in the clothing industry were being appallingly exploited. 90% of the workers were women earning \$2-5 per hour. They worked a 12-16 hour day, often in unsafe conditions.

The Fairwear project provided migrant women outworkers with a unique way to find their voice. Through radio training and a program on 3CR to educate other outworkers about their rights, this program empowered them to seize an active role in Government policy review and implementation.

BIG WINS:

2003 — the Victorian Government passed the Outworkers (Improved Protection) Act, increasing the entitlements of outworkers, providing minimum employment conditions, and pioneering a money recovery process

2005 — an Amendment to the Act was passed, to ensure outworkers' access to minimum award wages and conditions as set out in the Clothing Trades Award 1999

“Outworkers often lead very isolated lives, working extremely long hours at home [...] we hoped to create networks, communication and ultimately avenues [of] change for these women workers.”

Karrina Nolan, Fairwear Coordinator, 2003



Photo: National Archives of Australia

1996/1997

Visionary grant making: stories that inspire

WHO GETS THE FARM?

\$2,000 South Western Community Care

It was 1996 and the time had come to change a very old story. We were just a heartbeat away from the beginning of the 21st century and women in line to inherit farming land and assets were still being deliberately overlooked as successors. Often they didn't even know their legal rights and entitlements.

This project was designed to tackle that gap in knowledge, head on. Using targeted messages and a variety of media to raise awareness among rural women, this unique initiative sought to give women the information they needed to change their future.

BIG WINS:

- > 2000 posters distributed throughout Victoria, community information sessions and media coverage to raise awareness about succession planning issues for rural women
- > Led as evidence in the 'Review of Services in Rural and Regional Victoria' by the Victorian Parliamentary Law Reform Committee

“One of the most common issues for these women are concerns about farm transfers and management stemming from major events such as death or marital separation.”

Juliet Williams, South Western Community Care

2014-15 General Grants

CHANGE MAKERS

Australian Multicultural Foundation Research Trust / The Islamic Council of Victoria

OUR VOICE \$7,000

Muslim women in Victoria are already leaders. This program promotes their achievements to the wider public. It also helps to train more emerging leaders through a range of programs and activities.

Minerva (formerly Zena) Women's Services Geelong

LEADERSHIP TRAINING PROGRAM FOR YOUNG MIGRANT WOMEN \$9,400

A program to develop the leadership potential of young women from CALD communities in the Geelong area.

This project was funded by the Grosvenor Foundation and we greatly appreciate their support of this important initiative.

Footscray Community Legal Centre

EMPLOYMENT LAW PROJECT, WOMEN'S OUTREACH \$10,000

A women's outreach solicitor will deliver a campaign including casework, community education and employment law advice to migrant and refugee women in Footscray. Their stories will also be collected for the Employment Law Report, and forms part of the Centre's Employment Law Project.

Brigidine Asylum Seeker Project Trust / Refugee Advocacy Network

REFUGEE MEDIA PROJECT \$15,000

To have a balanced and informed discussion, both sides to a story need to be heard. People seeking asylum, refugees and advocates are given media training and mentoring so that they can speak up, change the media discussion around people seeking asylum, and strengthen the momentum for policy change.

Women's Mental Health Network Victoria / Action on Disabilities in Ethnic Communities

WOMEN SPEAK OUT \$7,000

There is power in telling your own story in your own way. 15 diverse women were supported to participate on mental health boards and committees, and speak about their experiences of mental illness at conferences and forums.

Janet Powell AO passed away on 30 September 2013. She had a distinguished career as a teacher, Senator for Victoria (1986-93) and Leader of the Democrats (1990-91). She was widely respected for her great community leadership and commitment to women and girls, notably on the board of the YMCA, and in her family life. Donations in her honour were made to the Victorian Women's Benevolent Trust following her memorial service. These have been allocated to this important mental health project, to further her legacy and assist more women.



Photo: Just Cuts - Consumer Law Centre, 1988-1989

1999/2000

Visionary grant making: the stories that inspire

DO WOMEN PAY MORE?

\$9,500 Consumer Law Centre of Victoria

We can take some things for granted but that doesn't mean that it's fair. For example, should women pay more for a haircut or dry cleaning or any kind of service, simply because for being a woman? The Consumer Law Centre needed support to conduct a test case on the legality of charging for hairdressing services based on the gender of the customer.

The case alleged that an Edward Beale salon had unlawfully discriminated against women in the provision of goods and services. A grant from VWT facilitated a ground breaking enquiry into price discrimination.

BIG WINS:

- > gender-based pricing was deemed illegal by the Equal Opportunity Commission: a landmark victory in the fight for women's justice
- > the hairdresser agreed to stop discriminatory pricing after the case received wide media publicity
- > the project led to a Parliamentary Inquiry into price discrimination

"It's simply unacceptable, as we turn the century, that women are so blatantly discriminated against in this way."

Chris Field, Consumer Law Centre

2014-15 General Grants

INDEPENDENCE

Fitted For Work

LINKING MIGRANT AND REFUGEE WOMEN WITH WORK

\$10,000

Fitted For Work provides training, work experience, and a strong support network to empower women in their search for employment. This project focussed on the specific needs of migrant and refugee women, helping over a hundred Melbourne women.

TWICH Women's Collective / The Social Studio

FACILITATING PATHWAYS TO SOCIAL, ECONOMIC AND EDUCATIONAL INDEPENDENCE (DANDENONG)

\$10,000

An employment focused project to empower women from the South Sudanese community to become economically independent by delivering capacity building programs, accredited training and work experience within the cooperatives retail arm.

Women's Health in the North Stage 1

THE SOFT TOYS SOCIAL ENTERPRISE PROJECT

\$10,000

Women in the justice system will improve their chances of future employment by using their community-based work orders to develop useful skills in this program. Stage 1 is the business plan, with view to implementation in Stage 2.

Good Cycles

SPOKES WOMEN

\$10,000

Women from CALD (Culturally And Linguistically Diverse) and refugee backgrounds are given a bicycle and accessories, along with five sessions of professional bicycle training. This project, focuses on skills transfer and mentoring, while fostering physical independence, giving participants the ability to travel and build stronger community connections.

We extend our sincere thanks to a private donor for funding Spokes Women.

“My volunteer was lovely, very helpful and I have gained a lot of confidence from speaking with her.”

Fitted for Work grant participant, 2014

2014-15 General Grants

WELL BEING

Wirrpanda Foundation

DEADLY SISTA GIRLZ, BENDIGO
\$10,000

Deadly Sista Girlz is a safe space for Aboriginal and Torres Strait Islander students at Weeroona College to connect with other women from their community.

Their conversations cover many questions young women are asking: around their self-esteem, healthy relationships, sexual and women's health, alcohol and drug use, and future directions and opportunities. This program is building proud and healthy young women who are encouraged to lead in their communities.

This important project was generously funded by the Grosvenor Foundation.

Whittlesea Community Connections

WHITTLESEA CALD COMMUNITIES FAMILY VIOLENCE PROJECT, WOMEN'S ADVISORY GROUP
\$5,800

Domestic violence can be particularly isolating for women living in Victoria with a CALD (Culturally and Linguistically Diverse) background. The Women's Advisory Group is an important resource for the Whittlesea CALD Communities Family Violence Project, and was first funded by the VWBT in 2013. It supports women from diverse local communities to give ongoing feedback and advice to improve services and practices.

This project was supported through the generosity of a private donor and we sincerely thank her for this support and her commitment to our work over many years.

Photo: Refuge of Hope by Breeana Dunbar Photography

Australian Multicultural Foundation / Sports Without Borders

THE ZIMQUEENS NETBALL TEAM
\$6,600

Introducing the Zimqueens, a netball team of Zimbabwean women and girls. Sports Without Borders saw the need for a program that would encourage women and girls from new and emerging communities to get involved in sports. VWBT stepped in with the Grosvenor Foundation to make it happen. The team now plays weekly in the local competition, where they are also mentored and part of a skill development program, in partnership with Netball Victoria.

Getting fit and meeting other women in the team and league means enjoyable, healthy lifestyles and stronger community connections.

With this grant, Sports Without Borders will also research the impact of social inclusion, and consider this as a potential model for other emerging community groups.

Thank you to the Grosvenor Foundation for supporting this initiative.

Hepatitis Victoria

HEPATITIS B MUM'S SUPPORT GROUP
\$9,300

This ten-week support group for mothers that have been diagnosed with Hepatitis B teaches them how to improve their own health and gives them the skills to support other mothers also living with Hepatitis B.

Health Issues Centre / Victorian Refugee
Health Network

**WORKING TOGETHER TO
IMPROVE THE HEALTH LITERACY
OF WOMEN FROM REFUGEE
BACKGROUNDS**
\$10,000

It's very difficult to figure out how to access essential services when you are in a new country. How do I make a medical appointment? What's a referral system? How do I use my local pharmacy? This is the first in a three-stage project to develop a health literacy program to make it easier for women from refugee backgrounds to access Australian health services. This program will be made sustainable through a 'train the trainer' program, tailored to refugee nurses and support workers.



*Thank you to the Grosvenor Foundation
for supporting so many of our grants.*





Clockwise from top left: A Roof of My Own 1991-1992; Hanover Project 1994-1995; Weenthunga 2011-2012; Rosanna Writing group 1987-1988; Coranderrk Literacy & Computer Project; Victorian Cooperative on Children's services for Ethnic Groups 2008-2009; 3CR Single Mothers Radio 1988-1989. All photographs by Ponch Hawkes.



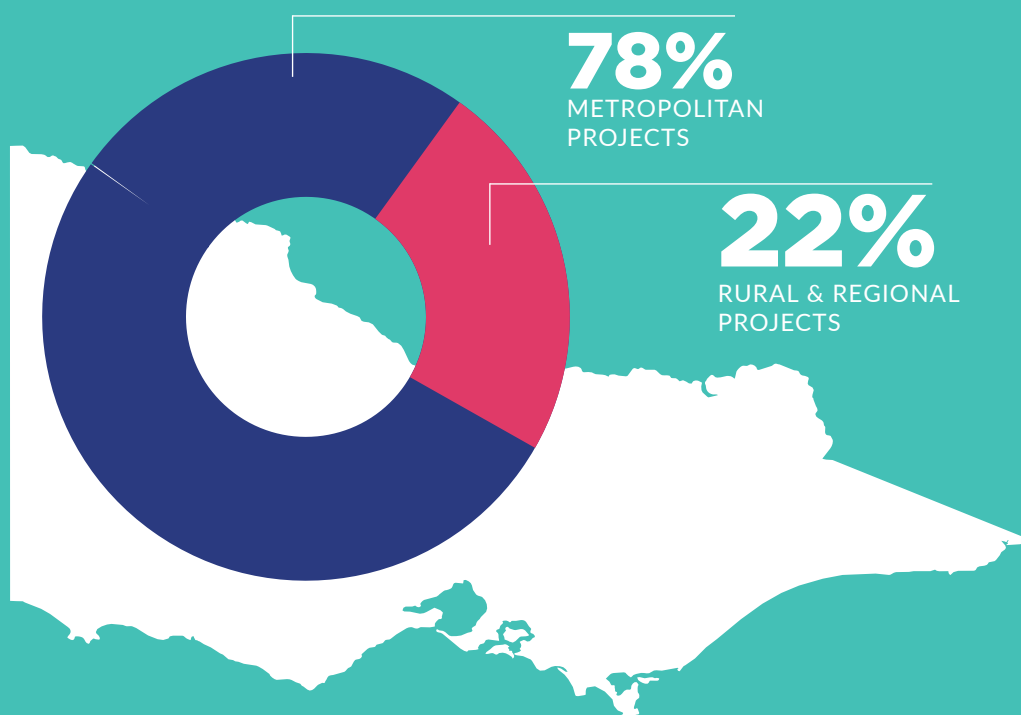
*“Culture does not make people.
People make culture.*

*If it is true that the full humanity
of women is not our culture, then
we can and must make it our
culture.”*

CHIMAMANDA NGOZI ADICHIE
WE SHOULD ALL BE FEMINISTS

OUR IMPACT AREA FOR 2014/15

*Women seeking asylum,
refugees & newly
arrived migrant women*



\$252,400 TOTAL INVESTMENT
INTO OUR COMMUNITY

2,307
33

TOTAL NO. OF WOMEN & GIRLS SUPPORTED

TOTAL NO. OF GRANTS FOR 2014/15

OUR SUB-FOCUS AREAS >

HEALTH

LEADERSHIP

ARTS & CULTURE

HOUSING

MENTORING

EDUCATION

ADVOCACY

CIVIC ACTION

EMPLOYMENT

YOUNG WOMEN

SAFETY

NETWORKS

FAMILIES

CAPACITY BUILDING MENTAL HEALTH

A lasting legacy

THE JOYCE THORPE NICHOLSON FUND

Joyce Thorpe Nicholson (1919 -2010) holds a special place in the heart of the Victorian Women's Benevolent Trust. As a respected publisher, author, philanthropist and feminist she did much to advance conditions for women and girls in her lifetime.

This included her visionary launch of the Million Dollar Appeal in 1988, which helped build the profile and capacity of the Trust. Named in her honour, the Joyce Thorpe Nicholson Fund supports our general grants program and allows us to make grants each year. It is with pride that we share Joyce's vision and see her legacy continue to grow.

Joyce was posthumously awarded the Changing the Face of Philanthropy Award by the Women's Funding Network in New York in 2011, in recognition of her contribution to social change and feminist philanthropy. The VWT nominated Joyce for this Award, and she became the first female philanthropist outside of the United States of America to be honoured in this way.

We extend our sincere thanks to all who have donated to the Joyce Thorpe Nicholson Fund.



“I shall live happily knowing that after I’m gone the Victorian Women’s Trust will have become a permanent institution.”

Joyce Thorpe Nicholson

DIY Philanthropy

VICTORIAN WOMEN'S BENEVOLENT TRUST SUB-FUNDS

We are always seeking to inspire other donors to embrace and support our Sub-Fund program. This is a unique way of honouring women, assisting in the long-term sustainability of our grant-making, while providing a means for new areas of social impact.

If you are yearning to make an impact in your passion area for change, read on to find out how you can create a lasting legacy in your name or pay tribute someone special.




Photo: Hilary Irwin by Breeana Dunbar Photography





“I love giving for women and girls because it enables me to articulate my feminist and social justice values in impactful ways. It is immensely satisfying.”

- Hilary Irwin
Trust Donor & Volunteer



Our Sub-Funds are a unique exercise in perpetuity. Each Sub-Fund goes on to better the lives of women & girls today by honouring women with a vision, past or present.

Victorian Women's Benevolent Trust

OUR SUB-FUNDS

Our VWBT Sub-Fund program is an important way to augment our grant making. In 2014-2015, ten Sub-Fund projects were funded, with the Jean McCaughey and Fay Marles Sub-Funds making their inaugural grants.



CON IRWIN SUB-FUND

Established in 2008 by Hilary Irwin to honour her mother, the Con Irwin Sub-Fund supports innovative circuit-breaking social justice projects.

Good Shepherd Youth & Family Service

ECONOMIC SECURITY FOR SURVIVORS OF DOMESTIC AND FAMILY VIOLENCE \$10,000

This project looks at family violence, and develops a range of indicators to quantify its impact on the economic security of women and children, so that organisations can develop better policy responses and programs.

Thank you to our donor Hilary Irwin.

ESSIE BURBRIDGE SUB-FUND

Supporting leadership and achievement in cross-cultural understanding, and combating racism since 2006.



Footscray Community Arts Centre

WOMEN, ART AND POLITICS SYMPOSIUM AND WORKSHOPS \$5,500

This program will combine women, art and politics by focusing on the experiences of women from CALD backgrounds. It includes workshops and an International Women's Day symposium featuring artists, students and speakers from across the community.

Thank you to our private donor.

JOHNSTONE GUMPTION SUB-FUND

Established in 2008 as a way for Val Johnstone to broaden and extend her contribution to the community, the Johnstone Gumption Sub-Fund supports community participation and engagement, the sharing of women's experience and wisdom, and Indigenous health literacy.

Health Issues Centre

HEALTH LITERACY FOR LIVING WELL \$6,400

This project explores the health issues experienced by Aboriginal and Torres Strait Islander women, and develops training and resources to support them to achieve a higher level of health literacy.

Thank you to our donors Val Johnstone and Carolyn Crowe.

PRUE MYER SUB-FUND

Established in 2011 by family members to honour Prudence Myer, this Sub-Fund supports projects for immigrant, refugee, and disadvantaged girls and young women that provide mentoring, improve their education, or encourage their participation in political life.

Weenthunga Health Network Inc

WEENTHUNGA HEALTH DAY 2014, WOMEN'S TALK: \$5,700

A program for young Indigenous women, to promote healthy lives, and the possibility of a career in health. It will feature Indigenous women health professionals talking about their careers, visits to the Wadja Clinic at the Royal Children's Hospital and the Victorian Aboriginal Health Service, and a reconciliation dinner.

Bridge Builders Youth Organisation

THE UR RETREAT FOR YOUNG WOMEN \$2,000

A four day retreat for 50 at-risk teenage girls. It will encourage them to complete school, and help them to

gain the skills to combat adverse circumstances and reach their full potential.

Australian Neighbourhood Houses & Centres Association/North Carlton Railway Neighbourhood House

HOMEWORK CLUB FOR GIRLS FROM A REFUGEE BACKGROUND \$2,700

Assisting to provide a homework club to support disadvantaged students from refugee backgrounds who live in the North Carlton public housing estate, through mentoring and tuition by volunteer trained teachers.

Thank you to our donors: Jo Baeviski, Madeleine Millett-Riley, Lin Oke, and Virginia Parker. Special mention to Neilma Gantner, who passed away in June 2015.

JOAN HUDSON SUB-FUND



Established by a family member in 2011, the Joan Hudson Sub-Fund supports projects that provide: community support for mothers and children; opportunities for respite care for mothers of children with disabilities, and; support for young women from disadvantaged backgrounds to access educational and academic opportunities.

Mallee Family Care

TOTAL LEARNING CENTRE, SWAN HILL \$3,500

A way for migrant and refugee women with young children in Swan Hill to improve their English, gain skills, and build confidence at a centre that provides on-site child care and social connections.

Thank you to our donors: Rosemary Geer, Robyn Boulter, Richard Robertson and Anne Paul in honour of her friend Pam Fordham - a gifted botanical artist, who died in May 2015.



JEAN MCCAUGHEY SOCIAL JUSTICE SUB-FUND

This Sub-Fund was established by family members and with community support in 2013 to broaden and extend Jean's contribution to the community

through social research. It supports research projects around women and homelessness, poverty and family well being, and strengthening local communities.

Swinburne University of Technology, Institute for Social Research

THE VOICES OF OLDER WOMEN FACING HOUSING INSECURITY \$3,700

An analysis and write up of 2012 focus group research as a follow up to 'No Home at the End of the Road? A survey of single women over 40 years of age who do not believe they will own a home outright at retirement.'

Thank you to our donors: Hon. Candy Broad MLC, Sandie de Wolf, Moya Dickson, Ruth Fincher, Elizabeth Finnegan, Wendy Fleming, Margaret Harrison, Margaret Henderson, Terri Anne McKenzie, Marian Maddern, Merle Mitchell, Roberta Marion Murphy, Margaret Naismith, Susan Sanford, Natasha Smider. Thanks also to the Eirene Lucas Foundation in honour of Suzanne Dawbarn, and Carolyn Hutchens in honour of Shirley Marjory Sloane.

FAY MARLES EQUAL OPPORTUNITY SUB-FUND

Established in 2013 by family members and community support to fund innovative social justice projects focused on leadership training and knowledge of equal opportunity legislation; research for system improvement and policy change, and; engagement with equal opportunity issues.

Footscray Community Legal Centre

EMPLOYMENT LAW PROJECT, WOMEN'S EMPOWERMENT TRAIN THE TRAINER \$3,000

An initiative that will train four women from newly arrived or refugee communities to be community workers, and design and deliver education to their communities about equal opportunity and employment law, and services that can assist women with work-related legal problems.

Thank you to our donors: Fay Marles; Peter Bailey; Prue Brown; Victoria Marles.

THE ALICE AND ISABEL WATSON ESSAY PRIZE

Established in 2012 by Max Watson, this essay prize honours the contributions that Alice and Isabel Watson made to the advancement of women in Victoria.

The \$1000 prize is awarded yearly to the most outstanding essay by an undergraduate student majoring in Gender, Sexuality and Diversity at La Trobe University.

The 2015 prize was split, and awarded to Ellen Munro and Cecilia Devlin for their essays on *Gender and Sexuality: Contemporary Debates*. We congratulate Ellen and Cecilia for their outstanding achievements.

The Alice and Isabel Watson Essay Prize is a joint initiative between The Victoria Women's Benevolent Trust and La Trobe University.

Thank you to Max Watson for his generosity in supporting the prize.



2014/2015

MAJOR PUBLIC INITIATIVES

ROSIE

Remember Rosie the Riveter? She was that strong face of WW2: the woman in the polka dot headscarf who called upon American 'gals' to leave their kitchens and take up traditionally 'male' roles for the war effort. Rosie became a international cultural icon of women's capability and strength. And that's why she's the namesake for our new online platform, RosieRespect.org.au.

Launched in August 2014, Rosie focuses on growing the strength and resilience of teenage girls. It's the flagship initiative of our national harm-prevention entity, the Dugdale Trust for Women & Girls, and connects young Australian women with high quality feminist information that respects their potential and intellect.

Rosie features accurate and informative content from all over the web: tips, links, opinion and videos. The focus is always around a theme of respect – for body & mind, work & study, relationships, and for the world we live in.

Rosie features contributions from teenage writers covering topics like learning to stress less and dream big, adventures (or misadventures) in love and sex, or overcoming something in life. It might be personal, political, about school, work or friends – no topic is off-limits.

We made a decision right from the beginning to have no advertising on RosieRespect.org.au. Our content is 100% geared to positively support our readers.

Rosie is a dynamic channel connecting the Victorian Women's Trust to the next generation of women, ensuring our relevance and opening the door to a new wave of strong, healthy young women to join us.

Rosie was co-founded by Trust Project Managers, Ally Oliver-Perham and Georgie Proud.

Photo: Breeana Dunbar Photography

ROSIE LAUNCH: FEDERATION SQUARE, 6 AUGUST 2014

Our launch of Rosie, showcased the incredible talents of the Northcote High School Girl Band and the Women's Circus, featuring an array of speakers deftly exploring feminist issues, embodying the entire ethos of Rosie. Our first Rosie ambassador, Chantelle Baxter (CEO of 'One Girl') gave an inspiration address, along with fantastic speeches from Kim Furnish, and the Fitzroy High School Feminist Collective. The event was attended by school girls throughout Victoria.

WAKE UP ROSIE APP

We're working with app developers to create a daily de-stress intervention which puts the needs of girls first. Launching in October, this alarm clock app will be freely available, helping girls to start their day in the best possible frame of mind.

"As my former boss, Hillary Clinton once remarked after running for President, 'We've put in about 18 million cracks in the glass ceiling, the light is shining through like never before, filling us up with hope and the sure knowledge that the path will be a little easier next time.' Rosie will make that path easier.

Let's share this amazing tool with every young woman in Australia."

- Kim Furnish, Consular Chief US Consulate

USA RESEARCH TRIP

Hitting the ground running at the International Conference on Gender and Education in Indiana, Ally and Georgie were invited to contribute a chapter to *Feminist Pedagogy, Practice, and Activism: Improving the Lives of Girls and Women*, to be published by Routledge in 2016. They went on to meet with influential feminist educational organisations like Amy Poehler's Smart Girls; the Representation Institute; the Lower East Side Girls Club, and; GEMS Girls to talk about education, fundraising and sustainability.

Thank you to the US Consulate for making these meetings possible.

THE ROSIE WEB VIDEO SERIES

We're working on a series of 10 informal and inspiring web videos to talk to girls about things like reducing stress, building healthy relationships, and being aware of rights in the workplace.

OUR DEDICATED VOLUNTEERS

Julia Stuart: database and communication

Lily Neilson: writer

Maddy Crehan: writer

Miriam Nowak: research

Ruth Gale: writer

Sheree Rubinstein: writer + compiler

Tatum Street: writer + layout



Major Public Initiatives

THE WARATAH PROJECT

In some countries, a girl's first period is an exciting rite of passage. In America, the Navaho people acknowledge the strength, beauty and power of a girl getting her first period with a four day celebration. In Africa, the older Pygmy women teach the young ones special songs.

In Australia however, it's often very different. Menstruation can be a source of shame and embarrassment. Most of us can probably recall, at some time, wishing our periods away.

The Waratah Project delivered through our the Dugdale Trust for Women & Girls, works to improve the way menstruation and menopause are framed and experienced so that women feel confident and unapologetic about their bodies.

In 2014/15, 3346 women and girls told us their experiences in online surveys, questionnaires, and at in-person discussion groups across Victoria. We wanted to find out how women today think and feel, and what support and education they really want and need. Their responses are the basis of a landmark document, to be released in early 2017.

In February 2015, the Waratah Project also hosted University of Melbourne student Madeleine McGlade, who spent 100 hours researching the issue of sales tax being applied to menstrual products locally and internationally.



'Celebrating Your First Period' (animation still) by Lucy Fahey

DURING
2014/15 **3,346**

women & girls shared with us their lived experiences of menstruation & menopause.

"I was excited and felt like I had just entered something big and important. I told my mum after my sister's party had finished. She had a mixed reaction of 'wow' and then 'you poor thing'. So it was a bit tainted."

Age 33, Merlynston, Australia

"I actually still don't really understand how bodies work – like when I had that catastrophe when I skipped a pill, I thought if I kept taking the pill my period would just stop. I still don't understand how my body works; I don't understand that if you take it from this date you have 27 days – like that just goes right over my head. I don't get it."

Fitzroy 19-30 group

"I see periods as a positive reminder of good health, and that my body is working the way it is supposed to."

Age 17, Brisbane, Australia

"I still have a lot of baggage around bleeding, but am making efforts to put that aside for the sake of my daughter. I have just taken her to A Celebration Day for Girls and had to really look at what I carry with regards to my period as a part of that. I did not find it enjoyable, and don't like talking about it, but will make massive efforts for my daughter."

Age 37, The Patch, Australia

"The 'private' approach my family took to periods still shapes my view – and I am not comfortable discussing my period with others."

Age 35, Melbourne, Australia

Major Public Initiatives

PARADOX OF SERVICE

THE PARADOX: WOMEN WHO HAVE GIVEN EVERYTHING, LEFT WITH NOTHING

In 2006, a woman came to VWT for help. She was a former nun who had left her Order after long and tireless service. She left without support to help her transition back into an unfamiliar secular world.

We listened, and were moved by her story. We researched Church departure policies and practices and the plight of former nuns, and we found that invisible, unpaid work done by women is taken for granted around the world. Former nuns who made huge contributions as teachers, nurses and community carers, were left with nothing when they withdrew from the church.

In 2009, VWT published a research and discussion paper, 'The Paradox of Service'. It was important research and the first of its kind in the world.

We could have left it at that but we didn't.

We knew that the women we had met and heard would not have been able to request any form of redress from their former Orders. We suspected they would have found it too traumatic.

So we set up the Paradox of Service Independent Advocacy Program. This was a hands-on, practical way to support these women and others like them. The program was designed to extract financial settlements, apologies and Statements of Service on behalf of these former nuns.

In 2014/2015, several more nuns received restitution from their former Orders. In March 2015, given that we had unique experience of dealing with complex issues of institutional harm over the past six years, the Trust made a submission to the Royal Commission into Institutional Responses to Child Sexual Abuse consultation paper on Redress and Restitution.

We are now developing a framework model that can show all orders a better way to effect redress inequities more humanely.

Photo: Breeana Dunbar Photography



***“We want to try to galvanise
as many men and boys as
possible to be advocates for
change.”***

- Emma Watson



Major Public Initiatives

BE THE HERO!

In the past year, reports of family violence in Victoria increased by 8.8%. This took the number of victims to over 70,000 for the first time. The vast majority of these victims were women.

Be the Hero! is a unique online anti-violence program for Victorian boys aged 14-18. Since 2005, it has reached thousands of boys across Victoria and interstate, and given them the tools to choose a life that values and respects women, free from violence.

The program was developed by VWT in partnership with the male teachers and students at Northcote High School, along with other expert advice and extensive research.

In small groups, over at least four sessions, *Be the Hero!* teaches young Australian men how to build respectful relationships. Under the guidance of a male teacher or group leader, boys learn about the realities of family violence and how to stop it. They are given the knowledge and support to make positive changes and stand against all violence in our society.

Throughout this program we have enjoyed an active partnership with Melbourne Storm Rugby Club, and their elite athletes. The Club has taught the program to their U18s teams, and promoted it in the community.

Be the Hero! is one of the ways we recognise the critical importance of working in productive partnership with men to effect the social change that does best by all.

Major Public Initiatives

FIGHTING FRIENDSHIPS

The Dugdale Trust for Women & Girls created a series of short documentary films, *Fighting Friendships*, showcasing the inspirational partnerships between Aboriginal and non-Aboriginal women activists. Many of these partnerships helped to generate a groundswell of support for constitutional recognition of Australia's Indigenous peoples.

This project, in featuring stories of women uniting to strive for the advancement of Aboriginal human rights and to achieve justice for Aboriginal people, aims to inspire others to listen, lean in and continue to reach out to break down the barriers that exist for Indigenous people.

These films will form part of a campaign to raise awareness about the importance of amending the constitution, and securing a yes vote so we as a nation can start the serious healing necessary to be truly reconciled with our past.

This project was developed in partnership with Koorie Women Mean Business.

We received generous funding support from AndyInc and the Myer Foundation and we would like to thank them and others including Dr Sue Taffe from Monash University, whose intellect, passion and generosity enabled us to realise our vision for the project.



2014/2015

RESEARCH & ADVOCACY

TORN APART

When a family separates, a whole host of new challenges emerge; from housing, finances and legal process, to grandparents and other family members suddenly taking on new roles as carers or hands-on supporters.

Following two years of research into the impact of family separation on primary carers, the Dugdale Trust for Women & Girls produced a DVD and series of short online clips called *Torn Apart – Rebuilding Lives After Family Separation*.

It explores the cumulative impact that family breakdown has on things like housing, children's well-being, finances and employment, child support and legal challenges. In looking at the ways these women navigated the trauma of separation, this series of stories will help other families going through their own separation.

Torn Apart is a powerful reminder to reach out, learn from each other's experiences, and offer practical support.

The documentary has been widely circulated through government and community organisations and networks that deal with family separation since the launch in October 2014.

#EQUALARTS

Our investigation, led by volunteer Jan Browning, started with an anecdote that suggested it's harder for women composers to get their work commissioned by major orchestras than it is for men. We heard that it's also harder for women to get their musical compositions played.

We considered the possibilities – perhaps this is not a gender issue? Maybe it's more that orchestras are favouring famous older works over new ones, by women or men? Or maybe it still is a gender issue? We decided to find out with some research into how Australian women are faring in the arts in 2014.

We established a comparative time-frame by assessing a 1984 research report from the Arts Council of Australia and spoke at length with many arts administrators, academics, and a range of practicing musicians, as well as researching visual artists and women writers.

The findings were mixed. There has definitely been positive progress since 1984. In 2014, women held positions in all areas of the arts that before were almost exclusively male. There was, for example, close to gender balance in all Australian symphony orchestras.

The Stella Prize has raised the profile of women writers, and there are some stronger roles for women in Australian dramas. Orchestral music by a handful of women is being performed, and women have senior roles in many prestigious arts organisations and educational faculties. There were women on the boards of all the arts bodies we investigated.

But we are still lagging in many ways. Very few boards have equal numbers of men and women, and even fewer have woman chairs. Women are not in the top decision making positions. Women are not working in the arts in the same numbers as men, despite outnumbering them in arts courses. They are also not earning as much from their artwork.

And the original comment does seem to hold true – it is much more difficult for female composers to be commissioned and played in Australia.

Jan's great research for VWT raises as many questions as it answers. When the findings are published, we hope that it will lead to a wider community discussion about the imbalance between men and women in the arts.

GREATER EXPECTATIONS

Australian women and girls deserve to live in an equal world, but at the current rate, it won't take years or decades – it will take centuries to achieve. How do we speed up this glacial level of change?

Greater Expectations will be one of the Trust's most important public initiatives so far – and it's already underway.

It began as a thought project, a brilliant stocktake of where we really are in the gender stakes and what's still getting in the way. Our research identified six key issues and each issue cuts to the heart of the social and economic wellbeing of women and girls, and women's status in Australia.

From this research we have created a series of recommendations: simple breakthrough actions that will mobilise feminist activism on a range of issues that are important to the whole community. We will be using Greater Expectations to make gender equity, not just palatable to the mainstream, but highly desirable.

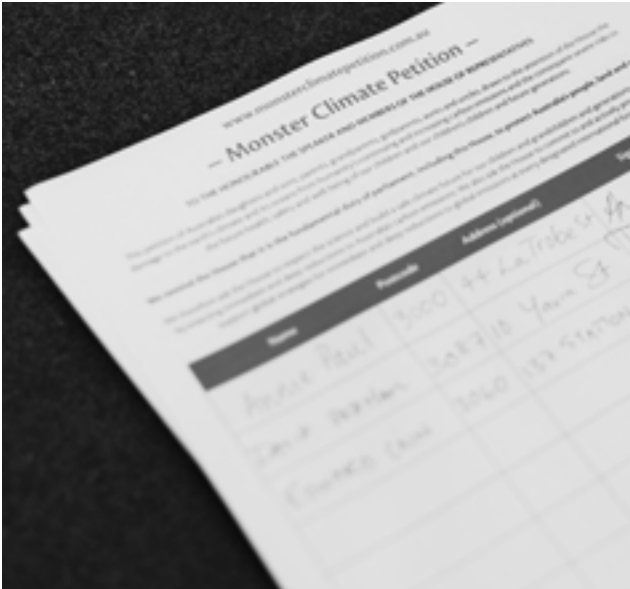
This is the guide Australia needs to step up and hasten the quest for gender equity. It's about breakthrough actions, and getting the best minds, the most influential people, and all levels of community behind us. We are half-way to where we want to go with this project. Our great volunteer group so far includes Kim Selling, Patricia Caswell, Leonie Morgan, Alice Tudehope and Kerry Moylan.

HARD THINKING ON THE ISSUE OF VIOLENCE AGAINST WOMEN AND CHILDREN

Finding ways to address and reduce the problem of violence in our society which harms so many women and children has been a fact of life in the Trust's decades of grant-making, research, policy and advocacy.

On assuming office in November 2014, the Andrews' Government made good its promise to establish a Victorian Royal Commission into Family Violence – the first such Inquiry process in the country. In May 2015, VWT lodged a submission, *Reflections on Gendered Violence*, which re-framed male violence, looked at the way community debate is diffused by use of passive language, described the profound cultural shift required in dealing with violent attitudes and behaviours, identified (by reference to our long granting history) the gendered community burden, and reflected on the ways that violence is reported in the media.

We also facilitated an extraordinarily successful collaboration between the following agencies – EDVOS, Safe Futures Foundation, Safe Steps and WISHIN. Over a period of several months, several wonderful women from these impressive agencies working at the coal front came to the Trust office where we spent hours at a time developing a strong evidenced-based and constructive policy and program response to the crisis of family violence across our community. We titled this submission, *Opportunity Knocks: New Ways Of Thinking And Acting On Family Violence*.



2014/2015

ACTIVISM & CAMPAIGNS

THE MONSTER CLIMATE PETITION

Climate change is a huge concern for Australians. We are still without real national leadership to secure our future. Judy Brett, Clare Wright, Dur-e Dara and Mary Crooks are determined to find a way to give ordinary Australians a voice.

VWT teamed up with eight other influential women: Prof. Fiona Stanley AC, Sam Meers, Pam Robinson OAM, Kim Rubenstein, Susan Mitchell, Eileen Mitchell, Leanne Miller and Patmalar Ambikapathy. They decided to start a petition. It was called the Monster Climate Petition, in honour of the 1891 Monster Petition, and the plan was to collect as many signatures as possible before the G20 summit in Brisbane.

They put the word out to friends, families, colleagues, faith groups, community groups, sport teams and commercial groups to collect signatures. VWT was set up as the petition headquarters and from July to November, pen and paper signatures began to pour in. Support was being gathered anywhere and everywhere in the lead up to the November summit – farmers' markets, workplaces, schools, shops, and in the street.

The signatures collected demonstrated to the world that Australians wanted effective action on reducing carbon emissions. All G20 leaders received a letter from the Trust before the summit to describe the efforts and enormity of the petition.

On 3 December, on the Forecourt of Parliament House, Fiona, Mary, Judy, Clare and Pam presented 72,000 signatures to the parliamentarians.

Then, on 23 February, 2015, the Monster Climate Petition was tabled by Cathy McGowan (Independent MP for Indi), Mark Butler (MP for Adelaide) and Adam Bandt (MP for Melbourne).

To keep climate change on the radar in the lead up to the Paris Summit in 2015, the petition was kept alive for a second tabling. The new signatures were sent to Canberra at the end of October.

INSPIRED BY THE 1891 MONSTER PETITION:

The Monster Petition of 1891 was signed by almost 30,000 Victorian women who wanted the right to vote – almost one tenth of all Victorian women at the time. The name comes from its size – the five weeks worth of signatures were glued on to a 260m cloth and rolled on a spindle. It was so big that it took two men to carry it into Parliament.

2014 MONSTER CLIMATE PETITION:

To The Honourable The Speaker and Members of the House of Representatives:

This petition of Australia's daughters and sons, parents, grandparents, godparents, aunts and uncles, draws to the attention of the House the damage to the earth's climate and its oceans from humanity's continuing and increasing carbon emissions and the consequent severe risks to the future health, safety and well-being of our children and our children's children and future generations.

We remind the House that it is the fundamental duty of parliament, including this House, to protect Australia's people, land and seas.

We therefore ask the House to respect the science and build a safe climate future for our children and grandchildren and generations to come by enacting immediate and deep reductions to Australia's carbon emissions.

We also ask the House to commit to and actively promote and support global strategies for immediate and deep reductions to global emissions at every relevant international forum.

Our Monster Climate Petition was the fifth-largest petition ever tabled in the Australian Federal Parliament.



2014/2015

SHOWCASING WOMEN

SHEILAS

Sheilas is our monthly, feminist online publication, informing and inspiring readers across Australia.

Published by VWT, *Sheilas* features bold and analytical pieces on a range of issues facing Australian women, with a focus on current affairs, interviews, art and culture, and recognising women's achievements.

In a media landscape that is dominated by a knee-jerk, reactive news cycle, sheilas.org.au chooses to lend a critical and thoughtful lens to current issues, while celebrating women and the lives they lead.

Ruby Hamad, Kerry-Anne Walsh, Angela Pippas, Susan Mitchell, Amal Awad and Karen Pickering are just some of the many outstanding contributors we've had over the years, and every month we are graced with a new artwork by world-renowned writer and cartoonist, Judy Horacek.

Our first edition of *Young Sheilas* was published in 2015. All of the contributions came from young women, and it was edited by Beth Nokes, a young woman of the Trust, connecting us with the next generation of movers and shakers, thinkers, readers and feminists.

HERE SHE IS!

Heresheis.org.au is our directory of 350+ successful women with a range of backgrounds, disciplines, and professional expertise. It has been used as a directory of leaders since its launch on International Women's Day in 2013.

There are so many enormously qualified Australian women who are achieving great things, but women are still vastly underrepresented as keynote speakers at major conferences and presenters at events, in leadership positions, and in the media environment.

For the potential and capacity of women to be recognised in all workplaces, a deep cultural change must happen. That's why we also have workplace resources on the website, where employers can get information and advice on how to better recognise the talents and leadership of Australian women, and understand the bias still faced by many in the workplace.

Here she is! is supported by a Federal Assistance Award from the United States Department of State. We acknowledge the U.S Government's strong support of women's rights and the advancement of women and girls.

GIRLS ON FILM FESTIVAL

VWT was excited to stand alongside the Girls on Film Festival (GOFF) for their 2014 debut.

As Melbourne's only feminist film festival, GOFF combines some of our favourite things; movies, parties and of course, feminism. Screening over one weekend at the Northcote Town Hall, this premiere film event had a sold out opening night, and brought together hundreds of people with a love for film with a strong female lead. Our festival pick: *Whale Rider*.



Who
says
we
can't?

2006/2007

Visionary grant making: the stories that inspire

GETTING THE BALANCE RIGHT

Mary Crooks AO reflects on how the Trust gets things done.

In 2005, long standing, visionary Trust donor, Fleur Spitzer, supported a grant called 'Getting the Balance Right', aimed at helping women to negotiate better family friendly work conditions with their employers.

VWBT Trustees made a grant of \$15,500 to Womens' Information Referral and Exchange (WIRE). WIRE also received some support from the Department of Industrial Relations.

The final outcome of this grant was a information booklet for women. It came across my desk as part of the acquittal process, and I was just drawn to it. Not only did the writers lay out the common obstacles women face when negotiating with their employers or committees of management, but they also showed how to overcome these blockers. I thought it was such an amazing, practical support. Obviously a lot of other women agreed with me, because copies just walked out the door.

Inspired by this ground work, half a dozen women got together to discuss how we could take this even further. We asked ourselves; how could we leverage off this one family friendly workplace initiative to have a much bigger impact? We decided to make a case for it before the upcoming federal election. We got to work arguing a case for a national grants program that would assist small to medium businesses with resources to institute some simple and effective practices which would better support women & their families.

Joe Hockey's advisor came down to Melbourne to meet with us in the election year and we briefed him on the plan. Julia Gillard came in on that same day (she was Shadow Minister for Industrial Relations at the time). Joe Hockey's advisor thought

highly of it, but we never saw him again. Julia Gillard was enthusiastic and told us, 'I'll get back to you.'

We waited patiently. On the day before the election campaign began, we got a call from her office to say that they were going to launch the new policy initiative the next day: I think it was called 'fresh ideas for work and family initiative'. And they committed to a national grants program which went on to fund hundreds of grants to small and medium businesses all over the country.

Businesses like Marino Monograms who had perhaps, a dozen men and women working for them, got a grant for around \$9,500. With those funds, they had the ability to create a family friendly workplace policy, provide staff with training in the policy, provide technological support for remote workers, and converted one of their spare rooms in the factory to a family room.



And that's how our \$15,500 grant for an information booklet, sparked a \$12 million Federal initiative.



Proud partnership

KOORIE WOMEN MEAN BUSINESS

SISTERS DOING IT FOR THEMSELVES #4 SPEED MENTORING

Koorie Women Mean Business (KWMB) hosted an afternoon 'testing the waters' around candidacy in local, state, and national elections in Lilydale. This was done in partnership with YWCA Vic, Emily's List and PEN. Around 20 women gathered to explore the avenues they could use to support Aboriginal women who were considering stepping into public leadership roles.

Despite the thunder, hail, rain, and lightning going on outside, inside was full of robust and high level conversations, sharing and laughter. Participants were joined by women across the political, business, philanthropic, local government, legal and community sectors who shared their experiences about the importance of mentoring as a pathway to leadership.

Aboriginal women mentees, mentors and welcomed guests came together including Shire of Yarra Rangers, Anne Jenkins HICSA, Tanja Kovac, and Lorrae Webster, Emily's List.

RESISTANCE AND RENEWAL

In February 2012, KWMB launched the Resistance and Renewal Report, authored by Dr Kyllie Cripps, Leanne Miller and Daphne Yarram. KWMB organised a series of five workshops to explore issues raised in the report. The participants were front-line workers, dealing with children and families experiencing family violence. In 2013 we held more workshops to continue exploring these issues.

BIG NAME NO BLANKETS CRIMES AMENDMENT BILL (2014) PROTECTION OF CHILDREN

Moderator: Dr Leigh Gassner, Reos Partners

Panel members included: Dr Kyllie Cripps, Senior Lecturer, Acting Director, Indigenous Law Centre, UNSW; Conor Flanagan, Senior Policy Advisor, Department of Justice Victoria; Winsome Matthew, Community Development for GABA YULA Aboriginal Out of Home Care, Mt Druitt (NSW), and; Snr Sgt Janet Mitchell, Victoria Police, among others.

Photo left: Breeana Dunbar Photography

A series of significant questions were posed to this panel including those regarding protection of a child after a report is made; safety nets for victims, mothers and workers; the new Bill and how it provides for Aboriginal families and the true extent of family violence for Indigenous women and children.

OUR ABORIGINAL WOMEN AND GIRLS COUNT

On the ground it has been widely reported that the incidence of family violence has been increasing in urban, regional and remote Indigenous communities. Media reports have brought attention to the violence in remote areas. But less attention has been paid to the experience of violence in the urban context, or in South Eastern States.

This is a supported project to design a series of brochures depicting the impact and cost on Aboriginal women and girls leadership.

Responding to a problem requires understanding the communities it occurs in, and the contributing factors. We have developed, designed, and are now working on existing data evidence to support Our Aboriginal Women and Girls Count.

2014-15 SUBMISSIONS

A shared framework for the primary prevention of violence against women and children in Australia – Australian Government

Crimes Amendment (Sexual Offences and other Matters Bill) 2014 – Australian Government

A national framework for the protection of Australian Children – Australian Government

Protecting Victoria's Vulnerable Children - Victorian Government

Safety through equality and respect. A shared framework for the primary prevention of violence against women and their children in Australia – DV VIC

2014-15 EXTERNAL SPEAKING

World Indigenous Philanthropy Summit presentation – Iramoo Zone.

Women in Agriculture National Conference - Significant Conversations with Professor Kate Auty, Leanne Miller (KWMB) and Dr Lesley Fitzpatrick (WIA).

International Women's Day – Reflections, Zonta Club of Melbourne.

Voices of Bouganville (delegation) - Our Land Our Future, Indigenous Engineering Summit, Melbourne University

We thank Zonta Club of Melbourne for their support with this project.



2014/2015

COMMUNITY CONNECTIONS

TRUST FRIENDS NETWORKING EVENT

As part of our Trust Friend's program, we decided to introduce an annual event to treat, bring together and show thanks to our valued supporters. On 31 July 2014, we held our 'Trust Friends' get-together.

This year's event, titled 'The Great Debate' saw six brilliant speakers thrash out the topic *That there is a crisis of trust in Australian politics*, in a debate format. Speakers included Nelly Thomas, comedian and author; Clementine Ford, writer and commentator; David Yarrow, barrister, Native Title Act; Amy Gray, writer; Karen Pickering, writer and Cherchez la Femme presenter and Richard Denniss – Executive Director, The Australia Institute.

The night began in the architecturally innovative RMIT Storey Hall with a glass of wine and hors d'oeuvre. Guests mingled, met each other and new friends were made. We think it's important that when people are part of an organisation as special as the Victorian Women's Trust, they get the opportunity to find and connect with the Trust's many like-minded individuals.

The debate saw the audience laughing throughout the whole presentation and for what was a serious topic, we believe this shows the capability and wittiness of our featured speakers. The vote was determined both by an audience vote and panel, and was awarded to the negative team.

Our brilliant event photographer Breeana Dunbar captured some gorgeous photos of our guests and speakers.

Huge thanks to all who attended, to Steve Macdonald of INFINITAS Asset Management for assisting with the costs and to all the wonderful individuals who helped along the way.

CALL ME DAD

Executive Director Mary Crooks AO was invited to take part in the inaugural Good Pitch event at the Sydney Opera House on 14 October 2014.

Along with Peter Fitzgerald and Andrew O'Keefe, she was part of a panel supporting the production of a path-breaking documentary, *Call Me Dad*, which follows the journey of a group of men who were trying to deal with their abusive behaviour and who had volunteered to take part in a behaviour change program.

After the successful Good Pitch event, Mary had the singular privilege of working closely with Sophie Wiesner, director, and Madeleine Heatherton, producer, to assist them explore important and deep issues regarding men's violence towards their partners and children and to be able to locate their film strongly within community debate and violence-prevention initiatives. The Trust office also hosted the first rough cut of the documentary before it proceeded to its acclaimed public screening in Melbourne and later, on ABC national television.

BOARDS

WOMEN'S FUNDING NETWORK

The Women's Funding Network (WFN) commenced its work over thirty years ago, as a major organisation representing many of the women's funds that have sprung up through the past three decades. It has been a significant force in making the case for investing in women and girls as well as providing an impressive array of supports for women as they have started foundations and explored their creative power as grant-makers and advocates for women and girls.

Our Executive Director Mary Crooks AO was approached to stand as a candidate for the Board of the WFN, based in the USA. Mary was elected with several other newcomers.

Different time zones, let alone distances, make it a bit tricky to serve on a Board when you hail from Down

Under. So far, it has meant two in-person appearances as well as a raft of conference calls that have Mary at her computer with her first coffee at 7.00am eastern standard time.

FITTED FOR WORK

Mary also joined a new Board of Fitted For Work in 2014 and serves as Chair. The Trust has been a supporter of this fine organisation since it was founded ten years ago by Renata Singer and Marion Webster OAM.

SPEAKING ENGAGEMENTS

18 July 2014: Panelist on theme of women, sexism and politics, along with Jill Singer, Stephen Mayne and Michael Short for Leadership Victoria

31 July 2014: Hosted VWT Friends event The Great Debate, Storey Hall

10 July 2014: 'Feminism 101' Workshop presentation to Year 9 girls at Newhaven College, Mornington Peninsula

2 September 2014: Speaker on 'Economic Security 4 Women' at NAB Docklands, where the story of our grant Getting the Balance Right was profiled

4 September 2014: Spoke about the Monster Climate Petition at an Open Labour Forum, Flagstaff Gardens

22-29 September 2014: Co-presenter on strategies for working with Indigenous men to prevent violence at the World Summit for Indigenous Philanthropy, Brooklyn, New York

8 October 2014: Panellist at the inaugural Good Pitch event, Sydney. This was to support the production of Call Me Dad, a film following the journey of violent men who were participants on a behaviour-change program

13 October 2014: Speaker at a Forum on Political Leadership Needed to Deal With Family Violence. Minister Wooldridge, Danielle Green and Kathleen Maltzahn were also speakers, chaired by Fiona McCormack

27 October 2014: Special presenter about the philanthropic and civic activist work of the Victorian Women's Trust at The Global Fund for Women in San Francisco

22 October 2014: Speaker at the launch of the DTWG documentary, Torn Apart, Cinema Nova

6 November 2014: MC for the celebration of 100 years of local government suffrage at Newport

25-27 February 2015: Special presenter about the work of the Victorian Women's Trust and The Dugdale Trust for Women & Girls at the Women's Funding Network in San Francisco

26 March 2015: Main speaker at Deep Dinner, which was organised by Matthew Gordon (founder of Our Say). Focus on democracy, participation and the common good. Facilitators included Phil Shanahan and Micaela Driberg

28 March 2015: Spoke at the Palm Sunday Rally, State Library Assembly Point

29 May 2015: Speaker and panellist for the Department of Justice North West Leadership Program, along with Tasneem Chopra and Richard Frankland, on the theme of cultural competence from a gender perspective

10 June 2015: Speaker at a VWT event promoting the imaginative work of Drusilla Modjeska and Dr Stephen Collier in designing a 'pop-up' school for remote communities in PNG

MEDIA MENTIONS

18 August 2014: Took part in the fundraising Radiothon with 3RRR

22 August 2014: Appeared on ABC TV 7.30 Report to comment on the politics of abortion issues in Victoria

3 November 2014: Interview on 3RRR about the Monster Climate Petition

11 November 2014: Guest speaker at a U3A meeting, Fairfield on *Citizen Action for Our Times*

16 February 2015: Long interview on 3RRR program *The Grapevine*, with a focus on national politics, gender and common good

4 June 2015: Attended and spoke (as Chair) for the hundreds in attendance at the Tenth Anniversary of Fitted For Work

15 June 2015: Scheduled appearance on 3RRR program, *The Grapevine*

Organisational

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WOMEN'S TRUST
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WOMEN'S
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Madeleine Millett-Riley
 Lin Oke
 Virginia Parker

THE JOHNSTONE GUMPTION SUB- FUND

Carolyn Crowe



Organisational

DIRECTORS

**Nicky Friedman**

Nicky is the Director of Community Engagement at leading law firm, Allens. Nicky is focused on leveraging the resources of the private legal profession to enable disadvantaged people to gain greater access to justice. Nicky is also a director of pro bono clearinghouse Justice Connect. Nicky has a background in social justice work and law reform, particularly focused on women's rights. She has a long term association with the Victorian Women's Trust, having worked for the Trust as a volunteer and as an employee before joining the board.

**Jacinda Dixon**

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 nine years, Jacinda has focused on advising a unique group of individuals, family groups and philanthropic organisations.

**Alana Johnson**

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.

**Rosemary Vine**

Rosemary has enjoyed a 25 year career in corporate communications. Specializing in issues management, corporate reputation protection and community engagement campaigns, she has worked in both the private sector and for government organisations. In recent years, Rosemary has focused her energies on social justice issues and valuable community initiatives.

**Diana Batzias**

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 has experience in establishing programs with the Commonwealth and State, including the Supported Accommodation Assistance Program for homeless youth and women's refugees. Diana is also passionate about working with immigrants and refugees. She is on the Board of Whitelion Inc. and International Social Services Australia.



Mary Crooks AO

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

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).



Leanne Miller

Leanne is a woman of the Dhulanyagen Ulupna Clan, Yorta Yorta nation. She is the Executive Director of the Koorie Women Mean Business. 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 Fellowship in Geneva.



Padmini Sebastian

Padmini leads the award winning Immigration Museum in Victoria. She has worked extensively in the cultural and community sectors and has established national and international partnerships and networks to promote migration and cultural diversity. She is a founding member of the International Network of Migration Institutions. She contributes to a number of community and cultural organisations and initiatives. She is a Churchill Fellow (2000).



Teresa Tjia

Teresa is a senior executive in higher education, with extensive experience in team and organizational transformation, service and technological innovation, and stakeholder engagement. Born in Indonesia and grew up in Perth, Teresa is passionate about contributing locally throughout her life, including elected Presidents of representative educational organisations.

Organisational

STAFF



Mary Crooks AO

Executive Director
(full time)



**Dur-e Dara
OAM**

Capital Campaign –
Executive Team (part
time)



Lieu Le

Personal Assistant to
Executive Director
& Administration
Officer (part time)



Wilfredo Zelada

Financial
management and
reporting (full time)



Dianne Frey

Executive Services
(part time)



Paula Dunne

Executive
Administrative
Assistant and Project
Officer (full time)



Sarah Capper

Manager, Policy,
Advocacy, Media and
Communications (full
time)



Trish Pinto

Communications and
Fundraising (part
time)



Beth Nokes

Projects, Media and
Communications
Officer (part time)



Anne Paul

Grants Manager,
Victorian Women's
Benevolent Trust
(part time)



Bryony Green

Sub-Fund
Coordinator (part
time)



**Ally Oliver-
Perham**

Project Initiatives
and Design Officer
(part time)



Georgie Proud

Project Initiatives
and Research Officer
(part time)



Lara Owen

Project Leader, The
Waratah Project (full
time)



**Adrienne
Bogard**

Research &
Administration, The
Waratah Project
(part time)

We warmly welcomed back **Janya Clemens** (Event & Design Support Officer) from maternity leave in June 2015.

Organisational

VOLUNTEERS & STUDENT PLACEMENTS

VOLUNTEERS

Patricia Caswell, Alice Tudehope, Leonie Morgan and Kerry Moylan have been working within the Victorian Women's Trust Limited with Executive Director, Mary Crooks AO on a gender equality framework document.

Hilary Irwin is co-ordinator of the Paradox of Service project along with the assistance of Susan Powell. 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.

Jan Browning commenced volunteer work with the Victorian Women's Trust in September 2013, working one day a week on a document scoping out gender inequity in the arts sector with Executive Director Mary Crooks AO and on the Monster Climate Petition.

Janet Borg & Mary Keely worked on the Monster Climate Petition. Mary also worked on the Waratah Project.

Casimira Melican commenced volunteer work with the Victorian Women's Trust in May, 2015. She is working alongside Mary Crooks AO on a gender equality document on social policy, and conducting research.

STUDENT PLACEMENTS

Isabelle Lane is majoring in Journalism and Gender Studies at Monash University. In 2014 she undertook an internship at the Victorian Women's Trust and published articles for our monthly e-publication *Sheilas*, as well as assisting editor Sarah Capper with editing.

Ruby Bell is an Honours Candidate in political science, with her research focusing on women's representation in the Australian Parliament. Towards the end of 2014, Ruby assisted Mary Crooks AO in researching and preparing for documents and writings on this topic.

Stella Bridie undertook her work experience placement at the Victorian Women's Trust earlier this month. An avid and active member of the wonderfully inspiring Fitzroy Feminist Collective, Stella assisted with publishing and editing *Sheilas*.

Our supporters

ACKNOWLEDGEMENTS

WE SINCERELY THANK

- > our wonderful and generous spirited donors for their support and confidence in our work
- > our Trustees. We greatly appreciate their support and experience, under the leadership of Acting Convenor Diana Batzias and guidance from our Executive Director Mary Crooks AO and Trustee Advisory Committee members Teresa Tjia, Diana Batzias, Padmini Sebastian, Nicky Friedman and Alana Johnson
- > our partner organisations
- > our dedicated staff
- > Ponch Hawkes, photography, for truly capturing the spirit and joy of the projects
- > Alice Macdougall (Freehills) our pro-bono legal advisor
- > Breeana Dunbar Photography, for her ongoing contributions



Victorian Women's Trust Ltd

GOVERNANCE AND FINANCIAL REPORT

THIRTY YEARS OF GOOD GOVERNANCE

Good governance is about continuing compliance, financial diligence, transparency, sound investment policy and practice and prudential management.

It is also about acting with probity and ensuring ethical conduct at Board and office level. It is about deep and respectful relationships with our donors, and engraining respect and honesty in all other aspects of the Trust's performance. This has become part of our DNA at the Trust.

Over the course of the Trust's life, we have also valued stability, corporate memory and continuity – four Executive Directors, five Convenors, and an average staff employment period of eight years.

We understand and accept that wise stewardship of our resources is needed to achieve sustainability and guarantee that the Trust can be there for the next generations.

Alana Johnson, Convenor

“The Trust has done its work well, and it has established its integrity. It’s a superbly managed business model as the records and returns demonstrate, as the Companies Act requires [...] You’ve established and followed decision-making processes that demand integrity, respect and honesty, and that’s the key to surviving 30 years.”

Former Premier of Victoria John Cain, on the Trust reaching its thirtieth year

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 2015

	2015 A\$	2014 A\$
Revenue	217,036	383,347
Employee benefits expense	(130,877)	(129,138)
Depreciation and amortisation	(33,804)	(32,787)
Grants expense	(1,000)	(1,000)
Occupancy expense	(17,031)	(17,851)
Other operating and program costs	(65,334)	(242,524)
Total Comprehensive Income for the year	(31,010)	(39,953)

Summary Statement of Financial Position for the year ended 30 June 2015

	2015 A\$	2014 A\$
Current Assets		
Cash and cash equivalents	169,802	293,501
Trade and other receivables	543,587	127,310
Other receivables	—	5,292
Total Current Assets	713,389	426,103
Non Current Assets		
Property, plant and equipment	75,703	76,967
Total Non Current Assets	75,703	76,967
Total Assets	789,092	503,070
Current Liabilities		
Trade and other payables	329,879	36,942
Provisions for employee entitlements	151,448	133,114
Total Current Liabilities	481,327	170,056
Non-Current Liabilities		
Provisions for employee entitlements	22,648	16,887
Total Non-Current Liabilities	22,648	16,887
Total Liabilities	503,975	186,943
Net Assets	285,117	316,127
Equity		
Issued capital	12	12
Reserves	265,175	295,185
Accumulated funds	19,930	20,930
Total Equity	285,117	316,127

VICTORIAN WOMEN'S TRUST LTD

Summary Statement of Changes in Equity for the year ended 30 June 2015

	2015 A\$	2014 A\$
Contributed Equity	12	12
Reserves		
Balance at beginning of financial year	295,185	334,138
Transfer (from)/to committed funds reserves from operations – net	—	(65,000)
Transfer (from)/to capital reserves (to)/from operations	(30,010)	26,047
Balance at end of financial year	265,175	295,185
Accumulated Funds		
Balance at beginning of financial year	20,930	21,930
Total Comprehensive Income for the year	(31,010)	(39,953)
Transfer from/(to) committed funds reserves/operations – net	—	65,000
Transfer from/(to) capital reserves/operations – net	30,010	(26,047)
Balance at end of financial year	19,930	20,930
Equity at end of financial year	285,117	316,127

Summary Statement of Cash Flows for the year ended 30 June 2015

	2015 A\$	2014 A\$
Cash Flows from Operating Activities		
Receipts from customers	—	12,182
Payments to suppliers and employees	122,213	(561,529)
Interest received	3,029	9,380
Other Income received	(220,693)	400,256
Grants paid	(1,000)	(1,000)
Net cash used in operating activities	(96,451)	(140,711)
Cash Flows from Investing Activities		
Net payments for property, plant and equipment	(32,540)	(19,017)
Repayments of loan due from other related parties	5,292	5,357
Net cash used in investing activities	(27,248)	(13,660)
Net decrease in cash held	(123,699)	(154,371)
Cash and cash equivalents at beginning of financial year	293,501	447,872
Cash and cash equivalents at end of financial year	169,802	293,501

VICTORIAN WOMEN'S TRUST LTD

AUDITOR'S REPORT



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Level 14, 140 William St
Sydney NSW 2000
GPO Box 5099 Melbourne VIC 3001
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 comprise the summary statement of financial position as at 30 June 2015, 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 2015. We expressed an unmodified audit opinion on that financial report in our report dated 8 April 2016. 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 2015 are consistent, in all material respects, with that audited financial report.

BDO East Coast Partnership

CCO
RMR

Richard Dean
Partner

Melbourne, 8 April 2016

VICTORIAN WOMEN'S BENEVOLENT TRUST & CONTROLLED ENTITIES | ABN 80 989 689 839

Summary Statement of Profit or Loss and Other Comprehensive Income for the year ended 30 June 2015

	CONSOLIDATED		TRUST	
	2015 A\$	2014 A\$	2015 A\$	2014 A\$
Revenue	1,389,858	1,615,870	348,460	651,963
Other Income	246,052	254,962	246,052	246,574
Employee benefits expense	(1,171,103)	(1,046,897)	(463,544)	(395,401)
Depreciation and amortisation	(33,804)	(32,787)	—	—
Grants expense	(438,400)	(725,860)	(437,400)	(724,860)
Occupancy expense	(170,238)	(165,918)	(76,603)	(74,034)
Professional fees	(243,611)	(186,030)	(54,814)	(4,500)
Other operating and program costs	(253,462)	(339,018)	(156,232)	(152,474)
Total Comprehensive Income for the year	(674,708)	(625,678)	(594,081)	(452,732)

Summary Statement of Financial Position for the year ended 30 June 2015

	CONSOLIDATED		TRUST	
	2015 A\$	2014 A\$	2015 A\$	2014 A\$
Current Assets				
Cash and cash equivalents	1,746,189	2,311,257	1,105,061	1,928,370
Trade and other receivables	213,717	153,554	360,015	68,770
Other receivables	—	5,292	—	—
Financial assets at fair value through profit or loss	3,129,471	3,224,745	3,129,471	3,224,745
Total Current Assets	5,089,377	5,694,848	4,594,547	5,221,885
Non Current Assets				
Property, plant and equipment	75,703	76,967	—	—
Total Non Current Assets	75,703	76,967	—	—
Total Assets	5,165,080	5,771,815	4,594,547	5,221,885
Current Liabilities				
Trade and other payables	104,036	49,775	8,422	31,297
Provision for employee entitlements	163,774	155,822	12,326	22,708
Total Current Liabilities	267,810	205,597	20,748	54,005
Non-Current Liabilities				
Provision for employee entitlements	22,648	16,887	—	—
Total Non-Current Liabilities	22,648	16,887	—	—
Total Liabilities	290,458	222,484	20,748	54,005
Net Assets	4,874,622	5,549,331	4,573,799	5,167,880
Equity				
Settled capital	1,100	1,100	1,000	1,000
Reserves	280,794	360,421	—	—
Accumulated Funds	4,592,728	5,187,810	4,572,799	5,166,880
Total Equity	4,874,622	5,549,331	4,573,799	5,167,880

VICTORIAN WOMEN'S BENEVOLENT TRUST & CONTROLLED ENTITIES

Summary Statement of Changes in Equity for the year ended 30 June 2015

	CONSOLIDATED		TRUST	
	2015 A\$	2014 A\$	2015 A\$	2014 A\$
Capital	1,100	1,100	1,000	1,000
Reserves				
Balance at beginning of financial year	360,421	532,366	—	—
Transfer (to)/from committed funds reserves/operations — net	—	(194,153)	—	—
Transfer (to)/from capital reserves/operations — net	(79,627)	22,208	—	—
Balance at end of financial year	280,794	360,421	—	—
Accumulated Funds				
Balance at beginning of financial year	5,187,810	5,641,542	5,166,880	5,619,612
Total Comprehensive Income for the year	(674,708)	(625,677)	(594,081)	(452,732)
Transfer from/(to) capital reserves/operations — net	—	194,153	—	—
Transfer from/(to) committed funds reserves/operations — net	79,627	(22,208)	—	—
Balance at end of financial year	4,592,728	5,187,810	4,572,799	5,166,880
Equity at end of financial year	4,874,622	5,549,331	4,573,799	5,167,880

Summary Statement of Cash Flows for the year ended 30 June 2015

	CONSOLIDATED		TRUST	
	2015 A\$	2014 A\$	2015 A\$	2014 A\$
Cash Flows from Operating Activities				
Receipts from customers	337,884	579,246	300,247	530,519
Payments to suppliers and employees	(1,782,977)	(1,724,336)	(1,018,715)	(444,520)
Interest received	51,246	130,827	48,213	117,171
Other income received	1,224,639	1,006,799	214,558	77,843
Grants paid	(438,400)	(725,860)	(437,400)	(724,860)
Net cash used in operating activities	(607,608)	(733,324)	(893,097)	(443,847)
Cash Flows from Investing Activities				
Net payments for property, plant and equipment	(32,540)	(19,017)	—	—
Net disposals/acquisitions/valuations JBWere investment portfolio	69,788	(3,097,623)	69,788	(3,097,623)
Repayments of loan due from other related parties	5,292	5,357	—	—
Net cash provided by/(used in) investing activities	42,540	(3,111,283)	69,788	(3,097,623)
Net decrease in cash held	(565,068)	(3,844,607)	(823,309)	(3,541,470)
Cash and cash equivalents at beginning of financial year	2,311,257	6,155,864	1,928,370	5,469,840
Cash and cash equivalents at end of financial year	1,746,189	2,311,257	1,105,061	1,928,370



DUGDALE TRUST FOR WOMEN & GIRLS

ABN 45 242 265 341

Summary Statement of Profit or Loss and Other Comprehensive Income for the year ended 30 June 2015

	2015 A\$	2014 A\$
Revenue	974,362	738,949
Employee Benefits Expense	(576,682)	(522,358)
Occupancy Expense	(76,603)	(74,033)
Other operating and program costs	(370,694)	(275,550)
Total Comprehensive Income for the year	(49,617)	(132,992)

Summary Statement of Financial Position for the year ended 30 June 2015

	2015 A\$	2014 A\$
Current Assets		
Cash and cash equivalents	471,326	89,386
Trade and other receivables	22,642	21,386
Total Current Assets	493,968	110,772
Total Assets	493,968	110,772
Current Liabilities		
Trade and other payables	478,261	45,448
Total Current Liabilities	478,261	45,448
Total Liabilities	478,261	45,448
Net Assets	15,707	65,324
Equity		
Settled capital	100	100
Capital reserve	15,607	65,224
Total Equity	15,707	65,324

DUGDALE TRUST FOR WOMEN & GIRLS

Summary Statement of Changes in Equity for the year ended 30 June 2015

	Settled Capital	Capital Reserve	Committed Funds Reserve	Public Fund	Total Equity
Opening Balance at 1 July 2013	100	4,063	194,153	—	198,316
Comprehensive income for the period	—	—	—	(132,992)	(132,992)
Transfer from Committed Funds Reserve	—	—	(194,153)	194,153	—
Transfers to Capital Reserve – Public Fund	—	57,772	—	(57,772)	—
Transfers to Capital Reserve – General Fund	—	3,389	—	(3,389)	—
Balance at 30 June 2014	100	65,224	—	—	65,324
Comprehensive income for the period	—	—	—	(49,617)	(49,617)
Transfers from Capital Reserve – Public Fund	—	(58,617)	—	58,617	—
Transfers to Capital Reserve – General Fund	—	9,000	—	(9,000)	—
Balance at 30 June 2015	100	15,607	—	—	15,707

Summary Statement of Cash Flows for the year ended 30 June 2015

	2015 A\$	2014 A\$
Cash Flows from Operating Activities		
Receipts from customers	978,962	720,549
Payments to suppliers and employees	(597,022)	(869,316)
Net cash provided/(used in) by operating activities	381,940	(148,767)
Cash Flows from Financing Activities		
Net cash provided by financing activities	—	—
Net increase/(decrease) in cash held	381,940	(148,767)
Cash at beginning of financial period	89,386	238,153
Cash and cash equivalents at end of the year	471,326	89,386

DUGDALE TRUST FOR WOMEN & GIRLS

AUDITOR'S REPORT



Tel: +61 3 9603 1700
Fax: +61 3 9603 3670
www.bdo.com.au

Level 14, 140 William St
Melbourne VIC 3000
GPO Box 5099 Melbourne VIC 3001
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 comprise the summary statement of financial position as at 30 June 2015, 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 2015. We expressed an unmodified audit opinion on that financial report in our report dated 30 October 2015. The 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 2015 are consistent, in all material respects, with that audited financial report.

BDO East Coast Partnership

Richard Dean
Partner

Melbourne, 3 April 2016



VICTORIAN WOMEN'S TRUST

Level 9, 313 La Trobe Street
Melbourne 3000
(03) 9642 0422
women@vwt.org.au
www.vwt.org.au







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"Feminism has never been about getting a job for one woman. It's about making life more fair for women everywhere. It's not about a piece of the existing pie; there are too many of us for that. It's about baking a new pie."

Gloria Steinem