

Annual Report 2018/19



Contents

3	About us
6	Executive Director's Report
7	Chair's Report
8	John & Nancye Cain
11	Community Grants
20	Our Sub-Funds
26	Money Power Freedom podcast
28	Major Projects
34	Melbourne Storm Partnership
36	Research & Advocacy
38	Trust News
44	Koorie Women Mean Business
46	Board of Directors
49	Staff Team
52	Heartfelt Thanks
54	Financials
67	Acknowledgements

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VICTORIAN WOMEN'S TRUST

Established in 1985, the Victorian Women's Trust (VWT) is one of the oldest women's funds in the world. We believe that full gender equality = a world where women and girls take up all of life's opportunities with respect, safety and dignity.

Our work spans community grants for grassroots projects that support women and girls in need; targeted research and policy submissions; feminist events; publications and advocacy work. Everything we do is made possible thanks to people in the community who share our vision for an equal future for all.

Our organisation is made up of three essential components:

VICTORIAN WOMEN'S TRUST LTD

Our engine room conducting research, advocacy and public campaigns to ensure gender equality becomes a reality in this lifetime.

VICTORIAN WOMEN'S BENEVOLENT TRUST

Our grant-making branch providing funds for grassroots community organisations that create innovative ways for women and girls to thrive and reach their full potential.

THE DUGDALE TRUST FOR WOMEN & GIRLS

Our national harm prevention entity pursuing circuit-breaking solutions to ensure a brighter, safer and fairer future for women and girls.

VICTORIAN WOMEN'S TRUST PTY LTD
ABN 20 006 403 256

VICTORIAN WOMEN'S BENEVOLENT TRUST
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THE DUGDALE TRUST FOR WOMEN & GIRLS
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A message for every woman



In 1997, the Victorian Women's Trust gave a grant to support local artist Carol Porter in the production of two iconic Australian feminist prints, *Don't Get Mad, Get Elected!* and *To Every Woman: Money Power Freedom*.

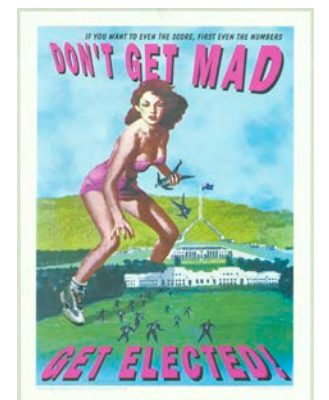
Based on the film poster for *Attack of the Fifty Foot Woman* (1958), *Don't Get Mad, Get Elected!* was a tongue in cheek feminist response to out-dated sexist notions about what a woman can and can't do. In recent years, this poster has been seen in the halls of parliament and in the media, becoming a battle cry for women in politics who challenge the status quo. (Sidenote: do yourself a favour and Google: *Don't Get Mad, Get Elected!* + Cathy McGowan + Rebekha Sharkie. It's a delight.)

To Every Woman: Money Power Freedom has a similar flare. Appropriated from the classic French revolution painting by Eugène Delacroix in 1830, *La Liberté guidant le peuple* (Liberty Leading the People) Porter's artwork embodies what we're aspiring towards: equal access to money, power and freedom in our society. But as one of our favourite feminist economists Marilyn Waring would say, "power does not mean 'power over'. It must mean 'power to' or 'power with'." Hear, hear.

It's been over two decades since this artwork was made and women, non-binary and gender diverse people are still behind the proverbial eight ball in Australia when it comes to economic security, safety and equal representation. The facts say it all: as of 2019, the full-time average weekly ordinary earnings for women are 14.1% less than for men; women are retiring on average with 40% less super than men; women are dramatically underrepresented as leaders in our parliament, media and in the business world; and violence against women and children persists at unacceptably high levels.

The messages in Carol Porter's artworks are as relevant as ever. Our work is not done. To keep the momentum going, we enlisted Fitzroy artist Michelle Pereira to create contemporary versions of *Don't Get Mad, Get Elected!* and *To Every Woman: Money Power Freedom*. Michelle paid beautiful homage to Porter's work while reflecting the diversity of our community today.

Michelle's version of *Money Power Freedom* artwork graces our 2018–2019 Annual Report cover and we won't lie, the very sight of it makes us want to grab all of our mates and march up to Parliament House in the name of gender equality. We hope it has the same effect on you.



→ Michelle Pereira's artworks *Don't Get Mad, Get Elected!* and *Money Power Freedom* are both available now as A2 posters via the VWT Shop: www.vwt.org.au/shop

→ *Money Power Freedom* has also been incorporated into the title of our upcoming Trust podcast hosted by Cal Wilson (comedian) and Santilla Chingaibe (journalist). Read more on page 26.



Executive Director's Report

Mary Crooks AO

It seems that every time we review the year gone, it doesn't take us long to come up with a fairly heavy list of highlights.

If I had to nominate just three of our really biggest moments of 2018-2019, one was certainly the launch of Club Respect with Melbourne Storm down at AAMI Park. This launch came after so much hard work and investment of time, effort and skill. It was also a wonderful manifestation of our partnership with Melbourne Storm, made even more celebratory as we near 10 years of working together.

Secondly, the publication of *About Bloody Time: The Menstrual Revolution We Have to Have* is also something to be celebrated. It's been a long journey, but it's a tribute to the perseverance of the office team and the passionate determination of the group of women instrumental in the project from the beginning. The writing team of feminist organiser Karen Pickering and menstrual educator Jane Bennett has been quite superb. They didn't know each other at the beginning of the publishing process and worked together beautifully. We've always thought of it as a publication that will create lasting positive change for women and girls.

The third highlight is the Rosie campaign #AboutBloodyTime which enlisted the support of girls and young women around the issue of menstrual activism and free menstrual products in schools. To see that being taken up as an initiative by the Victorian Government is a great dual track to that issue.

In the era of the Cain Government when the architects and decision makers put that Million Dollar Gift on the table to start the Victorian Women's Trust, if you asked

them back in 1985 whether the Women's Trust would not only exist 34 years on, but would it have been able to achieve what it has achieved, I think they would be really pleasantly shocked and surprised!

These last 34 years have been an extraordinary journey, made all the more exceptional because almost everything that the Trust has done is because women have got behind it and given us the means to act. It is an immense privilege to know that donors and our community have confidence in the Victorian Women's Trust to do the work. I feel privileged to work on behalf of other women, and I know that everyone on staff are deeply honoured and motivated to continue to strive ahead and act in the best interests of women and girls.

For many years now, we have been geared towards achieving a sustainable organisation. Driven by our desire for the Trust to be there for the next generations, and led by the next generation, we are about embark on the third capital campaign in our history: *the Equal Futures Endowment Fund*. We look forward to joining forces with you over the course of the next year, working together to guarantee the Trust as a vibrant intergenerational force.

→ To make a contribution to the Equal Futures Endowment Fund, please contact Mary Crooks. Email mary@vwt.org.au or call (03) 9642 0422.



Chair's Report

Alana Johnson



In the past 12 months, we have seen the Victorian Women's Trust (VWT) boldly and courageously tackle some of the most challenging issues women and girls face in Australia.

While some barriers to equality have been addressed, we all know, as women, that there are unyielding barriers that operate to restrict our sense of freedom and equality from a very early age.

Publishing *About Bloody Time: The Menstrual Revolution We Have to Have* broke new ground, by not only creating space for broad public discourse on menstruation, but also in its acknowledgement of the shame and stigma that women still face around their bodies. The years of research and work undertaken to produce *About Bloody Time* is a first in Australia and most likely the world. It's through this thorough and committed work of the Trust that we will finally see a much healthier and liberated societal view of women and their bodies.

In the past, and still in many places around the globe, education was seen as the pathway to women gaining equality. But as we know, patriarchal societies have constructed institutional arrangements that benefit men, not women. Education in itself is not the only liberating force — freedom of choice and independent means of living are essential for all women in guaranteeing gender equality.

Since *Breakthrough 2016*, our two day feminist conference at the Melbourne Town Hall, the Trust has drawn on some of the best minds to expose the institutional systems that disadvantage women and

define the clear actions that must be taken in order to achieve economic fairness and equality with regards to equal pay, retirement equality, and access to affordable child care. Change is slow, but we believe the breakthrough is ahead and with the support of Victorian women we will achieve the institutional and social change necessary.

We recognise that in order to build the momentum for change, we must embrace the outreach of new digital platforms. That is why we are so excited to launch our new podcast, *Money Power Freedom* in November. The podcast is co-hosted by journalist and filmmaker Santilla Chingaibe and comedian Cal Wilson. Through conversations and interviews with experts *Money Power Freedom* deftly tackles the structural inequities that still exist around women's economic security. This podcast is in keeping with the many bold approaches the Victorian Women's Trust has taken for the past 30 plus years to ensure women and girls are equal, safe and respected across our community.

→ Want to know more about our podcast *Money Power Freedom*? Head to page 26.

John & Nancye Cain

John Cain, former Labor Premier of Victoria (1982-1990) was instrumental in the establishment of the Victorian Women's Trust in 1985. In recognition of the contributions and achievements of women and girls in the state of Victoria, as part of the sesqui-centenary celebrations, the Cain Government gifted one million dollars which led to the formation of the Trust as we know it today.

John and Nancye, his wife and partner of almost 65 years, have always been ardent supporters of the Trust. They share a love of community and do what they can to make our world a better place.

As we embark on our third major capital campaign by establishing the Equal Futures Endowment Fund to ensure the long-term sustainability of the Victorian Women's Trust, we felt it was time to speak to those who played such an important role in our history.

Here's John and Nancye in their own words as told to Mary Crooks AO (Executive Director, VWT):

JOHN CAIN:

Well, I was political from the outset. I'd grown up in a political household* and I drove Nancye into it, I suppose. Which was selfish. We were married in '55 just around the time that the Labor Party split. I joined the party in 1948 and in my early years as a member, the party was breaking open. All the bitterness that came from that just made me more determined than ever.

When I was a school boy, I was a bit of a sport fanatic, really committed to the notion of tribal sport, like the VFL. It was a Saturday afternoon outlet. I went to football matches at the Melbourne Cricket Ground, the Richmond Footy oval, as well as Collingwood, and Fitzroy, because all of them were within walking distance from the train tracks. I haven't missed a Grand Final since 1943, I think.

I was aware of the 'white line' women were not allowed to cross at sports grounds long before I became a premier. I was constantly at the race track when I was young, simply because my mother and

father used to go. They would go as the Premier and his wife, throughout the 40s and 50s. That made me aware of the gender bias in elite racing and the elite sports clubs on public land.

Years later, when Nancye and I would go to the races, I could cross the white line but they would stop Nancye. She was not allowed to cross it, and so we'd have to watch the race somewhere else. That really got my goat. There was such arrogance there.

The Labor party was elected in 1982 and I tackled the issue of the 'white line' as soon as I could. I talked to the Racing Club Chairs and Committee, and I said, "Look, you're on a piece of public land here, you've got important business; racing, cricket, and football. You are now basically excluding half the population." The Labor party had made it clear gender equality was what it was about.

I just going through the diaries the other day and it was a long campaign. For a while, we weren't invited to some of their sports functions because we wouldn't comply. So, for 18 months, I suppose, it burned away at the MCG and at the Caulfield, VAGC, and Flemington, Moonee Valley. It took about four years to change.

The political world is so different now than what it was then. The Million Dollar Gift from our government to create the Victorian Women's Trust in 1985 was one of the most symbolic and pioneering things we did. We were in our first term then. It was historic and we did it in response to general party policy and the enthusiasm of Labor Party women and Labor Party policy makers to do all we could to continue to weaken the hold sexism had on society.



Cain launches women's trust

The Premier, Mr Cain, today launched a project designed to improve the status of women in Victoria.

The Victorian Women's Trust Ltd, has been set up with \$1 million from the State Government but will be run as an independent company.

Mr Cain said the trust would provide an ongoing source of funds for projects for women in the state.

Already more than 60 applications have been received from women's groups for grants for projects totalling more than \$1 million.

About \$50,000 will be allocated in the first round of grants and the ANZ Trust will provide an extra \$20,000 for further projects.

Mr Cain said the trust was one of the most important projects stemming from Victoria's 150th Anniversary celebrations.

— SALLY GLUYAS



Vic women score \$1m on trust

By TERENCE MAHER

Is EFT POS sexist? Do women get a fair go from the (male) bank manager? Can women manage money as well, or as badly, as men? How should the feminist movement finance its many projects?

These and many other questions relating to women's banking are rarely given an airing in Australia whereas in the US, women's banking and women bankers are an accepted part of the financial system.

The big four Australian banks tend to take a patronising attitude to women's banking. They love them as staff members, they are keen to take their deposits but the

heads start to shake when they ask for loans.

Certainly, the major banks have "women's advice bureaux" but they carry as much weight in the corporate hierarchy as the "migrant information services".

An attempt to change this situation begins today in Melbourne with the launch of the Victorian Women's Trust Ltd. The new trust is the handmaiden of the Victorian Premier, Mr John Cain, who, among his other duties, carries the title of "Minister Responsible for Women's Affairs".

In that role he was responsible for doling out \$1 million from the funds set aside for Victoria's 150th birthday celebrations to the women's movement as a token of respect for

their contribution to the development of the State.

The initial idea was that the \$1 million be spent on building a "women's centre" but the Women's Policy Unit in the Department of the Premier and Cabinet thought the Women's Trust would be a more positive contribution.

With the trust, the women could have the money and spend it too.

At this stage, the \$1 million is invested with the State Bank of Victoria and the income derived from it will be used to fund various women's projects.

These must meet funding guidelines and must have as their purpose the improvement of the educational, legal, social, cultural and economic

status of women.

Distributions will be made twice yearly with the first handouts to be announced on May 1.

The women hope to maintain and build on the start-up capital by seeking contributions from the private sector.

Details of the VWT's operations will be announced at today's launch but it is believed that the trust will administer two other income-producing trusts and set up a guaranteed loan fund.

The State Bank of Victoria is providing office space for the new group and may end up being a "big brother" to the fledgling financial institution. Rothschild's Lyn Gearing will be providing investment advice to the trust.

TOP: Nancye and John Cain, *Image Kate Dyer*. ABOVE: Nancye and John Cain celebrating Labor's victory in the Victorian tally room 1982. RIGHT: Clippings from *The Financial Review* and *Herald* published in 1986.

RIGHT: Nancye and John Cain reading over collected articles with Mary Crooks AO, *Image Kate Dyer*.
BELOW: 1986 *Herald* clipping.

Catch it, Mr Cain

LET'S acknowledge one thing about our Premier. People might complain he's boring, but no one ever accused him of giving up. Take women. Mr Cain has always, in the most proper sense, been keen on women's affairs. He's the man who desexed the members' reserve at the MCG. Where once the mezzanine bar rang to full-blooded choruses of *It's a Grand Old Flag* there are now tremendous cries of "catch it". Catch it! No wonder football attendances are down and home gardening is a growth industry.

Talking apart, there have been worthy reforms. No one would complain about equal opportunity or anti-discrimination laws. If a woman wants to work, she should be free to do so without victimisation, harassment, or the placing of stupid obstacles in her way. The sole qualification for an applicant, male or female, must be the ability to do the job. But that does not make all things done in the name of equality right and proper. At times, this Government's approach to women's issues has swayed towards tokenism.

Yesterday Mr Cain launched the Victorian Women's Trust Ltd., set up with \$1 million in taxpayers' money, which will provide funds for women's projects. More than 60 applications have been received, Mr Cain said. Some of the money would be used for a women's branch in the Department of Labor, and to publish a document explaining what the State budget did for women. As often happens with such "initiatives" the thinking seems fuzzy. What will it achieve for women? Will it do any more than promote the Government? It certainly won't help anybody if an over-emphasis on half the community — or a vocal part of it — results in a backlash.



To me, a good partnership means patience and doing your own thing. I volunteered for everything. I've always been on committees and fundraising, things like that. I worked at Kalparrin for 30 years in hydrotherapy for babies to six years. I used to work in the pool with them. I also did home tutoring for Modern English with lots of different female students.

In my lifetime, I've seen a lot of change for the better. When I think of my mum ... she was so subservient to Dad. Whatever he said, she had to do. She was like that all their lives. She tried hard at times, but Dad was one of 13, and had all these sisters, and so I think that coloured his feelings. Mum was a good person. She was very active in church and the women's union. She was also very involved with the Carnsworth Hospital and the Canterbury Babies Home. All voluntary jobs through the church.

I've been a supporter of the Trust pretty much from the word go and I sold the message of the Victorian Women's Trust wherever I went. I volunteered at the Women's Hospital, as a baby cuddler, so that was always a good opportunity to talk about the Trust. I knew what a good job you were doing and in any way I could support it, I would. I'm a good spruiker. Can't shut me up sometimes.

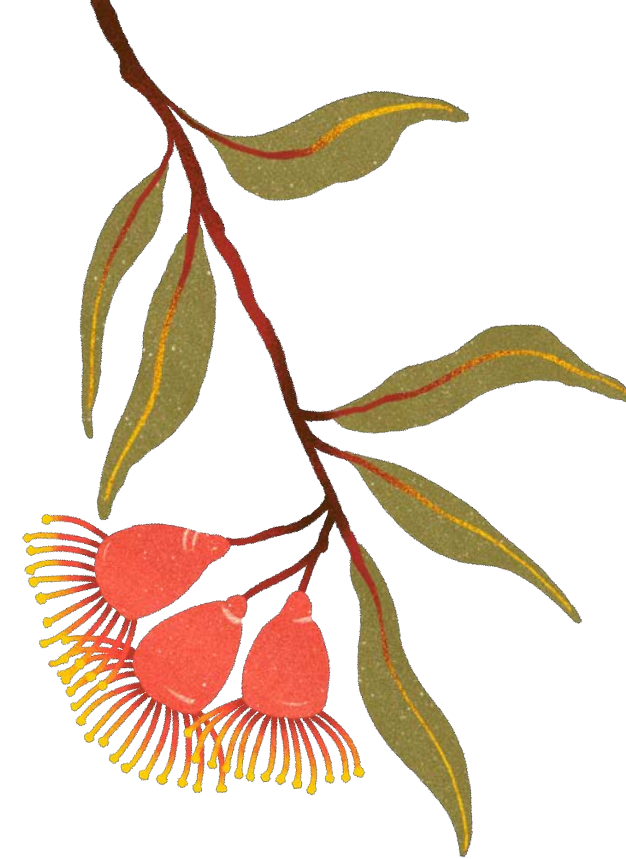
→ To find out more about the Equal Futures Endowment Fund and how you can support the long term sustainability of the Victorian Women's Trust, please contact Mary Crooks, Executive Director. Email mary@vwt.org.au or call (03) 9642 0422.

*John Cain Snr held office as Premier of Victoria three times between 1943-1955.

2018-2019 Grants
Victorian Women's Benevolent Trust

Community Grants

Economic justice for women and girls



Everyone deserves to live their life with dignity. For too many women and girls, this is not their reality. They are being short changed at every turn, making it almost impossible to get ahead. Many face significant economic barriers to their well-being and security, their future uncertain.

Our community grants are a powerful way to turn this around. Since 1985, the Victorian Women's Benevolent Trust (VWBT) has funded grants that directly benefit women and girls across Victoria. Our grants address key social issues women face through deep cultural change in communities; helping women to rebuild their lives; and directly challenging the structures that hold women back.

2018-2019 COMMUNITY GRANTS FOCUS

In recognition of the financial vulnerability faced by so many women, we chose to invest solely in projects that strengthen women's economic security for our 2018 Small Grants Program.

Together with our dedicated donors and funding partners, we funded a record number of grants. With 25 grants worth \$225,602, we helped provide essential programs and services to over 2,285 women and girls.

Our grants support people in need: young mothers at risk of homelessness; women from migrant and refugee backgrounds who were struggling to secure a job; girls who had experienced sexual exploitation; people living with a chronic illness; women in prison and preparing for life outside; and women and girls seeking asylum and in need of safe and secure housing.

Our grants mean that women can build their financial capability, access new employment and education pathways, and find secure housing.

We would like to extend a special thanks to all our donors and funding partners, in particular Grosvenor Foundation, Bokhara Foundation, the Phyllis Connor Memorial Trust, EC White Charitable Trust, a private Trust, Sandra Hart and Anne Miller. The level of support we receive each year reinforces that if we stand together, we can make the future equal.

General Grants 2018/2019

BREAKING THE CYCLE

St Kilda Gatehouse **\$10,000**

St Kilda Gatehouse's *Breaking the Cycle* program has been created to empower young women aged 12–25 years to break the cycle of poverty and unhealthy behaviours associated with sexual exploitation, physical, domestic or sexual abuse, supporting them to re-enter or continue in their education or employment. This holistic approach to recovery supports girls and young women as they learn practical life skills including budgeting, employment, success in study, health and nutrition. Group work and art therapy will help young women to develop resilience, an understanding of self, build social connections and support others who are at risk.

PINK WARRIORS

Migrant Resource Centre North West **\$10,000**

The *Pink Warriors* project, designed and delivered in partnership with Bendigo Kangan Institute of TAFE, will support newly arrived young migrant women with their English language studies. *Pink Warriors* project will provide a safe space for young women to increase friendships, build confidence and develop resilience, helping each participant to learn how to navigate educational and career pathways. *Pink Warriors* leave the program as educated, strong and capable role models for their families and communities.

A special thanks to the EC White Trust for supporting this project.

DIAL A SISTA

Wellsprings for Women **\$10,000**

Wellsprings for Women's *Dial a Sista* initiative in Dandenong will provide training, employment and support through a social enterprise in which women assist other women with paid services such as washing,

sewing, cooking and cleaning. Working women, women recovering at home from illness or injury, and elderly women who are not eligible for other services, are amongst those who will benefit from the service.

A special thanks to Grosvenor Foundation for supporting this project.

LET'S READ MOTHER & DAUGHTER

Reading out of Poverty **\$8,500**

Let's Read Mother & Daughter is a bilingual literacy project that provides new mothers from migrant and refugee backgrounds with baby books and literacy resources in both their mother tongue and English. Created by Reading out of Poverty, *Let's Read Mother & Daughter* is a mentorship program for mothers in guiding the literacy, play and language development of their babies, whilst improving their own English language skills.

IDENTIFYING ECONOMIC ABUSE AMONGST WOMEN WITH DISABILITY IN VICTORIA

Gender and Family Violence: New Frameworks in Prevention, School of Social Sciences, Faculty of Arts, Monash University **\$10,000**

The toolkit for service providers and victims/survivors will support women with disabilities to better understand, discuss and recognise economic abuse. The toolkit, which includes a series of questions using Auslan, Easy English and images, will ensure service providers in the disability and domestic and family violence sectors can identify abuse, respond quickly, and help those experiencing abuse to recognise it.

A special thank you to the Phyllis Connor Memorial Trust for supporting this project.

THE WOMEN'S ENTERPRISE: PATHWAYS TO EMPLOYMENT

The Big Issue (Australia) **\$10,000**

The Big Issue's (TBI) *The Women's Enterprise – Pathways to Employment* project employs women experiencing both homelessness and significant social barriers by expanding their existing social procurement work for government and businesses. Through the project, TBI will grow the program by employing additional women. Every woman will be mentored with a personal goal setting plan, paid above Australia's minimum casual wage, and will develop transferable skills which will enable them to transition to mainstream employment beyond TBI, if they so choose.

DRESS FOR SUCCESS: MORNINGTON PENINSULA JOB SUPPORT CENTRE

Groomed to Go Inc **\$7,500**

Groomed to Go's *Dressed for Success Mornington Peninsula Job Support Centre* supports women who are unemployed with a range of personalised job workshops and training sessions. Located next to Dressed for Success boutique, participants are also able to access Groomed to Go's dressing service as part of their preparation for employment.

HOMELESS MOTHERS AND BABIES PROGRAM

Lighthouse Foundation **\$7,000**

Lighthouse Foundation's *Homeless Mothers and Babies Program* will support young mothers and their babies leaving hospital to come home to a richly supportive environment with live-in carers. Sharing a six bedroom home, they will have access to support services such as counsellors, maternal health and mothercraft nurses, and a playgroup.

Special thanks to the Bokhara Foundation for supporting this project.

WOMEN SURVIVING AND THRIVING WITH ME/CFS

Emerge Australia **\$10,000**

The *Emerge Australia project* will support women living with Myalgic Encephalomyelitis/Chronic Fatigue Syndrome (ME/CFS) by developing webinars and workshops to educate sufferers, service providers, medical professionals, and community groups on the socio-economic impacts of living with ME/CFS. This educational program will focus on ways to survive and thrive, helping participants to better understand these conditions and how to access or improve financial and disability support networks. Government officials and disability advocacy organisations will be invited to partner in these efforts to improve economic and social outcomes for women living with MC/CFS.

A special thanks to the Phyllis Connor Memorial Trust for supporting this project.

SUPPORTING YOUNG PARENTS TO ACCESS CHILDCARE & EDUCATION

Australian Neighbourhood Houses and Centres Association (ANHCA) Public Fund in partnership with Northern Bay College / Rosewall Community Centre **\$7,000**

This initiative assists young mothers to re-engage with education and strengthen their community networks. Young mums can undertake online Certificate II/III courses with program support across coursework and childcare/social services available within the same location. A dedicated early childhood educator will provide consistent and expert childcare and modelling for parents.

A special thanks to Grosvenor Foundation for supporting this project.



TOP: Dial a Sista, Wellsprings for Women, *Image provided*.
 ABOVE: Pathways to Employment, The Big Issue, *Image provided*.
 MIDDLE RIGHT: Australian Gender Economics Workshop, RMIT University, *Image provided*. RIGHT: Supporting Pathways for Women in Prison, Justice Connect, *Image provided*.

General Grants 2018/2019

ENHANCING ECONOMIC SECURITY

Women's Health West \$10,000

Women's Health West's *Enhancing Economic Security* is a mentoring and leadership program for young women, helping them to engage with their local community whilst enhancing their employment prospects. This program is designed to improve young women's financial capability with a specific focus on supporting newly arrived migrant and refugee women in building a future for themselves and for their children.

A special thank you to the Phyllis Connor Memorial Trust for supporting this project.

FINANCIAL LITERACY FOR EVERY WOMAN

Camcare \$10,000

Financial Literacy for Every Woman (FLEW) is a four-week pilot program taking place in a range of community locations, free of charge for women living in the inner eastern suburbs of Melbourne. Program topics include simple budgeting, bills, debt, saving, gambling and other important financial knowledge. FLEW will support women to become financially self-sufficient, increase their confidence and build on their existing life skills.

A special thank you to the Phyllis Connor Memorial Trust for supporting this project.

DEVELOPMENTAL EVALUATION OF BSL'S 2GEN PROGRAM

Brotherhood of St Laurence \$8,000

Brotherhood of St Laurence's (BSL) *2Gen Program* seeks to deliver direct support to mothers of children under 3 years, helping them to develop career pathways and financial stability. Programs will be tailored to each individual to improve their confidence, English language skills, job seeking and goal setting. Mothers will receive on-the-job training

and volunteering experience and their young children will enjoy quality early education. The Developmental Evaluation of BSL's *2Gen Program* will evaluate the effectiveness of BSL's intervention model and opportunities for further expansion in Australia.

A special thank you to the Phyllis Connor Memorial Trust for supporting this project.

DESIGN FOR SUCCESS

Global Sisters \$10,000

Design for Success works with women experiencing financial exclusion to enhance their small business skills and increase their capacity to earn a steady income whilst role modelling skills for peers in their community. *Design for Success* will focus on each woman's online business, providing education, practical business support and coaching, business plan development, marketing, branding, as well as graphic and web design assistance. Each participant will be supported and nurtured by mentors from the broader Global Sisters network.

A special thank you to the Phyllis Connor Memorial Trust for supporting this project.

HEALTHY PARENTS, THRIVING CHILDREN

First Step \$10,000

First Steps' *Healthy Parents, Thriving Children* initiative incorporates group parenting program *Tuning into Kids*, developed by the University of Melbourne, with ongoing financial counselling sessions delivered by First Step. Guided by a mental health social worker and a counsellor, parents are encouraged to share thoughts and ideas, helping each other to develop new strategies and insights into how to best parent and respond to the emotional needs of their children.

A special thank you to the Phyllis Connor Memorial Trust for supporting this project.

General Grants 2018/2019

HEAR ME ROAR

SYN Media **\$9,281**

Hear Me Roar will bring together a group of 10 young women and gender non-conforming young people to learn media and broadcasting skills. They will work to create a weekly radio show for a school term. Each participant will also receive extra in-depth training in the form of a day workshop, in addition to the standard SYN Media training, and will be supported by media mentors in their media career aspirations.

A special thank you to the Phyllis Connor Memorial Trust for supporting this project.

LABEL FOOD PRODUCTS PROJECT

SisterWorks **\$5,000**

Sisterworks' *Label Food Products Project* welcomes women who are experiencing cultural, social, economic or domestic challenges and supporting them to use their existing cooking skills to create a new income stream. Using their own homegrown recipes, their food produce will be marketed under the Sisterworks' label, and each participant will be mentored to further their business skills. This project honours the diversity of Victorian culture, recognises the value and skills of migrant women, and supports them to fulfil their potential.

FINANCIAL LITERACY FOR WOMEN

Fitted for Work **\$10,000**

Fitted for Work's *Financial Literacy for Women* project is a collaboration between community sector organisations Fitted For Work, Indigenous Consumer Assistance Network Ltd (ICAN), and Women and Mentoring (WAM). This project will combine Fitted for Work's existing *WomanKind* program for women in need with ICAN's *Yarnin' Money* program, which uses a unique storytelling/narrative model to reduce barriers and build rapport amongst participants. By incorporating both programs, *Financial Literacy for Women* will extend the number and diversity of women who can

access and benefit from support in financial literacy, superannuation and budgeting education.

A special thanks to Sandra Hart, and the Phyllis Connor Memorial Trust for supporting this project.

THERE IS CAPACITY

Women's Health Goulburn North East and North East Local Learning and Employment Network **\$10,000**

Women's Health Goulburn North East (WHGNE) and North East Local Learning and Employment Network (NELLEN) will deliver a scoping project *There is Capacity* to identify the educational, vocational and community supports available to women with disabilities as they transition into employment in the Wodonga region. Stage 1 of the long-term project will evaluate the community connections currently available. A framework will be established to connect the women to a community mentor network, as well as relevant agencies and programs. *There is Capacity* will make a real difference to the lives of women with disabilities who live in this region.

A special thank you to the Phyllis Connor Memorial Trust for supporting this project.

SUPPORTING PATHWAYS TO WORKFORCE PARTICIPATION FOR WOMEN IN PRISON

Justice Connect **\$9,726**

Justice Connect in partnership with Tarrengower Prison will deliver a training and volunteer program supporting women to get involved in prison committees and be trained in areas of governance, committee participation, and volunteering. Each participant will have the chance to practise their new skills in a supported environment. Participants gain confidence and abilities, creating the foundations for more efficient and inclusive prison committees.

Special thanks to Anne Miller for supporting this project.

WORKING FROM OUR STRENGTHS

Chronic Illness Alliance **\$10,000**

The Chronic Illness Alliance's new program *Working from our Strengths* builds the confidence of women with disabilities seeking employment. This program is an accessible and hands-on online course with five curated modules that support women to explore their goals and reflect on their strengths, as well as identify areas for improvement, while helping them to prepare for future job interviews.

A special thank you to the Phyllis Connor Memorial Trust for supporting this project.

KEEPING WOMEN AND CHILDREN SEEKING ASYLUM IN SAFE HOUSING

Asylum Seeker Resource Centre **\$8,500**

The Asylum Seeker Resource Centre's (ASRC) housing program provides rent assistance to people seeking asylum, which currently supports 48 women and 30 girls with no form of income or social safety net, and who are unable to maintain rental payments. The rent assistance model is a cost-effective and holistic method that keeps women and children seeking asylum in safe and secure housing, prevents destitution, and keeps people connected to their community.

A special thank you to a private Trust for supporting this project.

LET'S TALK MONEY

Women's Health in the North **\$10,000**

Women's Health in the North (WHIN) works every day with migrant and refugee women, supporting them to find pathways to financial stability and better health outcomes for themselves and their families. WHIN's program *Let's Talk Money* will teach financial literacy and money management skills and support women to share their knowledge with others. Using a bilingual peer educator model, *Let's Talk Money*

will partner with community health organisations to recruit, train and support women from diverse cultural backgrounds to deliver practical financial literacy workshops to women in their own language and communities.

A special thank you to a private Trust for supporting this project.

WOMEN IN ECONOMICS NETWORK: AUSTRALIAN GENDER ECONOMICS WORKSHOP 2019

RMIT University **\$4,000**

Over the course of two days at the Australian Gender Economics Workshop 2019 researchers will work on pressing issues in relation to gender equity, coming together to share their findings and converse with policymakers on how to translate research outcomes into action. The workshop will connect researchers, government, industry and community organisations, collectively identifying actionable strategies to tackle gender inequality in Australia.

BREASTFEEDING FRIENDLY WORKPLACES – RETURN TO WORK WEBINAR

Australian Breastfeeding Association **\$10,000**

The Australian Breastfeeding Association will support women who choose to continue breastfeeding after their return to paid work with *Breastfeeding Friendly Workplaces – Return to Work Webinar*. This is a free online educational program aimed at Victorian mothers who breastfeed and are caregivers. Once online, this tutorial will provide information and guidance on effective breastfeeding, rights at work, leave entitlements, as well as general health and wellbeing.

Welcome to our newest Sub-Fund

The Jan Webster and Sue Peterson Sub-Fund



We are very excited about a recent addition to our Sub-Funds. Established by Sue Peterson and her late partner, Jan Webster this Fund will support a number of key community issues close to Jan and Sue's hearts: supporting women exiting prison; educational and leadership opportunities for Aboriginal women; and pathways for women out of homelessness.

Social justice was always a motivator for Jan and Sue throughout their long and loving relationship. Their shared experiences only made them more passionate about giving back and putting in the hard yards for equality. The pair met back in 1988 when Jan was visiting a dear friend dying from AIDS, who was being looked after in hospital where Sue was nursing. "Jan would visit, and I saw her coming in all the time," recalls Sue. "I called her into my office and asked if she was OK. She said that was when she fell in love with me. I didn't notice anything. Then she left flowers on my doorstep following a visit to my home for coffee."

Jan was the outspoken one whereas Sue was quiet, but both were feminists who embraced true equality.

"Jan was her own woman," says Sue. If she heard someone make an unfounded comment, "She would have fifty-four questions and ask, 'What evidence have you got?' I would listen and Jan would ask me later did I think she was reasonable questioning the person? I would say, I probably wouldn't challenge the person the way she had done. In that sense, we were opposites. But she respected me, and I respected her."

Friends and colleagues readily attest to Jan's rebel spirit and her tenacious support of people in need. Whether it was campaigning for social justice or nurturing a struggling colleague, Jan would always step up. The couple formed a united front and protested all the big issues in Melbourne: the Eastern Freeway, the closure of the Fitzroy pool, Alexander Parade tree lopping, the Yellow Ribbon campaign against the Grand Prix, better conditions for nurses and midwives. And of course, they both championed International Women's Day and women's rights.

Jan and Sue loved traveling. They sailed the WA coast from Broome to Mitchell Plateau, and toured the outback in the Northern Territory and Queensland. Sue took her most recent trip to Arnhem Land after Jan's death. "We've done a lot of outback touring," says Sue. "I went to Arnhem Land in August last year mainly because that was the next trip Jan and I were going to do. Aboriginal people were here first in Australia. We're all from another land."

In her quiet way, Sue remains passionate about helping people who have been denied their equal rights. In her work as a community health and respiratory nurse, she saw firsthand the importance of showing empathy to people in crisis, realising that everyone has a backstory that underpins their current circumstances.

"Working in community health I've known a lot of marginalised people," says Sue. "Some of them are dealing with dual diagnosis, mental health, homelessness and so on. I see them as equal, but they often feel that they're inferior. People fear not



Jan Webster and Sue Peterson on the Ord River, Image provided

"... She saw firsthand the importance of showing empathy to people in crisis."

being accepted and they already have a barrier up. They've probably been hurt so many times, so they fear rejection continually."

Jan and Sue's life experiences often reminded them to count their blessings and to give back to the community where they could. Sue explains, "we've always wanted to leave whatever we've got to marginalised women, and we feel our families are quite comfortable. We'd love to have millions and millions of dollars to change the world."

Shortly after Jan's death in 2018, Sue put in motion their wish to share their good fortune with others who deserve the chance to turn things around and called the Victorian Women's Trust to find out how to set up a Sub-Fund of their own.

"Jan was always feminist. She was a member of the Victorian Women's Trust for a substantial period of time," says Sue. "Jan had heard Mary Crooks speak many times, and always spoke highly of her and the Trust's work in supporting marginalised women."

The Jan Webster and Sue Peterson Sub-Fund will respect both women's wishes to create a legacy that will, as Sue notes, "touch many lives" with a special focus on women — neatly dovetailing with the aims of the Victorian Women's Trust, an organisation Jan loved.

→ If you would like to know more about setting up a Sub-Fund with the Victorian Women's Benevolent Trust, please contact our grants team at grants@vwt.org.au or (03) 9642 0422



CHRISTINE FRIDAY
& KATHLEEN POOLEY
SUB-FUND



CON IRWIN
SUB-FUND



ESSIE BURBRIDGE
SUB-FUND



FAY MARLES EQUAL
OPPORTUNITY
SUB-FUND



FLEUR SPITZER
SUB-FUND



HUMANITAS
SUB-FUND



JAN WEBSTER &
SUE PETERSON
SUB-FUND



JEAN MCCAUGHEY
SOCIAL JUSTICE
SUB-FUND



JOAN HUDSON
SUB-FUND



LOULA RODOPOULOS
SUB-FUND

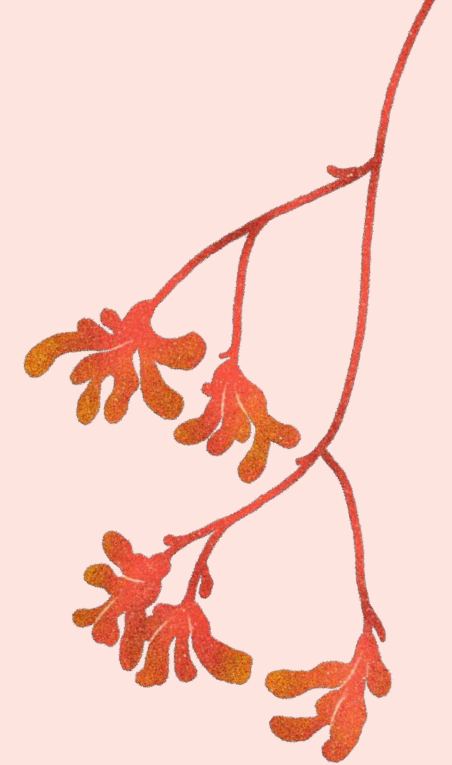


PRUE MYER
SUB-FUND

2018-2019 Grants
Victorian Women's Benevolent Trust

Our Sub-Funds

Strategic, gender-wise philanthropy



At the Victorian Women's Benevolent Trust (VWBT) we are fortunate to work with committed, passionate donors who understand the power of investing in women and girls. Many such donors have taken the bold step of creating a Sub-Fund that strengthens our community and supports an equal future for all.

We have a broad range of Sub-Funds that give to a diversity of impact areas. Some Sub-Funds honour the memory of a woman, either by name or by reflecting her life's passion and contribution to our community. Many find Sub-Funds to be a powerful way to remember a loved one and create a lasting legacy.

In April 2019, we proudly launched our 12th Sub-Fund, the Jan Webster and Sue Peterson Sub-Fund. This new Sub-Fund will support critical community issues such as women exiting prison; educational and leadership opportunities for Aboriginal women; and pathways for women out of homelessness.

→ Read more about the Jan Webster and Sue Peterson Sub-Fund on page 18. To find out more about setting up a Sub-Fund, contact our grants team via grants@vwt.org.au or call (03) 9642 0422.

Jean McCaughey Social Justice Sub-Fund

OLDER WOMEN'S COHOUSING INCLUSIVE OF SOCIAL HOUSING

*Victorian Women's Housing
Association trading as Women's
Property Initiatives* **\$11,000**

Women's Property Initiative (WPI) is working with WinC to develop a cohousing community for older women that will prevent homelessness; provide affordable housing to aging women; create a supportive 'family' of women; strengthen community connections; and offer a housing model for other groups to recreate.

Loula Rodopoulos Sub-Fund

POSITIVE THINKING – LEARNING TO LEAD

Global Reconciliation **\$6,197**

Global Reconciliation, in partnership with African Family Services, will run leadership workshops to prepare women for the pressures of both family and work life in a new community. The project will provide a safe space for African women to share their stories, experiences and develop their skills as leaders in their homes and communities.

Sub-Funds

Prue Myer Sub-Fund

PROJECT: GIRLS' CIRCLE PROJECT – BROADMEADOWS

Banksia Gardens Community Services

\$10,000

The *Girls' Circle Project* is a creative self-development program for girls from disadvantaged areas in and around Broadmeadows. Women and older girls living on the Banksia Gardens Public Housing Estate provide mentoring support for the younger Girls' Group participants. The project will build confidence, recognise and celebrate girls' achievements and actively involve parents in a whole-of-community approach.

PROJECT: UNSTOPPABLE

Women's Health Grampians

\$5,000

Unstoppable is a series of workshops for women and girls from culturally diverse backgrounds to recognise and build on their existing professional skills set, such as public speaking, mentoring, as well as designing and running their own events. This project will give participants the opportunity to share their skills and experiences with others and make positive changes in their community.

Con Irwin Sub-Fund

PROJECT: WELCOME TO THE FAMILY

Somebody's Daughter Theatre Company

\$9,237

Following the 2018 performance of *What Will It Take*, women performers will create a music video telling their own stories. For women who have found themselves in dark places, this project offers helps performers to reclaim their creative voice and not be dismissed by prejudice or judgement. Through the development workshops and performances, Somebody's Daughter Theatre Company has been

able to establish a positive working relationship with women in prison and has already seen some exceptional outcomes.

PROJECT: BITS AND BODS WEB SERIES

Creative Partnerships Australia

\$10,000

In short thematic videos, *Bits and Bods* will produce videos that normalise talking about sex. Without an open discussion about sex, toxic gender norms cause women to experience higher cases of sexual ill-health and lower rates of sexual pleasure than men. In these vibrant, informative videos, women and gender diverse people talk about their experiences, giving curious teens real, inclusive, and accurate information.

Fleur Spitzer Sub-Fund

PROJECT: CATCH UP WOMEN'S ENGAGEMENT TOOL KIT

Family Life

\$9,539

Family Life has created the *Catch Up Project* to secure stable futures for older women with Phases 1 and 2 already completed. This grant will support the creation of a practical tool kit for the *Catch Up Project* Phase 3 which will help women to develop help-seeking behaviours, support participants to navigate information and services, helping to increase their community connections and self confidence as they age.



TOP: The Girl's Circle Project, *Images Breeana Dunbar*. MIDDLE: Learning to Lead, Global Reconciliation, *Image Breeana Dunbar*. ABOVE: Bits and Bods Web Series, Creative Partnerships Australia, *Image provided*. RIGHT: Catch up Women's Engagement Tool Kit, Family Life, *Image provided*.

Sub-Funds

Joan Hudson Sub-Fund

PROJECT: SINGLE MOTHERS SPEAK OUT

Organisation: Council of Single Mothers and their Children Inc **\$8,530**

The Council of Single Mothers and their Children will train single mothers to advocate for their children and support other single mothers. *Single Mothers Speak Out* will equip single mothers with the skills, confidence and networks to advocate for themselves and their children to secure employment and housing, deal with Centrelink and Family Law Court, and change the narrative of single-mothers in public policy.

Fay Marles Equal Opportunity Sub-Fund

PROJECT: MIGRANT WOMEN AT WORK

Organisation: WEstJustice Community Legal Centre **\$8,815**

Building on the success of WEstjustice's award winning Employment Program, WEstjustice will develop a multilingual and multicultural peer educator network for migrant women who have engaged in training with WEstjustice. For successful settlement in a new country employment is vital, along with secure housing, education and good health. Women migrants need to understand their legal rights and responsibilities so they can retain and sustain employment, access employment law advice, and achieve equality at work.

Humanitas Sub-Fund

PROJECT: PEER SUPPORT TRAINING FOR AFRICAN WOMEN LIVING WITH HIV

Positive Women Victoria **\$2,000**

Traditional models of community support for people living with HIV have been less effective in reaching

women from culturally diverse backgrounds. HIV-positive African women have shown a strong desire to support each other and through this project they will act as volunteer peer support workers for other HIV-positive women in their communities. The program will develop high quality and culturally appropriate peer support for African women living with HIV, supporting participants to obtain more social, health, education and employment opportunities.

Christine Friday & Kathleen Pooley Sub-Fund

PROJECT: ABORIGINAL LGBTI FORUM AND WORKFORCE TRAINING

Elizabeth Morgan House Aboriginal Women's Services Inc **\$6,535**

Aboriginal LGBTI community service users tend to silo their identity when seeking care, and feel forced to choose between identifying as an Aboriginal person or a person who identifies as LGBTI. This project will increase the capacity of Aboriginal community based service providers and Aboriginal liaison workers to support Aboriginal LGBTI clients in a way that is culturally respectful, sensitive and relevant to their specific needs.

Essie Burbidge Sub-Fund

PROJECT: CLOSING THE GAP – FINDING SOLUTIONS

Fitted for Work **\$10,000**

In a two-part program, African-Australian women will identify their existing skills to further develop their leadership and mentoring capacity. After this training, Fitted for Work will host a *WomanKind Essential* workshop series for 30 African-Australian job-seeking women and provide practical support, mentoring and coaching in job readiness.

Profile

Queenie Chung

Volunteer

“I come from a traditional Chinese family and they subscribed to many patriarchal thoughts and ideas.

For instance, I always knew my grandparents really wanted a son. When my grandpa found out I was a girl, he was really disappointed. He told my mum, ‘So she’s a girl. What are we doing with her now?’ It was heartbreaking. My mum told me that when I was quite young too. The family wanted a son so much, so they raised me like a son. In my baby pictures, I actually look like a boy. I grew up with a bowl cut, never wore dresses and didn’t really fit in with girls at school. This really gave me an opportunity to think about gender inequality.

I moved to Melbourne from Hong Kong to study Gender Studies at Melbourne Uni. Feminism is not really as mainstream an idea in Hong Kong, as it is here. I really wanted to do something about gender equality during my free time, so I googled and the Victorian Women’s Trust came up. I went on the website and saw all the cool things that you guys do, advocacy around domestic violence, something that I keep really close to my heart, and economic security. So I reached out and volunteered for almost a year and a half, quite a long time!

The most important takeaway for me from volunteering at the Trust is learning the importance of community. Through the granting program, the Trust supports so

many grassroots movements and organisations. I feel like gender equality is gathering more momentum in Victoria and the government is investing more in this sector, and in a way, it’s kind of becoming more mainstream but there is a risk that we’re becoming one voice and we’re overlooking diverse voices in the sector and in our community. We need to make sure we give voice to each and every woman in Victoria. So I think in a time when feminism is becoming more mainstream, a community driven mindset is really important – this is something that I really learned from the Trust and has really informed the way that I think now.”

Queenie has recently started a role at the Domestic Violence Resource Centre (DVRC) as a Project Officer in their Prevention of Violence Against Women team.

During her time volunteering at the Trust, Queenie worked on a number of research papers, including researching the economic cost of domestic violence. In June 2018 Queenie attended San Francisco Feminist Camp as its Program Assistant, a one-week intensive program to connect professionals working in the community activist and intersectional feminist space.

Image Breeana Dunbar



LEFT: Cal Wilson and Santilla Chingaie in the studio.
BELOW: The hosts with guest Karen from Finance
Images Breeana Dunbar

Meet the hosts of *Money Power Freedom* podcast

Cal Wilson & Santilla Chingaie

Comedian Cal Wilson and journalist Santilla Chingaie are joining forces as co-hosts of new Victorian Women's Trust podcast, *Money Power Freedom*, created with the support of Bank Australia. Coming out November 2019, *Money Power Freedom* is a six part series decoding money and power, and what it means for our freedom. The series also covers financial tips from experts and real stories that illustrate the Australian political context and social barriers yet to be overcome.

VWT spoke to Cal and Santilla about their experience of making the podcast and what money really means to them.

VWT: WHEN YOU THINK OF WOMEN AND MONEY, WHAT COMES TO MIND?

Santilla: "When I think about women and money, I think about power. I think about all the opportunities that women can be afforded if they have access to money, and not just wealth, but also access to employment and how that can have a flow-on effect to their families and their children. I feel like if women are empowered in that way, then they are much more powerful as beings, and that's a wonderful thing. So, for me, women and money equals power."

WHAT DOES ECONOMIC SECURITY MEAN TO YOU?

Cal: "It means I've got somewhere to live. I've got enough money to look after my family and if

something big happened next week, I wouldn't be out on the street. That wasn't a funny answer, but it's what I really feel."

Santilla: "I would agree with what Cal said. I think – and it's funny because my definition of financial security has changed from when I used to work – I had a stable job and I had a career and everything and now that I'm freelancing and working for myself, that means a very different thing. I think it's just the ability to look after yourself if anything goes wrong."

WHAT'S THE BEST FINANCIAL ADVICE YOU'VE RECEIVED?

Cal: "We got advice to get a financial planner, which we did, and the best thing that she did for me was put me on a budget, because if I've got money, I will go, 'Oh, I need that shiny thing,' or, 'Mmm, I could buy that lovely book.' So, now she's put me on a budget and it's really made me aware of how much I spend on sh*t!"

Santilla: "I have two. So, one that I grew up with; my mum told me to always have my own bank account and if I ever got into a relationship, to always make sure that I had my own money. One that I've learnt in the last couple of years was about saving 10% – if you can – of whatever your income is, as a good way to

get into that saving as a habit. That was something that I wasn't aware of, but I found to be quite liberating."

HOW HAS MONEY POWER FREEDOM PODCAST IMPACTED THE WAY YOU THINK ABOUT MONEY?

Santilla: "I think one of the wonderful things about speaking with all the women that we've had in this podcast is recognising that for the longest time, we haven't had conversations about money, but it's the most unavoidable thing because it infiltrates every part of our lives. It infiltrates relationships and friendships, and we shouldn't shy away from having those conversations and it's a very empowering thing to know that it's never too late to take control of your finances, if you're in the position to."

As a woman, I think that's the most important thing, to have the ability to decide what I want to do with my life and with my time, but that freedom only comes from having that economic security."

Cal: "That's exactly what I was going to say. This podcast has affirmed that it's always been really important to me that I earn money. I've never wanted to be the person that was taken care of. I've always wanted to earn my own money and be in control of that. I think that money is about independence and the ability to do what you want to do, because it's available to you. Since making the podcast, I'm not frightened of money, I'm a fan of it."

Santilla: "Yeah, it's not a dirty word! I feel like when – and I don't want to speak on behalf of Cal here – but I feel when we started this podcast it was like, 'Okay, we'll have a conversation about money and learn tips about how to save,' and all this sort of stuff. But the more we have these conversations, the more I've thought, 'Wow, why haven't we been having these conversations?!' It's been such a liberating experience."

We've also heard some extreme ends where money has had consequential impacts on people's lives and some are still recovering from that, but then you hear these wonderful stories where as a result of being aware of these sorts of issues, people have been able to turn their lives around. It's very empowering.

I feel that having been engaged in this conversation, it will have long-lasting impacts on my life. It doesn't stop with this podcast."

→ *Money Power Freedom* podcast launches November 2019. To be the first to know, follow @VicWomensTrust on Facebook, Twitter and Instagram.

Major Projects

Strategic, innovative projects that address the root causes of gender inequality

ROSIE

Rosie.org.au is a national harm prevention initiative of the Dugdale Trust for Women & Girls that connects teens with the best web resources out there. Created in 2014, Rosie empowers young people to navigate life's tricky situations through weekly blogs, hundreds of articles, links to support services and more. Rosie emphasises respect: for your body and mind, in your relationships, at work, and for the world we live in.

ROSIE IN THE CLASSROOM

In May 2017, we released *Rosie in the Classroom*, a free educational resource kit for teachers based on our original Rosie videos. Created for years 7-10, *Rosie in the Classroom* has been written by leading educator Briony O'Keeffe to help teachers talk about topics like sexting, mental health, respectful relationships, and more.

Throughout June-July 2018, we were delighted to see the Australian media take a keen interest in one of those educational modules, *The Art of Safe Sexting*. Ally Oliver-Perham (Rosie Co-Founder and Victorian Women's Trust Strategic Communication Manager) spoke to Steve Price, Hamish McDonald, Jennifer Keyte and others on Channel 10's *The Project* about the module. She said, "We're certainly not advocating sexting, we're just dealing with the reality...to pretend otherwise is doing kids a disservice. We need to show [...] the consequences of sexting, the legalities around sexting [...] and if you're going to do it, this is how you can be safe."

We are proud to continue to provide essential information for young people that respects their intelligence, resilience and capacity.

→ For a full list of media, please see page 41.

#ABOUTBLOODYTIME: CAMPAIGN FOR FREE MENSTRUAL PRODUCTS IN ALL AUSTRALIAN SCHOOLS

In January 2019, the Rosie team launched the campaign for free menstrual products in schools across Australia. To better understand what young people wanted, we surveyed close to 1000 young people aged 12-18 across the country. 73% said period poverty is an urgent issue.

We responded to this call for action by launching a petition demanding state and territory governments pledge to provide free menstrual products so that every student can navigate their school years with dignity and respect. The petition currently boasts more than 2,500 signatures.

WRITE LIKE A GIRL

We continue to mentor and publish the works of young contributors aged 12-20 years, through our teen writers' program, *Write Like a Girl*. This is a paid opportunity for young writers and we are proud to have published 26 works by talented young writers, so far, and look forward to many more in the coming year.

THE ROSIE TEAM

Rosie is powered by a small, dedicated team of staff and volunteers. In May 2019, we bid farewell to Maddy Crehan, who edited the Rosie Blog for over three years. Sophie Bliss has since taken on the role with enthusiasm, "Rosie's readers and contributors are so engaged and articulate. I am so excited to take over this new role and can't wait to see what's to come".

→ Keep up to date with all things Rosie by visiting: www.rosie.org.au

Major Projects

CLUB RESPECT

On 24 October 2018, Club Respect was launched at AAMI Park, a moment that had been years in the making. Created by the Dugdale Trust for Women & Girls, Club Respect is a harm-prevention initiative that empowers and supports grassroots sporting clubs to embed a culture of respect and harm prevention in all their practices.

Developed through the support of an initial 3-year grant from the William Buckland Foundation, and completed thanks to a grant from the Edward Wilson Trust, Club Respect is both a digital platform and action framework for sport clubs.

More than 150 guests joined the launch celebrations. Parents attended with their children in sports uniforms representing various clubs and codes from across Victoria.

Joining Mary Crooks AO (Executive Director, Victorian Women's Trust) and Paul Zappa (Principal Project Consultant, Club Respect) as speakers on the

night were Natalie Hutchins MP (the then Minister for Women; Minister for the Prevention of Family Violence; Minister for Aboriginal Affairs; and Minister for Industrial Relations); Shelley Ware (co-host, *Marngrook Footy Show*) and Brent Silva (General Manager, NRL Victoria). We were pleased to see the Club Respect launch featured in various media outlets, such as *The Guardian* online; ABC News radio; Triple RRR and Joy FM.

The response to Club Respect has been overwhelmingly enthusiastic. Clubs continue to register their interest in taking up the initiative and building the strong foundations of respect within their clubs that will positively transform the landscape of sport from its grassroots.

The Club Respect Team are currently working to finalise the outreach program and take it to local clubs right across Victoria, and beyond.

Jump onto the new website and sign up your club today at: www.clubrespect.org.au/



Mernda Dragons Rugby League Club Inc, Heidelberg FC Juniors, Eastern Raptors Rugby League Club and Carlton AFLW teammates Lauren Brazzale and Alison Downie, Image Breeana Dunbar

Major Projects

HERE SHE IS

Our online directory of speakers, mentors and experts, *Here She Is*, has grown exponentially since we received a generous grant from the Office for Women in 2017. The directory currently hosts over 600 profiles to increase the representation of women and non-binary people in speaker line up for events and more.

The *Here She Is* team, led by Esther Davies-Brown, have worked hard to ensure the directory is an accurate reflection of the diversity of our community, proactively seeking out newly arrived and migrant women; First Nations people; LGBTQIA+ people; and young women to join the directory.

We are passionate about increasing the diversity of *Here She Is*, so that it stands as a truly effective equal representation project. The Victorian Women's Trust continues to receive feedback from the community that the directory is a valuable resource connecting women and non-binary people with their wider community.

→ If you would like to add your profile to the *Here She Is* directory, or want to find out more, head to: www.vwt.org.au/directory

MONEY POWER FREEDOM PODCAST

Hosted by Cal Wilson (comedian) and Santilla Chingaipe (journalist) *Money Power Freedom* will be a six part podcast series, decoding money and power and what it means for our freedom. Created by the Victorian Women's Trust in partnership with Bank Australia, this podcast takes a feminist lens to our finances, proving the barriers women face to their economic security isn't personal, it's political.

Each episode features feminist experts, such as Van Badham (writer and unionist); Hana Assafiri (community advocate and owner Moroccan Soup Bar), and Jamila Rizvi (media personality); as well as women experts in their own lives talking about big issues like the gender pay gap, superannuation, caring responsibilities, financial abuse and more. Each episode will be accompanied with resources and tips listeners can implement in their own lives.



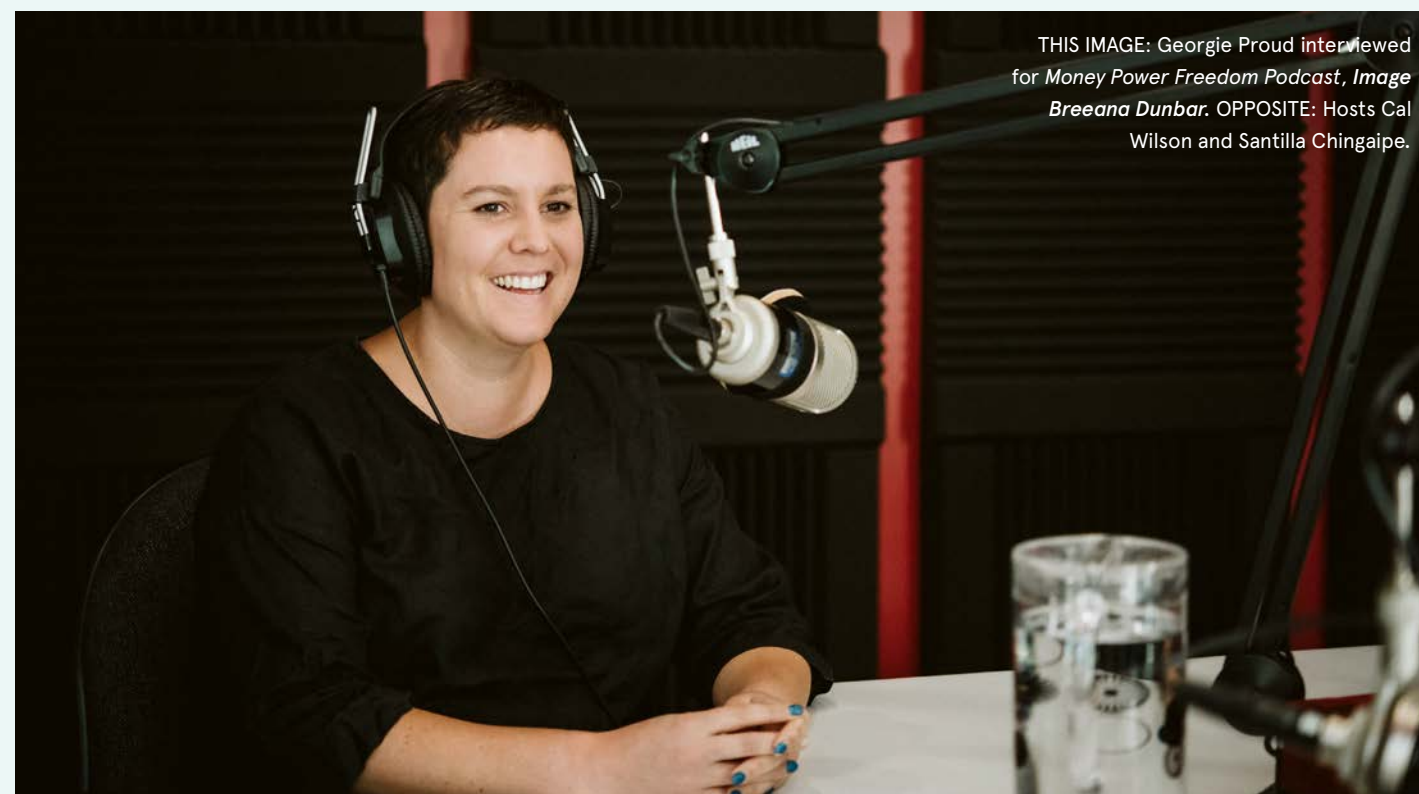
The podcast is currently being recorded and mixed at Horwood Studio at Melbourne University by Gavin Nebauer, alongside co-producers Maria Chetcuti (Project Manager, VWT) and Ally Oliver-Perham (Strategic Communications Manager, VWT).

The research and production of *Money Power Freedom* has been supported by a team of volunteers including Ebony Westman, Queenie Chung, Audrey Vong, Jacinta Hennekam, Georgia Jenkin-Smales and Jess Naylor, as well as Bryony Green (Grants Manager, VWT) and Esther Davies-Brown (Project Officer, VWT). The Trust was proud to bring together experts from various sectors to help to shape the content of the podcast.

→ *Money Power Freedom* is due for release in November 2019. For more info about the podcast, follow @VicWomensTrust on Facebook, Instagram and Twitter, and sign up to our mailing list via our website: www.vwt.org.au

VIOLENCE PODCAST

We are committed to uncovering violence in Australia in ways that draw people in and creates opportunities for systemic change. Throughout our history we have worked on a range of community initiatives that



THIS IMAGE: Georgie Proud interviewed for *Money Power Freedom* Podcast, Image Breeana Dunbar. OPPOSITE: Hosts Cal Wilson and Santilla Chingaipe.

address the root causes of violence, be it through our advocacy work, submissions to government, targeted community grants or Trust led initiatives. One of our earliest projects, *Blood on Whose Hands?* (1991) was the first collection of chilling public accounts of domestic homicide, lifting the lid on family violence and provoking badly-needed debate and action.

In 2018, we were approached by podcaster and documentary filmmaker Georgina Savage to create a podcast on violence in Australia today. This podcast (title yet to be determined) will provide a violence narrative that is circuit-breaking and will reframe the listeners understanding of the root causes of violence and how things can change for the better.

The series will be based in authenticity and realism, aiming to create change on a cultural level and systemic level, providing tangible and well researched solutions that will empower listeners with knowledge, not only of the epidemic itself, but also the ways in which we can collectively take responsibility for eliminating family violence.

The Trust has worked closely with Georgina to create a funding proposal for the podcast and in June, we received the news that we were successful in our pitch to the Phyllis Connor Memorial Trust of Equity Trustees Limited. We are currently in the midst of

planning and assembling the podcast team with production due to commence in late 2019.

THE PARADOX OF SERVICE

Set up in 2010, the *Paradox of Service Independent Advocacy Program* advocates for former religious women who had been the victims of inadequate or nonexistent departure policies. These women often experienced subsequent financial hardship and psychological issues after leaving their orders. The *Advocacy Program* grew out of a research document, *The Paradox of Service* written by Susan Powell and Mary Crooks AO, which was published in 2009.

The Paradox of Service has now moved into its final stages of the program. All of the claims have been settled to the satisfaction of the former religious concerned, as well as the relevant Order and the Victorian Women's Trust. Mary Crooks AO is currently writing *A Guide for Effective Redress*, a handover document that assists others in advocating for the rights of former religious people. It will capture the *Paradox of Service* advocacy process, including the stories from each former religious. Watch this space for more info on the handover document and its distribution.

Major Projects

ABOUT BLOODY TIME

In June 2019, we were delighted to launch *About Bloody Time: the Menstrual Revolution We Have to Have*, written by Karen Pickering (feminist organiser) and Jane Bennett (menstrual educator).

About Bloody Time began as a harm prevention initiative in 2013 (originally named the Waratah Project) with an aim to uncover the ways in which period stigma affects people's lives, and how we may better support those who menstruate. To find out more, the Dugdale Trust for Women and Girls conducted a research survey of almost 3,500 women and girls about their experiences of menstruation and menopause. In 2017, authors Karen Pickering and Jane Bennett were charged with unpacking the findings from that data, supporting readers to move beyond the menstrual taboo to full acceptance of our biology.

In 2019, after many years of research and writing, the Trust was ready to print and publish *About Bloody Time*. In order to raise much needed funds for the final stage of the project, the Trust launched a Pozible crowdfunding campaign and we were thrilled to raise \$31,327 (more than double the original target).

The *About Bloody Time* publication was made possible thanks to an incredible creative team, including illustrators Alice Lindstrom, Michelle Pereira and Lucy Fahey; our longstanding printer, Anthony Pezzano of The Print Department; and Aimee Carruthers, *About Bloody Time* book designer.

Once published, the Trust ran a series of community events around the state of Victoria. The first book launch took place on Wednesday 5 June at the Church of All Nations in Carlton in front of an audience of over 200 people. Held in partnership with the Readings Foundation, this event marked the end of the highly successful six week Pozible campaign towards the publication.

Following the Carlton event, a further three book launches were held in Ballarat, Bendigo, and Castlemaine. Castlemaine was also a sell-out event, proving that people in the city and regional communities are more than ready for a menstrual revolution.

→ If you want to get your hands on a copy of *About Bloody Time*, head to: www.vwt.org.au/shop



THIS IMAGE: About Bloody Time Carlton launch. RIGHT: Co-authors Karen Pickering and Jane Bennett, Images Breeana Dunbar



Profile

Alice Lindstrom

Volunteer & Artist



"I was a real tomboy when I was a kid, to the point that I actually got everyone to call me Tom. I really committed. I said to mum, 'I don't want to be a girl because girls aren't allowed to run and jump and be naughty.'

I often think about female artists who've come before me and have had to make sacrifices to produce their art, paving the way for more women to take up spaces in art, art history and institutions.

There are so many female artists that had so many obstacles, who weren't really taken seriously and were left out of major exhibitions and history books. Frida Kahlo wasn't taken at all seriously. She was just seen as this lady painter who was doing a bit of work while her husband was the main star. I think they're incredibly inspirational. Like Georgia O'Keeffe who took herself off to New Mexico, and she was just a complete individual and did paintings that other people hadn't done before. And she was okay with being anachronistic and totally kind of fearless in many ways. I just think that's so courageous.

I was invited to collaborate with the Trust in 2018 on a fundraising appeal, that involved a teatowel

and Annual Report. I really loved working with the Victorian Women's Trust and wanted to stay involved, so I volunteered my time to create artwork for the *About Bloody Time* campaign.

I thought, 'Well, okay, I might not have a huge amount of money to donate, but what are some skills that I could bring to an organisation like the Trust and help them and feel part of that?' It's easy to feel really hopeless when you read the news and it's just so easy to feel demoralised. I think volunteering and talking to people who are similarly minded and kind of sharing that enthusiasm is actually a really life-affirming thing to do."

Alice is an illustrator based in Melbourne, working primarily in paper collage using cut and paste techniques. Alice's work formed the centrepiece to our end of year fundraising appeal, *When She Rises, We All Rise*. Her artwork was printed on tea towels, the proceeds of which raised much needed funds for VWT. Her tea towels proved to be so popular that the entire print run sold out in two weeks. Alice has since volunteered on the *About Bloody Time* campaign and book.

Image Breeana Dunbar

Celebrating 10 Years of Partnership:

Victorian Women's Trust & Melbourne Storm

Brian Phelan (BP) and Peter Robinson (Robbo) started working together at Melbourne Storm just over thirteen years ago. Melbourne Storm was in the process of setting up a player wellbeing program and figured the pair were just the right fit.

Three years into their work at the club, BP and Robbo attended the launch of our *Be The Hero!* program at Northcote High. *Be the Hero!* was primarily aimed at boys and young men, and utilised group activities, discussion and interactive web resources to promote respectful relationships. Storm quickly signed their young recruits onto the program, and so began a unique, decade-long partnership between a national rugby league club, Melbourne Storm and a feminist agency, the Victorian Women's Trust.

BRIAN PHELAN:

"Robbo and I have been working together since January 2006. Robbo had just retired as a Melbourne Storm player and the club was keen to set up a player wellbeing department. That's when I sort of came along as well, and they haven't got rid of us yet.

Robbo and I work well together because of the trust between us. Our role is to help players with their life outside of football and quite often that encompasses quite personal issues. We often joke that you'd go mad if you were doing this on your own, so we bounce off each other in that regard. And help each other.

Our relationship with the Victorian Women's Trust began when we attended the launch of the *Be The*

Hero! program at Northcote High School. At the time, we were looking around for a respectful relationships program to work with our younger players. After that, we not only took our players through the *Be The Hero!* program, we grew it into a community program where Melbourne Storm players went out to schools with Paul Zappa (Program Facilitator, *Be The Hero!*). We had an under 20s player that had had a very violent upbringing; he initially thought the program was a waste of time, didn't think it would achieve or shift anything. The program had a big impact on him, and he ended up having a complete turnaround and went on to work with Paul Zappa delivering the program in schools for a couple of years.

I think it's been a great partnership because you know, it's good for our players and the club to acknowledge the importance of having the partnership with the VWT symbolically. If nothing else, it sends a really powerful message. The program has obviously had a big impact. Paul Zappa's delivery of the program has been fantastic. He has had a massive impact on a lot of our young guys coming through and a lot of guys in our senior squad now that have come through."

PETER ROBINSON:

"BP has always had my back and I've always had his. We have the kind of partnership where you can lean on each other, whether it's a personal issue we're carrying around on our own or an issue the guys are carrying around themselves. Our partnership means we can walk a bit lighter.

I love what Paul Zappa says about being safe, fair and kind, I think that really resonates strongly with us. You

have to treat people the way you want to be treated. It sounds easy, but to put that into practice, it can be pretty challenging at times to keep your integrity and make sure you're doing the right thing. I don't think any one person has all the answers, so you have to draw on other people's experiences and opinions and then bring that in.

I think men have a real knack of suppressing a lot of issues that have happened in their life. And they find it really hard to articulate and speak about what they are sitting with. But I reckon it's even harder having to carry that around with you. So a lot of us put this front on, we put this Ned Kelly suit on and think we're going okay. Trying to unpeel those layers of an onion and get to the core issue can hurt, and there's a lot of fear and sadness there. But being around good people who are not afraid to call you out on behaviours is really important. You can't say one thing and behave in

another way, because it just trickles down.

The Melbourne Storm partnership with VWT has affirmed our role in being circuit-breakers in the lives of our young men, helping them as men to go on and have a fulfilling and enjoyable respectful relationship with their partners and in their lives generally."

Our partnership with Melbourne Storm has always been grounded in respect and meaningful exchange of ideas. Since the establishment of *Be the Hero!* BP and Robbo have been active members of our Critical Friends Group, and thanks to their support, in 2018 we launched Club Respect. Created for sports codes across the country, Club Respect is a harm prevention initiative that supports clubs of all kinds to embed a culture of respect and fair play in all their practices.

→ Find out more about Club Respect on page 29.

Brian Phelan, Sophie Bliss, Peter Robinson, Image Breeana Dunbar



Research & Advocacy



Preventing violence against women was a consistent and strong theme for the Victorian Women's Trust over the last year. Our research and advocacy work highlighted the sustained momentum this issue has garnered in our public and political consciousness in recent years. We continue to strongly advocate for a world where women and girls are able to live, work and play in safety and security.

POLICY SUBMISSIONS

We made the following submissions in the past year:

July 2018

Letter of Endorsement for the Prevention of Family Violence Bill 2018

The Family Violence Bill 2018 created a new statutory authority enshrined in legislation, Respect Victoria, which will work to address gender inequality as a root cause of family violence.

The new prevention organisation will work to change the attitudes, social norms and culture that lead to family violence and violence against women.

In our endorsement letter we wrote, *"Given our history of focusing on the prevention of violence against women, we are in support of the establishment of Respect Victoria as a statutory authority with sustained focus on primary prevention which is protected in legislation to ensure its longevity and efficacy, regardless of changes to government in the future."*

It is only through a sustained effort from a well resourced authority that these long-term goals are

likely to be achieved. We commend the Bill as a first step to ensuring that primary prevention in Victoria remains a priority of government now and into the future to lead the way in engendering lasting cultural change creating a happier, healthier Victoria."

September 2018

Gender Equality Bill 2018

On September 27 2018, the Trust contributed a policy submission to the Victorian Government Gender Equality Bill 2018 Discussion Paper.

Our submission commended the Victorian Government's commitment to ensuring Victorian women and girls can be safe and healthy:

"We have been heartened by the Victorian Government's commitment in recent years to improving the status of Victorian women and girls in our community, starting with the Royal Commission into Family Violence, the development of the Victorian Government Gender Equality Strategy Safe and Strong, and now, the drafting of the Gender Equality Bill."

Our submission focused on the intention, implementation, inclusion and evaluation of the proposed legislation.

We stressed the importance of adequate resources, sustained political commitment and careful evaluation and adjustment of the principles and compliance obligations in the Bill to ensure it has the best chance of propelling Victorian society towards the full realisation of gender equality.

December 2018

Royal Commission into Mental Health Terms of Reference Consultation

On 21 December 2018, Maddy Crehan and Casimira Melican completed the online survey on Engage Victoria to help shape the terms of reference for the Royal Commission into Mental Health — the first of its kind in Australia.

February 2019

On 20 June 2018 Australia's Sex Discrimination Commissioner, Kate Jenkins, announced a National Inquiry into Sexual Harassment in Australian Workplaces. The Trust's contribution to this Inquiry took two forms, as signatories to a joint statement with over 100 other organisations from around Australia and with our own individual submission. The Commission is due to release the report on the National Inquiry in late 2019.

Joint Statement – Power to Prevent: Urgent Action Needed to Stop Sexual Harassment at Work

The Trust signed on to a nationwide urgent joint statement with over 100 other organisations because everyone should be safe and free from sexual harassment at work. The statement was submitted to the Australian Human Rights Commission's National Inquiry into Sexual Harassment in Australian Workplaces.

Australian Human Rights Commission (AHRC) National Inquiry into Sexual Harassment in Australian Workplaces

Below is an excerpt from our submission:

"Gender equality in our broader society will remain out of reach until women can be confident that they can undertake paid work in safety, with employers who accept unequivocally that everyone's wellbeing is their responsibility and priority. Sexual harassment at work flourishes in places where sexual discrimination goes unchecked and full gender equality remains a distant hope. Sexual harassment is fuelled by organisations that remain overly masculine; are unequal from top to bottom; and which manifest cultures of permissiveness towards perpetrators and silencing of those harmed."

Legal and process reforms will still fall short in tackling sexual harassment as long as our workplaces defy the necessary transformation of becoming more diverse and equal places – from the senior echelons downwards. Our hope for this Inquiry is ambitious. That in years to come we look back and see that this is where the line in the sand was drawn, that the responses from employers, leaders, governments and our community generated ensured that we as a society had begun to take sexual harassment at work, as well as other forms of violence against women which affect their ability to engage fully in formal work, seriously."

→ If you would like to download a copy of any of our policy submissions please go to: www.vwt.org.au/policy-advocacy/

RESEARCH REPORTS

In her capacity as Research & Advocacy Officer, Casimira Melican has produced reports for internal and external use which included:

July 2018

Pay Equity in Australia

Historically, *"the gap advantaging men over women has proven both persistent and universal."* This background report explores the issue of equal pay and industrial relations reform through international and Australia-based instruments and draws on overseas initiatives to ensure equal pay for equal work.

This 24,000 word report was prepared to support the Victorian Women's Trust's Breakthrough initiative forming the background paper for our Equal Pay Roundtable on the 18 August 2018.

December 2018

Sexual harassment in Australian Workplaces: Background Paper

This 14,000 word report formed the background research for the Victorian Women's Trust's submission to the AHRC Inquiry into Sexual Harassment in Australian Workplaces (February 2019) synthesising various reports and research to show an accurate picture of the definitions, prevalence and nature of sexual harassment in Australian workplaces and the barriers to ending this violence at work.

Trust News



DESTINATION EQUALITY

In late 2018 Mary Crooks AO was invited to contribute a chapter to *Fragility and Hope in a World of Uncertainty* (Future Leaders). Edited by Grant Blashki & Helen Sykes, this publication explores the immense changes being wrought across society today, and what it means for our future.

Mary's essay, *Destination Equality*, unpacks the history of the feminist movement in Australia and the blockers to gender equality that still exist today.

"The widespread benefits of gender equality are too great to be squandered by inertia or indifference. Accommodation within a patriarchal order has won social and material reward but it is insufficient to achieve equality. The required social transformation can only come about through non-acceptance, and disturbance, of our patriarchal status quo."

While born and sustained within a patriarchal framework, our existing representative forums, labour market, economic and cultural institutions, and major policy instruments are not a given. They remain creations. They can change."

→ If you are interested in getting a copy of *Destination Equality*, contact us via women@vwt.org.au or (03) 9642 0422

ESSAYS ON EIGHTY

Essays on Eighty initially sprang from a desire to document Betty Amsden's contribution to philanthropy in Melbourne and Australia as a whole. Mary Crooks (Executive Director, VWT) met with Betty when she was terminally ill and upon chatting with her realised that not many would know about her wonderful contribution to society, especially to the

Arts. Mary asked if the Trust could tell her story and she agreed.

After spending some time ruminating on the idea, it became apparent that one woman's story would not be enough, so we approached a selection of women in their eighties and asked each to tell their stories. Susan Powell, a previous collaborator with the Trust, came on board to conduct interviews and stitch each story together in a way that captured the richness of their lives and their determination to live as they deem fit.

We honour and acknowledge Aunty Dot Peters; Betty Amsden AO; Geraldine Damian; Sr Brigid Arthur; Joan Byrne; Jacquie Mason; and Barbara Wertheim OAM for allowing the Trust to document their histories in *Essays on Eighty*. Unfortunately, Betty and Joan passed away before their stories were published. *Essays on Eighty* is a natural continuation of our work in placing the achievements of women on the public record, ensuring women's contributions are recognised and valued.

→ To get yourself a copy of *Essays on Eighty* for \$25, please contact women@vwt.org.au or (03) 9642 0422

EVENTS 2018-19

13 JULY 2018

Feminist Workshop

Gathering of various feminist thinkers at Maurice Blackburn.

26 JULY 2018

On Women's Right Book Launch

Julie Bindel and Mary Crooks AO at Readings Hawthorn.

13 AUGUST 2018

Equal Pay Roundtable

Gathering of various experts at the Victorian Women's Trust.

18 SEPTEMBER 2018

Kickass Women: Slaying The Tech World

Sheree Rubinstein, Anna O'Dea, Sarah Last, Hima Tk and Maria Chetcuti at One Roof.

19 SEPTEMBER 2018

Podcast Content Workshop

Gathering of various experts at the Trust.

25 SEPTEMBER 2018

Clementine Ford: Boys will be Boys launch

Clementine Ford and Jan Fran at The Athenaeum.

1 OCTOBER 2018

Dr Clare Wright: You Daughters of Freedom Book Launch

Dr Clare Wright and Sally Warhaft at the Church of All Nations.

15 OCTOBER 2018

Hoodwinked Book Launch

Kerry-Anne Walsh and Mary Crooks AO at the Church of All Nations.

24 OCTOBER 2018

Club Respect Launch

Leanne Miller, The Hon. Natalie Hutchins, Shelley Ware, Brent Silva, Paul Zappa and Mary Crooks AO at AAMI Park.

31 OCTOBER 2018

Paper Trails Screening

Sari Braithwaite, Sue Maslin and Mary Crooks AO at the Australian Centre for the Moving Image.

6 DECEMBER 2019

Trust Get Together

Alana Johnson, Mary Crooks AO, Madison Griffiths, Esther Davies-Brown and Ella Hooper at School House Studios.

14 FEBRUARY 2019

Essays on Eighty Launch

Leanne Miller, Alana Johnson, Mary Crooks AO, Sr Brigid Arthur and Barbara Wertheim at the Welsh Church.

19 FEBRUARY 2019

Jane Caro: Accidental Feminist Book Launch

Jane Caro and Mary Crooks AO at Readings Hawthorn.

28 FEBRUARY 2019

Jan Webster and Sue Peterson Sub-Fund Launch

Sue Petersen, John McGuire and Mary Crooks AO at the Victorian Women's Trust.

8 MARCH 2019

Choice Words Anthology Book Launch

Clementine Ford, Amy Gray and Monica Dux at the Church of All Nations.

5 JUNE 2019

About Bloody Time Melbourne Launch

Clementine Ford, Mary Crooks AO, Jane Bennett and Karen Pickering at the Church of All Nations.

6 JUNE 2019

About Bloody Time Ballarat Launch

Mary Crooks AO, Jane Bennett and Karen Pickering at the Mechanics Institute.

12 JUNE 2019

About Bloody Time Castlemaine Launch

Ally Oliver-Perham, Bryony Green, Jane Bennett and Karen Pickering at the New Northern Art Hotel.

13 JUNE 2019

About Bloody Time Bendigo Launch

Mary Crooks AO, Maria Chetcuti, Jane Bennett and Karen Pickering at the La Trobe Arts Institute, Bendigo.

16 JUNE 2019

Treaty for First Nations Peoples in Victoria Event

Leanne Miller, Michelle Isles, Jill Gallagher AO, Mary Crooks AO at the Welsh Church.

COMMUNITY CONNECTIONS

CENTRE FOR STUDENT LEADERSHIP

Mary Crooks AO continues to serve on the school council for the School of Student Leadership, a program offering a unique residential and educational experience for students in Year 9 across three Victorian campuses in Dinner Plain, East Gippsland and Mount Noorat. The curriculum focuses on personal development and team learning projects based on students' local region.

FITTED FOR WORK

Mary Crooks AO also serves as Chair of Fitted for Work. Since 2005, Fitted for Work has been dedicated to helping women experiencing disadvantage to get work, keep work and navigate their world of work. Their vision is financial independence and positive change for women.

SPEAKING ENGAGEMENTS

26 JULY 2018

Mary Crooks AO in conversation with Julie Bindel at Readings Hawthorn

11 AUGUST 2018

Mary Crooks AO gave Keynote speech at the inaugural Murrindindi Women's Forum at Yea

21 AUGUST 2018

Mary Crooks AO along with Paul Zappa, spoke about Club Respect and social strategies for change at the Deakin Business School Conference

18 SEPTEMBER 2018

Maria Chetcuti along with Sheree Rubinstein, Anna O’Dea, Sarah Last, Hima Tk at One Roof Women event Kickass Women: Slaying The Tech World

11 OCTOBER 2018

Mary Crooks AO launched the UN Association Model Session for 100 secondary students debating gender equality at the Immigration Museum

15 OCTOBER 2018

Mary Crooks AO moderated the *Hoodwinked* Book Launch at the Church of All Nations

6 DECEMBER 2019

Mary Crooks AO along with Esther Davies-Brown at School House Studios for the Trust Get Together event

14 FEBRUARY 2019

Mary Crooks AO spoke at the *Essays on Eighty* launch

19 FEBRUARY 2019

Mary Crooks AO interviewed Jane Caro at the *Accidental Feminists* Book Launch at Readings Hawthorn

28 FEBRUARY 2019

Mary Crooks AO spoke at the Jan Webster and Sue Paterson Sub-Fund launch at the Victorian Women’s Trust

7 MARCH 2019

Mary Crooks AO delivered International Women’s Day speech organised by Nillumbuk Council in Eltham

8 MARCH 2019

Mary Crooks AO delivered International Women’s Day speech organised by Department of Building and Construction, RMIT

12 MARCH 2019

Mary Crooks AO gave a speech to launch an exhibition of women featured in public displays in Stonnington

31 MARCH 2019

Mary Crooks AO gave a speech and panel to inaugural forum of Melbourne women from the Greek community

12 APRIL 2019

Mary Crooks AO spoke on a panel with Phil Cleary and Katherine Teh for Leadership Victoria

14 MAY 2019

Mary Crooks AO was a guest speaker at City of Greater Geelong professional development forum

21 MAY 2019

Mary Crooks AO was the guest speaker at launch of *Contesting Australian History: Essays in Honour of Marilyn Lake*

5 JUNE 2019

Mary Crooks AO moderated a conversation with Karen Pickering and Jane Bennett at the *About Bloody Time* Carlton launch at the Church of All Nations

6 JUNE 2019

Mary Crooks AO moderated a conversation with Karen Pickering and Jane Bennett at the *About Bloody Time* Ballarat launch at the Mechanics Institute

12 JUNE 2019

Ally Oliver-Perham and Bryony Green moderated a conversation with Karen Pickering and Jane Bennett at the New Northern Art Hotel in Castlemaine

13 JUNE 2019

Mary Crooks AO moderated a conversation with Karen Pickering and Jane Bennett at the *About Bloody Time* Bendigo launch at La Trobe Arts Institute, Bendigo

17 JUNE 2019

Mary Crooks AO presented her Equal Representation paper to the Catalysts Club

18 JUNE 2019

Mary Crooks AO gave some closing remarks at the Treaty for First Nations peoples in Victoria event with Jill Gallagher at the Welsh Church

19 JUNE 2019

Mary Crooks AO was a guest speaker at the Joan Kirner Leadership Program at the Old Treasury Building

MEDIA

30 JUNE 2018

‘Schoolgirls as young as 12 to be taught how to send “sexy snaps” and given tips on how to crop their heads out of naked pictures’, *The Daily Mail Australia*

30 JUNE 2018

‘“*Art of Safe Sexting*” video slammed by Victorian Education Minister’, *9 News*

1 JULY 2018

Ally Oliver-Perham interviewed on Channel Ten’s the Project on *The Art of Safe Sexting* video, *The Project*

2 JULY 2018

Ally Oliver-Perham interviewed by Ben Knight on ABC Radio about Rosie video the *Art of Safe Sexting*, ABC Radio

2 JULY 2018

Ally Oliver-Perham interviewed by Tony Jones on 3AW about Rosie video the *Art of Safe Sexting* on 3AW Radio, 3AW Radio

2 JULY 2018

Ally Oliver-Perham interviewed on Perth radio station about Rosie video the *Art of Safe Sexting* on 6PR radio, 6PR radio

4 JULY 2018

‘Rita Panahi: School lessons in insanity starting young’, *Herald Sun*

4 JULY 2018

‘Why shouldn’t teens learn safe sexting?’, *Herald Sun*

4 JULY 2018

‘*Safe Sexting* video could help protect young people online, says former south-west social worker’, *The Standard*

5 JULY 2018

‘Schoolgirl sexting advice teacher referred to education watchdog’, *Herald Sun*

7 JULY 2018

‘There’s no such thing as safe sexting’, *Geelong Advertiser*

12 JULY 2018

‘Department does not detail which Victorian schools have taught controversial “safe sexting” program’, *Herald Sun*

17 JULY 2018

‘The simple fact is that Rosie’s a success story’, *Herald Sun*

1 AUGUST 2018

Ally Oliver-Perham interviewed by triple j Hack on sexting and safety, triple j *Hack*

8 AUGUST 2018

‘40% of women are taking days off. Should we have paid period leave?’, triple j *Hack*

10 AUGUST 2018

Casimira Melican interviewed by Tom Tilley on Menstrual and Menopause Wellbeing Policy, triple j *Hack*

4 OCTOBER 2018

‘Employer’s paid period leave policy in Australia stirs world debate’, CNN and 8 other news outlets

4 OCTOBER 2018

‘Why “period leave” policy in Australia is stirring debate,’ *F3nws*

13 DECEMBER 2018

‘How to practise safe sexting’, *ABC News*

6 FEBRUARY 2019

Mary Crooks AO interviewed by the *Herald Sun* on *Fearless Girl* coming to Melbourne.

7 FEBRUARY 2019

Mary Crooks AO interviewed by Jon Faine on *ABC 774* about the *Fearless Girl* casting coming to Melbourne.

7 FEBRUARY 2019

Mary Crooks AO interviewed by Channel 9 News about the *Fearless Girl* statue.

1 MARCH 2019

‘NRL’s “blokey culture” targeted in Club Respect trial at 27 Victorian youth clubs’, ABC News

19 MARCH 2019

Interview, *The Lynda Steele Show* (Canada)

28 APRIL 2019

‘It’s *About Bloody Time* we talked more about periods!’, *Meet Me at Mike’s blog*

30 APRIL 2019

‘*About Bloody Time: The Book*’, *Tom Co blog*

20 MAY 2019

Mary Crooks AO had a guest radio appearance with 3CR on election outcomes and *About Bloody Time*

27 MAY 2019

Mary Crooks AO had a guest radio appearance with 3RRR about women and the election, and *About Bloody Time*

3 JUNE 2019

‘Is it time to eliminate period shame once and for all?’, *Life Matters*, Radio National

4 JUNE 2019

‘The lesson boys need to learn as much as girls’, co-author Karen Pickering, *Rendezview*

5 JUNE 2019

‘The taboo around menstruation and menopause doesn’t only hurt women’, opinion piece by co-author Karen Pickering, *The Guardian*

5 JUNE 2019

‘How menstrual policy in Ballarat work places could be part of a bigger “bloody” revolution’, *The Courier* (Ballarat)

7 JUNE 2019

‘About Bloody Time book investigates menstruation taboo and gender equity’, *Bendigo Advertiser*

12 JUNE 2019

‘Breakfasters: Respecting and understanding Aunt Flo’, 3RRR

12 JUNE 2019

Karen Pickering: ‘I’m still shocked and angry at how much was kept from me ... that I absolutely should’ve known about my own body.’, *Femme Heroine*

12 JUNE 2019

‘Talking about periods shouldn’t be off limits’, *Ballarat Times*

12 JUNE 2019

‘About Bloody Time interview with Karen Pickering’, Girl.com.au

13 JUNE 2019

‘This expert’s foolproof checklist will help ease your period pain’, co-author Jane Bennett, *Whimn*

17 JUNE 2019

Make Merry Monday #12: Eat, Drink, Buy, Try, Visit & Read, *Onya Magazine*

28 JUNE

‘Period pain linked to nearly 9 days of lost productivity a year’, CNN, 7 News and 26 other news outlets

29 JUNE 2019

‘Women working through period cramps lose almost 9 days of productivity each year’, *Morning Star*

TRUST JOURNAL: GUEST WRITERS

JULY 2018

‘Gender equality in the workforce: why it needs to be realised sooner, rather than later’, Sharon Ardley, *Trust Journal*

‘Our obligation to anger: On Hannah Gadsby’s *Nanette* and feminist rage’, Em Meller, *Trust Journal*

AUGUST 2018

‘Why do we still have a problem with sexual harrassment?’, Barbara Wertheim, *Trust Journal*

‘Ghazal for my grandmother’, Eileen Chong, *Trust Journal*

‘Enough political wrecking balls. We must restore respect’, Kerry-Anne Walsh, *Trust Journal*

SEPTEMBER 2018

‘Literacy leads to self-determination’, Anita Heiss, *Trust Journal*

OCTOBER 2018

‘Is Pauline a champion for neglected Aussie battlers?’, Kerry-Anne Walsh, *Trust Journal*

‘More than silverware,’ Nicole Hayes, *Trust Journal*

NOVEMBER 2018

‘Troll patrol: one thing we can learn from the women-hating trolls of the internet’, Jan Fran, *Trust Journal*

DECEMBER 2018

‘Sex, drugs and family violence: navigating Christmas lunch’, Nelly Thomas, *Trust Journal*

JANUARY 2019

‘Overlooked and underutilised: African migrants in the Australian workforce’, Tina Kuek, *Trust Journal*

FEBRUARY 2019

‘Meet 3 awesome women in STEM’, Bianca Nogrady, *Trust Journal*

MARCH 2019

‘Choice words: an anthology on abortion’, Louise Swinn, *Trust Journal*

MAY 2019

‘Why periods are both personal and political’, Zoya Patel, *Trust Journal*

‘Bleeding and menopause’, Clementine Ford, *Trust Journal*

Profile

Elizabeth Capp

Donor

“I was raised by a born-again feminist. Halfway through her degree, my mother left to get married and start having babies, the first of which was me.

Having been stuck at home with four children for her 20s and 30s, she finally found her voice and hit her feminist straps when I was about 14. I was your typical narcissistic teenager, I wasn’t paying any attention to any of that. In fact, I was kind of annoyed because she wasn’t at home making dinner and stuff!

She was involved in the Women’s Electoral Lobby, with a whole fleet of women; Carrie Lovering, Faith Fitzgerald and Jan Plummer. They’re now all in their late 70s to early 80s, and my mother, she’s 84.

In 1975, when I was in Year 12, she carted me up to Canberra for this big International Year of Women conference. There were rockstar women everywhere and I was just this 18-year-old. At one session I remember sitting next to Margaret Whitlam. She was hilarious. I could hear her muttering as something was going on and she obviously didn’t approve of whoever was talking, she kept going, “this person’s an idiot” like there was this kind of running commentary going on. I was just hysterical. I couldn’t believe it.

I found a clipping the other day, that my mother must have kept, where I’d written a letter to *The National Times*. I was 17 at the time and they misspelled my name, but it doesn’t matter. I had been to see a group of women protest something at Parliament house, and apparently I got so incensed by the way the media portrayed these women, that I wrote in objecting the journalist’s description of the event.

I’m a supporter of the Trust because it does, if I can say this, unglamorous work. It’s the work that Marilyn Waring does around superannuation, things like economic independence and productivity and all



that stuff that Marilyn’s worked on. That’s the hard yards and it doesn’t get the headlines. I was really happy to give money to that because that’s the sort of work that’s really valuable. But it is also the unseen, unglamorous kind of grunt work you have to do to make the case and have the evidence to back it up. The job’s not done. And I think because the VWT is so good at working with the community, and when I say the community, that’s shorthand for lots of communities really because there’s no one voice in any of this. I do think Mary’s led a lot of this in an incredibly powerful way. The ability to harness community voices in different ways, in a way that is independent, and informs thinking and debate.”

Elizabeth Capp first got involved with the Trust when she sang in the famous 2008 performance of *Love & Justice* with her mother and sister. *Love & Justice* is a women’s anthem written by Kavisha Mazzella and commissioned by the Victorian Women’s Trust to celebrate the centenary of women’s suffrage in Victoria in 2008.

Elizabeth has always had a passion for education, and currently works at La Trobe University in Shepparton. We are so thankful to have the support of donors like Elizabeth, who enable us to continue advocating for women and girls, day in and day out.

Image Breeana Dunbar

Koorie Women Mean Business



Koorie Women Mean Business (KWMB) – weaving strength and collaboration. KWMB focus on ensuring Aboriginal women’s and girl’s voices are inclusive in both state and federal policy development and research. We continue to advocate and provide support with community collaborations through various channels in the following instances:

KIMBERLEY WOMEN RANGERS FORUM

We connected with women ranger teams from Bardi, Nyul Nyul, Karajarri, Ngurrara & Nyangumarta, including new teams at Yawuru, Bunuba & Dambi. Teams from Gooniyandi, Paruku, Balangarra, Kija, Nyaliga, Kiwirikurra women shared tracking wisdom with us.

The Camp Program included a mini ranger forum round-robin workshops on: plant surveys, bilbies, mechanics, Welcome to Country/cultural awareness presentations, chainsaws, bush products & enterprise development, health, ranger projects and consultation with WWF about a national women rangers network. Presented by experienced coordinators & rangers, along with reps from Environs Kimberley, WWF, Bush Heritage, Yawuru & Kimberley health services.

Kimberley Land Council (KLC) has asked that a young person shadow at these events. Leanne Miller attended with Janarli Bux (Aboriginal Cultural Heritage worker, Yorta Yorta Nations Aboriginal Corporation).

VICTORIAN COMMUNITY EVENT ON TREATY, RECONCILIATION VICTORIA AND THE VICTORIAN TREATY ADVANCEMENT COMMISSION

KWMB and VWT hosted an afternoon tea with Jill Gallagher AO in conversation on the Victorian Treaty process and Q&A sponsored by Reconciliation Victoria.

Jill Gallagher AO, the Victorian Treaty Advancement Commissioner, was appointed in early 2018 and tasked with engaging with Aboriginal communities across the state on the development of an Aboriginal Representative body to ensure community voices are heard and remain at the heart of the process.

Jill shared her career journey, the community consultations in the lead up to the Victorian Legislation draft, and the current stage of candidate nominations for the First Peoples Assembly of Victoria.

3008 HIDDEN FACES BREAKFAST CLUB, INDIGENOUS NATIONAL TECHNOLOGY AND TELECOM NETWORK (INTTN)

KWMB and INTTN hosted the 3008 Hidden Faces Breakfast Club with healthy snack offerings, hot beverages and clever conversations.

The 3008 Hidden Faces Breakfast Club is an opportunity to get together with Aboriginal or Torres Strait Islander workers and those who reside in the Docklands & CBD. This monthly club aims to strengthen community and create a culturally safe space for Indigenous connections and conversations. Over six weeks we had good attendance rates of 20-30 individuals as we moved into the end of 2018.

GENDER EQUALITY BILL EXPOSURE DRAFT, VIC GOV

As a part of the reset of the Gender Equality Bill exposure draft, KWMB attended Victorian Government Consultations with the Aboriginal and Torres Strait Islander community.

SITE VISIT, LEADERSHIP DEVELOPMENT COURSE FOR ISLAMIC WOMEN LEADERS, ALFRED DEAKIN INSTITUTE FOR CITIZENSHIP AND GLOBALIZATION, DEAKIN UNIVERSITY

KWMB delivered a session to 30 Indonesian women leaders with enhanced leadership roles within their communities on empowering women’s leadership and influencing change.



Camp Forum, Kimberley Women Rangers, Image supplied

GIRLS CHANGE THE WORLD CONSULTATION, ABC ME

To celebrate International Day of the Girl in September 2018, ABC asked young girls to make a film about how they’re changing the world. KWMB provided film input in relation to Aboriginal women’s and girls’ leadership challenges and research feedback.

COUNCIL MEMBER, VICTORIAN MINISTERIAL COUNCIL ON WOMEN’S EQUALITY

Leanne Miller, in her role as a council member, attended meetings on Gender Equity Draft Legislation and Violence Against Women 16 days of Action program. Leanne also provided advice to the Young Women’s Leadership Program and communication support to Aboriginal community members.

THE INDIGENOUS VICTORIAN ABORIGINAL COMMUNITY RESEARCH GROUP, STATE LIBRARY OF VICTORIA

KWMB contributed to the advice and development of the Library’s Indigenous Victorian Aboriginal Cultural Research fellowship guidelines.

RECONCILIATION ACTION PLAN STEERING COMMITTEE MEMBER, AUSTRALIAN FEDERATION OF DISABILITY ORGANISATIONS

KWMB was a member of the Steering Committee supporting the development of the Plan to be adopted by ADFO and their members.

MEMBER, WOMEN DELIVER CONFERENCE 2022 MELBOURNE COMMITTEE

KWMB was a committee member supporting Melbourne’s bid to host the Women Deliver Conference

in 2022. Women Deliver is the world’s largest conference on gender equality and the health, rights, and wellbeing of girls and women.

AUSTRALIAN NGO COALITION SUBMISSION, HUMAN RIGHTS COUNCIL ON AUSTRALIA’S COMPLIANCE WITH THE INTERNATIONAL COVENANT ON CIVIL AND POLITICAL RIGHTS (UN ICCPR)

KWMB’S endorsement of the submission was based on Australia’s lack of adherence regarding Aboriginal and Torres Strait Islander individual and community rights.

CONSULTATION TO NATIONAL COMMUNITY ATTITUDES TOWARDS VIOLENCE AGAINST WOMEN (NCAS) SURVEY – AUSTRALIA’S NATIONAL RESEARCH ORGANISATION FOR WOMEN’S SAFETY (ANROWS).

The sub-committee met to identify questions directed at Aboriginal and Torres Strait Islander women in a proper, considered discussion to finalise the items for the NCAS in 2018.

ATLANTIC FELLOWS FOR SOCIAL EQUITY

KWMB board recognises and congratulates Leanne Miller and Jody Barney who became Senior Atlantic Fellows for Social Equity at Melbourne University. The program is empowering a new generation to advance fairer, healthier, more inclusive societies. Fellows work together across disciplines and borders to tackle some of today’s most pressing issues: systemic inequality and racial equity; barriers to full participation in democracy. *The Atlantic Fellows for Social Equity* program will develop up to 500 Atlantic Fellows who will lead transformative social change.



NAIDA BELTRAME



NADINA BROCKHURST



MARY CROOKS AO



DURÉ DARA OAM



NICKY FRIEDMAN



ELLA HOOPER



AZMEENA HUSSAIN



ALANA JOHNSON



RUTH MCGOWAN OAM



LEANNE MILLER



SHEREE RUBINSTEIN



LEENA VAN DEVENTER

2018-2019

Board of Directors

NAIDA BELTRAME

Naida Beltrame is a partner at the accounting firm, Findex. 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 start-ups to multinationals in their investments in research and development. As a member of Chartered Accountants Australia & New Zealand, former roles have included 11 years at Deloitte and Ernst & Young. Naida has also been a board member of a number of community organisations, such as East Timor Hearts Fund and Diaspora Action Australia.

NADINA BROCKHURST

Nadina graduated from the University of Southern Queensland in 2016 with a Bachelor of Laws and a Bachelor of Commerce (Accounting), and in 2017 was awarded a Women's Board Leadership Program Scholarship. She is currently a Sales Analyst at BP Australia, and joined the VWT Board on 7 May 2019.

MARY CROOKS AO – EXECUTIVE DIRECTOR

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

the first woman president of the Victorian Restaurant and Caterers Association. Duré is Indian by race, Malaysian by birth and a citizen of Australia by choice. She studied Social Work at Melbourne University and joined the Youth Welfare Division as a caseworker. Duré received an Order of Australia Medal in 1997 in recognition of service to the community and to promotional and fundraising activities for women's groups. In addition, she received the Vida Goldstein Award for Excellence and made the Inaugural Women's Honour Roll in 2001.

NICKY FRIEDMAN – DEPUTY CHAIR

Nicky Friedman is the Director of Community Engagement at the 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 was a recipient of a 2017 scholarship within the Department of Premier and Cabinet – Women's Board Leadership Program.

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. Known for her unique style, outspoken attitude and championing of 'outsiders' Ella and Killing Heidi had a strong message of individualism wrapped in an accessible package. 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 also joined the board of Creative State, advising the state government on the concerns of the Victorian music scene. Ella is currently on a 12-month Leave of Absence from the Board.

AZMEENA HUSSAIN

Azmeena Hussain is a Senior Associate at Maurice Blackburn Lawyers. She is an Accredited Specialist in Personal Injury Law and a Graduate of the Australian Institute of Company Directors. She is a Board member of Intouch Multicultural Centre against Family Violence and the Islamic Museum of Australia. She is an AFL Multicultural Ambassador and former Advisor to Victoria Police, Chief Commissioner's Human Rights Strategic Advisory Committee. Azmeena retired as a Director effective 7 May 2019.

ALANA JOHNSON – CHAIR

Alana Johnson is known nationally and internationally for her work with women, agriculture and rural development. A founding member of Australian Women in Agriculture, Alana was Victorian Rural Woman of the Year in 2010. She has served on many government and NGO Boards and is currently a member of the Ministerial Council for Women's Equality. Alana is a cofounder and past President of the democracy project Voices for Indi, is an advisor to the nationwide Invisible Farmer Project and to the re-established Victorian Rural Women's Network. Alana was listed in the inaugural 100 Women of Influence in Australia and last year was inducted onto the Victorian Women's Honour Roll.

RUTH MCGOWAN OAM

Ruth McGowan OAM runs her own consulting business. Building on her past experience in local government as a Mayor and Councillor, Ruth has long worked to support women to consider standing for public office. In 2019, she wrote *Get Elected*; a comprehensive guide on how to run a successful political campaign for all levels of office. In 2017, Ruth co-founded Honour A Woman, a movement to improve gender equality in the Australian Honours system. Ruth has a background in agricultural science and governance and is also a mother of three adult children. Ruth lives in rural Victoria where she is an active volunteer with wide experience on the management committees of many not-for-profit and community organisations.

LEANNE MILLER

Leanne is a descendant of the Dhulanyagen Ulupna Clan, Yorta Yorta nation; she is the Executive Director of Koorie Women Mean Business. An Atlantic Fellow for Social Equity (Inaugural cohort), she has provided leadership support to corporates on Indigenous workforce development and engagement. She has an extensive advocacy background working in Indigenous,

legal and women's sectors, and has represented Australian Indigenous Women at the United Nations, New York, as well as undertaking UN Fellowships in New York and Geneva. She was selected as the community representative, Australian Government delegation to the 54th Session on the Commission on the Status of Women, United Nations, New York.

SHEREE RUBINSTEIN

Sheree Rubinstein is a former corporate lawyer and the Founder and CEO of One Roof, Australia's leading 'B Corp' certified co-working and event space dedicated to women in businesses. Sheree is recognised as an expert in curating programs and environments that support women to thrive in business. Sheree is a public speaker on the topic of what women need to succeed in entrepreneurship in Australia and co-working for women. Sheree is a 2018 AFR 100 Women of Influence, 2017 Telstra Business Women's Award Finalist, 2016 Victorian Young Achiever of the year in the Leadership Category and was nominated by the Foundation for Young Australians as one of Australia's top young innovators in 2015. Sheree voluntarily mentors many women and girls to support them in their businesses and careers and she is a volunteer facilitator for YHER, an accelerator program that runs across Africa focussed on supporting women-led social enterprises.

LEENA VAN DEVENTER

Leena van Deventer is an award-winning writer, game developer, and educator. She has taught interactive storytelling at RMIT and Swinburne Universities and the Victorian College of the Arts. In 2016, Leena published her first book *Game Changers: From Minecraft to Misogyny, the fight for the future of video games* with Dr Dan Golding (Affirm Press). Leena co-founded WiDGET in 2013, a grassroots feminist organisation supporting marginalised game developers. She sat on the curatorial advisory committee for ACMI's *Code Breakers* exhibition and is the Chair of the Games and Interactive Committee for the Australian Writers Guild. Leena completed her Masters in Arts Management with Distinction from RMIT University in 2019 and is now Creative Producer on the highly-anticipated indie game *Dead Static Drive*.

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PAUL ZAPPA
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Consultant, Club
Respect

We would also like to thank Amanda Barbour, Tamaduer Ali and Jessica Naylor for their time with us.

Profile

Tony Douglas

Essential Media



“Essential Media was part of the initial intake into start up incubator Business Matrix, run by the Victorian Women’s Trust in the late 90s. Through Business Matrix, we had reception, office administration support and all of the other things that made it easy for us to establish our business. We had a female director and owner of the business at the time, and we work in a female-dominated industry, so it really helped us.

There’s a long-standing relationship between VWT and our organisation. We have huge respect and support for the Trust, and the work that it does. The Trust not only advocates, they do projects – they actually *do* things. The Trust has always been running with ideas before everybody else.

At Essential Media, women have been front and centre of a lot of the causes that we work with. If you look at social justice movements, many of those organisations are headed up by women. If you look at the cause for environmentalism, many of the leaders in that sector have been women, and now, when you look at the

trade union movement, women have risen to positions of leadership there.

I would say at the civil society level, we’re already seeing the change when it comes to gender equality. It may not be so obvious in other parts of the community, but in the civil society sector where we work, change is already happening.”

Tony Douglas heads up Essential Media. Back in 1997, Essential media was just starting out at Business Matrix, a female focussed start-up incubator run by the Victorian Women’s Trust, way before start-ups were even a thing. Essential Media has grown in leaps and bounds since Business Matrix, and today contributes to a variety of public campaigns and conducts regular polling for *Guardian Australia*, The Luke Batty Foundation and Plan International. VWT and Essential Media remain firm friends.

Image Breeana Dunbar

The Family Violence Philanthropy Collaboration Project



The Victorian Women’s Benevolent Trust has been participating in a unique philanthropic collaboration project to build the capacity of the family violence sector in Victoria.

Thanks to the generous support of the Eirene Lucas Foundation, the Victorian Women’s Benevolent Trust is proud to be supporting *Increasing Inclusion and Accessibility for Victim Survivors and Families in Refuge – Implementing a Service Model for Family Violence Refuges State-wide* to be delivered by Domestic Violence Victoria in partnership with Family Safety Victoria. This project will support family violence refuges across Victoria, who provide protection and safety for adults and children fleeing family violence, increase inclusion and accessibility for all Victorians, and incorporate the Recommendations from the Royal Commission into their work.

The Royal Commission into Family Violence called for a whole of community response to improving family violence outcomes in Victoria. The Family Violence Philanthropy Collaboration Project (FVPCP) has answered this call by bringing together representatives from the family violence, philanthropic and government sectors for the first time.

The resulting cross-sector collaboration, led by Domestic Violence Victoria, is focussed on supporting the implementation of the Royal Commission recommendations. Through this work, a range of strategic areas for philanthropic investment have been identified, and a group of philanthropic funders have come together to resource these areas, including Gandel Philanthropy, The William Buckland Foundation, Give Where You Live Foundation, State Trustees Australia Foundation, the Victorian Women’s Benevolent Trust and Sub-funds of the Australian Communities Foundation.

Heartfelt thanks

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SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2019 (Australian Dollar A\$)

	2019	2018
Revenue	210,633	307,993
Employee benefits expense	(105,320)	(156,264)
Depreciation and amortisation	(19,098)	(19,508)
Grants expense	(1,000)	(1,000)
Occupancy expense	(19,988)	(19,314)
Other operating and program costs	(111,391)	(105,779)
Project expenses allocated to related entities	42,767	21,229
Total Comprehensive Income for the year	(3,397)	27,357

SUMMARY STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2019 (Australian Dollar A\$)

	2019	2018
CONTRIBUTED EQUITY	12	12
RESERVES		
Balance at beginning of financial year	272,306	243,949
Transfer (to)/from accumulated/operations funds - net	(2,397)	28,357
Balance at end of financial year	269,909	272,306
ACCUMULATED FUNDS		
Balance at beginning of financial year	16,930	17,930
Total comprehensive income for the year	(3,397)	27,357
Transfer from/(to) capital reserves/accumulated/operations fund - net	2,397	(28,357)
Balance at end of financial year	15,930	16,930
Equity at end of financial year	285,851	289,248

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SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2019 (Australian Dollar A\$)

	2019	2018
CURRENT ASSETS		
Cash and cash equivalents	393,474	398,821
Trade and other receivables	187,124	114,457
Other receivables	4,886	4,534
TOTAL CURRENT ASSETS	585,484	517,812
NON-CURRENT ASSETS		
Property, plant and equipment	51,795	70,100
Other	2,581	7,466
TOTAL NON-CURRENT ASSETS	54,376	77,566
TOTAL ASSETS	639,860	595,378
CURRENT LIABILITIES		
Trade and other payables	164,168	97,066
Provisions for employee benefits	162,325	185,821
TOTAL CURRENT LIABILITIES	326,493	282,887
NON-CURRENT LIABILITIES		
Provisions for employee benefits	27,516	23,243
TOTAL NON-CURRENT LIABILITIES	27,516	23,243
TOTAL LIABILITIES	354,009	306,130
NET ASSETS	285,851	289,248
EQUITY		
Issued capital	12	12
Reserves	269,909	272,306
Accumulated funds	15,930	16,930
TOTAL EQUITY	285,851	289,248

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SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2019 (Australian Dollar A\$)

	2019	2018
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from donors		
Payments to suppliers and employees	(337,243)	(164,821)
Interest received	1,197	2,915
Other Income received	327,959	299,625
Grants paid	(1,000)	(1,000)
Net cash (used in)/from operating activities	(9,087)	136,719
CASH FLOWS FROM INVESTING ACTIVITIES		
Net payments for property, plant and equipment	(793)	(42,600)
Repayments of loan due from/(to) other related parties	4,533	(5,789)
Net cash from/(used in) investing activities	3,740	(48,389)
Net (decrease)/increase in cash held	(5,347)	88,330
Cash and cash equivalents at beginning of financial year	398,821	310,491
Cash and cash equivalents at end of financial year	393,474	398,821

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 2019, 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 2019. We expressed an unmodified audit opinion on that financial report in our report dated 31 October 2019. 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 2019 are consistent, in all material respects, with that audited financial report.

BDO East Coast Partnership

Richard Dean
Partner

Melbourne, 14 November 2019

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VICTORIAN WOMEN'S BENEVOLENT TRUST AND CONTROLLED ENTITIES

ABN 80 989 689 839

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2019 (Australian Dollar A\$)

	Consolidated		Trust	
	2019	2018	2019	2018
Revenue	1,914,088	2,110,286	555,513	644,753
Other income	176,160	180,594	176,160	180,594
Net fair value gains on financial assets	60,968	100,263	60,968	100,263
Employee benefits expense	(1,210,455)	(1,183,809)	(405,658)	(344,235)
Depreciation and amortisation	(19,098)	(19,508)	-	-
Grants expense	(741,455)	(221,204)	(740,455)	(220,204)
Occupancy expense	(198,054)	(193,004)	(59,348)	(57,897)
Professional fees	(227,458)	(234,747)	(6,071)	(8,737)
Other operating and program costs	(293,893)	(347,592)	(136,543)	(146,658)
Project expenses allocated by related entities	-	-	(7,300)	-
Total Comprehensive Income for the year	(539,197)	191,279	(562,734)	(147,879)

VICTORIAN WOMEN'S BENEVOLENT TRUST AND CONTROLLED ENTITIES

ABN 80 989 689 839

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2019 (Australian Dollar A\$)

	Consolidated		Trust	
	2019	2018	2019	2018
CURRENT ASSETS				
Cash and cash equivalents	624,762	757,538	75,615	178,031
Trade and other receivables	164,184	113,272	104,519	74,886
Other receivables	4,886	4,534	-	-
Financial assets at fair value through profit or loss	3,007,360	3,378,120	3,007,360	3,378,120
TOTAL CURRENT ASSETS	3,801,192	4,253,464	3,187,494	3,631,037
NON-CURRENT ASSETS				
Property, plant and equipment	51,795	70,100	-	-
Other receivables	2,581	7,466	-	-
TOTAL NON-CURRENT ASSETS	54,376	77,566	-	-
TOTAL ASSETS	3,855,568	4,331,030	3,187,494	3,631,037
CURRENT LIABILITIES				
Trade and other payables	186,228	103,206	125,808	6,553
Provision for employee benefits	191,036	214,596	28,711	28,775
TOTAL CURRENT LIABILITIES	377,264	317,802	154,519	35,328
NON-CURRENT LIABILITIES				
Provision for employee benefits	27,516	23,243	-	-
TOTAL NON-CURRENT LIABILITIES	27,516	23,243	-	-
TOTAL LIABILITIES	404,780	341,045	154,519	35,328
NET ASSETS	3,450,788	3,989,985	3,032,975	3,595,709
EQUITY				
Settled capital	1,100	1,100	1,000	1,000
Reserves	401,783	377,246	-	-
Accumulated Funds	3,047,905	3,611,639	3,031,975	3,594,709
TOTAL EQUITY	3,450,788	3,989,985	3,032,975	3,595,709

VICTORIAN WOMEN'S BENEVOLENT TRUST AND CONTROLLED ENTITIES

ABN 80 989 689 839

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2019 (Australian Dollar A\$)

	Consolidated		Trust	
	2019	2018	2019	2018
CAPITAL	1,100	1,100	1,000	1,000
RESERVES				
Balance at beginning of financial year	377,246	332,846	-	-
Transfer from/(to) accumulated/operations funds - net	24,537	44,400	-	-
Balance at end of financial year	401,873	377,246	-	-
ACCUMULATED FUNDS				
Balance at beginning of financial year	3,611,639	3,464,760	3,594,709	3,446,830
Total comprehensive income for the year	(539,197)	191,279	(562,734)	147,879
Transfer (to)/from capital reserves/operations funds - net	(24,537)	(44,400)	-	-
Balance at end of financial year	3,047,905	3,611,639	3,031,975	3,594,709
Equity at end of financial year	3,450,788	3,989,985	3,032,975	3,595,709

VICTORIAN WOMEN'S BENEVOLENT TRUST AND CONTROLLED ENTITIES

ABN 80 989 689 839

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2019 (Australian Dollar A\$)

	Consolidated		Trust	
	2019	2018	2019	2018
CASH FLOWS FROM OPERATING ACTIVITIES				
Receipts from donors	2,119,391	2,328,393	700,936	861,484
Payments to suppliers and employees	(1,950,167)	(1,908,028)	(495,316)	(605,216)
Interest received	3,987	7,636	691	1,000
Grants paid	(741,455)	(221,204)	(740,455)	(220,204)
Net cash (used in)/from operating activities	(568,244)	206,797	(534,144)	37,064
CASH FLOWS FROM INVESTING ACTIVITIES				
Net payments for property, plant and equipment	(793)	(42,601)	-	-
Net disposals/acquisitions/valuations JBWere investment portfolio	431,728	(36,468)	431,728	(36,468)
Repayments of loan due from/(loan to) other related parties	4,533	(5,789)	-	-
Net cash provided by/(used in) investing activities	435,468	(84,858)	431,728	(36,468)
Net (decrease)/increase in cash held	(132,776)	121,939	(102,416)	596
Cash and cash equivalents at beginning of financial year	757,538	635,599	178,031	177,435
Cash and cash equivalents at end of financial year	624,762	757,538	75,615	178,031

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 2019, 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 2019. We expressed an unmodified audit opinion on that financial report in our report dated 31 October 2019. 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 2019 are consistent, in all material respects, with that audited financial report.

BDO East Coast Partnership

Richard Dean
Partner

Melbourne, 14 November 2019

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DUGDALE TRUST FOR WOMEN AND GIRLS

ABN 45 242 265 341

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2019 (Australian Dollar A\$)

	2019	2018
Revenue	1,297,942	1,307,540
Employee benefits expense	(699,477)	(683,311)
Occupancy expense	(118,718)	(115,794)
Professional fees	(184,327)	(190,849)
Other operating and program costs	(253,886)	(301,543)
Project expenses allocated by related entities	(14,600)	-
Total Comprehensive Income for the year	26,934	16,043

SUMMARY STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2019 (Australian Dollar A\$)

	2019	2018
CURRENT ASSETS		
Cash and cash equivalents	155,674	180,687
Trade and other receivables	30,593	9,798
TOTAL CURRENT ASSETS	186,267	190,485
TOTAL ASSETS	186,267	190,485
CURRENT LIABILITIES		
Trade and other payables	54,304	85,456
TOTAL CURRENT LIABILITIES	54,304	85,456
TOTAL LIABILITIES	54,304	85,456
NET ASSETS	131,963	105,029
EQUITY		
Settled capital	100	100
Capital reserves	131,863	104,929
TOTAL EQUITY	131,963	105,029

DUGDALE TRUST FOR WOMEN AND GIRLS

ABN 45 242 265 341

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2019 (Australian Dollar A\$)

	Settled Capital	Capital Reserves	Operating Fund	Total Equity
Balance at 1 July 2017	100	88,886	-	88,986
Comprehensive income for the year	-	-	16,043	16,043
Transfers (to)/from Capital Reserve - Public Fund	-	28,794	(28,794)	-
Transfers from/(to) Capital Reserve - General Fund	-	(13,226)	13,226	-
Transfers (to) Robyn Mason Sub-Fund	-	475	(475)	-
Balance at 30 June 2018	100	104,929	-	105,029
Comprehensive income for the year	-	-	26,934	26,934
Transfers (to)/from Capital Reserve - Public Fund	-	25,613	(25,613)	-
Transfers (to) Robyn Mason Sub-Fund	-	1,321	(1,321)	-
Balance at 30 June 2019	100	131,863	-	131,963

SUMMARY STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2019 (Australian Dollar A\$)

	2019	2018
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	1,279,492	1,307,835
Payments to suppliers and employees	(1,304,505)	(1,274,821)
Net cash (used in)/provided by operating activities	(25,013)	33,014
CASH FLOWS FROM FINANCING ACTIVITIES		
Net cash provided by financing activities	-	-
Net (decrease)/increase in cash held	(25,013)	33,014
Cash at beginning of financial period	180,687	147,673
Cash and cash equivalents at end of the year	155,674	180,687

DUGDALE TRUST FOR WOMEN AND GIRLS

AUDITOR’S REPORT



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

The accompanying summary financial statements, which comprise the summary statement of financial position as at 30 June 2019, 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 2019. We expressed an unmodified audit opinion on that financial report in our report dated 31 October 2019. 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 2019 are consistent, in all material respects, with that audited financial report.

BDO East Coast Partnership

Richard Dean
Partner

Melbourne, 14 November 2019

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Profile

Sanduni Sithara Hewa Katupothage

Volunteer



“I remember the girls who talked about feminism in high school were always white girls.

I had a general idea of what it was, but I always thought ‘I’m not smart enough for that’. As I got older I started to think back and realised, ‘Oh, that’s what they were talking about — the feminist lens’ but they were lucky enough to be exposed to it at a younger age.

If I hadn’t studied sociology at Uni, then maybe I wouldn’t have become a feminist. But once you put those glasses on, you just cannot take them off, right? Now whenever I see any situation, the first layer I unpack is where is the inequality? How is the system oppressing people here? Not just gender, but also in terms of race and ability and class.

When I applied to volunteer at the Trust, it was a really good period in my life. I’d never worked in an office before and I could not be more grateful to Trust Volunteer Manager, Maria. She was the first person to give me a chance.

I volunteer on Rosie at the Trust and it has such a special place in my heart. I think it’s because it’s directed at teenage girls. They’re a part of the wider

population who are shunned and dismissed and nothing they do is ever right. Everyone makes so much fun of teenage girls and their interests. Teen girls are the ones who have the best ideas. They’re the changemakers. They’re the revolutionaries. They’re the ones who are the trendsetters.

It wasn’t that long ago that I was a teenage girl, if I could just go back in time and give my younger self advice, I’d just direct her to Rosie. You look back in time as well, like Malala and Joan of Arc. You find all these teenage girls who are going against the grain, just trying to fight for equality, fight for what they deserve and what they’re worth. I really want to champion them. That’s why I love volunteering on Rosie. It’s just the best.”

In case you can’t tell from this interview, Sanduni is an absolute delight. She is a Monash student, currently in her fourth year of Uni and majoring in psychology and sociology. Sanduni works as a volunteer on our website for teenage girls, Rosie.

→ Read one of Sanduni’s many blogs by heading to: www.rosie.org.au/home/blog

Image Breeana Dunbar



*Thank you for
supporting us yet
again this year*

We would 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 Club Respect Critical Friends group, Alice Macdougall (Herbert Smith Freehills) for her longstanding pro bono legal support; our incredible photographers, Ponch Hawkes and Breeana Dunbar.

We would also like to thank our team of volunteers, without whom we would not be able to carry out groundbreaking work, year in and year out. We would like to thank:

Jan Browning, Hilary Irwin, Venny Smolich, Megan Alexa Rosato, Sophie Grant-Foale, Emily Holding, Colleen Ivory, Laura McConnell, Isabelle Hughes, Jessica Naylor, Sanduni Sithara Hewa Katupothage, Queenie Chung, Ebony Westman, Heather Boundy, Casey Duong, Bree Whiting, Angelica Carmen Vaira, Bianca Whiteside, Ester Koelle, Diana Merrick-Tyler, Audrey Vong, Fatimah Albaqami, (Alissa) Cheung Tin Choi, Rachel Grove, Jacinta Hennekam, Georgia Jenkins Smales, Hebe Alexandra Treloar, Sarah Rowe, Alice Lindstrom, Simone Eckardt, Melanie Clark, Bronte Edmonds, Robyn French, Rebecca Johns, Isabel Anthony, Ruby Sciberras, Bronte Lourey, Emmanuela Noi, Amanda Barbour.



**VICTORIAN
WOMEN'S TRUST**

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