



VICTORIAN
WOMEN'S TRUST

ANNUAL REPORT / 2015-16

*The future is
gender equality.*

Here's to strong women.



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OUR VISION

Full gender equality = a world where women and girls take up all of life's opportunities with respect, safety and dignity.

OUR FOCUS

The Victorian Women's Trust is an independent advocate and grantmaker, wholly supported, funded, energised and nourished by private donors. We are one of the oldest women's funds in the world; since 1985 we have given nearly \$6.7 million in grants for projects that benefit and improve the lives of women and girls in our state.

THE FUTURE IS GENDER EQUALITY

Everything we do is about creating an equal future for all. For 31 years, we have delivered and contributed to extraordinary, trailblazing wins for gender equality through reformed legislation, targeted research and policy submissions, public events and awareness raising — and we will continue to do so.



May we know them.
May we raise them.
May we be them.

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EXTRAORDINARY TALES

Top (L-R): Concetta Benn, Joy Murphy Wandin, Dame Marie Breen. Second top row (L-R): Elizabeth Marshall, Dot Peters, Asha Pahuja. Third row (L-R): Marie June Grant, Marion Lau OAM, Charlotte Renshaw-Jones. Bottom row (L-R): Hyllus Maris, Moira Shanahan.



MARY CROOKS AO

EXECUTIVE DIRECTOR'S REPORT



Out of the blue some months ago, a woman unknown to me rang with the news that her mother had passed away and that she was preparing a eulogy for the funeral.

She recalled her mother speaking within her family about being acknowledged and celebrated in the Trust's exhibition some 15 years ago, *Ordinary Women, Extraordinary Lives*. Confirming that she had indeed been featured, I emailed the daughter the biographical profile and the accompanying theme capturing the life and contribution of her mother, as well as the other women in the particular exhibition cluster.

It caused me to reflect for a moment more on the significance of this initiative. We knew at the time of developing and staging this exhibition that we had achieved something very special. From the decision to include all of the 264 nominations we had received instead of selecting out 20 women (how could we possibly consider one woman's contribution more meritorious than others?), the Trust continued to break new ground – in ways which led eminent feminist historian, Marilyn Lake, to write in *The Age* (2 June 2001):

Collected in this creative and imaginative presentation, the documentation of so many and such different lives confirm how vital have been women's endeavours to civil society ... how adequate can history be as a record of the past when it so singularly fails to grasp the significance of women's lives?

The exhibition toured Victoria in suburban and regional venues right across the State.

Some 20,000 people saw it, with visitors' books filled with overwhelmingly positive and illuminating feedback. Something major had resonated with people, especially women. They understood that the exhibition was publically proclaiming a critical truth about the realities of women's lives and their extraordinary social contribution – often unremunerated, not included in halls of fame and not properly reflected in society's characterisations of worth and economic value.

In the following year, a print run of 5,000 copies of the exhibition booklet sold out. Almost half of these copies were on-sold to just about every secondary school in Victoria – public and private schools included.

These are all valid descriptors of important outcomes from the Trust initiative back then. But getting the phone call from a woman grieving for her mother hints at something more – the deeply personal impacts 15 years on from all the women who were celebrated, and on those who soaked it up as visitors. How, after all, can you place a dollar figure on what it means to successfully validate women's worth and achieve further recognition of women on the public record which in itself is a pre-requisite for gender equality?

As another annual reporting year draws to a close, I would like to take the opportunity of paying special thanks to Board members, staff, volunteers and all of our wonderful and committed donors, for enabling the Trust to continue with the important work of seeing women respected as equals in their private and community lives.



ALANA JOHNSON

CHAIR'S REPORT



I am pleased to write my first Convenor's report as I take over from the truly amazing Dur-e Dara OAM. For many years she has served the women of Victoria well, steering and growing the Victorian Women's Trust, one of the oldest women's funds in the world.

Since the Victorian Women's Trust (VWT) was established 30 years ago, much has changed for women. While our granting arm, the Victorian Women's Benevolent Trust continues to flourish and make substantial grants to support the important work of women's groups and organisations, the world of activism for women has evolved.

Concurrently, VWT and our national arm the Dugdale Trust for Women & Girls engages in advocacy, research, policy submissions, public debate, social media and app development, mainstream media, and collaborative work with football clubs, corporate sponsors and other NGOs to further our vision of gender equality.

The Board keeps abreast of society's rapid change, informed by our young dynamic staff and ably facilitated by our Executive Director Mary Crooks AO. We are focused on making

VWT relevant to young women (and men) for it is their future we are co-creating.

We are engaging with increasing numbers of people in new and exciting ways, such as through our online info hub for teenage girls RosieRespect.org.au, which alone receives around 3000 visitors each week from all around the world.

In March 2016, we commissioned a telephone survey of Trust supporters. Their decisive feedback showed that VWT is seen as outspoken, progressive and innovative, as well as strongly feminist, agile and independent.

While this feedback is gratifying, it underscores that these traits exist only in an organisation if it is well governed and well led. We will incorporate these learnings into our work going forward, and feed their ideas into our upcoming *Breakthrough* event, for which planning is now underway.

Staying true to our values while allowing room for renewal will see VWT continue to be a vital and influential force for the next 30 years, at a time when the girls engaging with our work today become the leaders of 2046.

"VWT is seen as outspoken, progressive + innovative.."



OUR ANNUAL GRANTS BENEFIT COUNTLESS WOMEN & GIRLS

Some of our grant recipients
from over the years.

Top: Social Studio (2013-
14). Left: South Western
Community Care (1995-96)
Right: Meadow Heights
Learning Shop (2009-10)
Below: Youth Junction &
Headspace (2008-09)



ANNE PAUL - VWBT MANAGER

OUR ANNUAL GRANTS



As a fitting complement to our 30th birthday celebration and the significant philanthropic milestone it represents, this year's annual grants program was again the largest on record – at \$282,435 for 21 projects across our General and Sub-Fund Grants.

We thank all who have donated and helped make it such an outstanding year. In particular, we acknowledge the Grosvenor and Bokhara Foundations and several private donors for their considerable and ongoing support.

Since 1985, generous and sustained support from donors has led to more than \$6.7 million in funding for nearly 540 grants. Over the years our grants have supported some ground-breaking projects, including major initiatives to address domestic violence, as well as many important grassroots projects.

We sincerely thank all who have joined us on this journey.

Our grant making is conducted with respect and care and is very much part of a team effort – with the support and wisdom of our Executive Director, Mary Crooks and Trustees, especially those on our Grants Advisory Committees comprising Teresa Tjia, Padmini Sebastian, Diana Batzias, Nicky Friedman and Alana Johnson, other staff and of course our wonderful donors.

I have been in my position for nearly nine years, so it was with mixed emotions that I announced my retirement in May 2016. It's been an honour to work for this fine organisation and more broadly for the cause of gender equity. I have greatly appreciated the generosity, assistance and wisdom of so many and have been proud of our achievement, record amounts for grants and the development of our Sub-Fund program.

The success of the Sub-Fund program has provided much personal satisfaction, especially working with donors and advisory committees to increase our grants capacity, while honouring the lives and achievements of some wonderful women.

On that note it is a pleasure to welcome Carolyn Munckton into the position as the General Manager of VWBT. Carolyn is a very capable, experienced person, well known to many in the sector. I am confident she will continue to extend our work and ability to support more important projects for Victorian women and girls.

Over the years I have valued the writing of legendary feminist Gloria Steinem and often used her inspiring quotes – so in May it was exciting to be part of the audience in the packed Town Hall, for her Melbourne conversation. We all agreed it was a magical evening and I finish with her words and sentiment, “there is no greater gift than thinking that you had some impact on the world, for the better.”



"There is no greater
gift than thinking
you had some impact
on the world for
the better."

GLORIA STEINEM





WORKING TOGETHER TO BUILD STRONGER COMMUNITIES

A selection of 2015-26
grantees. Top: Victorian
Women's Housing
Association (photo by Ponch
Hawkes) Right: Banskia
Gardens Community Services
Below: Helping Hoops Inc



VICTORIAN WOMEN'S BENEVOLENT TRUST

GENERAL GRANTS

Our general grants funded several major initiatives to address domestic violence as well a number of smaller, equally important research and grassroots projects. Some work to develop new approaches to issues or to provide new windows of opportunity and all offer significant community benefit.

ST KILDA POLICE AND CITIZENS YOUTH CLUB

Reshaped and Reimagined: \$5,000

Creating a free clothing program for teenage girls where they make new fashion garments and artistic pieces from locally donated clothing - to build sewing and broader skills and work toward achieving personal and team goals, with mentoring by club women. It will culminate in the presentation of a fashion event by the girls.

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

SAFE STEPS FAMILY VIOLENCE RESPONSE CENTRE

Small Steps Interactive Website: \$18,500

An innovative project to develop an interactive mini website, to support children and teenagers experiencing or living with family violence. The site will assist them to feel safe and to better understand their feelings and what is happening at home, and how to access help to break the cycle of family violence.

We greatly appreciate the support of a private donor in funding this project.

INTERNATIONAL SOCIAL SERVICE AUSTRALIA

Domestic Violence & International Parental Child Abduction, toward a better response: \$10,000

This project builds on earlier research and advocacy (funded by VWBT) and aims to reduce the incidence of international parental child abduction in situations of domestic violence. It will work to enhance organisational responses to abduction through the development of a best practice protocol to guide systemic responses and access to quality services.

Thank you to Diana Batzias for supporting this project.

WESTERN SUBURBS LEGAL SERVICE / SOCIAL SECURITY RIGHTS VICTORIA

Family Day Care & Centrelink, Rights and Responsibilities: \$9,400

Pilot community legal education project for women from Somali and South Sudanese communities, to assist their understanding of how income impacts on their Centrelink entitlements, by explaining rights and responsibilities and working to prevent the women from accruing Centrelink debts.

CENTRE AGAINST VIOLENCE, WANGARATTA

Violence Free Futures: \$50,000

A regional based project to develop a restorative justice program for women and girls who have been subject to sexual assault and/or family violence in North East Victoria. It aims to increase their safety and sense of justice and to hold men accountable for their behaviour.

Our sincere thanks to the Grosvenor Foundation and Sandra Hart for their generous support.

VICTORIAN WOMEN'S BENEVOLENT TRUST

GENERAL GRANTS

MERRI CREEK MANAGEMENT COMMITTEE

Inspiring young women to reach for science: \$7,300

Offers secondary school girls the opportunity to develop their understanding of science and possible career options, by meeting women scientists working in a variety of settings. It will encourage interest and confidence through observing and learning from the women, as well as providing possible contacts for work experience and mentoring.

Our sincere thanks to Anne Miller for generously supporting this innovative project.

COUNCIL ON THE AGEING, VICTORIA

Older women's right to be safe at home and in care: \$49,000

This project aims to prevent the sexual assault of older women, improve service responses to older women who report sexual assault and enable them to live safely and participate fully in the community and in services, without the fear of sexual assault. It will engage stakeholders to develop strategies for prevention and response to allegations, including training for service providers and will work to influence national systems of service provision and accreditation.

Thank you to the Grosvenor Foundation and a private donor for their generosity in supporting this project.

VICTORIAN WOMEN'S HOUSING ASSOCIATION

Securing a Future, Shared Equity Housing for Older Women: \$30,000

VWHS is developing a shared equity home ownership scheme, geared to the specific needs of older, low-income women with some assets. The project responds to the growing number of older women who fall between the gaps of home ownership and public/social housing, due to having a level of assets that is insufficient to buy a home but also disqualifies them from social housing.

Our sincere thanks to the Bokhara Foundation for supporting this work.

HELPING HOOPS INC

Helping Hoops Female Engagement Officer: \$18,000

A new initiative to help addresses the disparity in opportunities for young women from a migrant and refugee background in sport and recreation. The female engagement office will work to ensure existing Helping Hoops basketball programs are inclusive and welcoming for female participants, including engaging with communities to ensure Helping Hoops has a minimum female participation level of 35%.

We wish to thank both the Grosvenor and Bokhara Foundations for their support.

BANKSIA GARDENS COMMUNITY SERVICES, BROADMEADOWS

Girls' Circle program expansion: \$15,000

Girls' Circle is a creative self-development program for disadvantaged girls in Broadmeadows and Coolaroo, that provides a safe space for activities, learning and confidence building, while supporting positive decision-making, self-care and development of leadership skills.

This grant was possible due to the support of the Grosvenor Foundation and the Daughters of Penelope. The Daughters of Penelope is a Melbourne-based organisation of women of Greek heritage and their fundraising efforts for the Trust are greatly appreciated.

DEAKIN UNIVERSITY

The killing of women in Victoria – Examining risks of violence and points of intervention: \$7,700

A research project to enhance the understanding of the risks of violence and points of intervention in the killing of women and girls in Victoria. It will provide an evidence base to illuminate women's experiences of lethal violence, to inform support services, prevention initiatives and justice system responses in Victoria.

This project was funded through the generosity of the Bokhara Foundation.





**SUB-FUNDS ARE A UNIQUE
WAY TO CONTINUE YOUR
LEGACY**

Some of the women
honoured through named
Sub-Funds. Above: Essie
Burbridge Right: Jean
McCaughey Below: Fay
Marles Next page: Con Irwin



VICTORIAN WOMEN'S BENEVOLENT TRUST SUB-FUNDS



Our grants capacity continues to grow, especially through our Sub-Fund program. Another milestone this year was the launch of the Loula Rodopoulos Sub-Fund on 9 April 2016. The Sub-Fund honours Loula as an inaugural Trustee, then Convenor, of VWT. It was launched at Mac.Robertson Girl's High School with members of her family, friends and many guests in attendance.

The launch included an elegant tribute book which contained Loula's biography, interwoven with her poetry that was prepared by Susan Powell and designed by Janya Clemens. In reflecting some of Loula's work and achievements, the Loula Rodopoulos Sub-Fund will fund projects that assist women recovering from mental illness or other difficult circumstances, and support and enable programs which encourage young and established female writers.

We also made our final Johnstone Gumption Sub-Fund grants, as it transferred to the Australian Communities Foundation in mid-2016. We now look forward to announcing new Sub-Funds in the coming year and further building our grant making capacity in tandem with recognising more women's leadership and achievement.

CON IRWIN SUB-FUND

WRISC FAMILY VIOLENCE SUPPORT BALLARAT

Data: It paints a thousand words – women and children's journey of family violence: \$8,500

Create a collaborative, coordinated, multi-sector approach to family violence in the Ballarat region, through research and data collection, to understand what is really happening to women and children through their eyes, and to use the information to inform better service provision.

TENANTS UNION OF VICTORIA

Family Violence Protection Tenancy Kit: \$7,635

Production and distribution of an educational kit on the Residential Tenancy Agreement and Family Violence Protection Act. The kit responds to identified shortcomings in the housing and advocacy sectors for understanding and dealing with family violence, in particular implementation of early intervention strategies to advance protection and prevent homelessness or housing stress of women and children.



PRUE MYER SUB-FUND

ARDOCH YOUTH FOUNDATION

Caulfield Park Community School Girls Group: \$2,400

Personal development program for young women who have struggled in mainstream education, supporting their physical, psychological and social development through an overnight camp on the Mornington Peninsula, a Westside Circus training program and sessions at school to address the challenges they face.

READING OUT OF POVERTY

Read, Share & Play: \$10,000

This project will provide an early childhood literacy program 'Read, Share & Play' to 200 girls under 6 years living in inner Melbourne public housing estates, who need extra support with literacy. Focuses on girls from migrant and refugee families.

VICTORIAN WOMEN'S BENEVOLENT TRUST SUB-FUNDS

JOHNSTONE GUMPTION SUB-FUND

LORD SOMERS CAMP AND POWER HOUSE

Sisterworks at Somers Camp: \$5,000

Sisterworks will conduct a weekend women's empowerment program for vulnerable refugee, asylum seeker and migrant women that aims to build confidence, share wisdom, promote lasting social connections and encourage civic engagement.

EMERGE WOMEN AND CHILDREN'S SUPPORT NETWORK

Empowering women to overcome the effects of domestic violence: \$5,000

Pilot project to provide in-depth support to assist women dealing with the effects of domestic violence in the Southern metropolitan region – including therapeutic support through art therapy, education on rights and pathway referrals as well as ongoing support to move toward a future free from domestic violence.

ESSIE BURBRIDGE SUB-FUND

FOOTSCRAY COMMUNITY ARTS CENTRE

Women, Art and Politics Symposium 2016: \$8,000

Building on the success of the 2015 Women, Art and Politics Symposium (funded by VWBT), to deliver the 2016 International Women's Day Symposium with a more targeted engagement of culturally diverse and indigenous students from Footscray City College and Gilmore College for Girls.

JEAN MCCAUGHEY SOCIAL JUSTICE SUB-FUND

VICTORIAN WOMEN'S HOUSING ASSOCIATION

Measuring the outcomes of safe, secure, affordable housing for women: \$5,000

This project will undertake a rigorous evaluation of the social housing provided by the Victorian Women's Housing Association (VWHA) to provide an analysis of the quantum of change experienced by tenants as a result of being housed in VWHA homes. It will use a Social Return On Investment methodology, with accredited consultants to be the first longitudinal SROI study in the community housing sector.

JOAN HUDSON SUB-FUND

PRESTON NEIGHBOURHOOD HOUSE

Women's Words and Numbers: \$7,000

Women's Words and Numbers will promote independence, provide educational outcomes and encourage community participation for women who are disadvantaged by low levels of literacy and numeracy. Targets women who wish to access further education, skills and work, are sole parents and those on low incomes.

FAY MARLES EQUAL OPPORTUNITY SUB-FUND

FOOTSCRAY COMMUNITY LEGAL CENTRE

Employment Law Project: \$4,000

An extension to the Women's Empowerment Train the Trainer Project - to enable women who have completed the training to deliver further sessions on equal opportunity and employment law and services to women from newly arrived or refugee communities, and assist with work-related legal problems, with supervision by the Employment Project Solicitor.





*"An eternity of quiescent
patriarchy awaits the dawning
of feminist challenge."*

LOULA RODOPOULOS

BE A FORCE FOR SOCIAL GOOD

Start a named Sub-Fund of your own or in honour of a special woman in your life. Contact VWT for more information.

NEW BEGINNINGS

LOULA RODOPOULOS SUB-FUND



It was the good fortune of the Victorian Women's Trust to be among the beneficiaries of the exceptional talents and capabilities of Loula Rodopoulos. First as a founding Trustee and then as Convenor, Loula played a vital role in setting the fledgling Trust organisation on the path to success.

Loula impressed everyone with whom she came into contact. Her calm personality, intelligence and compassionate nature made their mark on colleagues, family, friends and students alike over the decades.

Wherever Loula's energies were directed they were guided by her unwavering beliefs in the importance of working towards positive social outcomes for women, people

who are struggling to make ends meet, and those of diverse ethnic backgrounds. Her extensive community work spanned social work, academia, participation on statutory tribunals, boards, councils and committees.

In 2017, the Loula Rodopoulos Sub-Fund will make its first grants to projects that assist women recovering from mental illness or other difficult circumstances; and support and enable programs which encourage young and established female writers.

We thank the private donor who enabled the Victorian Women's Benevolent Trust to create this Sub-Fund in Loula's name. We extend our thanks to Loula's family for igniting the idea to commemorate her legacy and granting permission to publish her poems.

A copy of this publication is available from the Trust office or via our website: www.vwt.org.au

2015-2016

MAJOR PUBLIC INITIATIVES

CLUB RESPECT

On the back of the Victorian Women's Trust's years of work in violence prevention, we asked ourselves, if we could choose one of the best avenues to ramp up the building of a culture of respect that reduced abuse and violence towards women and girls, what would it be?

Our answer? Australian Sports. All Codes. All Clubs. All levels.

In February 2016, the Dugdale Trust for Women & Girls secured a major grant from the William Buckland Foundation to bring *Club Respect* to life.

Growing out of our *Be The Hero!* program, which encourages boys and young men to value care and respect and lead lives free of violence, *Club Respect* recognises the unparalleled position sport has to connect with Australians and inspire our national psyche.

Under the project leadership of Mary Crooks AO and Paul Zappa, and with support from Grace Mountford and Jan Browning, *Club Respect* will launch in 2017 as an online platform by which Australians involved in any level of sport, across the country, can access the best possible supports to build and maintain a culture of respect, non-violence and gender equality.

The Victorian Women's Trust has a long association with sport. We have partnered with the Melbourne Storm Rugby League Club since 2009, which has incorporated our *Be The Hero!* program into its player development schedule ever since. VWT also

developed the *Expect Respect* program for Netball Australia.

Successful clubs like the Melbourne Storm Rugby League Club and the Australian Netball Diamonds already know the value of respect and its contribution to the success of both on- and off-field performance. They are leaders in this field and are modelling to other sporting organisations that a club built upon respect not only gains the admiration of its peers and the broader community, but can authentically claim that people leave the organisation better individuals than when they entered.

Genuine and deep respect is the key to every healthy relationship. Respect for the other. Respect even when there is disagreement. With respect comes civility. And when respect and civility are in place, there is little room for belittlement, subjugation, bullying, sexism, racism, abuse and violence.

Club Respect will be developed with the joint wisdom of women and men from across all aspects of sport. Volunteers, players, coaches, administrators, umpires and supporters will lend their combined expertise to produce the strategic educational tools that will help sporting clubs to embed a culture of respect and harm prevention in all their practices. With over 5 million people in this country involved in organised sport and physical activity, the potential for building cultures of respect, non-violence and gender equality by working with sporting clubs is enormous.

A person is shown from the waist down, wearing a black t-shirt and black shorts. They are holding a white tennis racket with a black frame and a white tennis ball. The background is a blurred outdoor setting. The entire image has a blue tint.

"Sport has the power
to change the world.
It has the power to
inspire. It has the
power to unite people
in a way that little
else does."

NELSON MANDELA



Girls just wanna
have fun—damental
human rights.

2015-2016

MAJOR PUBLIC INITIATIVES

ROSIE

Rosie is one of the key projects funded by the Dugdale Trust for Women & Girls, a national harm-prevention initiative launched by the Victorian Women's Trust in 2013.

Rosie is a dynamic online community which provides quality information and resources for young women. It focuses on four key areas all centred around a general theme of respect for body & mind, at work, in relationships, and for our world.

We want to see a world where young women make informed choices, respect themselves and others, and play an active, positive role in society.

Since launching in August 2014, the *Rosie* website has had more than 2 million visits from countries all over the world.

Wake Up Rosie App

Wake Up Rosie is a free iOS alarm clock app, launched in October 2015. This app helps young women start their day with a more balanced and positive mindset. The alarm tones consist of tracks contributed by local musicians Georgia Fields, Empat Lima, Soul Safari, Ninoosh, Honor Eastly and Freya Bennett.

Each time the alarm clock sounds, it is accompanied by an inspirational image created by an independent designer. Users can save or share these images, spreading the good vibes throughout their own social networks. *Wake Up Rosie* aims to promote self-care and better mental health. The idea for this app came after research from Black

Dog Institute and Mission Australia showed that young women are now twice as likely as young men to develop mental illness. Tamala Shelton, 17, tested the app for two weeks prior to its launch and said, "A lot of people ... may be surrounded by a lot of stress and a lot of negative influences, and I think this little app can be a friend, in a way, in offering support."

Rosie Web Video Series

Our web series includes videos covering a range of topics presented in an interesting and engaging way. The series also includes a number of 'Real Bright Ideas' videos which feature interviews with inspiring women. The series includes:

- Friendship
- The Art of Safe Sexting
- Is Your Relationship Healthy?
- Real Bright Ideas with Jane Marx, Co-Founder of Long Street Coffee
- Stress Less Meditation Session
- Real Bright Ideas with Dance Teacher Kumari Middleton

Teen Blog

In addition to the substantial amount of articles on the *Rosie* site, there is also a weekly blog exploring a range of topics including feminism, sexism, racism, animal rights, environmental issues, people seeking asylum, school, mental health, friendships, relationships, and more.

Originally these blogs were written mostly by the *Rosie* team, however, earlier in 2016 we implemented a Teenage Writers' Program. The idea behind this was to understand the issues most important to teenagers and engage them with the website. So far we have published 12 articles written by teenagers and edited by the *Rosie* team.

continued on next page

2015-2016

MAJOR PUBLIC INITIATIVES

Rosie in the Classroom

A key focus of *Rosie* is developing *Rosie in the Classroom*. This initiative will help make gender equality a focus in classrooms throughout Australia, by giving teachers access to practical, easy to use tools that encourage discussion and help-seeking behaviours within their student cohort. This unique platform will see the best use of web technology empowering teachers to introduce their students to issues such as human rights, women's rights, respectful relationships and mental health.

This program is made up of a series of modules, based around informative *Rosie* videos, assisting teachers to talk about difficult but important topics such as respectful relationships, bullying, sexual harassment, and sexting.

Aimed at secondary students of various ages, each module will seek to assist students to develop an in depth understanding of their important role in creating an equal society, as well as helpful harm prevention strategies they can employ in their own lives (where appropriate).

In 2016, we conducted an evaluation of RosieRespect.org.au (ensuring we are able to disseminate these resources in the most efficient and accessible means possible), and, with the help of VWT volunteer Karen Large, researched current education curriculums around safety, wellbeing and respectful relationships.

In 2017, we will work with an education expert to develop educational modules, which will be freely available from our website.

PARADOX OF SERVICE

The *Paradox of Service* (POS) team has worked on finalising the last few remaining advocacies for former religious who have

contacted the Victorian Women's Trust for help.

This includes one particular case which is being taken further after the Order concerned offered grossly inadequate recompense for the mistreatment that was meted out to the former religious whilst she was a member of the Order.

This mistreatment included physical isolation, the banning of any communication with other members of the Order, and in one case being denied the opportunity to work.

At the same time the POS team has been advancing the progress of a framework document that will address the issue of personal redress that has stemmed from both past and present inadequate departure policies and practices, and which can be used by Orders to do better by people in the future when it comes to civil redress. This has involved processing the wealth of material that has been acquired during the POS advocacy program. It includes all correspondence, the stories from each former religious, and material that offers insights, both positive and negative, into the operation of the POS Program. The names of the former religious will remain confidential.

Executive Director, Mary Crooks AO who manages the POS Independent Advocacy Program, has commenced working on the first draft of this handover document.

FIGHTING FRIENDSHIPS

Recognition of Australia's First Nations peoples is the rationale for this initiative. When a date for the proposed referendum is announced at Federal level, we will launch a tailored version of the Trust's *Kitchen Table Process* as a means of encouraging community participation in constructive dialogue around the referendum question. To help trigger this dialogue, we have produced

three short documentary films showcasing inspiring stories of great friendship between women who have been joined in the struggle for indigenous justice.

Two of these capture enduring friendships between Indigenous and non-Indigenous women (Hyllus Maris and Sister Brigida; Leanne Miller and Dur-e Dara OAM) while the third focuses on the fighting friendship between two non-Indigenous women, Mary Bennett and Shirley Andrews. This last story has been inspired by Sue Taffe's biographical research on the life of Mary Bennett. We thank Andy Inc Foundation for the grant to undertake this work and Sue Taffe for providing expert assistance throughout the life of the project.

WARATAH PROJECT

Decades on, little has changed in regard to the negativity and disconnect which pervades the experience of menstruation for many women and girls. This is one of the findings from the online survey and discussion groups undertaken in the initial project research by Lara Owen and Adrienne Bogard.

The aim of the *Waratah Project* is to produce a landmark document which takes all of these findings and merges them with an analysis which can create significant positive social and cultural change around menstruation and menopause. To this end, we are fortunate to have secured the combined skills and experience of Karen Pickering and Jane Bennett to process the qualitative and quantitative data as well as beginning the work to develop the manuscript.

We would like to acknowledge the supportive role of the project Advisory Group – Jane Hardwicke-Collings, Katherine Cunningham, Bindy Gross and Dur-e Dara OAM as well as acknowledging Bindy for her generous financial support of the initial stage of project research.





2015-2016

SHOWCASING WOMEN

The Victorian Women's Trust has consistently been a proud supporter of putting women's voices on the public record since we started in 1985.

SHEILAS

Throughout our time as a leading advocate for women, we noticed there was a lack of media coverage and conversations around issues unique to the lives of Australian women. For us, this wasn't good enough, so we came up with a solution – an online platform for showcasing women's voices. Launched in July 2012, *Sheilas* was the Trust's answer to providing high quality commentary on issues of the day, with a focus on those which matter most to women, and that mainstream media outlets often ignore. *Sheilas* was free from the constraints of a knee-jerk 24-hour news cycle so all articles published were informative, thoughtful and engaging.

The redesign and revamp of our VWT website in 2016 and the introduction of its new blog platform, meant we could take the best of *Sheilas* and make it even more accessible. It's not the end of *Sheilas* as we know it because, in many ways, it's a new beginning. Since its inception in 2012, *Sheilas* has seen an incredible contributor list with big names such as Kerry-Anne Walsh, Angela Pippas, Celeste Liddle, Ruby Hamad and Clementine Ford and we will continue to attract top quality writers and contributors.

For those who received our monthly *Sheilas* newsletters, this has morphed into our VWT blog. We encourage everyone who was a *Sheilas* subscribers to sign up to our VWT newsletter. In bidding farewell to *Sheilas*, we acknowledge all the contributors and editors over the past four years who have made the publication what it was. We thank each and every one for shining a light on brilliant

feminist content. A very special thank you in particular to Judy Horacek for her continuous, inspiring, heart-warming and reflective cartoons that have been featured in every single *Sheilas* edition.

HERE SHE IS!

The Heresheis.org.au website continues to grow in size since its launch on International Women's Day in 2013. The directory now includes 350 profiles of successful Australian women, listed with the intention to make it easy for any person or organisation to find a female inspirational speaker, board member, mentor or leader. Overall *Here She Is!* aims to create cultural change around the issue of equal representation of women in Australia.

In 2017 the Victorian Women's Trust will be relaunching the *Here She Is!* Directory, combining it with the new VWT website for greater accessibility. The Victorian Women's Trust will release more information about the relaunch of *Here She Is!* further into 2017.

SIGN UP FOR UPDATES

Join our mailing list for regular news, articles from guest contributors, events, giveaways and more.

Sign up via our website:
www.vwt.org.au

2015-2016

RESEARCH & ADVOCACY

The Victorian Women's Trust increased its advocacy making numerous submissions to government and legal inquiries into social issues that affect women and girls. It was a busy 12 months and our research and submissions were referenced in three of the Committee's final reports.

Economic Security for Women in Retirement

Drawing on a 2014 research project by student volunteer Ruth Gale, VWT's submission to the Economics References Committee Senate Inquiry on Economic Security for Women in Retirement argued that women, particularly young women, are in a vulnerable position in terms of their long-term financial security due to gender inequity in the superannuation system combined with some low levels of financial literacy.

In the Committee's final report, *A husband is not a retirement plan*, the Trust's submission was quoted three times. Significantly, the following words on valuing unpaid care were included in the report:

Over many decades, millions of Australian women have enjoyed less economic security than others for their roles as unpaid primary carers simply because our society has not validated their contribution and instituted formal strategies for adequate financial recompense...Without efforts to come to terms with the issue of unpaid work, access to superannuation reinforces a social and economic divide between the retirement incomes of those who work and the retirement incomes of those in unpaid work.

Maximum Sentencing Penalties for Sexual Offences

In January 2016, the Trust submitted a policy submission to the Victorian Sentencing Advisory Council on the topic of maximum sentencing penalties for sexual offences, particularly those involving a child as part of the Advisory Council's Sentencing Guidance Reference Consultations.

We advocated for a consistent approach for maximum sentencing penalties drawing on work by a criminology academic Crystal Bruton who volunteered for the Trust and who made a submission to the Sentencing Advisory Council on the same topic in 2009. One of the points we wanted to make clear in our submission was the harm done when a sexual offence is committed against a child in order to convey the seriousness of the offence.

Pleasingly, in June 2016, the Sentencing Advisory Committee report featured the Trust's words in regard to the harm done to children through sexual offences:

The Victorian Women's Trust submitted that a sexual offence committed against a child constitutes:

- *the greatest violation of trust between the victim and the perpetrator,*
- *a violation of the victim's psychological and physical integrity during a pivotal life stage and transformative period of development,*
- *deep psychological harm which can last a lifetime, affecting the victim's cultural, social and emotional life as well as their ability to participate successfully in work and civic life.*

"I am not free
while any woman is
unfree, even when
her shackles are
very different
from my own."

AUDRE LORDE



2015-2016

RESEARCH & ADVOCACY

Domestic Violence and Gender Inequality

In March 2017, the Trust made a submission to the Senate Finance and Public Administration References Committees on Domestic Violence and Gender Inequality. Our submission responded to three questions in the consultation paper:

- a. the role of gender inequality in all spheres of life in contributing to the prevalence of domestic violence;
- b. the role of gender stereotypes in contributing to cultural conditions which support domestic violence, including, but not limited to, messages conveyed to children and young people and;
- c. the role of government initiatives at every level in addressing the underlying causes of domestic violence, including the commitments under, or related to, the National Plan to Reduce Violence against Women and their Children.

This submission focused on the role of men in reducing attitudes which condone violence against women by adopting positive practices and attitudes to advance gender equality in their own lives and amongst their peers and family. The submission closed with the reflection that our Government's role in reducing violence and gender inequality goes beyond condemning it, but requires positive and well-resourced policy action to reduce all gender inequalities that permeate civil life in Australia.

VWT's submission was mentioned three times in the Committee's Final Report which is very pleasing. Our comment on the need for men to become stronger advocates for the elimination of domestic violence in our communities, going beyond self-identification as a 'feminist' or 'ally' of women and acknowledging that violence against women is wrong, was included in the report under the heading "Male champions of change".

Our submission also looked at gender stereotypes/roles that are perpetuated in the media and through popular culture which reinforce and sustain the sexualisation of women and girls and power disparities between men and women in our society. This is especially connected to our work with *Rosie*. Our concern was noted in the Committee's report.

Victorian Gender Equality Strategy

It is good to see the Victorian Government leading the policy formulation of a statewide gender equality strategy. In our submission to the Victorian Women and Royal Commission Branch (Department of Premier and Cabinet) for the Victorian Gender Equality Strategy, we sought to identify and distil some of our learnings at the Trust and models that we believe would be useful in advancing the gender strategy. We focused on women's leadership, acknowledging women's public achievements and contribution, and the question of work-life balance. Featuring Trust projects such as *Vida's Voices*, *Here She is!*, *Rosie*, *Ordinary Women*, *Extraordinary Lives*, *Getting the Balance Right* we gave a number of recommendations to the Victorian Government to achieve gender equality in Victoria going forward. The final strategy is due at the end of 2016.

Pornography on the internet

The Victorian Women's Trust has long been deeply concerned about the pervasive influence that pornography is having on our society. We were pleased to have the opportunity to make a submission to the Senate Inquiry Environment and Communications Committee on harm being done to Australian children through access to pornography on the internet in April 2016. In our submission, we framed pornography as one increasingly large influencer in the development of relationships between young

people that can lead to attitudes which harm themselves and those around them.

As the pornography industry consolidates and extends its vast reach and influence, and our ability to police young individuals' access to pornography diminishes, this issue demands a proactive and society-wide approach. The federal and state governments must lead on this solution by:

- investing in a nation-wide sex education curriculum to highlight issues around consent, respect and empowerment;
- starting a national conversation, genuinely and openly critiquing negative and violent parts of the pornography industry, and encouraging Australians to take a healthy sexual path;
- empowering and resourcing the Office to the Children's eSafety Commissioner to include reporting and addressing pornographic content online; and
- including the issue of pornography in the National Plan to Reduce Violence Against Women and their Children.

LEARN MORE ABOUT OUR WORK

Find our policy submissions on our website via:
www.vwt.org.au/policy-advocacy





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

JOYCE THORPE NICHOLSON

A LASTING LEGACY

THE JOYCE THORPE NICHOLSON FUND

We hold Joyce Thorpe Nicholson (1919-2010) in the highest regard at the Victorian Women's Trust. Throughout her life, she sought to elevate the status of women and girls. A very successful publisher, author, philanthropist and feminist, Joyce was the architect behind the visionary Million Dollar Appeal in 1988, which built the capacity of the Trust and increased our audience immeasurably.

The Joyce Thorpe Nicholson Fund was named after her and is a crucial support to our general grants program each year. We wholeheartedly share Joyce's vision and we are proud to see her legacy continue to grow.

In 2011, Joyce was posthumously awarded the Changing the Face of Philanthropy Award by the Women's Funding Network in New York. This award recognised her immense contribution to social change and feminist philanthropy in Australia. We proudly nominated Joyce for this award and were gratified to see her work recognised on the international stage.

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



Image previous page: Breeana Dunbar Photography

Top right: Joyce Thorpe Nicholson Bottom right: Joyce with former Australian Prime Minister Gough Whitlam

ACTIVISM & CAMPAIGNS

OUR VOICE THEIR SAFETY

By Karen Large, Volunteer

We carried out extensive research and prepared a paper on asylum policies called 'How we got into this mess and how we can do better'. This paper provided important background information for the *Our Voice Their Safety* campaign, which was launched by the Victorian Women's Trust in June 2016 in partnership with the Asylum Seeker Resource Centre, the Brigidine Asylum Seekers Project and Refugee Advocacy Network as well as many organisations and concerned citizens supporting safe refuge for people seeking asylum.

The paper outlines Australia's past 15 years of increasingly harsh and punitive approaches to refugees and people seeking asylum. It shows that governments of both the major parties have actively legislated to narrow Australia's obligations under international covenants and reduce the democratic accountability of agencies acting on their behalf. These approaches have resulted in great harm to the people who are seeking asylum, to Australia's democratic processes and to our international reputation.

The paper puts forward an alternative and more humane approach which respects the fundamental human right of people to seek asylum no matter how they arrive. The key elements of this have been distilled into a Six Point Safety Plan which lies at the heart of the campaign.

The *Our Voice Their Safety* campaign aims to equip and empower Australian women to raise their voices against the unacceptable violence that is occurring against women being held in Australian detention centres, particularly in the Nauru offshore detention centre. As an active campaigner against domestic violence and a strong advocate for the rights of Australian women, the Trust could not remain as a silent bystander to the appalling harm being done to women detained in those centres.

Visit: www.ourvoicetheirsafety.com





"We need to talk
with a united
voice."

SR BRIGID ARTHUR



LEANNE MILLER

KOORIE WOMEN MEAN BUSINESS: EXECUTIVE DIRECTOR'S REPORT

It's time to reflect on achievements over the year again, but before I do so, I'd like to talk about our future.

We are at the end of 23 years and looking at the future for Koorie Women Mean Business (KWMB) we begin the road to a new strategy with a focus on core funding and upskilling the team. The current board acknowledges the need to become more focused and offer more energy towards solutions which could mean integrated support for women and girls in the community.

KWMB constantly looks to secure its long-term relevance no matter what external environmental shifts in strategy occur. A priority for our organisation is to attract and have the best volunteers and people working with us to ensure projects are driven hand-in-hand with our community model.

KWMB in partnership with YWCA Vic, Emily's List and PEN decided that we should lean in and broaden the group so we extended an invitation to OXFAM – straight talk, Municipal Association of Victoria, Weenthunga Health Network and Woor-Dungin.

The idea was to bring together a loose network of organisations and individuals to share information and ideas about what is happening in 'leadership' opportunities that Aboriginal and Torres Strait Islander women are interested in being involved in and engaged with. We came together three times in 2015 and have tentatively formed the Aboriginal Women's Leadership Network.

Fighting Friendships

KWMB and the Dugdale Trust for Women & Girls created a documentary film which showcases inspirational partnerships between Aboriginal and non-Aboriginal women.

The 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 to lead lives of their choice and their making. By capturing and sharing four significant stories, the aim of the Fighting Friendships project is to raise awareness of the history of significant partnerships between women who have worked together to advance social justice and human rights for Aboriginal people and the on-going importance of these partnerships in working together to create positive changes and reduce the harmful effects of discrimination.

We will make these available to the wider public on YouTube and develop a resource kit as a platform that inspires civic engagement in ways that continue this long and positive history of activism and advocacy. Whose stories?

- Mary Bennett (teacher, rights based justice campaigner and assisted aboriginal apply for welfare benefits) and Shirley Andrews (biochemist, Aboriginal-rights activist, dancer and researcher)

- Sr Brigida Nailon and Hyllus Maris - Aboriginal Education
- Dur-e Dara OAM and Leanne Miller - VWT and KWMB

Policy & Advocacy

During the year we provided public submission responses on the following:

- Third Action Plan (2015-2018) under the National Framework for Preventing Violence against Women and their Children - consultation
- Royal Commission into Family Violence - Victorian Government 2016
- Briefing on Royal Commission into Family Violence report prior to its formal tabling
- Gender Equality Strategy (Victorian Government 2016)
- Constitutional Recognition and Self Determination (OA open meeting)
- Child Abuse Royal Commission - Australian Government
- Inquiry into the Children, Youth and Families Amendment (Restrictions on the Making of Protection Orders) Bill 2015



2015-2016

COMMUNITY CONNECTIONS

BOARDS

Women's Funding Network

In 2014, VWT's Executive Director Mary Crooks AO was elected to the Board of the Women's Funding Network (WFN). With over 100 women's foundations and gender equity funders engaged, WFN is the largest philanthropic network in the world devoted to women and girls. In 2015, its members invested over \$410 million to advance gender equity.

In 2016, WFN created an online, interactive map to show its members investments in women and girls. Australia is represented by VWT's social investment in Victoria.

Centre for Student Leadership

Mary Crooks AO serves on the school council of the School for Student Leadership, which is a Victorian Department of Education and Training initiative offering a unique residential education experience for Year 9 students. The curriculum focuses on personal development and team learning projects sourced from students' home regions.

There are three campuses in iconic locations across Victoria. The Alpine School Campus is located at Dinner Plain in the Victorian Alps. Snowy River Campus is near the mouth of the Snowy River at Marlo in East Gippsland. The third site is adjacent to Mount Noorat near Camperdown in Victoria's Western District, and is called Gnurad-Gundidj after consultation with the local Aboriginal community, because it represents both the Indigenous name of the local area and an interpretation of the statement 'belonging to this place'.

Council On Older Australians (COTA)

Since April 2016, Casimira Melican, deputising for Mary Crooks, has been a member of the Council On Older Australians (COTA) Project Advisory Group (PAG) on older women's right to be safe at home and in care. In 2014, the Australian Research Centre in Sex, Health & Society at La Trobe University released a research report on the sexual harassment of older women in Australia.

The aim of the PAG is to enhance the capacity of the project to prevent the sexual assault of older women and improve service responses to older women who report sexual assault. The PAG is currently looking at possible education resources for aged service providers to enhance their capacity to appropriately respond to cases of sexual harassment in their centres.

Fitted for Work

Our Executive Director Mary Crooks AO continued to serve as Chair of Fitted for Work throughout the 2015/16 year. The Trust has supported the organisation in the past with several project grants.

Fitted for Work's primary purpose is to assist women experiencing disadvantage get into employment and keep their jobs.

SPEAKING ENGAGEMENTS

Our Executive Director Mary Crooks AO spoke at range of events throughout 2015-16, including:

15 AUGUST 2015

Panellist on theme of feminism of the 1970s, along with Merl Thornton, Marilyn Lake and Jean Taylor, for Melbourne Film Festival event

27 AUGUST 2015

Chaired panel about Violence and Language in Australian Culture (called 'Askin for It'), for Melbourne Writers' Festival

2 SEPTEMBER 2015

Speaker at Contesting the Change at the State Library - a public event organised by the Melbourne Women's Network on theme of rape and sexual assault issues

4 SEPTEMBER 2015

Spoke to about 50 Probus Women at Somers

4 SEPTEMBER 2015

Spoke to approximately 120 women barristers at a Women and Wine function in the CBD about Fitted for Work (and in passing, the VWT)

7-9 OCTOBER 2015

Speaker and panellist at the Women's Funding Network Conference in San Francisco; firstly highlighting VWT's work on the *Paradox of Service* on panel 'Innovation in Action; secondly introduced panel on violence

9 NOVEMBER 2015

Lead panel speaker at a MAV Conference Governance as Leadership in Local Government

11 NOVEMBER 2015

Keynote speaker at a Deakin University Conference on Gender Equity

16 NOVEMBER 2015

Panellist for the first screening of the documentary Call Me Dad (screened later in November on ABC)

28 APRIL 2016

Moderated panel at a VWT screening at the Nova Cinema of The Hunting Ground documentary film on sexual assault on American campuses. Panel consisted of Allison Henry, Sharna Bremner and Paul Zappa

29 APRIL 2016

Speaker at a Department of Justice Leadership Program, Broadmeadows, on Transformational Leadership and Creating Effective Change

6 MAY 2016

Keynote speech to the Dental Services Association, Melbourne Convention Centre, on Respectful Workplaces for a Respectful World

11 MAY 2016

Guest speaker at a Leadership Program for Iranian Women, Alfred Deakin Institute

17 MAY 2016

Guest speaker at the Lyceum Club, the Environmental Group, on water sustainability

23 JUNE 2016

Invited to the Board meeting of the Australian Women Donors Network to brief them on the Women's Funding Network and the White House Summit on Gender Equality

MEDIA**30 SEPTEMBER 2015**

3RRR pre-record for the Grapevine which went to air on 5 October

3 MARCH 2016

ABC Radio Melbourne interview

20 MAY 2016

ABC Radio Perth on VWT's publication *Equal Arts*

OUR GENEROUS SUPPORTERS

HEARTFELT THANKS

Everything we do is thanks to the generous support of individuals and organisations who firmly believe in gender equality and see the value of our work.

In particular, we wish to thank the William Buckland Foundation for their significant investment in *Club Respect*, our violence prevention program for sporting codes.

We would also like to extend our sincere thanks to the Trustees of the Grosvenor Foundation for their continued support for our annual grants program. Together, we are creating a better world for women and girls.

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 Elizabeth Meddings
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 Colleen Morris
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OUR PEOPLE

BOARD OF 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. She 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 association with the VWT, 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 16 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 10 years, Jacinda has focused on advising a unique group of individuals, family groups and philanthropic organisations.

**Alana Johnson**

Alana is renowned nationally and internationally for her work in rural women's development. She is a fifth generation farmer, founding member of Australian Women in Agriculture and former Rural Woman of the Year. Alana has 30 years experience serving on government and NGO boards and is President of the democracy project *Voices for Indi*. Alana is a graduate of the Australian Institute of Company Directors, a fellow of the Australian Rural Leadership Foundation and was awarded an Australian Post Graduate scholarship for her PhD research.

**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. Rosemary retired as a director on 17 November 2015.

**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 (AO), 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. VWT Director since 1991 and Convenor from 1993-2015, Dur-e joined our staff for a two year period to develop the Trust's fundraising capacity. Dur-e was awarded a Medal of the Order of Australia (OAM) in 1997 for her service to the community. For many years, Dur-e was a member of the Council of Philanthropy and served as its Vice President.



Leanne Miller

Leanne is a woman of the Dhulanyagen Ulupna Clan, Yorta Yorta nation. She is the Executive Director of Koorie Women Mean Business and has an extensive advocacy background working in indigenous, legal and women's sectors, making significant contributions to Aboriginal economic development, employment, community development, tourism and the promotion of Aboriginal and Torres Strait Islander women in business. Leanne represented Australian Indigenous women at the UN (New York), as well as undertaking a UN Fellowship in Geneva.



Teresa Tjia

Teresa is a Senior Executive in higher education, with extensive management experience in team and organisational transformation, service and technological innovation, and stakeholder engagement. Born in Indonesia and raised in Perth, Teresa is passionate about contributing to her local community including as elected Presidents of representative educational organisations.



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).



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 refuges. Diana is also passionate about working with immigrants and refugees. She has been on the Boards of Whitelion Inc. and International Social Services Australia. Diana retired as a director on 25 September 2015.



OUR PEOPLE STAFF TEAM

#Teamwork makes
The dream work



MADDY CREHAN
Social Media Officer
(Part time)



JANYA CLEMENS
Projects & Events Officer
(Part time)



MARY CROOKS AO
Executive Director
(Full time)



DUR-E DARA OAM
Capital Campaign
(Part time)



BRYONY GREEN
Business Engagement
(Full time)



GRACE MOUNTFORD
Project Officer, *Club Respect*
(Part time)



JANICE POWELL
Board Executive Support
(Part time)



CASIMIRA MELICAN
Research & Advocacy
(Part time)

Note: Lara Owen, Adrienne Bogard and Dianne Frey finished Sept 2015, Oct 2015 and Jan 2016 respectively.



GEORGIE PROUD
Project Manager, *Rosie*
(Part time)



WILFREDO ZELADA
Finance Manager & I.T
(Part time)



LIEU LE
PA to ED & Administration
Officer (Part time)



BETH NOKES
Digital Content & Marketing
(Part time)



PAUL ZAPPA
Principal Project Consultant
Club Respect (Part time)



CAROLYN MUNKTON
General Manager, VWBT
(Part time)



ANNE PAUL
Manager, VWBT
(Part time)



MARIA CHETCUTI
Event Manager
(Full time)



ALLY OLIVER-PERHAM
Digital Engagement
(Part time)

OUR PEOPLE

VOLUNTEERS & STUDENT PLACEMENTS

Casimira Melican

Commenced volunteer work with the Victorian Women's Trust in May 2015. Now a part-time staff member, she is working alongside Mary Crooks AO on a gender equality document on social policy, and is conducting research.

Jess Browning

Jess came to the Trust as the daughter of one of our valued volunteers Jan Browning and volunteers with us on Tuesdays. Jess has been doing research and providing support to the Trust for our exciting *Breakthrough* event in November. In the coming months Jess will work on improving the Trust's *Here She Is!*, our directory for professional women.

Denise Keighery

Denise came to volunteer at the Trust through our Convenor Alana Johnson and had heard of the Trust many years beforehand. Denise's volunteering work involves digitising feedback to the Trust as well as baking us wonderful muffins!

Pam Carthey-Salmon

Pam also came to the Trust through our Convenor Alana Johnson Pam works with Denise on Thursday digitising feedback to the Trust.

Esther Davies-Brown

Esther started volunteering with the Trust in 2016. Now a part-time staff member, Esther has been working on the *Breakthrough* event providing support to staff with the festival program, speakers, speaker profiles and sponsors.

Karen Large

Karen has been working with us on our campaign for a more humane approach to people seeking asylum *Our Voice Their Safety*. She has written a research paper *Asylum policies: How we got into this mess and how we can do better* available via www.ourvoicetheirsafety.com/background-asylum/

Renae Walker

Renae is a 15-year old music-obsessed hippie who enjoys all things that require procrastination and big words. Renae did a student placement with the Trust in 2016 writing a blog piece for *Rosie* on millennial views of feminism.

Jan Browning

Jan commenced volunteering for the Trust in September 2013 working one day a week on a research paper called #EqualArts on the under-representation of women in Australia's arts and music sector. Currently, Jan is assisting with the Trust's *Club Respect* project.

Hilary Irwin & Susan Powell

Hilary is co-ordinator of the *Paradox of Service* project with the assistance of Susan Powell. Hilary and Susan have continued their work as independent advocates for women who have left religious orders and are currently working on a guide for orders around the world to manage this process.

Grace Mountford

Grace started volunteering for the Trust in March 2016 and commenced working with Mary Crooks and Paul Zappa on *Club Respect*, our project to create an action framework for Australian grassroots sports clubs that empowers them to marginalise violence supportive attitudes in Victorian communities through cultural change.

Kerry Moylan

Kerry Moylan has been working with Executive Director Mary Crooks AO on a gender equality framework document.

ACKNOWLEDGEMENTS

There are many wonderful people who support our work and assist us to continuously advocate for a better world for women and girls. We sincerely thank:

- our amazing and generous donors for their confidence in our work
- our Directors/Trustees, whose guidance and support are unwavering
- our partner organisations
- our dedicated staff and volunteers who always go above and beyond
- Ponch Hawkes for her photography over many years which has helped us capture the spirit of our grants and projects
- Alice Macdougall of Freehills for their continued and highly valued pro bono legal advice
- Breeana Dunbar Photography for her beautiful photo contributions



ABN 20 006 403 256

VICTORIAN WOMEN'S TRUST LTD

Summary Financial Statements

**SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2016 (Australian Dollar A\$)**

	2016	2015
Revenue	230,258	217,036
Employee benefits expense	(106,768)	(130,877)
Depreciation and amortisation	(34,474)	(33,804)
Grants expense	(9,000)	(1,000)
Occupancy expense	(17,996)	(17,031)
Other operating and program costs	(87,870)	(65,334)
Total Comprehensive Income for the year	(25,850)	(31,010)

**SUMMARY STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2016
(Australian Dollar A\$)**

	2016	2015
CONTRIBUTED EQUITY	12	12
RESERVES		
Balance at beginning of financial year	265,175	295,185
Transfer (from)/to capital reserves (to)/from operations	(16,850)	(30,010)
Balance at end of financial year	248,325	265,175
ACCUMULATED FUNDS		
Balance at beginning of financial year	19,930	20,930
Total Comprehensive Income for the year	(25,850)	(31,010)
Transfer from/(to) capital reserves/operations - net	16,850	30,010
Balance at end of financial year	10,930	19,930
Equity at end of financial year	259,267	285,117

SUMMARY STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2016 (Australian Dollar A\$)

	2016	2015
CURRENT ASSETS		
Cash and cash equivalents	181,396	169,802
Trade and other receivables	348,217	543,587
Other receivables	6,287	-
TOTAL CURRENT ASSETS	535,900	713,389
NON CURRENT ASSETS		
Property, plant and equipment	52,391	75,703
Other	6,211	-
TOTAL NON CURRENT ASSETS	58,602	75,703
TOTAL ASSETS	594,502	789,092
CURRENT LIABILITIES		
Trade and other payables	147,676	329,879
Provisions for employee benefits	163,171	151,448
TOTAL CURRENT LIABILITIES	310,847	481,327
NON-CURRENT LIABILITIES		
Provisions for employee benefits	24,388	22,648
TOTAL NON-CURRENT LIABILITIES	24,388	22,648
TOTAL LIABILITIES	335,235	503,975
NET ASSETS	259,267	285,117
EQUITY		
Issued capital	12	12
Reserves	248,325	265,175
Accumulated funds	10,930	19,930
TOTAL EQUITY	259,267	285,117

ABN 20 006 403 256

VICTORIAN WOMEN'S TRUST LTD

Summary Financial Statements

SUMMARY STATEMENT OF CASH FLOW FOR THE YEAR ENDED 30 JUNE 2016 (Australian Dollar A\$)

	2016	2015
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from donors	-	-
Payments to suppliers and employees	(435,359)	122,213
Interest received	2,682	3,029
Other Income received	476,931	(220,693)
Grants paid	(9,000)	(1,000)
Net cash from/(used in) operating activities	35,254	(96,451)
CASH FLOWS FROM INVESTING ACTIVITIES		
Net payments for property, plants and equipment	(11,162)	(32,540)
(Loan to)/repayments of loan due from other related parties	(12,498)	5,292
Net cash used in investing activities	(23,660)	(27,248)
Net increase/(decrease) in cash held	11,594	(123,699)
Cash and cash equivalents at beginning of financial year	169,802	293,501
Cash and cash equivalents at end of financial year	181,396	169,802

VICTORIAN WOMEN'S TRUST LTD

Auditor's Report



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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 2016, 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 2016. We expressed an unmodified audit opinion on that financial report in our report dated 3 April 2017. 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 2016 are consistent, in all material respects, with that audited financial report.

BDO East Coast Partnership

Richard Dean
Partner

Melbourne, 3 April 2017

ABN 80 989 689 839

VICTORIAN WOMEN'S BENEVOLENT TRUST AND CONTROLLED ENTITIES

Summary Financial Statements

SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2016 (Australian Dollar A\$)

	Consolidated		Trust	
	2016	2015	2016	2015
Revenue	1,651,978	1,389,858	402,255	348,460
Other income	233,908	271,538	233,908	271,538
Net Fair Value Loss on Financial Assets	(116,119)	(25,486)	(116,119)	(25,486)
Employee benefits expense	(948,900)	(1,171,103)	(420,238)	(463,544)
Depreciation and amortisation	(34,474)	(33,804)	-	-
Grants expense	(511,890)	(438,400)	(511,890)	(437,400)
Occupancy expense	(180,413)	(170,238)	(81,200)	(76,603)
Professional fees	(298,553)	(243,611)	(94,526)	(54,814)
Other operating and program costs	(299,757)	(253,462)	(190,592)	(156,232)
Total Comprehensive Income for the year	(504,220)	(674,708)	(778,402)	(594,081)

SUMMARY STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2016 (Australian Dollar A\$)

	Consolidated		Trust	
	2016	2015	2016	2015
CURRENT ASSETS				
Cash and cash equivalents	1,179,360	1,746,189	484,120	1,105,061
Trade and other receivables	268,536	213,717	173,228	360,015
Other receivables	6,287	-	-	-
Financial assets at fair value through profit or loss	3,219,568	3,129,471	3,219,568	3,129,471
TOTAL CURRENT ASSETS	4,673,751	5,089,377	3,876,916	4,594,547
NON CURRENT ASSETS				
Property, plant and equipment	52,391	75,703	-	-
Other receivables	6,211	-	-	-
TOTAL NON CURRENT ASSETS	58,602	75,703	-	-
TOTAL ASSETS	4,732,353	5,165,080	3,876,916	4,594,547
CURRENT LIABILITIES				
Trade and other payables	154,090	104,036	61,217	8,422
Provision for employee benefits	183,473	163,774	20,302	12,326
TOTAL CURRENT LIABILITIES	337,563	267,810	81,519	20,748
NON-CURRENT LIABILITIES				
Provision for employee benefits	24,388	22,648	-	-
TOTAL NON-CURRENT LIABILITIES	24,388	22,648	-	-
TOTAL LIABILITIES	361,951	290,458	81,519	20,748
NET ASSETS	4,370,402	4,874,622	3,795,397	4,573,799
EQUITY				
Settled capital	1,100	1,100	1,000	1,000
Reserves	563,975	280,794		
Accumulated Funds	3,805,327	4,592,728	3,794,397	4,572,799
TOTAL EQUITY	4,370,402	4,874,622	3,795,397	4,573,799

ABN 80 989 689 839

VICTORIAN WOMEN'S BENEVOLENT TRUST AND CONTROLLED ENTITIES

Summary Financial Statements

SUMMARY STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2016 (Australian Dollar A\$)

	Consolidated		Trust	
	2016	2015	2016	2015
CAPITAL	1,100	1,100	1,000	1,000
RESERVES				
Balance at beginning of financial year	280,794	360,421	-	-
Transfer (to)/from capital reserves/operations - net	283,181	(79,627)	-	-
Balance at end of financial year	563,975	280,794	-	-
ACCUMULATED FUNDS				
Balance at beginning of financial year	4,592,728	5,187,810	4,572,799	5,166,880
Total Comprehensive Income for the year	(504,220)	(674,708)	(778,402)	(594,081)
Transfer from/(to) capital reserves/operations - net	(283,181)	79,627	-	-
Balance at end of financial year	3,805,327	4,592,728	3,794,397	4,572,799
Equity at end of financial year	4,370,402	4,874,622	3,795,397	4,573,799

SUMMARY STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2016 (Australian Dollar A\$)

	Consolidated		Trust	
	2016	2015	2016	2015
CASH FLOWS FROM OPERATING ACTIVITIES				
Receipts from donors	1,810,172	1,562,523	568,172	514,805
Payments to suppliers and employees	(1,649,639)	(1,782,977)	(491,520)	(1,018,715)
Interest received	23,405	51,246	20,513	48,213
Grants paid	(520,890)	(438,400)	(511,890)	(437,400)
Net cash used in operating activities	(336,952)	(607,608)	(414,725)	(893,097)
CASH FLOWS FROM INVESTING ACTIVITIES				
Net payments for property, plant and equipment	(11,163)	(32,540)	-	-
Net disposals/acquisitions/valuations JBWere investment portfolio	(206,216)	69,788	(206,216)	69,788
(Loan to)/repayments of loan due from other related parties	(12,498)	5,292	-	-
Net cash (used in)/provided by investing activities	(229,877)	42,540	(206,216)	69,788
Net decrease in cash held	(566,829)	(565,068)	(620,941)	(823,309)
Cash and cash equivalents at beginning of financial year	1,746,189	2,311,257	1,105,061	1,928,370
Cash and cash equivalents at end of financial year	1,179,360	1,746,189	484,120	1,105,061

VICTORIAN WOMEN'S BENEVOLENT TRUST AND CONTROLLED ENTITIES

Auditor's Report



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

The accompanying summary financial statements, which comprise the summary statement of financial position as at 30 June 2016, 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 Benevolent Trust for the year ended 30 June 2016. We expressed an unmodified audit opinion on that financial report in our report dated 3 April 2017. 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 Benevolent Trust.

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 Victorian Women's Benevolent Trust for the year ended 30 June 2016 are consistent, in all material respects, with that audited financial report.

BDO East Coast Partnership

Richard Dean
Partner

Melbourne, 3 April 2017

ABN 45 242 265 341

DUGDALE TRUST FOR WOMEN & GIRLS

Summary Financial Statements

**SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2016 (Australian Dollar A\$)**

	2016	2015
Revenue	1,169,464	974,362
Employee Benefits Expense	(421,894)	(576,682)
Occupancy Expense	(81,217)	(76,603)
Professional Fees	(163,083)	(148,926)
Other Operating and Program Costs	(203,239)	(221,768)
Total Comprehensive Income for the year	300,031	(49,617)

SUMMARY STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2016 (Australian Dollar A\$)

	2016	2015
CURRENT ASSETS		
Cash and cash equivalents	513,844	471,326
Trade and other receivables	12,168	22,642
TOTAL CURRENT ASSETS	526,012	493,968
TOTAL ASSETS	526,012	493,968
CURRENT LIABILITIES		
Trade and other payables	210,274	478,261
TOTAL CURRENT LIABILITIES	210,274	478,261
TOTAL LIABILITIES	210,274	478,261
NET ASSETS	315,738	15,707
EQUITY		
Settled capital	100	100
Capital reserve	315,638	15,607
TOTAL EQUITY	315,738	15,707

ABN 45 242 265 341

DUGDALE TRUST FOR WOMEN & GIRLS

Summary Financial Statements

**SUMMARY STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2016 (Australian Dollar A\$)**

	Settled Capital	Capital Reserve	Public Fund	Total Equity
Balance at 1 July 2014	100	65,224	-	65,324
Comprehensive income for the year	-	-	(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
Comprehensive income for the year	-	-	300,031	300,031
Transfers from Capital Reserve – Public Fund	-	199,194	(199,194)	-
Transfers to Capital Reserve – General Fund	-	837	(837)	-
Transfers to Robyn Mason Sub-Fund	-	100,000	(100,000)	-
Balance at 30 June 2016	100	315,638	-	315,738

SUMMARY STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2016 (Australian Dollar A\$)

	2016	2015
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	1,183,265	978,962
Payments to suppliers and employees	(1,140,747)	(597,022)
Net cash provided by operating activities	42,518	381,940
CASH FLOWS FROM FINANCING ACTIVITIES		
Net cash provided by financing activities	-	-
Net increase in cash held	42,518	381,940
Cash at beginning of financial period	471,326	89,386
Cash and cash equivalents at end of the year	513,844	471,326

DUGDALE TRUST FOR WOMEN & GIRLS

Auditor's Report



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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 2016, 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 2016. We expressed an unmodified audit opinion on that financial report in our report dated 26 October 2016. 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 2016 are consistent, in all material respects, with that audited financial report.

BDO East Coast Partnership

Richard Dean
Partner

Melbourne, 3 April 2017

full gender
equality =



A world where
women + girls
take up all of life's
opportunities
with respect,
safety
+
dignity.





**VICTORIAN
WOMEN'S TRUST**

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