



VICTORIAN
WOMEN'S TRUST

STORIES THAT MAKE US



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



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VICTORIAN WOMEN'S TRUST

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Who doesn't love a good story? Ours is one of collaboration, fierce determination, and hope.

In this annual report, we're looking back on the year that was, whilst turning the spotlight onto some of the people who make up our community. Each person flies the flag for gender equality in their own way. Some do it quietly and purposefully, by giving their time or financial support, whereas others shout the cause out from the rooftops.

By sharing their stories, we hope to inspire action and change the narrative for women & girls. No more barriers to wellbeing or glass ceilings. It's time we were all equals.

Everyone we interviewed for these stories knew the exact moment when they realised the impact gender inequality had on their lives. For some, this sudden clarity happened in childhood. Others become clear eyed about the world when they started their first job or had a baby.

A common thread between all of these stories is the readiness with which each person could point to someone they knew who had shown them another way. A person in their life who demonstrated that yes, we can be strong and kind, feminist and proud.

Their stories are woven into our own, strengthening our determination to ensure the future for women & girls is equal. Join us.

OUR FOCUS

The Victorian Women's Trust is an independent advocate and grantmaker, supported and funded by private donors. We are one of the oldest women's funds in the world. Since 1985 we have given almost \$7 million in grants for projects that benefit and improve the lives of women and girls.

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.

AR 2016-17 production team

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

*"Loyalty and trust takes us
to greater heights than most
because we're prepared to take
the ride."*



PARTNERSHIPS THAT MAKE US

MARY + ALANA'S STORY

Alana Johnson (pictured right) is the chair of the Victorian Women's Trust (VWT). Working collaboratively with executive director Mary Crooks AO (on left), they have furthered a legacy of inclusive feminism and bold thinking at VWT.

Both Alana and Mary are from country Victoria and had long admired each other's work before actually meeting in person. Their relationship as Chair and ED is the linchpin of our organisation. They're also great friends.

MARY:

"I was a Trust supporter from the beginning. I attended its first major fundraising event at the Melbourne Town Hall. There were about 700-800 women present. I walked in there and it took my breath away. I'd never seen so many women in the one space, under the one roof, ever in my life. It was a boiling hot day, the refrigeration had broken down and there was all this amazing food at each table that we shared as women; it was just a phenomenal experience.

Robyn Usher was the MC, there were young women from the Victorian College of the Arts singing the most extraordinary duet from *Lakmé - Dilebes'* opera. It was spine chilling. That was my first fundraising engagement, and I was a supporter thereon.

When the Victorian Women's Trust was 11 years old, I decided that I wanted to be the Executive Director. So I applied for the job, had my first interview. They didn't contact me on the Friday so I thought I'd not got the job. I told myself over the weekend I didn't want it anyhow, and then they rang me on the Monday! And the rest, as they say, is history.

I knew a lot about Alana before I met her because of her central role in carrying the flag for regional women in agriculture. I've had the good fortune to get to know her very well ever since. She's a born collaborator, Alana. She's also an utterly authentic person, there's no airs and graces. The Alana you see and hear is the Alana you get when you get to know her. She's got a fierce intellect and a great

sense of humour. I remember being in Queens Hall with Alana many years ago at a function and it was just a revelation to me to see her working the room. She was like a heat seeking missile, the way she just went to people. But, Alana networks purposefully and it's not for self-aggrandisement; it's always for social purpose.

Having Alana as Chair has been a transition to another great leader but in very different ways from Duré. They have in common a fierce commitment to the values they share, but their styles are different. We forged early in the piece another great relationship between the ED and the Chair of the Board, and it remains a fact that this is the most important relationship in any organisation. I feel very blessed, actually, in my long time at the Trust, to have experienced the great leadership of Duré, and now Alana.

One of the telling things about Alana was that, after we had worked up the *Breakthrough* program in the office, and briefed her about it, she quickly got her head around the whole concept, including her own role as a presenter. She immediately saw the significance of *Breakthrough* as a culmination of many years of Trust work. And, because she owned it as a concept, and understood its feminist embrace (in terms of structure and topic areas) she then became a fabulous presenter and she also became a great ambassador for *Breakthrough 2016* in the months before, and in the time since.

Breakthrough 2016 was such an important moment. I see *Breakthrough* as taking us from the giddy heights we reached over the two days, to a further scaling of the mountain. In 2018 and beyond, we will release the *Breakthrough* actions that we've been working on in areas of violence, economic security and equal representation, all of which are a combination of bold and ambitious ideas that are completely feasible. I have no doubt we'll reach new heights in 2018."

ALANA:

"I became a member of the Victorian Women's Trust way, way back in the late 1980s. At the time, I was involved in the rural women's movement, and the Rural Women's Network. We were so new at trying to introduce any sort of feminist thinking into the bush and were experiencing some backlash. We had to learn fairly quickly that we couldn't use the word "feminism" in the bush, so the Trust was like a leading light, somewhere I could learn things from.

My first galvanising point around VWT was when Mary brought political economist Marilyn Waring

"Breakthrough 2016 was such an important moment. I see Breakthrough as taking us from the giddy heights we reached over the two days, to a further scaling of the mountain."

to Mansfield so that rural women could have an opportunity to hear her speak about her book, *Counting for Nothing*. That was fantastic and set alight new conversations for us. It was probably was my first time of actually meeting Mary too. I was impressed that Mary was bothered enough to include rural and regional women. A lot of people just didn't have any sense about rural women and their needs. At the time, I didn't even know Mary had come from a country background herself. But the fact that she bothered and understood, I thought, gosh, there's an ally here. That was my first impression of her.

I came onto the Board of the Victorian Women's Trust in 2000. Jean Tom* had been on the Board, and she was the only rural woman there. She was the President of the Country Women's Association... she was a legend, Jean Tom. As the only rural woman on the Board, there was a sense that it would be good to replace her with another rural woman, and somebody nominated me.

Being on the Board in the early days was a really good experience. Having had formal training at the Australian Institute of Company Directors, and been on many government boards and advisory committees, the VWT board was a great balance for me. Unlike most other organisations, VWT has not got sucked into a sort of male designed governance structure. We're all about relationships, sharing knowledge, everybody around the table being valued and very much on an equal basis. The same goes with the staff too. It has been little bit of a saviour for me, as we continue to work in what I would call a feminist framework placed over the governance framework. There's very few places that do that. Coming onto the board was meant I could well and truly wear my feminist hat loudly and proudly.

It's a totally different relationship being on the Board, to being Chair. On the Board, I had certainly been well aware of the creative force that Mary is, and her ability to go beyond what everybody else is thinking. The Board provides resources, and hopefully funding and backup, but Mary was the light with an incredible capacity to see where to go next.

I truly believe that the relationship between a Chair and the Executive Director in an organisation is the linchpin. If that relationship is working well, then a lot flows from it. Mary and I are well suited because we're both very upfront. We put things on the table and deal with it. We're committed to open, honest and transparent communication and I feel that we

have a very good understanding. *Breakthrough 2016* was like a number of other things at the Women's Trust; that is, it's sort of like getting on a rollercoaster.

The Victorian Women's Trust works at its best when it comes up with some extraordinarily creative and bold idea, which normally flow through Mary, and people get inspired by it, and then it gets built along the way. That requires a lot of trust. It's not like a project that's all defined, locked down and funded before you start the journey — you're on the ride already. It takes a very high level of confidence.

I had that confidence because I had been around for so long, seen the calibre of people here and I knew how Mary operated. So for me, it was sort of like deciding yes, I will sit up front on the rollercoaster, take in the highs, lows and the scary bits or face the darkness sometimes, knowing that we couldn't determine at the end exactly what was going to happen; whether we get all the numbers, if we would get enough sponsorship, what sort of debt (or not) we'd end up with, whether we really could ramp it up and get the calibre of people that we wanted! But of course, Mary would ring me up and I would be reassured all the way along the way as Tanya Plibersek had said yes, Rachel Griffiths said yes, and so on. That was wonderful.

I think part of the excitement of being at the Trust is that it's a rollercoaster ride, and a team working together. Loyalty and trust gets us to greater heights than most other places because we're prepared to take the ride."

As told to Ally Oliver-Perham. Alana has been on the Victorian Women's Trust board since 2000 and Chair since 2016. Mary has been in the role of Executive Director since 1996.

*Jean Tom passed away in May of 2017. Read more about her life and work on page 42.



Karen Large

VOLUNTEER + DONOR

“I’VE BEEN A FINANCIAL SUPPORTER OF THE TRUST FOR OVER TWO DECADES NOW AS THEY CONTINUE TO CHAMPION WOMEN’S ISSUES.”

“I grew up in a small country town and I was very lucky to have parents who thought it was important and worthwhile for their daughter to get a tertiary education. Back in those days it wasn’t really that common for girls, especially country girls, to go down to the big smoke and go to university. Mum left school at 14 and then she had to leave the workforce when she got married. It was a different world back then.

As a woman entering the workforce in the 80s, I was the beneficiary of the work of the Trust and many other feminists and I had access to maternity leave and childcare subsidies.

I’ve been a financial supporter of the Trust for over two decades now as they continue to champion women’s issues. While there have been enormous gains, there are some deeply entrenched values in Australian society that are counterproductive to women and girls achieving their full potential. But the time for excuses are over. Women and girls have to demand our share of the resources and opportunities and the right to live in safety.”



Kapambwe Mumba

AFRICAN FAMILY SERVICES

“MY MOTHER (WITH THE UNCONDITIONAL SUPPORT OF MY FATHER) SACRIFICED A LOT SO WE COULD ALL GET THE BEST EDUCATION.”

“Growing up in Africa, gender inequality was very prevalent. It starts at home in the roles that males and females perform, filtering down through to the culture. Males are dominant and even idolised. When I was a child, my brothers and sister were all expected to do either the cooking or cleaning but visiting my cousin’s house was a real eye opener. The girls had to do everything whilst the men would just sit there, wait for their food and have their plates taken away when they were done.

My mum tried to make it equal in our home. She is a role model for me as she is an extremely hardworking business owner who equally

contributed to support her five children to go to university. My mother (with the unconditional support of my father) sacrificed a lot so we could all get the best education. She was up at 5am and home late, while working in the very male dominated mining industry.

I’m grateful to the Victorian Women’s Trust for giving us a huge opportunity and a space in their office. Without this partnership, we would not have the resources to provide a service that is very much needed for the African community of Victoria.”

// AFRICAN FAMILY SERVICES

Kapambwe Mumba is the co-founder of African Family Services (AFS) alongside Lorraine Baloyi. AFS provides holistic integrated services to Victoria’s African community with a focus on family violence, family services, youth support, mental health, social inclusion, community and career development.

Victorian Women’s Trust has entered into a partnership with AFS, offering an office space and support as they grow their organisation.





BREAKTHROUGH 2016:

THE FUTURE IS GENDER EQUALITY

Breakthrough 2016 (held on Nov 25-26) was a giant coming together of all kinds of people and 100+ speakers to talk about the most important opportunity of our times; gender equality. How will we move beyond old world views, stop tinkering with policy that doesn't meet our needs, reject negative attitudes that are holding us back, and *really* start moving forward? This was our central theme and over the course of two days, the answers came through loud and clear.

In an editorial on Nov 28 2016, *The Age* called *Breakthrough*, 'the biggest gender equality conference in the nation's history'. It was a leap forward in unison, fittingly opening on Nov 25, the *International Day of Elimination of Violence Against Women* and the first day of *16 Days of Activism Against Gender Violence*. And while the topics covered were serious (with good reason), the Melbourne Town Hall and surrounding venues were filled with an energy that could only be described as heartwarming and positive. And as evidenced by the monumental *Victorian Gender Equality Strategy* launched in the following weeks — change is upon us and we are the wave-makers.

We were lucky enough to have keynotes on day one from Clare Wright, Richard Denniss, Tanya Plibersek and Leigh Sales. And even more on day two from Tara Moss, Rosie Batty, Kate Jenkins, Marilyn Waring and Rachel Griffiths.

For those who couldn't be there; *Breakthrough* wasn't only power charged keynotes. Over the two days, there were 25 breakout sessions tapping into the Venn diagram that is gender and the world around us. As a group, we delved into critical issues like justice for Indigenous women, equal representation in our media, reproductive rights, the gender bias inherent in superannuation, intersectionality, what it's like to be a woman in a

male dominated industry (just to name a few), and plenty more.

Each day the room took on a festive air as we gathered for music and performances. Judith Lucy told us tales of raw opium, men's underwear and pubic hair mishaps. Our ears were treated to dreamy sets from Georgia Fields, Mojo Juju and the Grand Magoozi, whilst book signings and happy snaps with literary sHeroes went on down the back of the hall. And who could forget the choral harmonies of the Brunswick Women's Choir and Prana Mob? Helen Reddy never sounded so sweet.

To conclude proceedings of the conference, Mary Crooks AO took to the stage and the crowd responded with a standing ovation. Mary spoke of the impetus for *Breakthrough* as 'the moment Tony Abbott made himself Minister for Women', the signs that we were having a positive impact and the irrefutable fact, 'gender equality delivers nothing but benefits.' Everything we had heard, learnt and immersed ourselves in throughout *Breakthrough*, was crystallised in Mary's closing remarks, 'Gender equality is not an end point. Gender equality is fundamentality a nation building project.' This is our challenge — and *Breakthrough* shows that we are more than ready to meet it.

Special thanks to our partners without whom Breakthrough 2016 would not have been possible:

Bank Australia, Emma Whiting Travel, Readings, La Trobe university, The Guardian, The Body Shop, Women's Agenda, HESTA, The Print Department, City of Melbourne, Dumbo Feather, Marie Clare and Cottons.

Finally, a huge thanks to everyone who attended Breakthrough 2016, our donors, wondrous volunteers, staff, speakers, Wildwon, child care workers throughout the event, event caterers and staff, Auslan interpreters and performers.

Heartfelt thanks donors Ellen Koshland, Ricci Swart and Hilary Irwin.

Image on page 8: Kapambwe Mumba from African Family Services by Bri Hammond. Images on page 9 (left to right): top row - attendee by Hilary Walker, Yassmin Abdel-Magied by Bri Hammond, middle row - volunteers by Breeana Dunbar, bottom row - attendees by Hilary Walker, volunteer by Bri Hammond. Images on page 10 (left to right): top row - Tara Moss by Breeana Dunbar, bub by Bri Hammond, middle row - crowd shot by Breeana Dunbar, bottom row - Mojo Juju by Hilary Walker, Leigh Sales by Breeana Dunbar



supporting
WOMEN + GIRLS

GRANT REPORT 2016-17

VICTORIAN WOMEN'S BENEVOLENT TRUST

By Carolyn Munckton
General Manager, VWBT

It was my great pleasure to join the VWBT team in July 2016 to take on the role of General Manager of the Benevolent Trust (VWBT), our grant-making arm.

I have been advocating for social investment in women and girls since 2008 when I worked with a group of passionate, strategic female philanthropists and gender equality leaders, to establish the Australian Women Donors Network. As an inaugural board member of the Network, I had the pleasure of working closely with its Chair, the inspirational Eve Mahlab AO; a staunch friend of the Trust for more than 20 years. Helping her to celebrate her 80th birthday in June 2017 with a fantastic, celebratory party that raised much needed funds for the Trust made me feel like I had come a full circle. It is very fulfilling to be managing the Benevolent Trust, which is an important leader in the field of philanthropy benefiting women and girls.

This year we designated one General Grant to be known as a **Flagship Grant** because it goes to the heart of VWBT's charitable purposes of strengthening the resilience of women who are struggling to make ends meet and who face significant barriers to wellbeing.

We're proud to present a wide range of grants given through our General Grants program and from our Sub-Funds. Many great projects have been supported and funded because of our advocacy and leverage.

SPECIAL INITIATIVE GRANT

To broaden our reach and attract new supporters, we were pleased to partner with the Funding Network for an event in Melbourne in November 2016 which raised funds for organisations that support women and children experiencing family violence.

Congratulations to Inner Melbourne Community Legal, Law and Advocacy Centre for Women, and Emerge Women & Children's Support Network. Each presented social change programs to address the needs of families affected by violence. Their pithy six-minute presentations inspired a lively audience of about 150 people who pledged over \$110,000. VWBT provided \$15,000 in matching funding; \$5000 to each organisation.

- Inner Melbourne Legal Centre runs an early intervention program at the Royal Women's Hospital, providing free, timely legal advice to women at high-risk of family violence;

- Law and Advocacy Centre for Women provides pro-bono legal and social support services to women who are otherwise ineligible for legal aid. These women most often find themselves in the justice system due to family violence and hardship;

- Emerge offers crisis and prevention services for women and children experiencing domestic violence including a high security communal refuge, and therapeutic, educational and support programs.

OUR FOCUS 2016-17

We were committed to funding projects that promoted social inclusion of women and girls living in, and/or experiencing, isolation due to geography, culture, limited resources, disability or illness. VWBT was interested in facilitating grants that embrace new approaches, challenge orthodoxy and work toward lasting community benefit.

We are particularly grateful to the trustees of the Grosvenor Foundation, managed by Equity Trustees, for supporting two of our grants. Since 2004, the Grosvenor Foundation has been a committed donor and friend of the Trust.

Their support for VWBT brings the grants total to nearly \$600,000—an extraordinary recognition of the power of our grants to make a difference in the lives of women and girls. This year, we are also very grateful to Australian Communities Foundation and our regular donors who supported several grants.

2016/17 FLAGSHIP GRANT

WINDA-MARA ABORIGINAL CORPORATION

Aboriginal Family Therapy Training Program \$32,000

The Bouverie Centre at La Trobe University will deliver a Post-Graduate Certificate in Family Therapy to Indigenous and non-Indigenous staff from four Aboriginal organisations in south-west Victoria. This training will increase the knowledge and capacity of local staff to address family breakdown within an Indigenous healing framework, and reduce the number of children placed in care and build resilience and connectedness within the community in a culturally appropriate framework.

This grant was supported by the Australian Communities Foundation and Sandra Hart.

Image on previous page: Southern Migrant and Refugee Centre by Ponch Hawkes

GENERAL GRANTS

VICTORIAN WOMEN'S BENEVOLENT TRUST

SOUTHERN MIGRANT AND REFUGEE CENTRE

My Mother, My Friend \$9,700

This is a relationship/wellbeing program to assist refugee Afghan mothers and their teenage daughters with their settlement in Melbourne, bridging the gap between their traditional Afghan culture and their experiences of Australia. Central to the success of the project is developing a better understanding between mothers and their daughters, including the different cultural perspectives they have and how this may impact upon their relationship.

Our sincere thanks to Anne Miller for generously funding this project.

WOMEN'S HEALTH GRAMPPIANS

Exploring general practitioners' referral practices for unplanned pregnancies in rural Victoria \$14,000

To build an evidence framework to inform advocacy, planning and service development to improve access to options for women in the Grampians region who are dealing with unplanned pregnancy. Findings from the research will inform planning for Women's Health Grampians and West Victoria Primary Health Network, wider information provision, workforce development and training for regional GPs, with potential for statewide organisations, particularly Family Planning Vic and the Royal Women's Hospital, to tailor clinical support that meets the needs of GPs and practice staff in the region.

This grant was funded through the generosity of a private donor.

GOOD CYCLES LIMITED

Community Bike Shed: Women's Only Space \$7,900

Opportunities for women to meet and learn cycle skills, bike maintenance, and receive a free bike helmet, light and lock. Building on the Spokeswomen project for culturally diverse young women, funded by VWBT in 2014. The once-a-month gathering allows the women to meet in a safe, supportive, and focused environment. The need for this space has been driven by women from a variety of social, cultural and religious backgrounds, and

includes women who have been victims of domestic violence, sexual assault and abuse.

This grant was funded through the generosity of a private donor.

RIVER NILE LEARNING CENTRE

Swim Project for Refugee and Asylum Seeker Women \$2,000

Provide swimming lessons to newly arrived refugee and asylum seeker women and their pre-school children. The lessons will run weekly over a 16-week period in the second half of the school year. Lessons aim to:

- teach valuable skills to help keep students and their children safe around water; and
- make swimming such a positive experience, that our students and their children will continue with swimming after the course is completed.

This grant was kindly funded by the Australian Communities Foundation.

HELPING HOOPS

Helping Hoops Female Engagement Officer \$18,000

The Female Engagement Officer position was established in August 2015 with a Grosvenor Foundation/VWBT grant. The staff member has successfully established an inclusive, welcoming environment at each program, worked extensively in the community to promote opportunities open to girls and achieved the objective of 35% female attendance rate across all programs. This grant will fund the position for a further year. It will provide an excellent opportunity to strengthen work on female participation and will influence attitudes and have benefits beyond the basketball court, including how young men view women both now and in the future.

This grant was supported by the Grosvenor Foundation and Fiona McKean.

WIRRPANDA FOUNDATION

Deadly Sista Girlz Officer \$15,000

An education and healthy lifestyle program for Aboriginal and Torres Strait Islander girls aged 8-18 years. Positive female Indigenous role models provide culturally appropriate individual

"Positive female Indigenous role models provide culturally appropriate individual mentoring support for up to 25 Aboriginal girls..."

- DEADLY SISTA GIRLZ, WIRRPANDA FOUNDATION

mentoring support to up to 25 Aboriginal girls attending Eaglehawk and Weeroona Colleges, Bendigo. Weekly activities are designed to develop participants into future leaders in their families and communities and focus on better education, employment and health outcomes by improving participant's knowledge and subsequent lifestyle decisions. A Deadly Sista Girlz camp will be held in December 2016 to reward participants for their improved school attendance, behaviours and academic results.

This grant was supported by the Grosvenor Foundation.

THE PUSH INC

Girls Rock! Melbourne \$5,000

This unique, five-day intensive music program for young women (12-17 yrs) run by female mentors aims to increase participation of girls and gender non-conforming youths, in the male-dominated music industry. Participants will receive instrument lessons, form a band, and create, perform and record a song at a public showcase. Well-known female musicians will perform during lunchtime, and workshops will focus on women's empowerment, including personal safety/self-defence, positive body image, creating healthy social networks, Feminism 101, and music HERstory.

This grant was kindly funded by the Australian Communities Foundation.

BERRY STREET VICTORIA

Better Outcomes – Brighter Futures: supporting young women at the Berry Street School, Stage 1 \$10,000

Development of a new education stream for girls attending the Berry Street School who have been severely impacted by trauma from family violence, abuse and neglect, to provide a safe, trauma-informed space for them to discuss issues and barriers to positive future pathways. Seeks to break intergenerational cycles of disadvantage by providing extra support so girls can maximise their potential in the Berry Street pathways initiative.

This grant was kindly funded by the Australian Communities Foundation.

EMERGE WOMEN AND CHILDREN'S SUPPORT NETWORK

Empowering Women to overcome effects of Domestic Violence \$15,000

Pilot project to ensure women in the Melbourne's southern metropolitan region are provided with focussed in-depth support to help overcome the effects of domestic violence. Therapeutic support will be through art therapy to help women deal with their trauma, process their experience and develop self-help strategies. It aims to assist women to understand the impact of violence on them and their children; build resilience, self-esteem and wellbeing; empower them to choose healthy relationships and break the cycle of violence by not returning to abusive relationships. It will include issues faced by multicultural women in abusive relationships.

This grant was generously supported by the Daughters of Penelope and the Johnstone Gumption Sub-Fund. The Daughters of Penelope is a women's chapter of AHEPA (Australasian Hellenic Educational Progressive Association) Victoria. The Daughters group held a film fundraiser and chose to support this project.

HEALTH ISSUES CENTRE

Development of a health literacy program to improve health literacy of women from refugee backgrounds Stage 2 \$10,000

The project builds on Stage 1, funded by VWBT 2014, which consisted of consultations with women from refugee backgrounds about their health-information needs and the best ways to distribute this information to their communities.

This second stage will:

- map existing health literacy tools, resources and programs available for refugee communities in Australia;
- analyse these tools, resources and programs against the needs articulated by participants in the consultations, and
- develop a program for women from refugee backgrounds which will be evaluated in the third stage of the project.

By the conclusion of the project the program will be ready for piloting with refugee health nurses, settlement and asylum seeker support workers.

This grant was kindly supported by the Australian Communities Foundation and a private donor.



Emmanuela Noi

VOLUNTEER & UNI STUDENT

“I grew up in a Sudanese household where I think a lot of things come down to gender. Even when it didn’t make sense, somehow being a girl was the answer to certain things. Like, how we allocate the responsibilities in the house to the really big life decisions. I didn’t question it for a long time. If I ever got into an argument, it’d be like, “Why are you saying that? You’re a girl. Why are you reacting this way? You’re a girl; you shouldn’t be doing this. You’re a girl.” I never really heard that kind of answer when it comes to boys. It’s funny how it starts at a young age. I don’t know if it’s a cultural thing, but it’s something I’ve seen growing up.

My mum is very hard-working. Her whole life, she’s had to sacrifice for everyone else. I’ve seen her take up both gender roles, provided me with an example of the many responsibilities that women are capable of handling. She has strengthened my belief that women can achieve far beyond what is expected of them.

As an older sister, I feel that it is my job to set an example for my little sisters. How they understand womanhood is important to me. I think a lot about what I want in the future and I try to think past my obstacles. I aspire to make the most of my life while remaining respectful to the culture that I’m a part of, but my greatest challenge has been trying to find the balance between being a Sudanese woman and growing up in Australian society.

Volunteering at the Trust is probably the biggest thing I’ve done, in terms of feminism. I don’t call myself a feminist, but it’s really encouraging to be around people who think like you, where it’s not weird that you don’t agree with certain stereotypes; it’s something that’s accepted and it’s embraced here. Gender equality as an idea, it’s real when I come here. It’s not something that’s just at the back of my mind, that’s kind of silent. I get to talk about it with people who care about the issues.”

Image: Emmanuela Noi by Breeana Dunbar

OUR SUB-FUNDS

HONOURING WOMEN, CHANGING LIVES



Top row: (left to right) Faye Marles, Jean McCaughey, Con Irwin, Joan Hudson, Chris Friday
Second row: Essie Burbridge, Loula Rodoupolos, Robyn Mason, Fleur Spitzer, Prue Myer

OUR SUB-FUNDS

2016-17 GRANTS

How do you make a lasting positive impact on your community? Our Sub-Funds hold the key to this important question. Each Sub-Fund meaningfully honours the life of a woman whilst creating a better future for women and girls.

As of this year, we have nine VWBT Sub-Funds, with more in the works. Each Sub-Fund has their own strategic purposes which support specific needs of women and girls.

PRUE MYER SUB-FUND

BANKSIA GARDENS COMMUNITY SERVICES

Girls' Circle Program \$10,000

Girls' Circle is a creative self-development programs for girls aged 8-12 years living in the Banksia Gardens Public Housing Estate and for girls aged 10-14 years from the wider Broadmeadows area. Mentorship is a strong component of the project, with female community leaders living on the estate trained as supports and older girls mentoring younger participants. The programs provide a fun, safe place for girls to develop skills and confidence.

MIGRANT RESOURCE CENTRE NORTH WEST REGION

The Pink Warriors: Study Group for Migrant and Refugee Girls in VCE and VET \$3,500

This program involves mentoring a group of young girls in VCE from a CALD (Culturally and Linguistically Diverse) background, migrant and refugees who have just arrived to Australia and have been in the country for less than five years, with tutoring and education support including the assistance of a multicultural translator. The grant will fund the development of activities that will allow them to socialise and connect with their peers. In addition, information sessions with parents will clarify the education system and ways for CALD parents to support their daughters to reach their goals in employment and education.

RIVER NILE LEARNING CENTRE

Welfare of Women Coming out of Detention \$6,558

A Welfare Co-ordinator will manage the growing number of students who are newly arrived asylum seeker and refugee women who have recently been released from detention. This welfare supports these women to remain engaged in their studies and further their personal development.

CON IRWIN SUB-FUND

ACTION ON DISABILITY WITHIN ETHNIC COMMUNITIES INC (ADEC)

Stronger Karen Women – Stronger Community Wyndham \$4,680

This grant will fund a workshop program to address family violence awareness for women from the Karen community in Melbourne's west, who suffer from mental illness. It will have a collaborative, evidence-based framework, (trauma informed practice,) and will involve social workers, mental health professionals and counsellors and the identified Karen women.

TENANTS UNION OF VICTORIA

Family Violence Tenancy Training \$7,615

Providing statewide training workshops on the intersection of the Family Violence Protection Act and the Residential Tenancies Act to specialist domestic and family violence services and other community and statutory service providers to aid in the prevention of homelessness or housing stress for female victims of family violence related issues.

VICSEG NEW FUTURES

Building Respectful relationships in Diverse Communities \$4,984

Building Respectful relationships in Diverse Communities is an intergenerational program that supports mothers and their pre-teen and teenage daughters to discuss a range of sensitive issues that arise for young people around forming romantic and sexual relationships and the familial and cultural boundaries that underpin this important part of a young woman's development.



Fleur Spitzer

PASSIONATE PHILANTHROPY

The Victorian Women's Benevolent Trust has honoured one of Melbourne's most influential philanthropists, Fleur Spitzer.

Her generosity and strategic social investment has had immeasurable impact on the lives of many people in the community and she has been a shining example for many other female philanthropists.

We proudly launched the Fleur Spitzer Sub-Fund in July 2016 with a small event at the Trust's office for family and close friends. For nearly 20 years, her support of VWT has been rock-solid and we are very grateful. She always funded projects that assisted women and girls who were doing it tough in the face of real and prolonged disadvantage.

The breadth of projects she supported through the Trust has been astonishing from services for rural women and support of Indigenous women to literacy programs for women and girls, the rights of Muslim women, and an educational film

about domestic violence. Fleur astutely targeted her support for pilot projects as a way of giving opportunities for the exploration of some great ideas and initiatives.

By creating this Sub-Fund, the Victorian Women's Trust holds up Fleur as an example of a philanthropist who has shown great foresight in supporting landmark projects that have gone on to provide significant community benefit.

To place her contribution on the public record, we asked Dr Susan Feldman, academic and close friend of Fleur, to write an essay about her life, available from the Trust office or on our website.

More info:
vwt.org.au/sub-fund/fleur-spitzer-sub-fund

Image: Fleur Spitzer by Breeana Dunbar



Chris Friday

VISIONARY GRANT MAKING

The Chris Friday Sub-Fund, launched in December 2016, is the first Sub-Fund of the Victorian Women's Benevolent Trust to focus on supporting Aboriginal women and girls.

We launched the Sub-Fund at the Koorie Heritage Trust in Federation Square, a fitting place to celebrate Chris's generous endowment and to recognise the importance of its purpose.

VWBT is particularly proud of this new Sub-Fund as it will seek applications only from Aboriginal community organisations, making grants for projects that address the education, health and housing needs of Aboriginal women and girls in Victoria.

Chris Friday is a committed philanthropist and community worker who has already set-up another philanthropic foundation, the Harry and Clare Friday Foundation, in honour of her parents. Throughout her life, Chris (a former teacher) has contributed to strengthening communities and regularly volunteers for numerous not-for-profit organisations and supported the Mansfield community where she grew up through the Harry and Clare Friday Foundation.

Now she has turned her attention and support towards advancing opportunities for Aboriginal women and girls. The Sub-Fund seeks to contribute to their self-determination and empowerment and raises the bar for philanthropic foundations to be purposeful and visionary.

More info:

vwt.org.au/sub-fund/chris-friday-sub-fund

Image: Chris Friday by Breeana Dunbar

OUR SUB-FUNDS

GRANTS 2016-17

JEAN MCCAUGHEY SOCIAL JUSTICE SUB-FUND

HANZA INC (HOMESHARE AUSTRALIA & NEW ZEALAND ALLIANCE)

Homeshare Practice Training \$7,428

This grant supports HANZA to design, develop and conduct a training course in Homeshare practice, which matches unrelated people of different ages to share living arrangement for mutual benefit. The course will be designed to suit experienced social workers or other welfare or counselling professionals interested in developing skills and work in what is a relatively new practice.

FAY MARLES EQUAL OPPORTUNITY SUB-FUND

GOOD SHEPHERD AUSTRALIA NEW ZEALAND

Good Policy: Women at the Centre, special edition \$6,400

A special edition of *Good Policy*, the bi-annual publication of the Women's Research Advocacy and Policy Centre, will be published. It will build on the proceedings and rich conversations had at the, 'Putting Women at the Centre: A Policy Forum,' hosted by Good Shepherd Australia New Zealand on 16 August 2016. The publication will provide an in-depth examination of why there is a need to focus on women when analysing public policy and how intersectionality and privilege are critical considerations in such analysis.

ESSIE BURBRIDGE SUB-FUND

THE YOUTH JUNCTION INCORPORATED

Girl TAWC Awesome Young Women's Project \$9,000

A series of six-week programs to engage young women aged 12-25 from a range of cultural backgrounds impacted by domestic violence and social disadvantage by providing creative workshops including art, music and cooking to connect and empower young women to come together in a supportive and safe environment.

FOOTSCRAY COMMUNITY ARTS CENTRE

Women of the World Festival 2016 \$1,341

Women of the World (WOW) is a festival of critical conversations, cultural programs, workshops and performances celebrating women and girls. WOW is a global phenomenon, which will be presented by FCAC in Melbourne for the first time, in partnership with Southbank Centre London in March 2017. Specifically, this grant will help fund the Women, Art and Politics Mentorship program which will engage 15 young people in an intergenerational and intercultural mentorship for WOW Melbourne with local, national and international mentors.

JOAN HUDSON SUB-FUND

EASTERN DOMESTIC VIOLENCE SERVICES

EDVOS Playgroup and Training \$6,254

Mothers in Mind is a trauma and attachment informed, mother-and-child, play-based group program for mothers who have experienced trauma (e.g. childhood abuse, family violence, sexual abuse etc) and have pre-school children under the age of four. This project will provide training to around 50 educators in 10 playgroups in Melbourne's eastern suburbs, so that these staff members are better able to support families and children. It will also run a trauma-informed playgroup to promote and strengthen positive relationship between mothers and their children aged 3-6 years.



BRODIE LANCASTER

WRITER + EDITOR

"I remember my history teacher introducing the idea of feminism in my Year 10 Modern History class. I thought it was pretty amazing at the time how she showed the video for Pink's 'Stupid Girls' which is all about the ways women are represented in pop culture. It put up this divide between hot girls and smart girls and it's really easy when you're a teenager to subscribe to the idea that you're one or the other.

Since then my feminism has changed and grown and I've picked up little bits and pieces to form my own feminism that is specific to me. I really respond to women like Lindy West who identify as fat and put body politics at the centre of their feminism.

Writing for *Rookie* is really important to me because it has conversations about and connects with young girls in a way I really needed and wanted when I was that age. The Trust also facilitates these

conversations and connections so we're not just all screaming into the void.

If I had one message to give young women it would be to stop apologising and don't diminish the things that you know. I think I could've gotten a lot more done if I had trusted the things that I knew and wasn't afraid to be seen as bossy or mean or rude."

// MORE ABOUT BRODIE

Brodie Lancaster was a speaker at *Breakthrough 2016*. She is also the founding editor of *Filmme Fatales*, a semi-regular print zine about the intersection of film and feminism, and a senior editor at The Good Copy, a writing studio in Collingwood. Brodie is also the managing editor of Rooftop Cinema and a co-coordinator at the annual *Independent Photography Festival*.

Images: above - Brodie Lancaster, next page - Maddy Crehan by Breeana Dunbar

OUR WORK

MAJOR PROJECTS 2016-17



WARATAH

The Waratah Project is nearly at the end of the all-important writing stage. Karen Pickering, Jane Bennett and Mary Crooks AO are working intensively together to polish the final manuscript.

We are lucky to have a fantastic writing team in Karen and Jane. Karen bringing her amazing feminist acuity and Jane her wealth of menstrual health knowledge and accuracy in shaping the qualitative data of the project.

We are all excited to be at the completion stage of this groundbreaking project and are happily anticipating the birth and impact of this intriguing "baby". The landmark document is on track to be published in early 2018.

Read more: vwt.org.au/projects/waratah-project

HERE SHE IS

Since its launch on 8 March 2013, *Here She Is* has become a valuable public resource.

This directory helps people and organisations around Australia connect with capable and successful women of diverse professions and skill sets ensuring that there is no excuse for a lack of equal representation at events, panels and the like. After a long process of merging the previous *Here She Is* site to the new Victorian Women's Trust website (www.vwt.org.au) we are happy to announce that it will finally be going live in September of 2017!

The new site will accommodate some new search features, such as being able to search women by state or territory. We can't wait for the next stage of *Here She Is* and look forward to the directory gaining an even wider audience.

Find out more: vwt.org.au/directory

ROSIE

Today, more and more teenagers are experiencing mental health issues and many are turning to online spaces for guidance. But the internet can be a minefield, especially for young women. Enter: *Rosie*.

Since its launch in 2014, Rosie.org.au has had over 2,300,000 visits, with hundreds of thousands of people visiting each month. *Rosie* consists of hundreds of articles to educate, inform and empower young women. We also amplify the voices of young women through *Write Like a Girl*, our teenage blog program.

Write Like a Girl gives young writers aged 14-19 the opportunity to get their ideas out there. Inspired by Clementine Ford's feminist text *Fight Like A Girl*, this program features a new young writer every month. Each writer selects their own topic and we have been fortunate to work with a diverse range of young people passionate about stuff that really matters.

So far, we have published 18 pieces by teen writers on a range of topics including mental health, feminism in schools, reproductive rights, people seeking asylum, gender stereotypes, working rights, multiculturalism and global warming.

continued on next page

OUR WORK

MAJOR PROJECTS 2016-17

Each writer is paid for their valuable contribution and we are proud to showcase the talents of young Australians. We see this program as a way of highlighting the valuable contribution young women make to our society, which too often goes unnoticed.

In addition to providing opportunities to young people, we also provide educational resources for teachers. We are currently working with Briony O'Keefe, lead teacher at Fitzroy High School, to create a series of educational modules to assist teachers in talking about difficult but important topics like respectful relationships, bullying, sexual harassment, sexting and more.

This new feature of *Rosie* will be launched early 2018.

Visit: rosie.org.au

CLUB RESPECT

Club Respect, an initiative of the Dugdale Trust for Women & Girls, will make violence unacceptable in community sporting clubs by embedding a culture of respect that is deeply entrenched in attitudes and behaviours both on and off the field.

Made possible by a grant from the William Buckland Foundation, this unique public initiative will launch in early 2018 as a digital platform that engages, empowers and supports grassroots sports clubs to embed a culture of respect and harm prevention in all their practices.

We have conducted an extensive literature review, carried out a sports audit and analysis and drawn in findings from *Be The Hero*, our program launched in 2009 that encourages young men to build respectful relationships with women and choose to live a life

free of violence. Based on the Victorian Women's Trust groundbreaking public engagement work in the *Purple Sage Project* and the *Our Watermark Australia*, *Club Respect* is being developed with the joint wisdom of women and men from all aspects of sports administration and violence prevention.

We established and conducted five meetings with our 'Critical Friends' reference group and sat at the feet of a number of community clubs to understand what resources would engage them and how they can best be encouraged to take action to prevent violence against women and children.

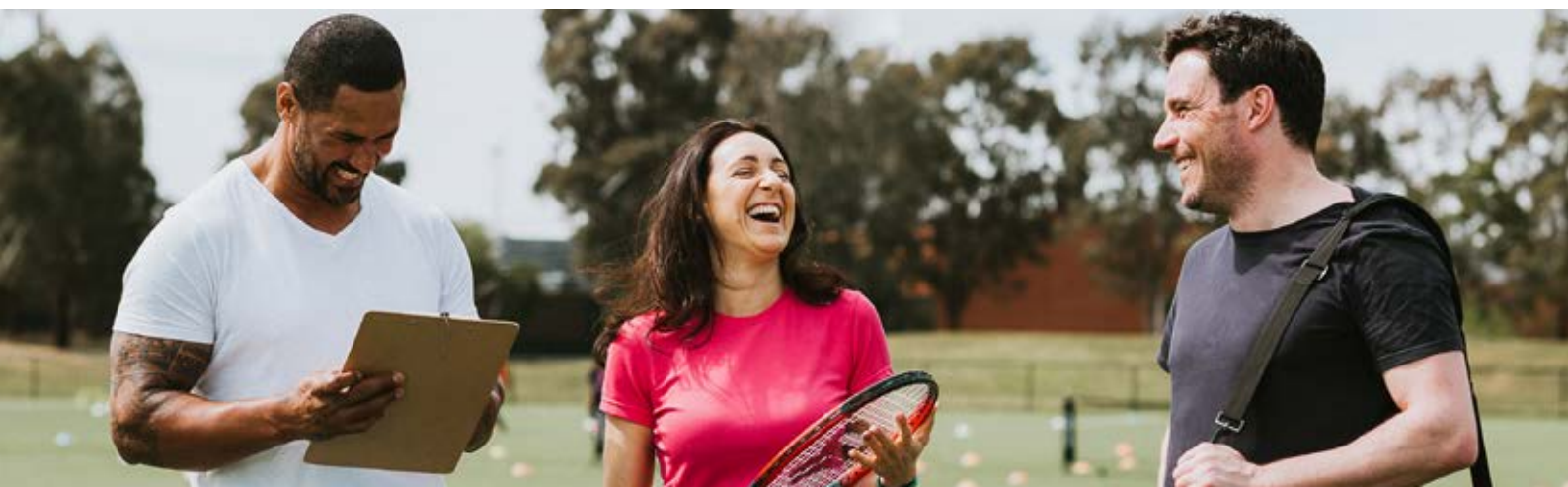
We have partnered with NIRODAH, one of Australia's most experienced and innovative companies in the violence prevention field, who will deliver the outreach phase of *Club Respect* engaging with community clubs during 2018 and beyond.

In addition, we designed and facilitated the process 'Carlton Listens to Women'. This was a unique process, possibly the first of its kind in the AFL, where 120 women from varying ages, backgrounds and religions entered Carlton's inner sanctum to have their voices heard.

The winds of change are blowing through sport. From the creation of the AFL Women's League and the inaugural Pride Game, to renewed pushes for pay equality for female athletes and broader social conversations around sexism in sport and violence in society. The timing for *Club Respect* is even better than we could have imagined and we are harnessing this energy to best support community sporting clubs to help create the deep social change around respect that is required to reduce violence in our communities.

Read more: vwt.org.au/projects/club-respect

Special thanks to our donors who understand the significance of these projects and helping us to further our impact. Thanks to your support, we are changing the lives of women and girls for the better.





Lieu Le

VWT TEAM MEMBER SINCE 1994

"I left Vietnam when I was 14 to come to Australia. I came from a communist country, where the old folks say, 'ten women equal to one man.' I grew up with three sisters and one brother, and my brother was always treated like he's more superior than us. I noticed that when I was young.

In the early 1990s, my sister had veggie stall at the Queen Vic Market, and Lesley Podesta (former VWT Executive Director) was her regular customer. At that time, Australia had just come into a recession. My sister told Lesley that I had just graduated from a Diploma in Computing. Lesley gave me her card that said, 'Victorian Women's Trust; making a difference.' I thought, 'What is that?'

I began volunteering for the Trust not long after that. After a year, I was given a position. It seems like just yesterday. Time goes fast when you enjoy your work.

I'm a leader of the Buddhist youth group at the Braybrooke Temple. It's like a community hub, not just a place to worship. In youth group, we teach the skills similar to Scouts. This helps me to keep in touch with my culture. Living in Australia, you're kind of torn between two different cultures. You're learning to adapt, but at home you have to keep your culture alive. I feel very privileged to have both cultures.

Not many people in my community know that I work for a feminist women's organisation. To be an active feminist, I start from home first, and then slowly work into the community. I think it brings harmony. If I approach it a bit too quickly or too fast, I won't be successful. So, I start from my home. I tell my daughters, you have to be independent. To have financial independence, you must have knowledge. You have to study, and you have to learn that you have value."

Images: previous page - Breeana Dunbar, above - Lieu Le by Bri Hammond



ONE GENERATION TO ANOTHER

JESS + JAN'S STORY

Jess Browning (right) is a chef and part of the grassroots workplace sexual harassment campaign *Respect Is the Rule*. She also volunteered at our gender equality event, *Breakthrough 2016*. Her mother Jan is a former teacher and she's also a long standing volunteer working on Trust project *Club Respect*, which aims to help sporting clubs embed a culture of respect throughout their organisation. Feminist values run deep in their family.

JESS:

"Mum has always been an avid feminist. She is always pointing out inequalities and encouraging me to be strong and not to take any sh*t. One of the first times I remember really getting into feminism was at the *Port Fairy Music Festival*. They have an *International Women's Day* concert each year with all these great folk singers singing about issues and it would really get me fired up.

In my teenage years, I started thinking about what I was going to do after school, realising that some jobs aren't encouraged or seen as a woman's work. As a chef, you are in a very male dominated industry, but there are plenty of women around. Although, in the first trial that I ever did a woman said to me, 'Now, would you like me to talk to you about what it is like to be a woman in this industry?' There is a confidence required to work in the kitchen and an understanding that you are not necessarily going to be fully accepted as a woman.

I was a volunteer at the Trust in the lead up to *Breakthrough 2016*. It was so nice to work with such a great bunch of strong, intelligent, engaging women. It was the first time that I have ever been in a situation like that. After volunteering for a while, I was searching for something that I could do that would help women. The project that I am working on now (*Respect is the Rule*) is related to hospitality, so it's the perfect fit, really. I'm able to focus on two of my passions at one time. We're tackling sexual harassment in hospitality by asking venues to adopt

a zero-tolerance policy. It's about educating people about the issues in order to prevent it happening in the future."

JAN:

'A defining moment for me was when I started work. I was 15 and had just got an apprenticeship as a hairdresser. I started the same day as a boy who also 15. He immediately got paid 5 pounds a week, whereas I got 4 pounds 10—afterall, a 15 year old boy would need a lot more money than a girl! That really rankled with me. I remember thinking, 'this just isn't right.' While I was hairdressing, I met an older woman who came into the salon and we just clicked. She shaped a lot of my views and was instrumental in encouraging me to go to uni and be independent. I also I had an aunt that was a bit of a fireball too. Both of those women were pretty influential for me.

I was always pretty vociferous and I'm very left wing anyway, but as I've got older, I've become more of a feminist. I've got that burning sense of injustice all the time. Feminism is a large part of it but of course it applies to race, class and so on.

What I really love about volunteering at the Trust is that I've learn a lot. I'd read the feminists of the 1970s but I've done some more reading and discovered that there's a large body of people and thinkers out there. But the other thing is all the young women at the Trust. I think that they're all fantastic. The Trust is committed to making positive changes for future generations and is working so hard for gender equality. I find that really inspiring. It's wonderful working in an organisation with that totally clear common goal."

"...AS I'VE GOT OLDER,
I'VE BECOME MORE OF
A FEMINIST. I'VE GOT
THAT BURNING SENSE OF
INJUSTICE ALL THE TIME."



Aleda, 14 years old

PARTICIPANT, GIRLS ROCK! MELBOURNE

“THE HIGHLIGHT WAS STANDING ON STAGE WITH BRAND NEW FRIENDS AND PERFORMING SOMETHING WE’D ALL WRITTEN TOGETHER.”

“I’ve probably been singing since before I could talk. I like alternative pop but also jazz and I’d love to be a singer slash songwriter slash actor when I grow up.

Attending the *Girls Rock! Melbourne* camp was really fun. We formed bands and wrote and produced songs. I’d never written a song with a band before. The highlight was standing on stage with brand new friends and performing something that we’d all written together. Since the camp I feel more confident in performing and making new friends and I’ve been writing at least one new song a month. If they do the camp next year, I’ll definitely go again!”

// GIRLS ROCK! MELBOURNE

Girls Rock! Melbourne recieved a \$5,000 grant in 2016-17 to support their five day music intensive for young people. This grant was also supported by the Australian Communities Foundation.

Read more: page 15

Images: above - *Girls Rock! Melbourne* Participants (Aleda is on the far right with blue hair)



Robyn Mason

PAVING THE WAY

This year, we were privileged to launch our first harm prevention Sub-Fund, named in honour of Robyn Mason.

The Robyn Mason Sub-Fund will support initiatives focused on the safety of regional and rural women. A passionate feminist, Robyn was a social worker and academic focused on the needs of rural women. After a battle with cancer, Robyn passed away in October 2016. Greatly missed, Robyn's legacy will live on through her Sub-Fund. Robyn was a firm advocate for a just society, warmly remembered for her strong values of civility, respect for others, justice, truthfulness and genuineness.

Her life's work epitomises these values. From her first job as a teacher at Alice Springs High School to her work training and supporting foster carers in Victoria's central highlands area, Robyn sought to create a better society through her deeds. In later life, she worked as a volunteer community worker in Tonga and as a counsellor with Ballarat's Centre Against Sexual Assault.

At the launch, VWT Executive Director, Mary Crooks AO, said, "Robyn Mason was, by any stretch of the imagination, a remarkable woman." She added, "The Victorian Women's Trust is extremely grateful to Robyn for her significant gift which has endowed the first Sub-Fund of our charitable arm, the Dugdale Trust for Women & Girls, named after Henrietta Dugdale, a pioneering advocate for the rights of women in Australia."

"From the late 1860s onwards, Henrietta fearlessly campaigned for women's suffrage, and publicly challenged its opponents. She was outspoken, had progressive ideals and enormous moral courage in a time when women struggled to be heard. In her own words, she tirelessly '...advocated the moral right of women to her share in political power'".

Robyn's life and work truly reflect the values of Henrietta Dugdale. We hope that many people will support the Robyn Mason Sub-Fund so that we can continue her great achievements and commitment to making the world a fairer place.

More info: vwt.org.au/robyn-mason

"When I entered the workforce, I became increasingly aware of the disparity between how women's work is valued and how they are treated..."



Colleen Chen

FOUNDER, INTERNS AUSTRALIA

"My family left China to come to Australia when I was 8 years old. As a migrant, my English was kind of floundering and in Grade 4 my mum pushed me to get tutoring to make sure that I was competitive going into high school.

Today I'm a law student and the founder of volunteer organisation, *Interns Australia*. I'm very proud of my team.

We're a committed, tight group of young people who feel passionately that our work should be valued and that we shouldn't give it away so easily just because we are told we're inexperienced. When I entered the workforce, I became increasingly aware of the disparity between how women's work is valued and how they are treated and this really stirred my interest in gender equality. I'm in my mid twenties now and gender definitely makes me

reflect on the types of career paths I want to take in order to balance the prospect of having children.

I think the Trust sheds light on and promotes the work of a diverse range of women doing excellent work in Victoria. That alone is very powerful and inspiring to young women who have a lot of energy and desire to be a part of the movement but may not know where to begin."

// MORE ABOUT COLLEEN

Colleen was a speaker at *Breakthrough 2016*. She is the founder of *Interns Australia*; a peak body for support and advocacy for interns and students undertaking work placements in Australia. They operate across areas of research, consulting and education.

Image: Colleen Chen by Bri Hammond

OUR VOICE

RESEARCH & ADVOCACY

The Victorian Women's Trust makes policy submissions to various state and federal government inquiries and gender equality agendas, including letters of endorsement for Victorian legislative bills on issues which affect the lives of women and girls. We seek to amplify the voices of women and girls, bring important realities of their lives to the attention of governments and leaders, as well as urge governments to create a more gender equal Australia for all.

It is important to us that our policy submissions feature the voices of women, provide quality analysis of the current political climate and communicate the benefits that gender equality will bring to all.

We made the following submissions in the past year:

NOVEMBER 2016

Letter of Endorsement for the Victorian Gender Equality Strategy

We wrote to Victorian parliamentarians to support the *Victorian Gender Equality Strategy* saying, 'We think it is vital to endorse and assist in the realisation of the Victorian Gender Equality Strategy and its vision in which all Victorians live in a safe and equal society and have access to equal power, resources and opportunities, and are treated with dignity, respect and fairness.'

NOVEMBER 2016

Letter of Endorsement for the Births, Deaths and Marriages Amendment Bill 2016

We wrote to Victorian Parliamentarians to urge them to support the *Births, Deaths and Marriages Amendment Bill 2016* which allows individuals to change their gender on their birth certificate without having to undergo sex re-assignment

surgery. This will improve access to birth certificates for transgender, gender diverse and intersex people.

We wrote, 'As an organisation that supports and advocates for equality for all women, we recognise the particular vulnerability of transgender and intersex women and the fundamental importance of identity documents to their sense of self and the day-to-day activities that most of us take for granted.'

DECEMBER 2016

Senate Standing Committees on Community Affairs Fairer Paid Parental Leave Bill 2016 Inquiry

Our submission expressed concern that the Paid Parental Leave Scheme proposed under the *Bill* was inadequate to meet the central purposes of the government's scheme. Our submission advocated for a longer period of leave for both mothers and partners. We also addressed the health benefits of PPL, rejected the characterisation of mothers as 'double dippers' by the government, highlighted the need for a comprehensive family package that includes both adequate paid parental leave and childcare and questioned whether the *Bill's* proposed PPL scheme would encourage increased workforce participation by Australian mothers.

FEBRUARY 2017

Gender segregation in the workplace and its impact on women's economic equality Inquiry submission

In our submission, we stated that in order to remove structural inequalities which segregate our workplace along gender lines and contribute enormously to the gender pay gap there needs to be a complete overhaul of the norms which dictate our working lives. Combined with this is the need for visionary leadership, innovation and public debate to ensure women can achieve the same degree of economic security throughout their lives as men.

Pleasingly, ED Mary Crooks AO and Policy & Advocacy Officer Casimira Melican were invited to give a presentation to the Senate Committee and to answer questions about the issues brought up in our submission on 10 April 2017.

In the hearing, we focused on the importance of government policy incorporating women's lived experiences of paid work and emphasised that workplaces were the key site for improvements to women's economic security and equality.

OUR VOICE

RESEARCH & ADVOCACY

MARCH 2017

Inquiry into the Social Services Legislation (Omnibus Savings and Child Care Reform) Bill 2017

The *Bill* sought to enable \$4bn worth of budget savings with changes to the Family Tax Benefits Scheme, introduce a Child Care subsidy, cease the child care rebate and childcare benefit, extend the Paid Parental Leave (PPL) to 20 weeks (from 18 weeks) only if the parent receives no child care payment from their employer as well as an array of other adjustments to the social services system.

The Trust's submission responded to the schedules in the Bill which addressed Australia's child care and PPL schemes.

In our submission, we argued that Australia's child care system should: guarantee children's universal access to early childhood education and care regardless of the work status of their parents and recognise the enormity of women's unpaid caring contributions to our society (estimated at \$650.1bn in 2012).

Additionally, we argued that Australia's PPL system should:

- prioritise the wellbeing of both the parents and child by allowing sufficient time for breastfeeding (where possible) and bonding to optimise health outcomes;
- support the workforce participation of parents/fathers by recognising and reducing the substantial financial and career penalties currently borne by women who have children;
- recognise the equal role in child nurturing and caregiving by men with the implicit recognition of the positive effect on society that men have when they are actively involved in the lives of children (whether their own or not).

Our submission also expressed concern in politicians' characterisation of mothers as 'double-dippers' and 'becoming pregnant for the money' as a cynical way to reduce public support for mothers and their children as well as politicians' continued choice not to assign economic and budget priority to child care and PPL schemes.

Our submission emphasised that the benefits of a flexible and generous social security system are then manifest at every level of society with benefits reaching far into Australia's future. This *Bill* is not proceeding as at 7 April 2017.

JUNE 2017

Department of Communications and the Arts—public consultation into a civil penalties regime for non-consensual sharing of intimate images

The consultation was to assist in providing advice to the Government on establishing a new prohibition at the Commonwealth level on the non-consensual sharing of intimate images, and implementing a civil regime designed to deter and penalise persons and content hosts who share intimate images or videos of a person without their consent.

Rosie Project Officer Maddy Crehan, *Club Respect* Project Officer Grace Mountford and Research & Advocacy Officer Casimira Melican collaborated to answer the thirty-eight discussion paper questions using their experience and knowledge to inform the responses.

The Trust's submission highlighted:

- the importance of recognising that the harms caused in virtual spaces can be equal if not exponentially greater than in physical spaces due to the anonymity and plasticity of online identities, the global reach of the internet and the ease of access for individuals;
- that education around consent is vital for children, teenagers and adults who need support to make choices about their sexuality that is based on equality, dignity, and respect; and
- the importance of a victim-led process when considering this issue so that their wishes are respected at every stage of the identification and reporting processes regarding sexual harassment and abuse online.

We stated in the submission that, 'The root causes of sexual abuse and harassment online are, as in physical spaces, a result of a desire by men to assert power over, objectify and assert ownership over women. Acceptance of violent and disrespectful attitudes are a key cause of issues like the non-consensual sharing of intimate images.'

Rosie Project Officer Maddy Crehan and Research & Advocacy Officer Casimira Melican also attended the Melbourne consultation workshop with the Department of Communications and the Arts at the end of July 2017 which was an opportunity to gain insight into policy processes at a Federal level.

OUR VOICE

ADVOCACY & NEWS

MENSTRUAL LEAVE POLICY

Since May 2016 the Trust has been trialing a menstrual workplace policy. Co-written by Grace Mountford and Casimira Melican, the policy gives staff members who are experiencing symptoms of menstruation or menopause the option to work flexibly.

And the result? Exactly what you'd expect; greater productivity and a happier work environment.

Experiences of menstruation and menopause can be very debilitating, yet we have been enculturated to mask their existence in the workplace, at schools and at home. This policy supports employees in their ability to adequately self-care during their periods and menopause, without being penalised by having to deplete their sick leave. Periods and menopause are not a sickness after all. This policy also seeks to remove the stigma and taboo surrounding menstruation and menopause.

In late May 2017 we published a blog on the Trust website, 'Why we've introduced a menstrual policy and you should too' encouraging readers to adopt our menstrual policy in their workplaces.

That week *Herald Sun* opinion writer, Wendy Tuohy wrote an article about our menstrual policy, following up with an opinion piece which said, 'The Victorian Women's Trust's call for women to be paid period leave is a bombshell. It is unapologetic and brazen and has potential to be a big catalyst for debate around women's status at work.'

Angela Priestley, founding editor of *Women's Agenda* said, 'As far as we know this is the first organisation to offer such a policy, but it won't be the last.'

In early June, VWT Research & Advocacy Officer Casimira Melican spoke about our new policy with Waleed Aly, Carrie Bickmore and others on Channel Ten's *The Project*.

You can find our blog on menstrual leave, our policy template and the video via:
vwt.org.au/projects/menstrual-workplace-policy

TRUST WOMEN JOURNAL

Over the past year, we have had the pleasure of publishing brilliant pieces from a range of Australian writers in our Trust Women Journal, available via our website. We have featured poetry, searing take downs of white colonialism, warm accounts of female friendship across generations, and so much more. We look forward to continuing to amplify women's voices and the issues that matter.

To see the full list of guest writers, go to page 41.

Be the first in the know about articles by joining our mailing list:
vwt.org.au/sign-up-to-our-newsletter

Read more: vwt.org.au/blog

INTERNATIONAL WOMEN'S DAY 2017

After a busy day of marching at the International Women's Day Rally, the VWT team headed to the Queen Vic Women's Centre for the rally after-party, a joint event between the International Women's Development Agency, Queen Victoria Women's Centre and the Victorian Women's Trust. The event heard speeches from VWT Chair Alana Johnson and IWDA CEO, Joanna Hayter as well as beautiful music by the very talented Sal Jenkins. The night was a great coming together to celebrate achievements for women in Victoria by three feminist organisations.

NEW ADDITIONS TO THE BOARD

This year we are very excited to welcome Ella Hooper and Naida Beltrame to the VWT Board. We are very grateful to have them become part of our Board of directors.

Ella has a background in the music industry as the lead singer of *Killing Heidi*. Naida is a tax specialist with previous roles at Deloitte and Ernst & Young. Both Ella and Naida have a great passion for women's rights and gender equality. Welcome Ella and Naida!



Mandy Barbour

FOUNDER, FEM&IST FILM FESTIVAL

“My dad got quite sick when I was about four and from that point on he was this domestic housewife, and he says very proudly that he was a housewife, and my mum was working full time and was the primary breadwinner. The gender binary was challenged in a lot of ways unintentionally in my house and I guess maybe if I had more conservative parents then I wouldn’t have the audacity to challenge authority – but I certainly do.

The first time I formally challenged an authority figure was when I was about eight as they changed recess at my primary school and I organised a petition and hand delivered it to my principal. I still do that a bit at university. Last year I entered a competition for start-ups and pitched an intersectional feminist film festival (Fem&ist Films) and was the underdog competing against mostly medical technology but got the funding and we launch in November which is pretty exciting!

Volunteering at *Breakthrough* allowed me to get to know the team at the Victorian Women’s Trust and I’ve been hanging around there ever since. They’ve had a huge impact on my personal and professional life. You go in there every day and they’re always talking about gendered issues and having informed discussion about things that matter. They’ve helped me learn by virtue of being in the right place at the right time.”

// MORE ABOUT MANDY

Mandy is the founder of *Fem&ist Film Festival*; an intersectional feminist film festival that explores how female and genderqueer empowerment operates in different communities. The inaugural *Fem&ist Film Festival* will occur in November of 2017.

Image: Mandy Babour by Breeana Dunbar

GRACE UNDER FIRE

INSPIRED BY *WHISPERS FROM THE BUSH*

By Isabelle Lane

In April last year, VWT Executive Director Mary Crooks AO contacted me with an idea for a short film that would help spark a conversation on the underreported issue of workplace sexual harassment in regional and remote Australia. The idea was inspired by a book titled *Whispers from the Bush*, in which Australian National University academic Dr Skye Saunders investigated sexual harassment in rural Australian workplaces. Dr Saunderson's findings were shocking; 73% of rural women reported experiencing sexual harassment in their workplace.

Initially, I was overwhelmed by the scale of the issue, and the responsibility of doing justice to these women who too often had their voices silenced. Self-doubt crept in, and I thought about handballing it to an older, more experienced journalist. Then, reading through the brutal accounts of workplace sexual harassment experienced by women my age and younger, I got angry, and decided I had to help end the eerie silence around this issue. Over the course of the next few months, young documentary filmmaker Maddy Martiniello and I travelled around country Victoria, and spoke to women of various ages and occupations. We found that these women loved their communities, but were being let down by them when it came to safe workplaces free from sexual harassment.

Grace Under Fire is the result of our work. It tells the story of 20-year-old Grace Bramwell, who grew up in a tight knit community in East Gippsland, and who had felt a sense of pride about being a country kid.

After graduating high school, Grace got a summer job at the local pub, aiming to save money before starting university. On her first shift, it was clear that something was off. The boss made salacious comments about Grace's appearance, and she felt increasingly uneasy. In one instance, he renamed the tip jar "the tit jar", and suggested she parade it around in front of the pub's customers.

When Grace mustered the courage to confront her boss he became angry, blamed his scandalous behaviour on her, and fired her.

Now amid a law degree at a prestigious Australian university, Grace still grapples with the sexual harassment she experienced in her first job. When interviewing Grace for the documentary, I was struck by her poise, strength, and determination to tell her story so that future generations of young women don't have to endure the sort of harassment she faced in her first job.

'The most important thing for anyone in these situations is that they can impart their experiences and speak freely about them as I'm doing right now, so that there's not that assumption that living in the country equates to having to deal with injustices,' Grace told us.

'Despite being outlawed for over 25 years, sexual harassment remains a problem in Australia,' the Australian Human Rights Commission states. Workplace sexual harassment is prevalent across Australia, and the situation is particularly dire for women in isolated parts of the country.

It's time for the nation to have an honest dialogue about this issue, and to take the steps needed to eradicate this blight on society.

More info: vwt.org.au/projects/grace-under-fire

Isabelle Lane is a Melbourne based journalist. Isabelle began her career as a cadet journalist at Fairfax Media's local lifestyle masthead *The Weekly Review* magazine in 2014, and has experience in feature writing, digital media, hard news, and lifestyle reporting.



Images (left to right): top row - Eve with her granddaughter Sasha, Eve with her friend René Nathan, middle row - two excited guests, people dancing up a storm, bottom row - team VWT, singer Hailey Cramer. All photos by Breeana Dunbar.

LET'S DANCE:

CELEBRATING THE PAST + FUTURE OF FEMINISM

On June 3 2017, VWT hosted a birthday party and fundraiser *Let's Dance* in honour of feminist luminary, Eve Mahlab AO.

The tagline for this sold-out event was, "Celebrating the past and future of feminism", and celebrate we did. Held at Leonda on the Yarra with ABC's Virginia Trioli as MC, the room was lively and warm, filled with family, friends, and feminists from across the political spectrum.

Virginia Trioli gave a rousing speech on the importance of Eve's work over the decades and her thirst for fun, made clear in the event theme. 'As Emma Goldman said, "If there won't be dancing at the revolution, I'm not coming",' declared Virginia.

Before too long, we were up and dancing at the behest of Anna Go-Go, our dance instructor extraordinaire. With minimal encouragement, Anna had the 350-strong crowd dancing in sync to the beloved disco track from the Bee Gees 'You should be dancing'. So much action before entrees had even reached the tables!

Once we had resumed our seats, Eve rose to speak and was met with an immediate standing ovation. Eve urged attendees to give where it will have the most impact—such as to the Victorian Women's Trust. 'It's always struck me why money for building bridges is considered investment but money for child care is a cost,' said Eve to firm applause. 'The VWT is simply the most effective organisation for advancing women and girls in Australia. VWT works at the top to influence public policy and it works at the bottom, to give grants to those who need it.'

VWT Executive Director Mary Crooks AO asked in her speech, 'What are we waiting for? We are a big enough country with enough resources to fit our gender equality ambitions within it. We are at a very real moment in time in our country. One to be seized. We need policy and action that doesn't tinker at the edges.' Hear, hear!

Nu-soul singer Hailey Cramer closed the night with a stirring rendition of 'I am woman' with the crowd joining in with gusto. Heartfelt thanks to all who came, danced and raised funds for gender equality. Big thanks for our event partner the Australian

Women Donors Network. Thanks most of all to Eve, for paving the way and inspiring the next wave.

Some of our favourite quotes from the event:

"Tonight exemplifies Eve's mission to drive funding to women's organisations by putting a spotlight on the Victorian Women's Trust and its leadership in fearlessly shaking up the status quo and creatively dismantling entrenched gender inequality."

- Julie Reilly, Australian Women Donors Network

"Thank you to the Victorian Womens Trust for hosting this event tonight but more importantly for all you at the Trust have done and are doing for women...the research, the submissions, the publications, the activism that I as an individual cannot do myself...for speaking truth to power, spreading the message, influencing government policy but also for funding innovative grass roots projects supporting some of the most disadvantaged women."

- Eve Mahlab AO

"Thank you for your ongoing inspiration and passion to make the world a better place."

- Deanne Weir

"We truly admire your energy, your optimism, your intellect and the wonderful career and work with which you have been involved. Above all, we value you and Frank's friendship and hospitality over the years."

- Jill & Peter Fenweik

"It is a lovely idea to recognise the strength we have gained from being part of the Women's Movement. You have much to celebrate - an exemplary life of citizenship and giving. I salute you."

- Wendy McCarthy

"Enjoy a good dance at your party! It has been such a pleasure for me to have known you and to have been part of the wonderful Mahlab family life over the past 40 + years."

- Cathie & family

COMMUNITY CONNECTIONS

VICTORIAN WOMEN'S TRUST 2016-17

BOARDS

Women's Funding Network (WFN)

ED Mary Crooks AO serves on the board of Directors based in San Francisco. She has just completed her 1st term on the board and is expected to serve another 3 year term. 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. The Board position consists of a mixture of conference calls or an expectation of two visits in person per year. Mary attended San Francisco in person in September 2016.

Centre for Student Leadership

Mary Crooks AO continues to serve on the school council of the School for Student Leadership. An initiative of the Victorian Department of Education and Training that offers a unique residential and educational experience for students in Year 9. 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 in Dinner Plain, the Snowy River Campus at Marlo in east Gippsland and the Gnrud-Gundidj campus adjacent from Mount Noorat near Camperdown.

Council for Older Australians (COTA)

Since April 2016, Casimira Melican, deputising for Mary Crooks, has been a member of 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 has developed educational resources for service provider organisations. In April 2017, the PAG developed 12 recommendations for actions within the community, police, Government, service provision, advocacy and academic sectors for primary interventions aimed at improves service response for the prevention of sexual assault of older women.

Fitted for Work

Our Executive Director Mary Crooks AO continues to serve as Chair of Fitted for Work. Fitted for Work's primary purpose is to assist women experiencing disadvantage get into employment positions and maintain their work.

SPEAKING ENGAGEMENTS

Executive Director Mary Crooks AO spoke at a number of events during 2016-17, including:

8 July 2016

Guest speaker at a fundraiser for the VWT held by The Meadow, Southbank

15 July 2016

Panellist by the Williamson Leadership Foundation, along with Michael Short, Rowena Allen and Stephen Mayne, at *The Age* Media House

15 July 2016

Carlton Football Club's Diversity Committee

11 August 2016

Speaker at the inaugural *Carlton Listens to Women* event, Ikon Park

16 August 2016

Launched *Economic Security for Survivors of Violence: Understanding and Measuring the Impact* Tanya Corrie, Good Shepherd

18 August 2016

Collaborated with staff at the McCaughey Centre, University of Melbourne on values underpinning social justice and how to maximise their own efforts

18 August 2016

Conducted professional development session on gender equality with senior staff, Bank Australia

23 August 2016

Dinner speaker at the Red Shoes Women's Leading Network event, Rosanna

5 September 2016

Keynote address to the United Nations Women's Association Conference

9 September 2016

Guest speaker at the 25th Anniversary celebration of Spinifex Press

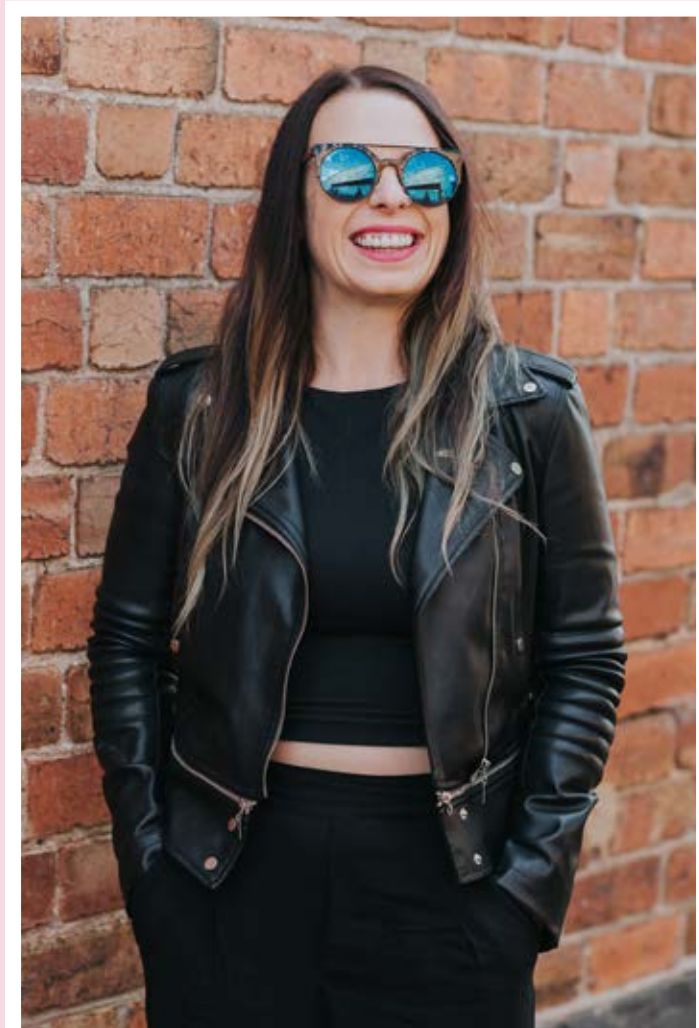
9 December 2016

Guest speaker at the Festschrift for Marilyn Lake, who has retired from her extraordinary teaching and research position at the University of Melbourne

9 December 2016

Guest speaker at a Violence Forum, Victorian Parliament, organised by Safe Steps

continued on page 41



Jessamy Gee

DIRECTOR, THINK IN COLOUR

“TO HAVE THAT MANY PEOPLE COME TOGETHER CELEBRATING FEMINISM, TO FEEL THAT ENERGY...I’VE NEVER FELT ANYTHING LIKE THAT BEFORE.”

“‘Feminism’ was a dirty word when I was growing up. Kids used to sing, ‘boys are strong, like King Kong, girls are weak, chuck ‘em in the creek’. You didn’t want to be a girl; it wasn’t something to be proud of. It’s really only been in the last five years that I’ve actually started to feel comfortable and proud to be a woman. I was so thrilled to be involved in *Breakthrough*, there was something

really special in the air. To have that many people come together celebrating feminism, to feel that energy...I’ve never felt anything like that before.

For me, gender equality means feeling safe, to be able to run in the dark, to feel safe emotionally that my opinions and ideas are valued equally and given equal space.”

// MORE ABOUT JESSAMY

Jessamy Gee participated in the *Breakthrough 2016* as an illustrator for the *Life, Relationships + Money; Discuss* session. She is the Director of Think in Colour, an organisation that provides a range of services using visual art as a tool for enhancing communication, capturing conversations & presentations, team-building and inspiring creativity.



Anthony Pezzano

OWNER, THE PRINT DEPARTMENT

“MY WIFE IS A VERY STRONG ROLE MODEL FOR MY THREE KIDS, WHO SEE A STRONG, INDEPENDENT WOMAN AS THEIR MUM.”

“I’ve been working with the Trust now for probably over 12 years. They followed me when I started my own printing business and I’m very proud to be their preferred supplier and I value the relationship.

Seeing their printed materials that I come across, I’m definitely more aware of gender inequality. I’ve got twin girls and I’m very conscious of them having equal opportunities in their future lives and chosen careers. My wife is a very strong role model for my

three kids, who see a strong, independent woman as their mum.

We were both proud to be a major sponsor of the *Breakthrough* event and to be involved in such a wonderful cause.”

// THE PRINT DEPARTMENT

The Victorian Women’s Trust have been lucky enough to enjoy a long and extremely productive working relationship with Anthony for over 12 years. The Print Department have a reputation of establishing lasting relationships with clients, and the Victorian Women’s Trust is no exception.

The Print Department came on board as a partner for our gender equality event, *Breakthrough 2016*. We are proud to work alongside their team.

COMMUNITY CONNECTIONS

VICTORIAN WOMEN'S TRUST 2016-17

14 March 2017

Dinner speaker at the Yarraville Zonta Club as part of their *IWD* celebration

28 March 2017

In Conversation with writer Andre Dao at a Readings event for the book – *They Cannot Take the Sky*

11 May 2017

Speaker at the Launch of the documentary film funded by VWT (ED fund), *Grace Under Fire*, Nova Carlton

15 May 2017

Carlton Football Club Diversity Committee meeting, Ikon Park

16 May 2017

Keynote address to second year students at RMIT

30 May 2017

Conducted a Conversation with Robert Jensen at Carlton Readings, around his new book, *The End of Patriarchy*

19 June 2017

Address to participants in the Murray/Loddon Leadership programs, VWT office

28 June 2017

Panellist for Good Shepherd Policy Forum at Westpac in Collins St as well as launching their later *Good Policy* paper funded by VWBT

29 June 2017

Conducted training program for 23 Good Shepherd staff on the VWT Kitchen Table model of conversation, Abbotsford Convent

MEDIA

11 July 2016

Interviewed by Jon Faine, ABC 774 regarding the comments by UK woman Andrea Leadsom that Teresa May's lack of children rendered her less capable than Ms Leadsom

11 July 2016

Interviewed on *The Grapevine*, Triple R, on women in politics after the federal election outcome

31 October 2016

Interviewed on Triple R on sexism in US politics and Hillary Clinton as well as flagging our *Breakthrough* event

6 March 2017

Guest appearance on *The Grapevine*, Triple R

16 May 2017

Interviewed by Amanda Isdale, ABC Sydney about a film she is making called *Girls Change the World*

31 May 2017

Interviewed for a podcast for *Women's Agenda*, with Angela Priestley and Georgie Dent

GUEST CONTRIBUTORS

July 2016

Celeste Liddle - *The Cycle of Australia's Undeniable Racism Continues*

November 2016

Anne Summers - *There is Nothing We Cannot Do Yet There is So Much That Stands in Our Way*

November 2016

Jan Fran - *Witch Way Forward*

February 2017

Nayuka Gorrie - *Things That Are Not My Job*

March 2017

Sarah Casey, Zora Simic and Juliet Watson - *Feminism: More Than Sartorial Statements*

March 2017

Maxine Beneba Clarke - *My Feminism*

April 2017

Ellen van Neerven - *Reading Lists and Playlists: On Lisa Bellel and Laura Mvula*

May 2017

Leena van Deventer - *Now That We Have Your Attention*

June 2017

Alice Pung - *The Wonderful Mary Owen*

Read more: vwt.org.au/blog



Remembering Jean Tom AO (1922-2017)

FOUNDING VWT TRUSTEE

Committed to increasing opportunities for women, particularly for rural women, Jean played a key role in the final deliberations to set up the Victorian Women's Trust. Part of the formal minutes of a meeting in January 1985 records that Jean had to hurriedly leave the meeting after a telephone call to inform her that her Kyneton farm was ablaze. Jean became a founding Director of the Victorian Women's Trust, serving our organisation with distinction from 1985-1993. She remained a steadfast supporter ever since. Among her many leadership roles, she was also National President of the Country Women's Association Australia (CWA). Jean was appointed Officer of the Order of Australia for service to the welfare of women in rural and remote Australia.

Throughout her life, Jean was a dedicated social justice advocate for women and girls. After graduating from Melbourne University in 1946 with a Masters of Science, Jean married a farmer and

settled into a busy routine of farming, family life and community activism. She was nominated for inclusion in our acclaimed 2001 exhibition, *Ordinary Women, Extraordinary Lives*. Not surprisingly, she was profiled in the category 'Meetings Always Meetings'. The theme described these women as playing huge roles in organisations. They take on key positions, requiring enormous time and effort. They juggle family, school, the farm, the store.'

Jean's personal, professional and social impact on the lives of many thousands of people is immeasurable. She will be dearly missed.



Joyce Thorpe Nicholson Fund

TRAILBLAZER

“SUPPORTING THE VICTORIAN WOMEN’S TRUST IS IMPORTANT TO ME AS I HAVE WANTED TO DO SOMETHING FOR WOMEN, SOMETHING TO REPAY WHAT I FEEL WOMEN HAVE DONE FOR ME.”

- JOYCE THORPE NICHOLSON

Joyce Thorpe Nicholson (1919-2010) was a trailblazing philanthropist. She believed that gender equality is essential to positive social change. She used her influence as a successful publisher, and author to create the Million Dollar

Appeal in 1988. This momentuous public action increased the capacity of the Victorian Women’s Trust and raised awareness about the status of women and girls. Her impact is still felt today. The Joyce Thorpe Nicholson Fund, named in her honour, provides crucial support to our general grants program every year.

We proudly nominated Joyce for the Changing the Face of Philanthropy Award by the Women’s Funding Network in New York in 2011. Our nomination was successful and Joyce’s immense contribution to social change and feminist philanthropy in Australia was finally seen on an international stage.

We are so grateful to all those individuals who made a contribution to the Joyce Thorpe Nicholson Fund. Your support is vital.

Image: Joyce Thorpe Nicholson (pictured)



Images (left to right): top row - Dr. Jackie Huggins AM with Hana Assafiri, Zione Walker-Nthenda, middle row - crowd shot, Dr. Jackie Huggins AM in conversation with VWT Board member Duré Dara OAM, bottom row - KWMB Executive Director Leanne Miller with Kellie Hunter and Tanya Garling, Dr. Jackie Huggins AM and friend. All photos by Bri Hammond.

KOORIE WOMEN MEAN BUSINESS

EXECUTIVE DIRECTOR'S REPORT

Koorie Women Mean Business (KWMB) is a not-for-profit organisation with 29 years of operation. KWMB regularly provides policy advice, information and education programs tailored for and with Aboriginal women and girls.

KWMB COMMUNITY WORKSHOPS

Following the publication of the *Resistance and Renewal Report*, KWMB has run a series of participatory workshops addressing issues around family violence in the Aboriginal and Torres Strait Islander communities and the impact of Government policies on services to the community. Our workshops have typically featured a moderator and panel including up to thirty participants who have worked through series of questions on each workshop theme.

This year KWMB hosted the annual participatory workshop - *Resistance and Renewal: Building and supporting community led partnership initiatives responding to family violence*. The discussions focused on *The Royal Commission into Family Violence: How Will the Recommendations help Aboriginal and Torres Strait Islander families?* Our moderator Dr Leigh Gassner (Reos Partners), raised the following questions with panel members Dr Robyn Miller PhD (Chief Executive Officer, Mackillop Family Services); Dr Kyllie Cripps (Snr Lecturer and Research Director, Indigenous Law Centre, UNSW); and David Gallant (Research Fellow, Melbourne University).

WE CAN AND WE WILL

Building Coalitions to recognise Australia's First People's Breakthrough

Breakthrough pre-conference event to profile and honor Dr Jackie Huggins AM. The event involved a select number of speakers Trish O Donoghue, Kerry Tims, Dure Dara OAM along with dancers and musicians who provided comment/insight on the significance of Jackie's incredible leadership and her lifetime commitment to Aboriginal rights and advancing Indigenous women's voices. KWMB hosted this with Myriad International Consulting Services and VWT with over 90 people gathered at Melbourne Town Hall.

THE RED DUST LADY HEELERS LAUNCH

On the eve of their inaugural participation in the Women's National Wheelchair Basketball League (NWBL) in Victoria KWMB and Outback Academy Australia launched *The Red Dust Lady Heelers*. The Heelers are a team of Aboriginal and other Australian athletes with a disability. They discussed their *Rollin' With The Heelers* community engagement program which encourages vulnerable youth, and youth with disability to "have a go at life" including all-abilities sports and recreation. Some Heelers are also former Paralympian members of the Australian Gliders Wheelchair Basketball Team.

KWMB POLICY SUBMISSIONS

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

- *Victorian Government Gender Equality Strategy 2016* written submission and attended the launch
- *Constitutional Recognition* workshop
- *Self-Determination Treaty* workshop

KWMB ADVOCACY

KWMB participated in the following advocacy initiatives:

- *National Community Attitudes to Violence Against Women Survey (NCAS)*, specifically relating to Aboriginal and Torres Strait Islander respondents. The NCAS collects, analyses and shares vital information about Australians' knowledge of, and attitudes and responses towards, violence against women, and their attitudes towards gender equality. It is administered every four years and is given to approximately 17,500 Australians, including roughly 350-400 Aboriginal and Torres Strait Islander Australians.
- RMIT panel *The Australian government's and businesses' role in promoting diversity*
- *Our Watch - Aboriginal and Torres Strait Islander Women*



Alana Johnson



Mary Crooks AO



Duré Dara OAM



Padmini Sebastian



Leanne Miller

OUR BOARD

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 a founder and former 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.

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. In 2016, Mary won the Public Policy category as part of the AFR/Westpac's 100 Women of Influence for her years of work in shaping public policy in Australia.

DURÉ DARA OAM

Equality for women, Indigenous people and environmental sustainability are issues high on Duré's agenda. Duré worked in youth welfare before focusing on music and developing restaurant ventures. VWT Director since 1991

and Convenor from 1993-2015, Duré also joined staff for a two-year period to develop the Trust's fundraising capacity. Duré was awarded a Medal of the Order of Australia 1997 for her service to the community. For many years, Duré was a member of the Council of Philanthropy and served as its Vice President.

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).

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, making significant contributions to Aboriginal economic development, employment, community development, tourism and the promotion of Aboriginal and Torres Strait Islander women in business. Leanne has represented Australian Indigenous women at the UN, New York, as well as undertaking a UN Fellow in Geneva.



Teresa Tjia



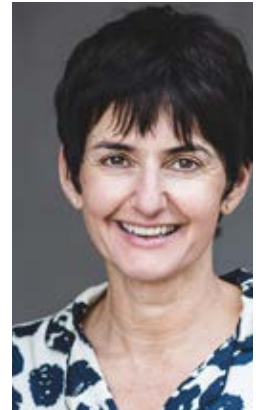
Patricia ni Ivor



Naida Beltrame



Ella Hooper



Nicky Friedman

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.

PATRICIA NI IVOR

Patricia is an experienced executive with achievements in complex social policy, regulatory reform and technological change. She is Managing Director of Word Map Projects, a specialist project management practice focused on feasibility, governance, planning and review. Patricia is an industry advisor to RMIT University, where she is completing a PhD in the use of intuition and emotional intelligence by project teams.

NAIDA BELTRAME

Naida is a senior tax adviser whose career has focused on supporting high net wealth individuals with tax advice, and securing funding for companies ranging from startups to multinationals for their investments in research and development. Former roles have included 11 years at Deloitte and Ernst & Young. Passionate about human rights, Naida has been board member of a number of community organisations, such as East Timor Hearts Fund

and Diaspora Action Australia. Naida currently provides tax advice at Beltrame Consulting.

ELLA HOOPER

Ella Hooper is a musician, mentor, radio and TV presenter. Bursting into the scene at 16 with her rock band *Killing Heidi*, Ella released *Reflector* (2000), an album chock full of angsty anthems sung with gusto which made her a household name and an unlikely teen icon. Ella has since gone on to record multiple records with various musical projects, toured the world, branched out into media, hosting a variety of shows and mentoring other young artists along the way. She has recently joined the board of Creative State, advising the state government on the concerns of the Victorian music scene.

NICKY FRIEDMAN

Nicky is the Director of Community Engagement at 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, focusing on women's rights. She has a long term association with the VWT, having been a volunteer and employee before joining the board.

OUR STAFF



Bryony Green
Business
Engagement



Mary Crooks AO
Executive Director



Maddy Crehan
Social Media
Officer



**Esther Davies-
Brown**
Project Officer



Casimira Melican
Research
& Advocacy



Wilfredo Zelada
Finance Manager
& I.T



Jane Bennett
Principal Project
Consultant
Waratah



Carolyn Munckton
General Manager
Victorian Women's
Benevolent Trust



Lieu Le
PA to ED &
Administration
Officer



Paul Zappa
Principal Project
Consultant
Club Respect



Grace Mountford
Project Officer
Club Respect



Karen Pickering
Project Consultant
Waratah



Janice Powell
Board Executive
Support



Janya Clemens
Project
& Event Officer



Ally Oliver-Perham
Manager Strategic
Communications



Gillian Barnes
Accounting Officer



Maria Chetcuti
Event Manager

*+ our amazing
team of volunteers*

HEARTFELT THANKS

PEOPLE DRIVING CHANGE



The Trust is extremely lucky to have such a solid foundation of passionate volunteers who donate their time and energy towards ensuring women & girls have an equal future. We are continually inspired by their hard work and generosity. In no particular order, we would like to thank:

Connie Honaker, Christine Cummings, Catherine Partington, Lauren Meath, Karen Large, Jan Browning, Jess Browning, Pam Carty-Salmon, Denise Keighery, Hilary Irwin, Susan Powell, Kerry Moylan, Billie Oroz, Rebecca David, Amanda Barbour, Jessie Meaney-Davis, Monique Pankhurst, Rebecca Oakley, Bronwyn Dwyer, Shardaye Clark, Emmanuela Noi, Teena Shah, Claire Duffy, Emily Holding, Judit Brown, Sophie Bliss, Venny Smolich, and Sofia Omstedt.

From everyone at VWT, BIG thanks to all those people who volunteered at Breakthrough 2016. We think you're amazing.

We would also like to acknowledge and thank our donors who continue to fund and support our work, year after year; our wise Board; each of our partners for their valuable support; the members of our *Waratah Project* Advisory Group; the members of our *Club Respect* Critical Friends group; Alice Macdougall (Herbert Smith Freehills) for her longstanding pro bono legal support; our incredible photographers, Ponch Hawkes for so expertly capturing our grants, Bri Hammond for her fine work at *Breakthrough 2016* and portraits of our storytellers, Hilary Walker for encapsulating the energy of *Breakthrough 2016*, and Breeana Dunbar for her beautiful photography at *Breakthrough 2016* and beyond. Lastly, we would like to thank everyone who shared their story with us.

Thank you all.

Image above: some of our volunteers, community partners and staff by Bri Hammond



Judit Brown
VOLUNTEER

”
,

HEARTFELT THANKS

PEOPLE DRIVING CHANGE

Victorian Women's Trust Ltd

City of Darebin
Department of Premier and Cabinet
Eastern Metropolitans
Regional Family Violence Partnership
Yarra Valley Water
Sandra and Damian Abrahams
Rosemary Addis
Musab Alderawe
Jo Aldridge
Lee Alexander
Karen Alpen
Alyce Bargery
Jane Bennett
Elizabeth Bromham
Dr Barbara Burge
Helen Clarke
Taimi Clinch
Mary Crooks AO
Maree Davenport
Dominique De Mareuil
Donna de Zwart
Jane Duffy
Jane Ezard
Hannah & Mark Fagenblat
Phillip & Devorah Feren - Komesaroff
Mark and Judy Gandur
Leora Givoni
Carolyn Graham
Dr Margaret Henderson
Cheryl Hobbs
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Sophie Bliss

VOLUNTEER

"I'm from a single parent family and the youngest of three. My mum and my nan, they're just really strong, ballsy, hard-working, resilient women. They worked really hard and took care of everyone around them, but I think the most important thing, the most admirable thing, is that they came through it with this incredible attitude and perspective on life. They're definitely my two biggest influences.

It wasn't until I went to uni that I was really introduced to feminism. I started to learn about all these different theories, and every week I was like, "That makes sense. That's what the world's like!" Then it came to feminist theory, and I was like, "Oh. My. God. That's what I think! 100%!" When I was growing up and thinking about the things that would make me really mad, that's what it was;

issues of gender inequality. But I didn't know that. Feminism gave me a way to think about it.

Becoming a volunteer at the Trust changed my life. I feel, like any uni student, you're just really terrified and concerned about what your movements are and if you're doing enough. But volunteering at the Trust completely opened my eyes.

I've met so many incredible women and I've seen how an organisation can be really successful and run well without being cut-throat or hierarchical, bureaucratic place. I really do feel like in my time volunteering here, I've probably learnt as much, if not more, than the last three years I've been at uni."

VICTORIAN WOMEN'S TRUST LTD

SUMMARY FINANCIAL STATEMENTS
ABN 20 006 403 256

SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2017 (Australian Dollar A\$)

	2017	2016
Revenue	408,435	230,258
Employee benefits expense	(182,818)	(106,768)
Depreciation and amortisation	(15,405)	(34,474)
Grants expense	(1,000)	(9,000)
Occupancy expense	(19,456)	(17,996)
Other operating and program costs	(513,119)	(118,373)
Project expenses allocated to related entities	325,987	30,503
Total Comprehensive Income for the year	2,624	(25,850)

SUMMARY STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2017 (Australian Dollar A\$)

	2017	2016
CONTRIBUTED EQUITY	12	12
RESERVES		
Balance at beginning of financial year	248,325	265,175
Transfer (from)/to capital reserves (to)/from operations	(4,376)	(16,850)
Balance at end of financial year	243,949	248,325
ACCUMULATED FUNDS		
Balance at beginning of financial year	10,930	19,930
Total Comprehensive Income for the year	2,624	(25,850)
Transfer from/(to) capital reserves/operations - net	4,376	16,850
Balance at end of financial year	17,930	10,930
Equity at end of financial year	261,891	259,267

SUMMARY STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2017 (Australian Dollar A\$)

	2017	2016
CURRENT ASSETS		
Cash and cash equivalents	310,491	181,396
Trade and other receivables	165,006	348,217
Other receivables	6,211	6,287
TOTAL CURRENT ASSETS	481,708	535,900
NON-CURRENT ASSETS		
Property, plant and equipment	47,007	52,391
Other	-	6,211
TOTAL NON CURRENT ASSETS	47,007	58,602
TOTAL ASSETS	528,715	594,502
CURRENT LIABILITIES		
Trade and other payables	95,165	147,676
Provisions for employee benefits	152,226	163,171
TOTAL CURRENT LIABILITIES	247,391	310,847
NON-CURRENT LIABILITIES		
Provisions for employee benefits	19,433	24,388
TOTAL NON-CURRENT LIABILITIES	19,433	24,388
TOTAL LIABILITIES	266,824	335,235
NET ASSETS	261,891	259,267
EQUITY		
Issued capital	12	12
Reserves	243,949	248,325
Accumulated funds	17,930	10,930
TOTAL EQUITY	261,891	259,267

VICTORIAN WOMEN'S TRUST LTD

SUMMARY FINANCIAL STATEMENTS
ABN 20 006 403 256

SUMMARY STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2017 (Australian Dollar A\$)

	2017	2016
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from donors	-	-
Payments to suppliers and employees	(452,154)	(435,359)
Interest received	2,418	2,682
Other Income received	583,565	476,931
Grants paid	(1,000)	(9,000)
Net cash from operating activities	132,829	35,254
CASH FLOWS FROM INVESTING ACTIVITIES		
Net payments for property, plant and equipment	(10,021)	(11,162)
Repayments of loan due from/(loan to) other related parties	6,287	(12,498)
Net cash used in investing activities	(3,734)	(23,660)
Net increase in cash held	129,095	11,594
Cash and cash equivalents at beginning of financial year	181,396	169,802
Cash and cash equivalents at end of financial year	310,491	181,396

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 2017, 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 2017. We expressed an unmodified audit opinion on that financial report in our report dated 30 November 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 2017 are consistent, in all material respects, with that audited financial report.

BDO East Coast Partnership

Richard Dean
Partner

Melbourne, 5 December 2017

BDO East Coast Partnership ABN 83 236 985 726 is a member of a national association of independent entities which are all members of BDO Australia Ltd ABN 77 050 110 275, an Australian company limited by guarantee. BDO East Coast Partnership and BDO Australia Ltd are members of BDO International Ltd, a UK company limited by guarantee, and form part of the international BDO network of independent member firms. Liability limited by a scheme approved under Professional Standards Legislation other than for the acts or omissions of financial services licensees.

VICTORIAN WOMEN'S BENEVOLENT TRUST AND CONTROLLED ENTITIES

SUMMARY FINANCIAL STATEMENTS
ABN 80 989 689 839

SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2017 (Australian Dollar A\$)

	Consolidated		Trust	
	2017	2016	2017	2016
Revenue	1,627,993	1,651,978	261,694	402,255
Other income	223,545	233,908	223,545	233,908
Net fair value gains on financial assets	90,115	-	90,115	-
Net Fair Value Loss on Financial Assets	-	(116,119)	-	(116,119)
Employee benefits expense	(1,052,672)	(948,900)	(407,663)	(420,238)
Depreciation and amortisation	(15,405)	(34,474)	-	-
Grants expense	(215,360)	(511,890)	(214,360)	(511,890)
Occupancy expense	(194,203)	(180,413)	(87,367)	(81,200)
Professional fees	(547,337)	(298,553)	(39,194)	(94,526)
Other operating and program costs	(488,372)	(299,757)	(169,337)	(190,592)
Project expenses allocated by related entities	-	-	(5,000)	-
Total Comprehensive Income for the year	(571,696)	(504,220)	(347,567)	(778,402)

SUMMARY STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2017 (Australian Dollar A\$)

	Consolidated		Trust	
	2017	2016	2017	2016
CURRENT ASSETS				
Cash and cash equivalents	635,599	1,179,360	177,435	484,120
Trade and other receivables	168,803	268,536	111,611	173,228
Other receivables	6,211	6,287	-	-
Financial assets at fair value through profit or loss	3,241,389	3,219,568	3,241,389	3,219,568
TOTAL CURRENT ASSETS	4,052,002	4,673,751	3,530,435	3,876,916
NON-CURRENT ASSETS				
Property, plant and equipment	47,007	52,391	-	-
Other receivables	-	6,211	-	-
TOTAL NON-CURRENT ASSETS	47,007	58,602	-	-
TOTAL ASSETS	4,099,009	4,732,353	3,530,435	3,876,916
CURRENT LIABILITIES				
Trade and other payables	102,225	154,090	56,186	61,217
Provision for employee benefits	178,645	183,473	26,419	20,302
TOTAL CURRENT LIABILITIES	280,870	337,563	82,605	81,519
NON-CURRENT LIABILITIES				
Provision for employee benefits	19,433	24,388	-	-
TOTAL NON-CURRENT LIABILITIES	19,433	24,388	-	-
TOTAL LIABILITIES	300,303	361,951	82,605	81,519
NET ASSETS	3,798,706	4,370,402	3,447,830	3,795,397
EQUITY				
Settled capital	1,100	1,100	1,000	1,000
Reserves	332,846	563,975	-	-
Accumulated Funds	3,464,760	3,805,327	3,446,830	3,794,397
TOTAL EQUITY	3,798,706	4,370,402	3,447,830	3,795,397

VICTORIAN WOMEN'S BENEVOLENT TRUST AND CONTROLLED ENTITIES

SUMMARY FINANCIAL STATEMENTS
ABN 80 989 689 839

SUMMARY STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2017 (Australian Dollar A\$)

	Consolidated		Trust	
	2017	2016	2017	2016
CAPITAL	1,100	1,100	1,000	1,000
RESERVES				
Balance at beginning of financial year	563,975	280,794	-	-
Transfer (to)/from accumulated/operations fund - net	(231,129)	283,181	-	-
Balance at end of financial year	332,846	563,975	-	-
ACCUMULATED FUNDS				
Balance at beginning of financial year	3,805,327	4,592,728	3,794,397	4,572,799
Total Comprehensive Income for the year	(571,696)	(504,220)	(347,567)	(778,402)
Transfer from/(to)capital reserves/operations funds - net	231,129	(283,181)	-	-
Balance at end of financial year	3,464,760	3,805,327	3,446,830	3,794,397
Equity at end of financial year	3,798,706	4,370,402	3,447,830	3,795,397

VICTORIAN WOMEN'S BENEVOLENT TRUST AND CONTROLLED ENTITIES

SUMMARY FINANCIAL STATEMENTS
ABN 80 989 689 839

SUMMARY STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2017 (Australian Dollar A\$)

	Consolidated		Trust	
	2017	2016	2017	2016
CASH FLOWS FROM OPERATING ACTIVITIES				
Receipts from donors	1,943,176	1,810,172	541,878	568,172
Payments to suppliers and employees	(2,345,377)	(1,649,639)	(707,476)	(491,520)
Interest received	9,240	23,405	4,979	20,513
Grants paid	(215,360)	(520,890)	(214,360)	(511,890)
Net cash used in operating activities	(608,321)	(336,952)	(374,979)	(414,725)
CASH FLOWS FROM INVESTING ACTIVITIES				
Net payments for property, plant and equipment	(10,021)	(11,163)	-	-
Net disposals/acquisitions/valuations JBWere investment portfolio	68,294	(206,216)	68,294	(206,216)
Repayments of loan due from/(loan to) other related parties	6,287	(12,498)	-	-
Net cash provided by/(used in) investing activities	64,560	(229,877)	68,294	(206,216)
Net decrease in cash held	(543,761)	(566,829)	(306,685)	(620,941)
Cash and cash equivalents at beginning of financial year	1,179,360	1,746,189	484,120	1,105,061
Cash and cash equivalents at end of financial year	635,599	1,179,360	177,435	484,120

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 2017, 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 2017. We expressed an unmodified audit opinion on that financial report in our report dated 30 November 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 2017 are consistent, in all material respects, with that audited financial report.

BDO East Coast Partnership

Richard Dean
Partner

Melbourne, 5 December 2017

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DUGDALE TRUST FOR WOMEN & GIRLS

SUMMARY FINANCIAL STATEMENTS
ABN 80 45 265 341

SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2017 (Australian Dollar A\$)

	2017	2016
Revenue	1,107,864	1,169,464
Employee benefits expense	(462,192)	(421,894)
Occupancy expense	(87,379)	(81,217)
Professional fees	(234,269)	(163,083)
Other operating and program costs	(247,776)	(203,239)
Project expenses allocated to related entities	(303,000)	-
Total Comprehensive Income for the year	(226,752)	300,031

SUMMARY STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2017 (Australian Dollar A\$)

	2017	2016
CURRENT ASSETS		
Cash and cash equivalents	147,673	513,844
Trade and other receivables	13,600	12,168
TOTAL CURRENT ASSETS	161,273	526,012
TOTAL ASSETS	161,273	526,012
CURRENT LIABILITIES		
Trade and other payables	72,287	210,274
TOTAL CURRENT LIABILITIES	72,287	210,274
TOTAL LIABILITIES	72,287	210,274
NET ASSETS	88,986	315,738
EQUITY		
Settled capital	100	100
Capital reserve	88,886	315,638
TOTAL EQUITY	88,986	315,738

DUGDALE TRUST FOR WOMEN & GIRLS

SUMMARY FINANCIAL STATEMENTS
ABN 80 45 265 341

SUMMARY STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2017 (Australian Dollar A\$)

	Settled Capital	Capital Reserves	Public Fund	Total Equity
Balance at 1 July 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
Comprehensive income for the year	-	-	(226,752)	(226,752)
Transfers from Capital Reserve – Public Fund	-	(228,222)	228,222	-
Transfers to Robyn Mason Sub-Fund	-	1,470	(1,470)	-
Balance at 30 June 2017	100	88,886	-	88,986

SUMMARY STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2017 (Australian Dollar A\$)

	2017	2016
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	1,107,564	1,183,265
Payments to suppliers and employees	(1,473,735)	(1,140,747)
Net cash (used in)/provided by operating activities	(366,171)	42,518
CASH FLOWS FROM FINANCING ACTIVITIES		
Net cash provided by financing activities	-	-
Net (decrease)/increase in cash held	(366,171)	42,518
Cash at beginning of financial period	513,844	471,326
Cash and cash equivalents at end of the year	147,673	513,844

DUGDALE TRUST FOR WOMEN & GIRLS

AUDITOR'S REPORT



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AUSTRALIA

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

The accompanying summary financial statements, which comprise the summary statement of financial position as at 30 June 2017, 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 2017. We expressed an unmodified audit opinion on that financial report in our report dated 31 October 2017. 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 2017 are consistent, in all material respects, with that audited financial report.

BDO East Coast Partnership

Richard Dean
Partner

Melbourne, 5 December 2017

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A young Black woman with dark hair pulled back, smiling warmly at the camera. She is wearing a light blue collared shirt under a cream-colored sweater with a subtle geometric pattern, and blue jeans. She is standing in a hallway with wooden walls and a tiled floor, leaning her right hand on a white railing. The background is softly blurred, showing more of the hallway and a person in the distance.

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who share our vision for
an equal future for all.*

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