

Annual Report 2019/20

Growing stronger together



The Victorian Women's Trust respectfully acknowledges the wisdom of Aboriginal and Torres Strait Islander peoples and their custodianship of the



Our vision

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

About Us

Established in 1985, the Victorian Women's Trust (VWT) is a proudly independent feminist organisation. We support women, girls and gender diverse people to thrive.

We create social change projects and campaigns; conduct research on the issues affecting our communities; run thought-provoking events; provide mentorship opportunities; and give grants to vital grassroots projects.

Our advocacy work focuses on three high impact areas: economic security, health and safety, and equal representation. Creating change in these areas is key to achieving true gender equality.

VWT is 100% powered by donations from people in the community who share our vision for an equal future for all.



Organisational Structure

We have three entities:

VICTORIAN WOMEN'S TRUST LTD (VWT)

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

THE DUGDALE TRUST FOR WOMEN & GIRLS (DWTG)

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

VICTORIAN WOMEN'S BENEVOLENT TRUST (VWBT)

Our grant maker. Since 1985, VWBT has provided hundreds of grants to grassroots community organisations that improve the status of women and gender diverse people.

Contents



THIS IMAGE: Sanduni Hewa Katupothage and Shayoni Hewa Katupothage at the *Money Power Freedom* launch BOTTOM: Tarana Burke at the Collingwood Town Hall

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In Conversation

Leanne Miller and Mary Crooks on race, reconciliation, and the importance of truth telling

As heads of Koorie Women Mean Business (KWMB) and the Victorian Women's Trust (VWT), Leanne Miller and Mary Crooks have worked alongside one another for many years as fellow board members, peers, and friends.



KWMB and VWT have been proudly in partnership for over thirty years, sharing an office space and regularly collaborating on projects and events.

In 2020, as protests and dialogue in the community grew around the Black Lives Matter movement globally, and what that means here in Australia, Leanne and Mary came together to talk about their personal experiences with race, white privilege, and the people who shaped their thinking and activism.

Leanne Miller (LM): "I'm one of ten kids, growing up on my mother's land, Yorta Yorta country, in north-east Victoria. My mother was born on a mission. I grew up with all my cousins, they were my friends. I didn't mix with non-Aboriginal kids until I got to high school in Shepparton. I spent a lot of time with my grandparents; they would take me out bush to meetings; and my aunties would look after me.

It was at school that I started to notice the difference, of being excluded, I was the odd one out all the time. The white teachers would look at me and then put me in the naughty corner. It was the start of many high schools for me — someone would call me a 'black bitch' and I would retaliate and hit them. My brother would say, 'you've really got to do something about that temper' and I would say back, 'they should really control their language.'

What about you, Crooksie?"

Mary Crooks (MC): "Well, things were very different. I was one of four kids, growing up in a little town, Heywood, in south-west Victoria. My dad was a

carpenter. My mum, apart from looking after us, worked for a time in the local shoe store. Dad worked with some Aboriginal blokes on the railways. My brother and I used to ride our bikes around the town with some Aboriginal kids, which didn't seem to faze our parents at all. I do remember picking up on some offensive language about Aboriginal people and feeling uncomfortable about it but I didn't process the deeper meaning. From memory, our school books at the time just dulled our minds to our Indigenous past. I do remember feeling indignant in 1967 that we were only now holding a referendum to allow the Commonwealth to count Aboriginal people in the census."

LM: "How about that — I was just starting primary school at the time. I remember the excitement in my family, and celebrating the Referendum result. It was weird though because I was still feeling so isolated at school. This only really began to change when I moved to high school in Melbourne and found comfort in the company of people from other backgrounds, Italian, Maltese and Greek. We're all still friends.

But on the work front, racism was rearing its head in other ways. I had embarked on a journalist career, working in ABC radio. I'd set up phone interviews without actually meeting people, but when people saw my face, they would look me over differently from other producers; their tone and body language would change.

"It was at school

that I started to notice the difference, of being excluded, I was the odd one out all the time. The white teachers would look at me and then put me in the naughty corner."

"Truth-telling

is integral to reconciliation. It's the missing bit between the Apology and reconciliation. Our stories, your stories. Deep and intimate. A shared history."

I remember one station manager patting me on the head and calling me 'girlie'. I asked him to stop. He came back two days later really angry with me for challenging him. The more I put up my hand to be a serious journalist, the more I seemed to encounter different types of racism, whether in central Australia, urban Sydney, Melbourne or regional Victoria."

MC: "How did you cope with all of this, Leanne?"

LM: "I was confused. I would have conversations with my mother and my auntie who called it out as racism. And I would say, 'So there's nothing to fight this with?' They would talk to me about their activism, the experiences of my aunties and uncles, and the need for restorative justice for our peoples."

MC: "Mmm. I remember those years after high school as a time when I was still stumbling around a bit, trying to sort out my beliefs and attitudes on race. I went on to study at Melbourne University and it was there that I started to connect to issues around race more explicitly. I joined a group called AbSchol which provided scholarships for Aboriginal kids and my friend Anne and I took part in a program to provide evening tutorial support. While I had lots of fun time with the kids I was tutoring and their family in West Heidelberg, I felt confused too. I didn't want to be a do-gooder.

I began to reflect more consciously on my whiteness and the privilege this bestowed. Around this time, I found myself at a Federal Council for the

Advancement of Aborigines and Torres Strait Islanders (FCAATSI) at Townsville, I can't remember the year. From then on, exposure to Aboriginal leaders like Oodgeroo Noonuccal, Faith Bandler and Joe McGinness really jolted me into new ways of seeing."

LM: "That's amazing — my mother and grandmother took me to a FCAATSI gathering in Canberra. I remember the reception given by Gough and Margaret Whitlam. This memory of women working together has stayed with me. But it's been hard work in lots of white forums. Over the years, I have put my hand up to serve on lots of Committees, including Ministerial Committees, and I've usually been the only Aboriginal woman in the room. I've noted the room structures and honed my listening skills, which is part of my cultural tradition. At the same time, I have seen subtle plays of dominance, power and control. It seems we are allowed to speak, but are still rendered largely invisible: 'You asked us for our opinion. You didn't like it. You disbanded us.'

That's why I value the thirty-year-old partnership between Koorie Women Mean Business and the Victorian Women's Trust so much. We stand separate and work together on issues we see. We have parallel voices. Our strength comes from leaning on each other, pulling hard together. We stand as peers, for respect and equality."

MC: "I agree with all of that. But on a personal note, the partnership has helped me to re-calibrate my assumptions and beliefs about our historic past,

to unpack our racist past — and present — and to understand how white privilege works and the deeper, reflective work one needs to do on deprogramming oneself.

And Indigenous leaders like June Oscar AO and Jackie Huggins AM, and writers like Henry Reynolds and Marilyn Lake, have also helped me to understand and appreciate the urgent need for truth telling, and how this holds the key to reconciliation.

Wasn't it George Orwell who suggested that 'those who control the present control the past, and who controls the past controls the future', or something like that?"



Leanne Miller is a woman of the Dhulanyagen Ulupna Clan, Yorta Yorta nation and executive director of Koorie Women Mean Business, and an inaugural Atlantic fellow for Social Equity (2017). She's also a longstanding board member of the Victorian Women's Trust.



After an extensive public policy career, **Mary Crooks AO** became the executive director of the Victorian Women's Trust in 1996. 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.

→ Read more about Koorie Women Mean Business on pages 48-49.



Executive Director's Report

Mary Crooks AO

When I drafted *Credit Where Credit's Due* in 2013 — a donor funded advertisement published in all the major newspapers following the removal of Julia Gillard as prime minister — I included the following line: “*Julia Gillard’s time as Prime Minister exposed the deep seams of sexism and misogyny in our society that are so deeply imbedded.*”

Just as those days revealed so much about this country, COVID-19 has shown the fault lines in our community and exposed the unequal status of women, girls and gender diverse people.

This inequity was made obvious in the fact that women were uncritically expected to pick up the slack imposed by COVID-19 around remote learning, extending their unpaid work in the home even further. The fact that, as infections rose and wages plummeted, industries dominated by women workers like education, health, the arts, retail, and hospitality were left largely to fend for themselves. The fact that the scourge of domestic violence has been around for generations in our country, yet it took the pandemic for a lot of people to understand that women and children were going to be unsafe in their homes during lockdown.

As a small outfit, we’ve always been very careful to focus on issues where we could have some real

influence. I think we’ve done that well this year. I’ve been so proud of the VWT staff and volunteer team for adapting deftly to working from home, while remaining committed to quality team work and optimism, despite the inevitable anxiety that comes with a pandemic.

As COVID-19 was emerging in March, we were determined that no staff members would be stood down, they are our best asset. Even though this decision imposed its own demands, we knew it was the right move but we would not have been able to do that without the support of our donors.

At the beginning of the pandemic, I was worried that our donor base might be so impacted that they would not be able to stay with us. I’m heartened and privileged to say that our donor base has stayed with the Trust.

It’s so important to us that we’ve been able to launch new Sub Funds in this financial year, the Ruth Owens and Kevin Lynch Sub Fund and the Alma and Albert Tivendale Sub Fund. What these two Sub Funds have in common is passion, concern for improving conditions in our world, and a solid commitment to equal opportunity. It’s wonderful to see men like Kevin Lynch and the name of Albert Tivendale in the Trust cohort of donors and supporters.

We will continue to do what we can as an organisation to repay the faith that our donors have shown us and weather the storm that comes with this pandemic. We hope to come out of 2020 even more nimble, deft and digitally focused, ready to further the important work of VWT.



Chair's Report

Alana Johnson AM

Although rapid change is something that we all experience and adapt to in these modern times, change has certainly taken on a new meaning in the last few months.

Change is an ongoing focus for the VWT; it is our reason for existence. It is the old systems of power that have created the barriers and issues that women continually face and battle today. Structural change is what’s required for women, non-binary and gender diverse people to have the same opportunities in life that are accorded to men, regardless of race, gender or class.

In the last 12 months, the addition of three new VWT board members — Chris Gordon, Rana Hussain, and Cate Banks — has again put VWT in a really good position to focus on the future. We already knew that we were operating in an evolving environment, that the digital world was upon us and changing rapidly. The way people belong to organisations, the old structures of membership; we’re all contemplating as to what that might look like in the future and how non-profit organisations will exist.

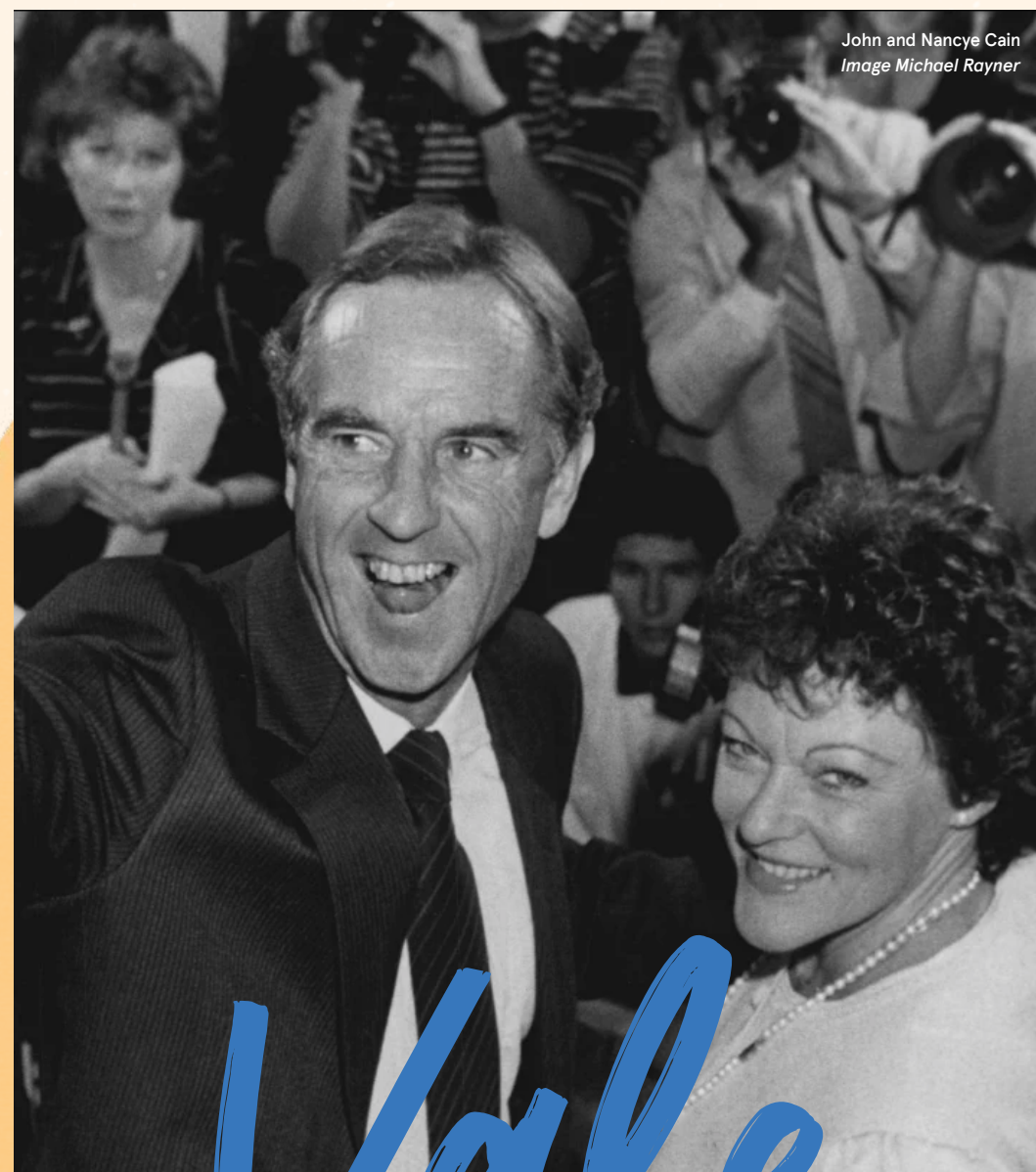
We’ve had all these changes in the last six months thrust upon us due to COVID-19. This has meant new experiences for all of us, particularly around how the team continues to work from varied and many locations. I want to applaud executive director Mary, the staff and volunteers for being able to pivot, adapt and find ways

to bring the work of VWT onto screens and into the lounge rooms and bedrooms of women across Victoria.

Our efforts in producing the economic security podcast, *Money Power Freedom*; and the upcoming poetry podcast *Between the Leaves*; the live-stream events, *Truth Power and the Law*, *Women Powering Climate Action*, *Feminist Fridays*; and the podcast with Jess Hill (author of *See what You Made Me Do*) on love, violence and control, which is currently in production; these are all examples of how VWT has been able to reach out and stay connected to women across Victoria.

We have always known that the changes that are required for women and girls will not happen without the support of men, and the fact that this year we have established two new Sub Funds with men as donors with their partners is very exciting. I think this demonstrates that men really are recognising that they need to step up, they need to participate, they need to be active, and they’re very welcome to donate in support of the gender equality movement.

We are making the time and space now to imagine what the future looks like for VWT, and we do know that you can’t just let the future happen, that it is up to all of us to create it. And what we want Australian life to look like, how we want Australian society to work, how we want to ensure that everybody has opportunities into the future, is going to require all of us to have the will to forge that change.



John and Nancye Cain
Image Michael Rayner

Vale

The Hon John Cain (1931–2019)

The epitome of ethical leadership

We honour the legacy of the Hon John Cain, longest serving Labor Premier of Victoria (1982–1990), lifelong sports enthusiast, and committed supporter of the Victorian Women's Trust, who passed away on 23 December 2019, aged 88.

John Cain was instrumental in the establishment of the Victorian Women's Trust. In 1985, the Cain Government gifted one million dollars to the women and girls of Victoria in recognition of their contributions and achievements since white settlement. This gift, as part of the sesquicentenary celebrations, led to the formation of the VWT as we know it today.

John and Nancye, his wife and partner of almost 65 years, remained ardent supporters of the Trust, which he freely nominated as, "one of the most symbolic and pioneering things we did."

Early in her career, Mary Crooks AO (executive director, VWT) worked for some years as John's speech writer and policy researcher. They stayed in close contact throughout John's life, and the Cain family invited Mary to speak at John's memorial service at St Paul's Cathedral in Melbourne. It was a packed service, overflowing with members of the public who came to pay their respects.

Here's an excerpt from Mary's eulogy speech, which was live streamed across the country:

"I first worked with John in 1977, when he was Shadow Minister for Planning, helping with speeches and doing research. We had serious fun together sleuthing some highly dubious land deals, like Mt Ridley.

Working at close quarters gave me an early measure of the man. He had a keen, plainly-wrapped intellect; and an impressive grasp of issues. He was ethical, fair minded, collegial and hard-working. There was no bluff or bluster; no over-sized ego. He had a wry, at times, wicked sense of humour.

But above all, he was deeply respectful, toward his life partner, Nancye, his children, Joanne, John and James, toward others and to me. For a woman in her late twenties, navigating what was then very much a 'man's world', the respect John accorded me was both validating and empowering.

* * *

The coverage of John's legacy over the past weeks has rightly acknowledged high profile achievements – the National Tennis Centre, the TAC, Southbank, shop trading hours. On its own, this account doesn't do justice to his three terms as Premier. Neither does it capture the broad sweep of his government's reform agenda.

But especially missing from this narrative so far is John's personal commitment and political contribution to achieving a fairer world for women.

Women have been hugely under-represented in our national and state parliament over the past century and more but this doesn't mean they are disinterested observers. Within the same patriarchal culture which has devalued women and sought to control what they should and shouldn't do, women have agitated and struggled long and hard, across the political spectrum, to secure basic human rights and reforms. Always from a lesser position of power, progress for women has been halting in the face of stiff rear guard action. It is no surprise that the hearts of many women skip a beat when they bear witness to a government intent on addressing gendered inequality.

A perspective on the span of time is crucial here today. So far, we have experienced 165 years of Victorian parliamentary history; and 120 years federally. There have been 48 Victorian Premiers and 30 Australian Prime Ministers. Out of these 78 leaders, only two have been women – Joan Kirner and Julia Gillard.

Wistfully, in my lifetime and that of my mother's (who is three weeks off turning 100), we can count on just two hands the numbers of male-led Victorian and federal governments that have elevated gender equality as part of their core business; and backed it with policy and action.

Of these handfuls, two governments have a special status – because they broke through on gender equality like none before. The Whitlam Government was one. John Cain's was the other."

→ To read the full eulogy, visit: www.vwt.org.au/john-cain-memorial-eulogy-speech/

Community Grants

Supporting safety and respect

Everyone has the right to safety in their homes, on the streets, at work and in digital spaces.

Right now, however, there are women and girls who are unsafe, mistreated and disrespected. Too many women, girls and gender diverse people have been abused by people who were meant to love them. Some are even killed.

This essential human right to safety and dignity was the particular focus of Victorian Women's Benevolent Trust's 2019 Community Grants program. Together with our generous donors and funding partners, we gave \$108,149 towards 11 projects that will change attitudes, support survivors, and embed a culture of respect across our community.

Our 2019 Community Grants provided essential funds towards programs and services that directly support over 4,450 people, such as Aboriginal girls and their

mothers; migrant and culturally and linguistically diverse women and girls; LGBTQI women, non binary and gender diverse people; older women; women with disabilities; socially isolated mothers; and more.

Many of the projects funded looked to address culturally appropriate and specific safety needs for vulnerable communities, as an addition to mainstream domestic abuse services.

Each project approached the safety focus with innovative strategies, such as tailoring service delivery and support for women and children experiencing domestic violence and abuse; enhancing women's access to specialised legal advice and assistance; strengthening communities through education and public arts programs; and providing maternal support for women in need.

Our dedicated donors and partners passionately support our drive to fund projects that deliver safety and dignity for women and girls. We would like to extend our gratitude to all our supporters and funding partners, in particular Grosvenor Foundation, Bokhara Foundation, Private Trust, Anne Miller and Sandra Hart. The level of support we receive each year proves that by joining together today, we are building a better tomorrow.

ANGLICARE VICTORIA

Conversational English in Your Community (Emergency Preparedness Focus) **\$9,895**

This short course has a focus on equipping women to deal with emergency situations. Newly arrived migrants, refugees and asylum seekers often have limited understanding of local emergency services, and how to effectively prepare and act in emergency situations in the Australian context. Some women lack trust or even feel fear towards emergency services due to past experiences of uniformed personnel in their countries of origin. Emergency preparedness training increases the women's safety, builds trust in first responder emergency services, such as police, fire and ambulance, and strengthens their English language proficiency.

COLAC GATHERING PLACE (PARTNER WITH BARWON CHILD YOUTH AND FAMILY)

It's All About Me! **\$8,470**

It's All About Me! is an Aboriginal artist-led visual art workshops for young Aboriginal girls and their mothers/ significant others that enhances their connection to community and enables them to feel culturally safe. The artwork will be displayed as part of the *Colac Otway Arts Trail* which creates a respectful and culturally aware community by celebrating the First Nation's culture and contributions to the Colac Otway Region.

BERRY STREET

What Nobody Talks About: How to Live Life After Sexual Assault and Violence **\$9,950**

This documentary film explores the ways in which women and girls find healing after experiences of sexual assault and violence. The film raises awareness among the broader community about the long-term impacts of sexual assault and violence. In addition to looking at how women seek to recover, move forward and care for themselves after sexual assault and violence, the film explores how they keep themselves safe and what safety means to them now.

BIRTH FOR HUMANKIND

Safer Beginnings: Supportive Positive Birth And Early Parenting Experiences For Socially Isolated New Mothers **\$9,834**

Birth for Humankind supports birth and early parenting experiences for socially isolated pregnant women in Melbourne who are experiencing family violence, trauma and abuse. Up to 70% of the women supported by this project have experienced housing instability with little access to any other family or social support.

Birth for Humankind works with 24 pregnant women experiencing family violence, trauma and/or abuse with focused one-to-one support from one of their professionally trained volunteer birth support workers. This support complements clinical care provided in the hospital system, building women's confidence and preparedness for birth and early parenting, strengthening their engagement with clinical care providers and building their connection with relevant social services and the broader community.

A special thanks to the Bokhara Foundation for their generous support.

EASTERN COMMUNITY LEGAL CENTRE (ECLC)

E-GOALS **\$10,000**

Women who are experiencing acute disadvantage may be less likely to seek assistance from a legal service for family violence. The *E-GOALS* project builds the capacity of staff to better identify, understand and respond to women's legal needs. Through the provision of a legal outreach service, this project is enhancing women's access to specialised legal advice and assistance, particularly issues such as family violence, intervention orders, child protection and family law. The project also provides referral pathways to ECLC's specialised family violence programs that provide wrap-around legal and social support for women with acute disadvantage and safety concerns.

A special thanks to Private Trust for their generous support.



THIS IMAGE: Standing with You, Wellsprings for Women Image provided LEFT: The Shifra app. MIDDLE: LGBTIQ Older Women Out & About, Switchboard Victoria Image provided

GOOD SAMARITAN INN (GSI)

Family Violence Resilience
Support worker (Pilot Project) \$10,000

This project piloted the provision of a Family Violence Resilience Worker during weekends to provide critical interventions to women and children who are experiencing family violence. During their stay at the GSI Crisis Accommodation Service, the dedicated FV Resilience Worker delivers crisis intervention that provides emotional and psychological support, safety planning, assisting women to take control of their circumstances, achieve independence, achieve their own goals, and take the next steps in their journey while focusing on their self-care, resilience, strengths and abilities.

A special thanks to the Grosvenor Foundation for their generous support.

SHIFRA

Improving Access To Maternity
Services For Families From Low
Literate, Non-English Speaking
Backgrounds \$10,000

This project increases knowledge and awareness surrounding the needs of women from low literate, non-

English speaking backgrounds who struggle to access and navigate Australia's maternal health services.

Shifra has developed online audio and visual resources that are easily accessible to women in multiple languages regardless of their level of written or spoken literacy. This project is part of a larger effort to replicate Shifra's English/Arabic web-app into four subsequent languages: Mandarin, Dari, Vietnamese and Hindi.

A special thanks to the Bokhara Foundation for their generous support.

SWITCHBOARD VICTORIA

LGBTIQ Older Women Out & About \$10,000

In a relaxed, welcoming environment Switchboard created safe, accessible opportunities for LGBTIQ women & non-binary people (50+) to come together and celebrate their diversity/strengths. These get togethers aim to build connection and help overcome isolation for older LGBTIQ women and non-binary people to reduce risks to safety and address barriers to inclusion. Volunteers provide peer support and intergenerational connection to allow the women and non-binary people to find friendship, have fun and access information.

A special thanks to the Grosvenor Foundation and Sandra Hart for their generous support.

WELLSPRINGS FOR WOMEN

Standing With You \$10,000

Standing With You is about creating a network of supportive women within the Pakistani, Afghan and Indian communities. In each of these communities, cultural and religious pressures have been known to strongly influence women to remain in abusive relationships. Standing With You provides Pakistani, Afghan and Indian women with an opportunity to discuss the social pressures they experience to remain in abusive relationships; unpack ways they can support other women who are experiencing family violence; and devise strategies for countering social backlash together. These educational workshops have been developed in accordance with family violence bystander training.

A special thanks to the Bokhara Foundation for their generous support.

WOMEN'S INFORMATION, SUPPORT AND HOUSING IN THE NORTH (WISHIN)

Capability Building Workshops
For Women Experiencing Violence \$10,000

This project provides targeted early interventions for women and their children in order to prevent

them reaching crisis and becoming homeless. It also supports women, should they reach a crisis, to navigate the government systems, maintain employment and manage their finances.

Economic independence enables these women to make a considered and planned exit from a violent relationship, stay connected to their communities and build a stable future for themselves and their children.

A special thanks to Anne Miller and Sandra Hart for their generous support.

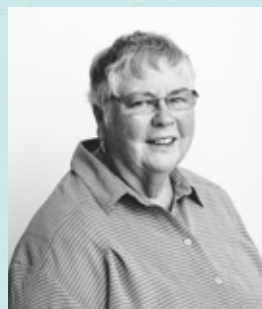
WOMEN WITH DISABILITIES VICTORIA

Our Right to Safety and Respect \$10,000

Women with Disabilities Victoria upgraded their empowering resource kit Our Right to Safety and Respect to meet the information and technological accessibility requirements for women with a range of disabilities, including women who identify as having low vision, are blind or are deaf/blind. This upgrade ensures these resources continue to be inclusive, relevant, and available in a range of formats that are easily accessible to women with disabilities.



ALMA &
ALBERT TIVENDALE
SUB FUND



CHRISTINE FRIDAY
& KATHLEEN POOLEY
SUB FUND



CON IRWIN
SUB FUND



ESSIE BURBRIDGE
SUB FUND



FAY MARLES
SUB FUND



FLEUR SPITZER
SUB FUND



HUMANITAS
SUB FUND



JAN WEBSTER &
SUE PETERSON
SUB FUND



JEAN MCCAUGHEY
SUB FUND



JOAN HUDSON
SUB FUND



LOULA RODOPOULOS
SUB FUND



PRUE MYER
SUB FUND



RUTH OWENS
& KEVIN LYNCH
SUB FUND

Our Sub Funds

Creating stronger communities

The committed donors of the Victorian Women's Benevolent Trust (VWBT) understand the power of investing in women and girls. Their generous donations strengthen community connections and supports an equal future for all.

Some donors have further extended their commitment to gender equality by creating a Sub Fund. Sub Funds are a sustainable philanthropic investment that fosters community innovation and creates a lasting social impact.

In 2010, VWBT launched its first Sub Fund and with it, a vision for sustainable grant making for Victorian women and girls. Thirteen Sub Funds later — and growing — this vision has been realised.

In 2019/20, eleven Sub Funds distributed \$94,415 across fifteen grassroots community projects and a further two new Sub Funds were established. The successful growth of the Sub Fund program means that in 2020/21, the Sub Fund grants round will now form the basis of our annual community granting round.

Each Sub Fund has specific purposes covering a broad range of focus areas such as:

- projects by and for Aboriginal women and girls;
- equal opportunity;
- women exiting prison;
- migrant women;
- women in the arts,
- single mothers and their children, and more.

The diversity of Sub Fund purposes ensures that we can continue to fund projects that will improve the lives of Victorian women, girls, non-binary and gender diverse people.

Sub Funds serve a dual purpose: funding community projects that benefit women and girls, and also celebrating the special people who inspired or founded them. These funds honour the memory of their founders by name or by reflecting their life's passion and community contributions through the Sub Fund's purposes. Some Sub Funds do both. Establishing a Sub Fund within the VWBT is a practical and lasting way for individuals to strategically invest in advancing opportunities for women and girls and creating an equal future for all.

Welcome to our newest Sub Funds

In the second half of 2019, we were excited to launch two new Sub Funds, taking our total to thirteen. We also had the pleasure of launching two new Sub Funds carrying the names of both women and men: the Ruth Owens & Kevin Lynch Sub Fund, and the Alma & Albert Tivendale Sub Fund.

Each Sub Fund has unique purposes that reflect community needs and the diverse circumstances of women and girls. As an inclusive feminist organisation, we strive to reflect the diversity of our community, and showcase the ways loved ones can work together to instil gender equality in our community.

→ Read more about the Ruth Owens & Kevin Lynch Sub Fund on page 22 and the Alma & Albert Tivendale Sub Fund on page 23.

If you'd like to support any of our existing Sub Funds or learn more about starting a Sub Fund of your own, visit: www.vwt.org.au/grants/SubFunds. You can also email our grants team via grants@vwt.org.au



Christine Friday & Kathleen Pooley Sub Fund

OUTBACK ACADEMY/WOOLKABUNNING
KIAKA INCORPORATED

*Women’s Wheeling and
Healing Program* \$3,500

The Red Dust Healers project brings representatives from the women’s team to Shepparton to deliver their *Wheeling and Healing* program to 20 Aboriginal women with and without disabilities. *Wheeling and Healing* combines wheelchair basketball with a session sharing the Healers’ own stories of being active young women with disabilities. They also share empowering stories of friendship between Aboriginal and other Australian women playing para-sports.



THIS IMAGE: The Pyjama Foundation Image provided
MIDDLE: Outback Academy/ Woolkabunning Kiaka Incorporated Image provided
RIGHT: Blind Sports and Recreation Victoria Image provided



Con Irwin Sub Fund

EMERGE WOMEN AND CHILDREN’S
SUPPORT NETWORK

Y.E.W Empowering Young Women \$4,500

Y.E.W is an early intervention, preventative, mentoring program. This program identifies and deals with early signs of emotional and economic control in relationships. It is tailored to 13-18-year-old culturally and linguistically diverse young women attending south eastern Melbourne secondary colleges. In some colleges, education extends across 40 different cultures.

INTOUCH MULTICULTURAL CENTRE
AGAINST FAMILY VIOLENCE

The Wattle Project \$8,000

The Wattle Project supports unemployed women from migrant and refugee backgrounds who have experienced domestic violence and abuse to become financially independent. This cohort of women face many barriers when looking for employment including lack of confidence, little to no work experience in Australia, and lack of local referees to support a job application. inTouch delivers internship programs that provide supported work experience through partner organisations.

THE PYJAMA FOUNDATION

Love of Learning Program \$6,176

The Pyjama Foundation is strengthening their *Love of Learning Program* for over 8,000 Victorian children in out-of-home care matching them with volunteer Pyjama Angels. The Pyjama Angels visit foster children once a week, and focus on learning-based activities to improve the children’s academic future.

Essie Burbridge Sub Fund

SISTERWORKS INC

*SisterWorks Emerging Female
Leaders Project* \$9,000

SisterWorks, the Victorian Office for Women, and UN Women partnered to share the SisterWorks model with other community organisations that are working with large groups of women from migrant and refugee communities. SisterWorks aims to support 2,000 women by 2021.

This consortium builds SisterWork’s capacity by growing the skills of its emerging leaders in a customised leadership program for 30 women from migrant and refugee backgrounds.

Fay Marles Sub Fund

MONASH UNIVERSITY

*Practices That Help Women
Accountants Flourish* \$3,784

This research project will identify the most effective mechanisms provided by accountancy organisations in supporting women to professionally thrive.

The study investigates the extent to which these practices create an environment of interpersonal trust and psychological empowerment, conditions important for women’s psychological and workplace wellbeing. The researchers explore how these outcomes impact workplace outcomes, such as performance.

WOMEN BARRISTERS ASSOCIATION
(IN PARTNERSHIP WITH VICTORIAN
WOMEN LAWYERS)

*Appearances by Female Counsel
in Courts in Victoria* \$3,784

This research project identifies the percentage of women barristers appearing in the State and Federal Courts of Victoria. It builds on the Women Barristers Association’s previous research showing that women appear at rates well below the 29% of barristers in Victoria who are women.

Currently the only available data of this nature is from the Victorian Court of Appeal. To increase this data, this research will extend to the Supreme Court and potentially the Federal and Federal Circuit Courts.

Fleur Spitzer Sub Fund

BELLARINE VCE GIRLS HOUSE INC

*Bellarine VCE Girls House
Project - Debbie’s Place* \$6,176

The Bellarine VCE Girls House supports VCE-aged girls who are trying to complete their VCE or have ceased their studies and are living out of their family home. These students do not have home and family support during this critical stage of their education and often live in vulnerable circumstances. Debbie’s Place is a house where the girls and managers create a home environment that is supportive and nurturing. It is located close to the beach for a healthy lifestyle and with local opportunities for work, sport and recreation.



THIS IMAGE: Theatre Works Image Sarah Walker
MIDDLE: Sisterworks Image provided RIGHT: Emerge Women and Children's Support Network Image provided



Humanitas Sub Fund

AFRI-AUS CARE INC

*Strengthening Relationships
Between South Sudanese Mothers
and Daughters* \$6,890

Afri-Aus Care uses the concept of Ubuntu and positive change to restore relationships between South Sudanese mothers and daughters in south-east Melbourne. The facilitated discussion groups improve relationships between the two generations.

The discussions explore African culture and heritage, Australian norms and society, modes of parenting, mental health, alcohol and drug use, and other subjects as requested by participants.

Jan Webster & Sue Peterson Sub Fund

FITTED FOR WORK

*Young Offenders Ready to
Work Program 2020* \$2,000

Fitted for Work connects women in detention with experienced mentors. Mentors support their mentee through the challenges of parole, reconnecting with

family and what may have changed for her 'on the outside'. Mentors help the women prepare for work, how to use Seek and LinkedIn, resumé writing, and practice the hard conversations about police checks. They model positive behaviours and routines. At each step, the mentors connect the women to Fitted for Work's services.

Jean McCaughey Sub Fund

TURNING POINT, EASTERN HEALTH
CLINICAL SCHOOL, MONASH UNIVERSITY

Women's Voice @ Turning Point \$9,153

This research project will enable women at risk of homelessness to have a say in shaping the service they receive. A consultative design process ensures services are safe, accessible, acceptable, and effective in helping women find secure housing and addiction support. In the first clinic in Victoria specifically designed to address the needs of women with addiction, Turning Point will develop and evaluate a digital platform for consumer representation for women at risk of homelessness.

Joan Hudson Sub Fund

BLIND SPORTS & RECREATION VICTORIA
(BSRV)

*Connecting Up With Others
For Comfort and a Chance to Share* \$7,129

This project will provide new community supports for mothers and their children with high needs disabilities. This is the first time that BSRV has offered respite programs for mothers of children with vision loss. It follows positive feedback received from mothers at a Road Safety Education program held in 2018, as illustrated in this testimonial: "Thank you so much for the road safety session: both my daughter and I really enjoyed ourselves. It was a significant experience for me because it was the first time I have spoken to other parents who have a child with a vision impairment in such an open and supportive setting [...] it was helpful for me to connect with other parents and lovely to see the kids having so much fun".

Loula Rodopoulos Sub Fund

THEATRE WORKS

She Writes \$5,300

She Writes is an annually delivered new writing and performance program engaging economically

and culturally marginalised women. *She Writes* produces an annual performance season of short works by women artists and St Kilda locals who have experienced homelessness or housing insecurity, addiction, domestic and family violence, mental illness and those connected to shelters, church groups and public housing. This work is about the empowerment of women and welcomes new communities into our theatre and onto our stages.

Prue Myer Sub Fund

BANKSIA GARDENS COMMUNITY SERVICES

*Girls' Circle Program Expansion -
Kenley Court Neighbourhood
House, Meadow Heights* \$10,000

Banksia Gardens Girls' Circle is a creative self-development program for vulnerable culturally and linguistically diverse girls aged 8-15 years. Based on the success of this program in Broadmeadows, Banksia Gardens piloted the program at the Kenley Court Neighbourhood House in Meadow Heights.

The *Girls' Circle* program builds confidence, teaches leadership skills, and creates awareness of gender equality and respectful relationships in a safe environment. Through this program, participants strengthen their social network and increase their sense of belonging in the community. Using a whole of community approach, parents assist in the development of strategies to support girls through adolescence.

WOMEN AND MENTORING - WAM LIMITED

*Young Women's Mentoring
program in Frankston* \$9,023

This pilot project develops a mentoring program specifically for vulnerable young women who are at risk of entering the criminal justice system. This project extends the current program to work with 15 to 18-year-old women in Frankston who are often reported missing; many are known to child protection and have regular contact with the Police and Youth Justice.

WAM supports five mentoring pairs over 12 months to build protective supportive networks and develop a pathway out of the criminal justice system.



Ruth Owens and Kevin Lynch
Image Breeana Dunbar

Ruth Owens & Kevin Lynch Sub Fund

Ruth Owens and Kevin Lynch share a passion for addressing the systemic barriers to equal opportunity.

They both have firsthand experience of the difficulties faced by single mothers and understand the difference a helping hand can make. Growing up, Kevin watched his mother struggle as a single mother; and Ruth worked and studied to better herself and her children when she too was a single parent. Throughout, Ruth and Kevin were acutely aware of the kindness they received from their community, which helped them to better support their families.

At the launch of their Sub Fund, Ruth and Kevin spoke of a growing intergenerational inequality and how they wanted to invest in community grants that will create opportunities and make a lasting difference in the lives of others. They know from experience that practical support at critical life stages can become a real catalyst for positive change, especially for women experiencing financial hardship.

We are proud to welcome the Ruth Owens & Kevin Lynch Sub Fund, a fund that will specifically support grassroots projects that enhance educational and employment opportunities for single mothers, refugee and migrant women.

Alma & Albert Tivendale Sub Fund

Linda Tivendale established the Alma & Albert Tivendale Sub Fund to honour her parents, whose lifelong motto was: "You don't just do things for yourself; you do it for others."

Alma and Albert grew up in working class suburbs in Melbourne and both left school in their early teens to join the workforce. Dancing and sport gave Alma and Albert the greatest pleasure and their Christian upbringing led them to always think of others. Their belief that there was always someone worse off encouraged them to find imaginative ways to solve serious problems.

Alma and Albert Tivendale were a couple united in their generosity. Albert was a bus driver who became a demolition business owner and Alma raised 5 children and volunteered in her community for over 40 years. Both were active members of their local church and sporting groups. Their daughter, Linda recalls "they were normal working class people who looked for ways to help."

The Alma & Albert Tivendale Sub Fund will fund projects which support disadvantaged girls in overcoming barriers to participating in physical activities; and foster innovative community models to assist women and their families experiencing financial hardship due to health and medical crises.

We are proud to facilitate the aspirations of this remarkable couple in building strong, connected, and inclusive communities.



LEFT: Alma Tivendale
RIGHT: Albert Tivendale
Images provided

Targeted Impact Grants

Supporting safety and respect

Since 1985, the Victorian Women's Benevolent Trust (VWBT) has given nearly \$7.9 million in grants to more than 600 social change projects that have improved the lives of thousands of women, girls and families across Victoria.

We fund grants through public donations and interest earned on our investments, and we are proud to make grants to organisations that support women, girls and gender diverse people in a variety of ways.

A decade ago, we channeled the passion of a unique donor into sustainable grant making by creating a Sub Fund. Since launching the first Sub Fund in 2010, our cohort of donor led funds has grown to thirteen. Named after a loved one, or established to recognise social justice aspirations, these philanthropic funds have increased our grant making capacity tremendously over the years.

Back in 2010, when the VWBT had just two Sub Funds, we distributed **\$22,000** across two projects. In 2019, we gave **\$94,415** across fifteen grassroots community projects. Through smart investment and a commitment to sustainable grant making, the Sub Funds have guaranteed growth, year on year, in perpetuity.

Given the ongoing success of the Sub Fund program, in 2019 the Trustees of the VWBT made the bold decision to elevate the Sub Fund grants to form the basis of our annual open community granting round,

hereby replacing our Small Grants round. This exciting opportunity has made way for a trial of Targeted Impact Grants, a new grants model.

This new exciting phase has been made possible thanks to the realisation of our vision for sustainable community grant making. We could not have made this progress without the support of our committed and passionate donors, and the ongoing growth of our Sub Fund program.

Purpose of the Targeted Impact Grants

Through Targeted Impact Grants, Trustees will identify and fund circuit breaking projects that substantially address gender equality barriers, significantly improve the lives of Victorian women and girls, or both. Targeted Impact Grants will allow us to make a small number of strategic discretionary grants annually.

Targeted Impact Grants draw on our 35 years of experience and deep understanding of service delivery and community activity toward gender equality. Coupled with VWT's research and advocacy work, this exciting new funding initiative will support breakthrough projects that address significant community needs, creating a fairer world for everyone.

→ Sign up to the VWT newsletter to learn more about the outcomes of the Targeted Impact Grants in 2020-21: www.vwt.org.au/sign-up-to-our-newsletter

To make a tax-deductible donation, visit: www.vwt.org.au/donate

Major projects

Supporting safety and respect

CLUB RESPECT

Club Respect helps grassroots sports clubs build and maintain a deep culture of respect, safety, fairness and equality. Ultimately, Club Respect helps to reduce violence and abuse across our wider society from the ground up.

Club Respect has a unique website that assists people within sports clubs to build respect into the core of their club. Club Respect provides digital resources that support clubs to transform their club culture, set standards, tackle common issues and provide real-world case studies of clubs improving their club culture.

We were delighted to appoint Tarik Bayrakli as manager of Club Respect in late October 2019. Tarik has a great track record in community sports and sports administration, including as general manager of community organisation, Sports Without Borders, which met one of his passions; social inclusion through sport.

Special thanks to the Wood Foundation for their generous support of upcoming Club Respect podcast, due for release in 2021.

Panel of Expertise

To further support sport clubs, Club Respect launched the *Panel of Expertise* in June 2020. With the support of our panel of 12 community sport experts, which includes sports administration leader Margot Foster AM, anti-violence campaigner Phil Cleary and diversity and inclusion specialist Rana Hussain, Club Respect now provides a dedicated portal for sport clubs to ask any question that will help their club to be safe, kind, and fair places. Questions our *Panel of Expertise* have addressed include, 'how can we safely challenge homophobia in the club?' and 'how can we broaden club roles for women?'

Club Respect is a national harm-prevention initiative by the Dugdale Trust for Women & Girls with critical funding support from the William Buckland Foundation and the Edward Wilson Trust.

→ Sign up to the Club Respect newsletter via: www.clubrespect.org.au

ROSIE

Rosie is a national harm-prevention initiative of the Dugdale Trust for Women & Girls that connects teens with the best digital resources out there. Created in 2014, Rosie.org.au 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.

The Rosie Blog

In the past year, we have published more than 35 articles by staff, volunteers and young people on the *Rosie Blog*. Topics have included sexual health and education, mental health, menstruation, gender and sexuality, body image and self love, politics, representation in the media, community activism and interviews with activists creating positive change in their community.

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 29 works by talented young writers so far and look forward to many more in the coming year.

Rosie in the Classroom

Rosie in the Classroom, our free educational resource kit for teachers, continues to be used in classrooms around the country. Created for Years 7-10, *Rosie in the Classroom* was written by leading educator Briony O'Keeffe to help teachers talk about topics like sexting, mental health, respectful relationships, and more.

Team Rosie

Rosie is powered by a small, dedicated team of staff and volunteers. Our work over the past year has been made possible by the contributions of volunteers Sanduni Hewa Katupothage, Rosie Ward, Sarah Rowe, Alice Chambers, Ruby Sciberras and Year 9 students from University High School in Melbourne. We are excited to work with our newly recruited volunteers and welcome them to the Rosie team!



JESS HILL PODCAST (TITLE TBC)

We have commissioned 2020 *Stella Prize* winner Jess Hill (author of *See What You Made Me Do*) and Georgina Savage (*Silent Waves* podcast) to create a podcast on love, power and violence.

The podcast will look deeply at the type of abuse that happens in private, and in public, searching the world for answers to the questions that continue to confound us. Why does domestic abuse persist? Why do people become abusive? And what can we do to prevent it?

The podcast is currently in production, due for release in early 2021.

We are grateful to the Phyllis Connor Memorial Trust of Equity Trustees Limited, Jo Baevski and a private donor for their support of this project.

HERE SHE IS

Here She Is currently profiles over 680+ talented speakers and professionals from a wide range of fields. This directory is an equal representation initiative created to change the under representation of women, and gender diverse people at conferences, panels, on boards and in leadership positions, as well as foster a place for people to network and find mentors.

On 18 September 2019, VWT collaborated on a *Here She Is* event with General Assembly, *Here She Is: An*

Evening With Women Entrepreneurs. Moderated by Maria Chetcuti (VWT operations manager), the night saw discussions between four entrepreneurs; Jane Kou (Bring Me Home App); Courtney Ray (Daily Blooms); Rosie Thomas OAM (PROJECT ROCKIT); and Katie Lio (WORK180). Each entrepreneur spoke about their business journeys, learnings and secrets to success. The evening was a great way to promote *Here She Is*, and recruit women and non-binary people to the directory.

If you are looking for a dynamic speaker or leader, jump on to *Here She Is* and search based on location and area of expertise.

Are you interested in being profiled on *Here She Is*? Joining is simple — all you need to do is fill out a form. No job type or specialty area is too obscure, we want you.

→ Head to: www.vwt.org.au/directory

ABOUT BLOODY TIME

In June 2019, the Trust published *About Bloody Time: the Menstrual Revolution We Have to Have*. In the final chapter, authors Jane Bennett and Karen Pickering clearly spell out the steps required to dismantle the menstrual taboo in our society to prevent further harm and advance equity and wellbeing.

Since publishing *About Bloody Time*, the Chalice Foundation and the Dugdale Trust for Women & Girls have joined forces to continue to press for change. To further this work in important and practical ways we have set out our partnership in a Services Agreement, which is a framework that captures our mutual goals around advocacy, community education and outreach work across families, local communities, schools, and workplaces.

While we are pausing our plans for in-person events, along with the entire community, as we all work to mitigate the worst impacts of the COVID-19 pandemic, we're currently serving our partnership by releasing free resources and blogs, working on a Health Standard for Menstrual Wellbeing, and expanding and strengthening our networks of influence and collaboration.

The Chalice Foundation is publishing weekly blog posts, interviews, reviews, opinion pieces, stories and academic reports from diverse authors on their website.

→ To find out more, visit: www.chalicefoundation.org/the-leak

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

FEMINIST FRIDAYS

Feminist Fridays is a fortnightly livestream series created by the Victorian Women's Trust in May 2020. Featuring two feminists in dialogue about pressing issues, this series was created to support connection amongst the VWT community during COVID-19 restrictions.

Happening live on our Facebook page from the 1st May 2020 onwards, *Feminist Fridays* runs for roughly 25 minutes. Short, sharp and to the point, these feminist conversations are intended to be enjoyed over lunch or with a coffee.

In this series, we heard a conversation on footy and feminism between AFLW footy star Darcy Vescio and VWT board member Rana Hussain; a dialogue on violence and history between *Stella Prize* winners, Dr Clare Wright and Jess Hill; and our chair, Alana Johnson AM and writer Gabrielle Chan on rural recovery and the resilience of women in bushfire affected areas.

We broadcasted five editions of *Feminist Fridays* before the end of financial year. It was very important to us from the outset that these *Feminist Fridays* were as accessible as possible. After each edition, a completed transcript was published on the VWT website along with the video.

→ Catch up on previous *Feminist Fridays* on the Trust Women Journal: www.vwt.org.au/how-to-watch-feminist-fridays/

BETWEEN THE LEAVES

Between the Leaves is a poetry podcast hosted by Ellen van Neerven and Hermina Burns. In each episode, Ellen and Hermina read poems written by women and the gender diverse, as well as their own original works, moving through themes like love, race and feminism.

Ellen van Neerven is an award-winning writer of Mununjali Yugambah (South East Queensland) and Dutch heritage. They write fiction, poetry, plays and non-fiction. Hermina Burns is an Australian poet of migrant ancestry mostly from Britain and northern and eastern Europe. She grew up on a small farm on the Mornington Peninsula. *Between the Leaves* will be released in September 2020.

→ Follow on Instagram: [@betweentheleavespod](https://www.instagram.com/betweentheleavespod)

EPISODES

1. Where do we \$tart
2. Super Game Plan
3. Women and Work
4. She's a Boss
5. Love and Money
6. The Mother Load
7. Bonus: Money + Mental Health

As of 2019, the full-time average weekly ordinary earnings for women was 14% less than for men

GUESTS

Hana Assafiri OAM,
Morrocan Soup Bar
Christina Hobbs, Verve Super
Leanne Miller, Koorie Women
Mean Business
Karen Pickering, writer
and feminist organiser
Jamila Rizvi, Future Women
Layne Beachley, surfing legend
Van Badham, writer and unionist
+ many more!

On average,
women retire with
roughly 40% less
superannuation
than men

MONEY POWER FREEDOM

TOPICS

Superannuation • Motherhood
Unpaid work • Financial Abuse
Savings goals • Relationships
Single parenthood • Equal Pay
Retirement equality • Childcare
Financial support services
Entrepreneurship

Over the course of their lifetime,
women spend twice as long as men in
unpaid work (particularly domestic
activities and childcare)

"As a woman who works in financial services, I thoroughly recommend this podcast. The conversations are engaging, accessible and important. The information was on point and the guests were very well selected. Their diverse experiences with money help to humanise what could easily be a very dry topic."

- Francis van Beek,
listener review



Georgie Proud, Cal Wilson and Santilla Chingaie Image Breeana Dunbar

In November 2019, we released our economic security podcast series, **Money Power Freedom**. Hosted by comedian, Cal Wilson, alongside journalist and filmmaker, Santilla Chingaie, the podcast was created in partnership with Bank Australia to address the economic inequality so many women and gender diverse people face today.

Throughout the series, Cal and Santilla spoke with a range of gender equality advocates such as Van Badham (writer and unionist); Hana Assafiri (restaurateur); Leanne Miller (executive director, Koorie Women Mean Business); Jamila Rizvi (media personality); and Layne Beachley (surfing legend); and more, to find out why women are more likely to have less money and what we can do about it.

Episodes cover important topics such as superannuation, entrepreneurship, relationships, financial abuse, unpaid work and savings goals, as well as practical tips listeners can apply to their daily life.

Background

Money Power Freedom distils decades of VWT insights gleaned from economic security grants, research initiatives, events and workshops, such as *Life, Relationships, Money: Discuss* held in partnership with Bank Australia at *Breakthrough* (a two-day feminist

conference hosted by the Victorian Women's Trust in 2016). *Money Power Freedom* also built on the ideas raised in VWT's *Economic Security Summer Intensive* (2018) attended by political economist Dr Richard Denniss, feminist economist Dame Marilyn Waring, and others.

Before embarking on production, podcast content mapping workshops were conducted with representatives from WIRE (Women's Information Referral Exchange), African Family Services, WEstjustice, Fitted for Work, Bank Australia, University of Melbourne and other key organisations. The Trust was proud to bring together experts from various sectors to help to shape the content of the podcast.

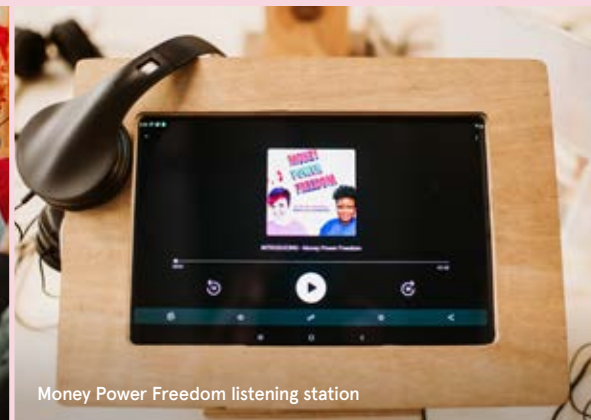
A call was also put out to our community for first person stories from women, non-binary and gender diverse people about their experiences with finances. All of these contributions informed the tone and direction of the podcast and we are grateful to everyone who shared their story.

Recording took place in 2019 at Horwood Studios in Melbourne, aided by sound engineer Gavin Nabauer alongside VWT staff Maria Chetcuti, Ally Oliver-Perham and Esther Davies-Brown, and various volunteers.

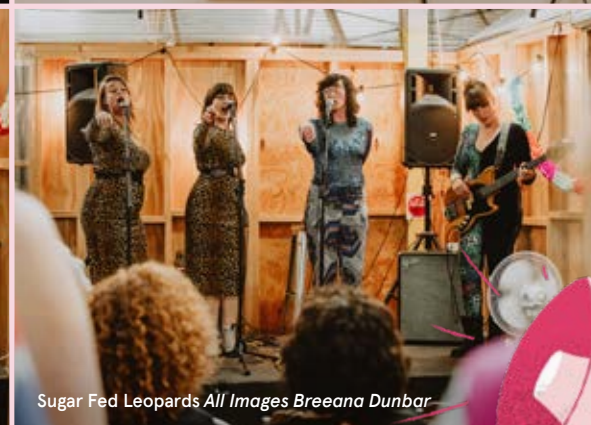
Money Power Freedom would not have been possible without the extensive research and production support of volunteers Ebony Westman; Queenie Chung; Audrey Vong; Jacinta Hennekam; Georgia Jenkin-Smales; Megan Rosato; and Jess Naylor; as well as VWT staff, Bryony Green (grants manager, VWT); Esther Davies-Brown



Co-hosts and Karen from Finance



Money Power Freedom listening station

Allyson Oliver-Perham and Maria Chetcuti
(co-producers) with Karen from Finance

Sugar Fed Leopards All Images Breeana Dunbar

(project officer, VWT); and Casimira Melican (research & advocacy, VWT).

Collingwood Launch Party

On 21 November 2019, we launched *Money Power Freedom* at Schoolhouse Studios in Collingwood. The festive launch attracted a large crowd of feminists of all ages, keen to support the podcast release and hear from MC, Karen from Finance, Australia's leading corporate drag queen.

Karen (who also features in episode one) interviewed Cal and Santilla about their experience of making the podcast; Fiona Nixon from Bank Australia about its strong passion for gender equality; and co-producers Ally Oliver-Perham and Maria Chetcuti about the driving forces behind the podcast.

Attendees were also treated to a short set from the Sugar Fed Leopards, a local disco pop band who lovingly donated the *Money Power Freedom* theme song, *Shut Up! (Show Me With Your Shoes)*.

Outcomes

In the first weekend of its release, *Money Power Freedom* reached over 1,000 subscribers and made the top 25 podcast list on Apple iTunes in the Society & Culture section. It was featured on Spotify, and made the Apple iTunes *Changing*

the Narrative: Inspiring Women list, featuring gender equality podcasts from around the world in celebration of International Women's Day 2020.

Resources have been developed for each episode by VWT staff and volunteers to support listeners to dig down deeper into the content of the podcast and find answers to their finance questions.

Bonus episode: Money + Mental Health

In 2020, we had planned to share the podcast and accompanying resource materials far and wide. As COVID-19 became an urgent issue in March, it was felt that there were more pressing financial conversations to be had as mental health and financial stress began to collide across the community.

We invited hosts Cal Wilson and Santilla Chingaiepe back for a bonus episode, *Money + mental health*, featuring special guests Georgie Harman (CEO, Beyond Blue), Fiona Guthrie AM (CEO, Financial Counselling Australia) and Julie Barrow (professional financial counsellor). These interviews were focused on practical actions listeners can take to look after their wellbeing and their finances in a time of great uncertainty.

Recorded remotely over Zoom, the episode is due for release in July 2020. We are extremely grateful to our podcast partner Bank Australia for making this initiative possible.

Tarik Bayrakli

Manager, Club Respect

Image Breeana Dunbar

"Cathy Freeman lighting the torch at the Sydney Olympics was the most sensational moment in sport for me. It showed how deeply sport can influence society and public opinion. Another significant moment was when the Australian soccer community came together to free refugee Hakeem al-Araibi from a Thai prison. But the biggest shift was the way AFLW sparked a rapid rise in the number of girls and women participating in club football. I was there at the first match at Princes Park in 2017. I felt that the crowd knew they were witnessing the start of something significant for community sport.

People in community sport clubs have an incredibly close connection with those around them. The way the coach influences players, the way parents and supporters interact with the umpires and in the way club presidents and committees make decisions affecting the way the club runs. These behaviours set the culture in the club and importantly they influence and validate the way club people live their lives outside of the club. When we see players being violent, parents being abusive and a win-at-all-costs mentality it is all too easy to see how these values, attitudes and behaviours are experienced in our homes.

Club Respect offers the guidance to help clubs make the right decisions, making sure that important things like setting standards for behaviour and living by club values are central to the way the club operates.

I'm really excited to come on board the staff team at the Victorian Women's Trust. Irrespective of gender we are all working towards the same thing. I love the conversations I have with colleagues and how they expand my knowledge of the unique challenges faced by women. I also like to think I can add useful insights as a man from my own personal experiences."

Tarik Bayrakli's relationship with sport runs deep. He's a soccer enthusiast from way back but more than that, he understands the important role of sport in bringing people together. Tarik joined the Victorian Women's Trust team in late 2019 as manager of our harm-prevention sports initiative, Club Respect. In the years prior, Tarik was heavily involved with Sports Without Borders, working closely with newly arrived people, refugees and people seeking asylum.

Research and Advocacy

2019-2020

In the past year, our submissions have featured a common theme: the need for governments, policymakers and organisations to include women and gender diverse people in all levels of decision making; take into account their lived experiences when forming and enacting policy; and consider the gender dimension of the COVID-19 pandemic response and recovery plan.

Policy Submissions

VWT made the following submissions in the past year:

JULY 2019

Victorian Royal Commission into Victoria's Mental Health System

On 24 February 2019, Premier Daniel Andrews and Minister for Mental Health Martin Foley released the terms of reference and announced the appointment of Penny Armytage as the Chair of the Royal Commission into Victoria's Mental Health System. We see our submission as an opportunity for young girls and women to have a much needed voice in the process. In 2014, we launched our harm prevention initiative Rosie from what we saw as a clear need for a resource, free from commercial interests, that allows young women to access information to the complex range of issues faced in their everyday lives to ensure they are

informed, safe and healthy. Rosie.org.au is a website without peer in Australia which introduces us and has us in dialogue and exchange with thousands of teenage girls and young women in Victoria and across Australia every month. Through Rosie we are well placed to make a number of insightful observations about the mental health of teenage girls and young women.

DECEMBER 2019

Victorian Public Accounts and Estimates Committee Inquiry into Gender Responsive Budgeting

On 2 October 2019 the Victorian Government Public Accounts and Estimates Committee launched a new public inquiry into the way the state government budget addresses gender equality. The Committee's inquiry will examine how gender responsive budgeting at the state level can help to address inequality.

VWT's intention in writing the submission was to endorse Gender Equity Victoria's (GEN VIC) submission to this inquiry as a member organisation and also outline briefly some of our own learning to supplement GEN VIC's submission.

Gender responsive budgeting is a crucial opportunity to deliver better outcomes for women, trans, gender diverse and non-binary individuals into the future. With the right resources and policy commitment, an economic gender lens should result in expert tweaking of economic and fiscal policy to deliver tailored policy solutions for enduring financial inequities for women, trans, gender diverse, non binary individuals and their children.



Joint Statements on COVID-19

APRIL 2020

Joint statement on COVID-19 and the effect on women and gender diverse people

VWT partnered with GEN VIC and over 100 other Victorian women's organisations to release a joint statement on ten things the Government must do to address the impacts of COVID-19 on women and gender diverse people.

MAY 2020

Snap Forward Feminist Policy Network Submission to Senate Committee on COVID-19

In signing on to this joint submission, VWT joined over 70 other organisations and individuals calling for a gender-responsive COVID-19 recovery over the immediate and longer term. The submission outlines the specific impact of the crisis on women, and provides 10 key recommendations for government to both lessen the heavy burden and ensure policy responses do not further entrench current systemic gender bias and inequities.

→ If you would like to download a copy of any of our policy submissions or access joint statements signed on to by VWT, please go to: www.vwt.org.au/policy-advocacy

In our view, two critical dimensions to getting gender responsive budgeting right in the first place, and upholding these propositions, is to acknowledge women's unpaid and care work, and to count it.

JANUARY 2020

Religious Freedom Bills - second exposure draft consultations

As a part of his internship at the University of Melbourne, Connor Shaw prepared a briefing paper for use by VWT to understand the effect that the currently proposed religious discrimination bills would have on the right of Australian women and other vulnerable communities. This report contends that religious freedom is already subject to adequate protections in Australia, and that any further explicit right to religion is a response to the recent progression of events that are controversial to religious beliefs, such as marriage equality and gender reform.

The far-reaching scope of the draft Religious Discrimination Bill 2019 and its dramatic departure from conventional discrimination law frameworks holds heightened risk for abortion and health service access, health and sexual education, responses to institutional child sexual abuse and offensive speech. It was this report's conclusion that religious freedom protections will create a superseding right to religious dignity over the basic human dignity of vulnerable communities, particularly women.

On January 30th 2020, VWT submitted Connor's report to the Attorney General's Religious Freedom Bills - second exposure draft consultations.



Image Breeana Dunbar

Michelle Pereira

Artist

"From the moment I even remember existing, I was drawing. I'd scribble with my mum's lipstick, makeup, crayons, pastels, anything. I used to do little cartoon drawings I'd sell in primary school to make enough money to buy donuts that I wasn't actually allowed to eat. Drawing has always been a huge part of my life. It's a meditative thing I use to spend time with myself and be grounded, and be with my own thoughts. It helps you to process what you've lived through.

Toni Morrison is a huge inspiration for me. *Beloved* is one of my favourite books in the whole world. One of the key protagonist characters is a young black woman, and it's basically set in the post-slavery south of America. And it's just about stories, stories of the people of this time over the course of maybe 10, 20 years.

And Toni Morrison does the most beautiful job of both inspiring and conveying the strength of this one character, but also at the same time showing her vulnerability and the complete brokenness, and her lack of being complete or being strong, which is what I quite like.

That's what makes her and Nina Simone, two of my favourite feminist heroes, because they're both strong but also tender at the same time. And I think that is beautiful, and it captures the human spirit very well.

I've loved working with the VWT, it's quite nice to work and produce work for clients who have a perspective that you can back completely. It makes it feel much more than simply producing a drawing. It's quite possible to have it feed both your mind and your soul in a pretty nice way."

Michelle Pereira is a Melbourne based illustrator whose work regularly features an array of confident women standing tall against a backdrop of vibrant colours and geometric shapes. We've worked with Michelle on a number of projects including *About Bloody Time: the Menstrual Revolution We Have to Have*, Annual Report 2019-2020 (see cover page and pages 4, 12, 39) as well as a range of feminist posters, and a digital thank you card!

Trust News

2019-2020

LEANNE MILLER APPOINTED TO FIRST PEOPLES' ASSEMBLY

Congratulations to VWT board member Leanne Miller on her historic appointment to the First Peoples' Assembly. The First Peoples' Assembly of Victoria is the voice for Aboriginal communities across the state, representing them in the next phase of the Treaty process. Leanne is a woman of the Dhulanyagen Ulupna Clan, Yorta Yorta nation and executive director of Koorie Women Mean Business. It must be noted that a gender quota was not necessary in this process due to the incredible numbers of women standing for election.

CONGRATULATIONS ALANA JOHNSON AM

Alana Johnson AM (VWT chair) was made a Member of the Order of Australia as part of the Australia Day honours for 2020. Alana was recognised for her significant service to women through leadership and advisory roles. Many in the VWT community will know of Alana's long standing leadership and tireless dedication to the advancement of women and girls.

VOLUNTEER SPOTLIGHT

At VWT, we are fortunate to have a dedicated team of volunteers who give their time and expertise to a wide range of projects. Here's a sneak peek into what some of our volunteers have been up to in 2019-20:

Robyn French

Robyn has been volunteering with VWT since August 2019. Robyn had previously worked as a radiation therapist, retiring in 2018. Robyn's major project has been the completion of an essay about the young women who trained and worked as Victoria's first radiation therapists in the 1950s. This research has involved learning about oral history, interviews, visiting libraries and online research. The story is not just about the history but about young women's experiences working in a technical science-based career, and their journey negotiating the gender inequality, technological



change and cultural expectations of the time.

Robyn had this to say about her time as a volunteer: "Being able to give a voice to these stories has been very satisfying for me personally and I hope it will connect with young women today who are fascinated by science and technology and its role in our future. My work has benefited enormously from wonderful editorial assistance and guidance from the VWT staff and will soon be published as a booklet by VWT."

→ Robyn's report will be available on the VWT website in late 2020, keep an eye out for her paper by joining our email newsletter: www.vwt.org.au/sign-up-to-our-newsletter/

Connor Shaw

During his time as a student intern from the University of Melbourne at VWT, Connor prepared a report called *The Religious Discrimination Bill: Fraught for Australian Women* to explore the effect that the currently proposed religious discrimination bills would have on the rights of Australian women and other vulnerable communities.

On January 30th 2020, VWT submitted Connor's report to the Attorney General's Religious Freedom Bills – second exposure draft consultations writing that VWT has, "serious concerns about this proposed legislation and its negative impacts on Australian women."

Connor had this to say about his time as a volunteer: "During my time at the Trust I came to quickly realise that working at VWT wouldn't be like anything I've done in the past, and likely won't be like anything I do in the future. The team at VWT is full of so many inspiring, skilled women who are so unfaltering in their support and encouragement, a team that brings out the best in you as much as they make work everyday something to look forward to."

→ You can read Connor's report here: www.vwt.org.au/policy/2020-religious-discrimination-bills-consultations/

THIS IMAGE: Tarana Burke BOTTOM LEFT: Crowd at the Collingwood Town Hall BOTTOM RIGHT: Mary Crooks AO, Tarana Burke, Dr Kylie Cripps, Kate Jenkins, Tracey Spicer AM Images Breeana Dunbar



Rosie Ward

Rosie is studying a Masters of Social Policy at the University of Melbourne while volunteering for VWT. Rosie is an avid reader and writer. She runs a feminist Instagram account, *What Rosie Reads*, where she chronicles her intersectional reading journey and also directs a feminist book club, Babes in Books (@babesinbooks_), for AndAlsoPresents. Rosie also writes blogs for the Trust Journal, Rosie.org.au and the Chalice Foundation website on topics such as, diversity in Australian music, menstrual health, and the natural hair movement.

In her free time, you can find Rosie perusing a secondhand bookstore or tending to her growing cactus collection. One day she wishes to change the world through progressive policy.

→ Follow @what.rosie.reads on Instagram

→ Visit the Trust Journal to read Rosie's blogs: www.vwt.org.au/blog/

→ Volunteer with us! If you are interested in volunteering with the Trust please visit: vwt.org.au/volunteer/

AN EVENING WITH TARANA BURKE, FOUNDER OF THE ME TOO MOVEMENT

The Trust was extremely fortunate to host an event with civil rights activist and founder of the Me Too Movement, Tarana Burke, on 18 Nov 2019, a truly exceptional moment in VWT history. Over 800 people gathered at Collingwood Town Hall to hear Tarana Burke speak alongside Dr Kylie Cripps (proud Pallawah woman and violence prevention expert); Kate Jenkins (federal sex discrimination commissioner); Tracey Spicer AM (journalist); and Mary Crooks AO (panel moderator and executive director, VWT).

Discussion ranged over what we can do for the movement to sustain momentum (and also sustain ourselves); how to deal with backlash; disclosing sexual assault safely; the work that still needs to be done to centre women of colour; and how we can remain hopeful for the future. Here's a few highlights from Tarana:

"When people ask if I'm surprised that Me Too took off in the way that it did – my answer is always no."

"If you're not a survivor, you know one. It is deeply pervasive. If you only take parts of sexual violence you miss the whole picture and if we're going to truly talk about the magnitude of sexual violence we have to talk about violent language, violent interactions, institutional violence, state-sanctioned violence, familial violence...all of this creates a spectrum and we need to look at the entire thing."

"When you have 12 million people respond to a singular hashtag in 24 hours – that's just a drop in the bucket because for every person who put #MeToo on the internet there's probably 5 more who couldn't do it."

In response to an audience question submitted by Denise from Cranbourne, "What is the one thing we can do each day/week to support the #MeToo movement?" Tarana said,

- Think about what your day-to-day life is – there are so many gaps around us.
- Ask questions, be curious.
- Don't believe everything you read in the news about Me Too. Do your own research.
- When you go to work tomorrow, go read your workplace policies on sexual harassment.
- Think about the ways you interact with life that contributes to rape culture.

"Don't think there's any contribution that's too small because there's not [...] this family Christmas when your crotchety aunt or uncle says 'this Me Too Movement has gone too far', be the voice that says 'No. I know the truth about this movement.'"

We would like to give a huge thanks to our livestream partner, Emma Whiting Travel & Cruise, a women-led business that firmly believes in supporting other women. Their dedicated support ensured that this important conversation was widely broadcast. This event was proudly presented in partnership with the Sydney Peace Foundation.

→ If this raises any issues for you, help is available:

- Centre Against Sexual Assault (CASA) 1800 806 292
- 1800 RESPECT 1800 737 732
- Our full list of support services: www.vwt.org.au/support-services/

→ Watch the video here: www.vwt.org.au/watch-tarana-live-stream/

NEW FACES ON THE VWT BOARD

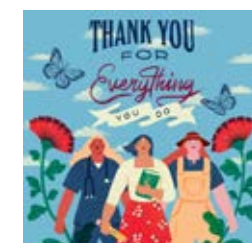
It might not be business as usual right now, but that hasn't stopped us from appointing new faces to the Victorian Women's Trust Board. We're excited to welcome Rana Hussain, (writer, podcaster, diversity and inclusion expert); Christine Gordon (programming manager at Readings); and Dr Cate Banks (senior lawyer with Justice Connect) to the Victorian Women's Trust board! Rana Hussain is a diversity and inclusion leader making important inroads into Australian sporting culture and the community at large. Rana is a pioneering influence in AFL as one of a handful of women of colour in the industry. She's also a freelance writer, podcaster, and broadcaster, known for her work on the ABC footy podcast, *The Outer Sanctum*. Chris Gordon is the programming and events manager at Readings and one of the founding members of the *Stella Prize*, established in 2013 to rectify a male dominance in awards, media and cultural attitudes. She's a champion of Melbourne writers, artists and performers, the people who make our city. Dr Cate Banks has worked as an intensive care nurse while studying law, a solicitor, mediator, academic researcher and lecturer. Currently Dr Cate Banks is a senior lawyer with Justice Connect, an independent, not-for-profit organisation that helps people and community groups connect with free legal help.

THANK YOU CARD

As the COVID-19 pandemic was taking hold in Australia, VWT staff wanted to find a way to acknowledge the dedication of frontline workers, educators and carers in this difficult time and support people to reach out to one another.

With the help of graphic designer Aimee Carruthers and illustrator Michelle Pereira, we created a digital greeting card with the inscription, 'Thank you for everything you do'. Senders could also add their own personalised message of thanks.

A greeting card won't solve the issue of unpaid work or the gender pay gap, but it does go some way to remind people that they are seen and cared for.



→ Send a card to someone you're thankful for: www.vwt.org.au/send-thank-you-card/

Trust Events

8 AUGUST 2019

Book Launch: *Women's Work: A Reckoning with Work and Home*

Megan K. Stack and Mary Crooks AO at Readings Hawthorn

15 AUGUST 2019

Economic Justice: Strengthening Our Economy by Doing Better by Australian Women

Dr Marilyn Waring, Michael West and Mary Crooks AO in conversation at the Northcote Town Hall

18 SEPTEMBER 2019

Here She Is: An Evening with Women Entrepreneurs

Maria Chetcuti, Jane Kou, Courtney Ray, Katie Lio and Rosie Thomas at General Assembly Melbourne

20 SEPTEMBER 2019

Book Launch: *Drawing Power: Women's Stories of Sexual Violence, Harassment, and Survival*

Mary Crooks AO with Australian contributors, Sarah Firth and Rachel Ang at Readings Carlton

30 OCTOBER 2019

Ruth Owens and Kevin Lynch Sub Fund Launch

Mary Crooks AO, Ruth Owens and Kevin Lynch at VWT

18 NOVEMBER 2019

#MeToo Tarana Burke I Melbourne I One Night Only

VWT partnered with the Sydney Peace Prize to host Tarana Burke founder of the #MeToo movement at the Collingwood Town Hall. Speakers included Leanne Miller, Dure Dara OAM, Tracey Spicer AM, Kate Jenkins, Dr. Kylie Cripps, Mary Crooks AO and Tarana Burke. This event was live streamed with support from Emma Whiting Travel

20 NOVEMBER 2019

Alma and Albert Tivendale Sub Fund Launch

Mary Crooks AO and the Tivendale family at VWT

21 NOVEMBER 2019

Money Power Freedom Podcast Launch

Cal Wilson, Santilla Chingaibe, Karen from Finance, Fiona Nixon, Ally Oliver-Perham, Maria Chetcuti and the Sugar Fed Leopards at Schoolhouse Studios Collingwood

19 DECEMBER 2019

Marilyn Waring Working Session

A working session with key thinkers on unpaid labour and economic equality at the VWT office

27 FEBRUARY 2020

Book launch: *Against Separation Creek & Bite of a Bluebottle*

Mary Crooks AO with poet Hermina Burns at Readings Carlton

26 MARCH 2020

Women Powering Climate Action

Mary Crooks AO, Christina Hobbs, Amelia Telford and Petra Stock at the Wheeler Centre. Partnership event with Verve Super. This event was live streamed with support from Emma Whiting Travel

1 MAY 2020

Feminist Fridays: Jess Hill and Dr Clare Wright

Stella Prize winners Jess Hill and Dr Clare Wright in conversation on Facebook Live

15 MAY 2020

Feminist Fridays: Darcy Vescio and Rana Hussain

AFL star Darcy Vescio and Rana Hussain talk about women in sport in conversation on Facebook Live

29 MAY 2020

Feminist Fridays: Michele O'Neil and Mary Crooks AO

President of the ACTU, Michele O'Neil and Mary Crooks in conversation on Facebook Live

12 JUNE 2020

Feminist Fridays: Yumi Stynes and professor Jane Fisher

Yumi Stynes and Prof Jane Fisher discuss COVID-19 and motherhood in conversation on Facebook Live

26 JUNE 2020

Feminist Fridays: Gabrielle Chan and Alana Johnson AM

Gabrielle Chan and Alana Johnson discuss the impact of 2020 on regional women in conversation on Facebook Live

Community Connections

CENTRE FOR STUDENT LEADERSHIP

Mary Crooks AO continued to serve on the school council for the School of Student Leadership. This program offers 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 regions.

FITTED FOR WORK

Mary Crooks AO also serves as chair of Fitted for Work. Since 2005, Fitted for Work has been offering employment services which help women build their skills and develop their confidence in order to achieve meaningful work. Their vision is financial independence and positive change for women.

Speaking Engagements

8 AUGUST 2019

Mary Crooks AO moderated *Women's Work: A Reckoning with Work and Home* book launch by Megan Stack at Readings Hawthorn

10 AUGUST 2019

Mary Crooks AO moderated a session on leadership at the *Bendigo Writers' Festival* involving Marilyn Waring, Kerry O'Brien, Troy Bramston and Bri Lee

11 AUGUST 2019

Mary Crooks AO moderated a session at the *Bendigo Writers' Festival* involving Dame Marilyn Waring and Dr Richard Denniss

20 AUGUST 2019

Mary Crooks AO spoke on a panel with Lidia Thorpe and Aviva Reed at Academy of Mary Immaculate, Fitzroy

22 AUGUST 2019

Mary Crooks AO attended a Committee meeting for the *Women Deliver 2021* Conference bid, Melbourne Convention Bureau

2 SEPTEMBER 2019

Mary Crooks AO was a panel member on Equal Pay – 50th Anniversary of legislation for Economic Security4women alliance

11 SEPTEMBER 2019

Mary Crooks AO was a guest speaker and observer at a City of Port Phillip Community Engagement session

11 SEPTEMBER 2019

Mary Crooks AO was a guest speaker at a Women in Water Network conference event, Albert Park

12 SEPTEMBER 2019

Mary Crooks AO participated in day-long panel session to select the Victorian Australian of the Year Awards

20 SEPTEMBER 2019

Mary Crooks AO launched the book, *Drawing Power* edited by Diane Noonin, at Readings

22 OCTOBER 2019

Mary Crooks AO was part of the Committee to secure Melbourne as host of the *2021 Women Deliver* Conference

25 OCTOBER 2019

Mary Crooks AO was a guest speaker at Williamstown High School on the topic of domestic violence

11 NOVEMBER 2019

Mary Crooks AO met with a group of Year 9 students from Northcote High to discuss their questions around women's safety



18 NOVEMBER 2019

Mary Crooks AO moderated the panel at the Tarana Burke Me Too event, Collingwood Town Hall

20 NOVEMBER 2019

Mary Crooks AO spoke at the launch of the Alma and Albert Tivendale Sub Fund, Victorian Women’s Trust

21 NOVEMBER 2019

Mary Crooks AO spoke at the launch of *Money Power Freedom* podcast, Schoolhouse Studios

29 NOVEMBER 2019

Mary Crooks AO was a guest speaker at the Victorian Department of Education event on violence and abuse

4 DECEMBER 2019

Tarik Bayrakli spoke at City of Darebin event on sport and gender equality

18 FEBRUARY 2020

Mary Crooks AO spoke at a morning tea with Women at the Museum about VWT

18 FEBRUARY 2020

Tarik Bayrakli facilitated a session for African Family Services on bystander intervention

27 FEBRUARY 2020

Mary Crooks AO launched two books of poetry by Hermina Burns at Readings, Carlton

6 MARCH 2020

Mary Crooks AO spoke at the Sydney Road Community School for International Women’s Day

12 MARCH 2020

Mary Crooks AO spoke at the launch of Fitted for Work’s new premises on Bridge Road, Richmond

2 APRIL 2020

Mary Crooks AO was a speaker for an online media conference for GEN VIC around actions to support women during COVID-19

29 MAY 2020

Mary Crooks AO was a speaker on *Feminist Fridays*, with Michele O’Neil, president of the ACTU

3 JUNE 2020

Mary Crooks AO was a panellist for a webinar hosted by Barwon Women’s Health and Economic Security4women on COVID-19 and its impacts on women

4 JUNE 2020

Mary Crooks AO participated in a Zoom graduation session with the mentees on the *Cultivate Program*

9 JUNE 2020

Mary Crooks AO participated in the Economic Security4women/Baron Women’s Health webinar debrief

Media

20 JULY 2019

‘Go with the flow: The authors rewriting society’s attitude towards menstruation’, *Herald Sun*

25 JULY 2019

‘Shifting the (menstrual) mindset’, *WinWin magazine*

31 JULY 2019

‘How to create a period-friendly workplace’, *Thrive Global*

14 AUGUST 2019

‘Book review: *About Bloody Time*’, *Jean Hailes News*

15 AUGUST 2019

‘If you think menstrual taboo isn’t hurting you, think again’, *Whimn*

15 AUGUST 2019

‘Central West Women’s Forum NEWS’, *Orange City Life*

17 AUGUST 2019

‘Menstrual leave the new “woke” workplace right’, *WA Today*

18 AUGUST 2019

‘Menstrual leave the new ‘woke’ workplace right’, *Brisbane Times*

18 AUGUST 2019

‘Menstrual leave the new ‘woke’ workplace right’, *The Age*

18 AUGUST 2019

‘Menstrual leave the new ‘woke’ workplace right’, *The Sydney Morning Herald*

19 AUGUST 2019

Casimira Melican interviewed on Channel Ten’s The Project about menstrual leave, *The Project*

20 AUGUST 2019

‘Menstrual leave as a workplace right divides women’, *Stuff.co.nz*

26 AUGUST 2019

About Bloody Time featured in Issue 91 of *frankie magazine*

26 AUGUST 2019

‘UK MPs pushing for policies that protect women going through menopause’, *Newstalk ZB NZ*

27 AUGUST 2019

‘Kate Hawkesby: Should workplaces help women going through menopause?’, *Newstalk ZB NZ*

5 SEPTEMBER 2019

Casimira Melican interviewed on Binge Thinking podcast episode #51 Menstruation and Menopause, *Binge Thinking* podcast

5 SEPTEMBER 2019

‘*About Bloody Time* excerpt’, *Common Ground Magazine*

11 SEPTEMBER 2019

‘New plan for free tampons in schools praised as “essential” reform’, *10 daily*

16 SEPTEMBER 2019

‘Monica Lewinsky and Zadie Smith to headline new feminist ideas festival in Australia’, *The Guardian*

1 OCTOBER 2019

‘Tackling violence in the lives of women with disability in Australia’, *Monash Lens*

2 OCTOBER 2019

‘When a woman’s place was in the home, Esme Johnston went and built one’, *The Age*

18 NOVEMBER 2019

‘A fair and just go for all’, *Pro Bono Australia*

29 NOVEMBER 2019

‘How two friends made \$50,000 each with their “creative” retirement plan’, *The Sydney Morning Herald*

13 DECEMBER 2019

‘The books we loved in 2019’, *Sydney Morning Herald*

25 JANUARY 2020

‘Australia Day 2020 Honours: Border and North East recipients’, *The Border Mail*

3 FEBRUARY 2020

‘John Cain, Labor’s longest-serving Victorian premier, remembered at state memorial service’, *ABC News*

3 FEBRUARY 2020

‘Vic premier John Cain honoured at memorial’, *Canberra Times*

3 FEBRUARY 2020

‘Thousands remember former premier John Cain at state memorial’, *9Nine News*

3 FEBRUARY 2020

‘Tributes at John Cain’s state memorial’, *The Advertiser*

3 FEBRUARY 2020

‘Hundreds remember John Cain at state memorial service’, *The Age*

3 FEBRUARY 2020

‘State memorial service for John Cain, Victoria’s longest serving Labor premier’ *The Australian*

3 FEBRUARY 2020

‘Vic premier John Cain honoured at memorial’, *The Standard*

6 APRIL 2020

Mary Crooks AO was interviewed on 3RRR on the impact of COVID-19 on women

15 APRIL 2020

‘I hope it makes more politicians read the book: Stella Prize winner Jess Hill’, *Women’s Agenda*

1 MAY 2020

Dr Clare Wright in conversation about *Feminist Fridays* with the Breakfasters, *TRIPLE RRR*

3 JUNE 2020

Our *Anti-Racism Resources from Australia And Beyond* blog post was listed in a *Pedestrian* article called ‘Brooklyn Nine-Nine Cast Donates \$100K To US National Bail Fund Network Amid Protests’, *Pedestrian TV*

Trust Journal

JULY 2019

‘Self-care is about all of us’, **Giselle Au-Nhien Nguyen**

AUGUST 2019

‘If you want my burn-out, and you think I’m sexy, come on sugar wear me out’, **Eloise Grills**

SEPTEMBER 2019

‘Resilience is strength’, **Claire G. Coleman**

NOVEMBER 2019

‘Strong black women: the Me Too movement and Aboriginal women’, **Eugenia Flynn in collaboration with Robyn Liddle**

DECEMBER 2019

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

JANUARY 2020

‘Boy bands’, **Rachel Jones**

FEBRUARY 2020

‘Keeping the hope alive’, **Marlee Silva**

MARCH 2020

‘The spirit of womanism’, **Winnie Dunn**

APRIL 2020

‘Women + COVID-19’, **Jane Caro**

‘Remembering Jan Ruff O’Herne and her fight for the recognition of “comfort women”’, **Ellen Muller**

MAY 2020

‘Retreat’, **Laura McPhee-Browne**

‘An open letter to Osher Günsberg from two quarantine podcasters’, **Grace Mountford and Miranda Hetherington**

JUNE 2020

‘Diary of a working mum’, **Yumi Stynes**



2019-2020

Board of Directors



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BANKS



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BELTRAME



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BROCKHURST



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CROOKS AO



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DARA OAM



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HOOPER



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ALANA
JOHNSON AM



RUTH
MCGOWAN OAM



LEANNE
MILLER



SHEREE
RUBINSTEIN



LEENA
VAN DEVENTER

Dr Cate Banks

Cate is a lawyer, mediator and an academic researcher. Although she carries a swag of qualifications, including a PhD in law and decades of experience across a broad cross section of disciplines, Cate is best known for her expertise in trauma informed legal practice, particularly in multidisciplinary teams such as health justice partnerships. Cate has extensive experience working on the coalface of life where people experience precarious entanglements of their personal, legal, financial and social disadvantage. She has written extensively about social justice, law reform, family violence and intergenerational trauma. Cate has previous experience on boards, including her role as chair of the board of Ipswich Women’s Centre against Domestic Violence (now Domestic Violence Action Centre). Cate joined the board on 5 May 2020.

Naida Beltrame – Chair, Finance, Audit, Risk and Investment Committee

Naida 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 Commerce (Accounting), and in 2017 was awarded a Women’s Board Leadership Program Scholarship. She worked at Australia Post for more than four years, including almost two years in contract management with government clients before securing a summer internship with BP Australia in 2015 as an Internal Control Advisor; she is currently a Finance Analyst with BP.

Mary Crooks AO – Executive Director

After an extensive public policy career, Mary Crooks became the executive director of VWT in 1996. She has designed and led ground-breaking community engagement initiatives, such as the *Purple Sage Project* and *Our Watermark Australia*. Mary was appointed an Officer of the Order of Australia (AO) in the Queen’s Birthday 2012 Honours List for distinguished service to the community through contributions to public policy, particularly in the areas of social cohesion and water sustainability, and as an advocate 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 – Chair, Governance Committee

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 a Medal of Order of Australia (OAM) in the Australia Day 1997 Honours List 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 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*.

Christine Gordon

Christine is the programming manager for Readings, a role she has held for many years. Prior to realising the role of her dreams, Christine worked for many years in public women's health. She is one of the founding board members of the *Stella Prize*, sits on the board of the Emerging Writers Festival and has been the recipient of two City of Literature international travel grants. In 2020 she completed a Women in Leadership certificate. Apart from a life-long devotion to feminism, Christine is an avid reader and gardener.

Ella Hooper

Ella 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, hosted a variety of shows and mentored 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 resigned as a director effective 5 May 2020.

Rana Hussain

Rana is a diversity and inclusion leader, making important inroads into Australian sporting culture and the community at large. Rana is a pioneer and a passionate advocate for social inclusion and reducing discrimination through the vehicle of sports and media. Rana's desire to see more diversity in both media and sport sees her freelance writing, as well as podcasting and broadcasting for the ABC.

Alana Johnson AM – Chair

Alana is known for her work with women, leadership and rural development. In January 2020 she was awarded an Order of Australia for her services to women. A founding member of Australian Women in Agriculture, Alana was *Victorian Rural Woman of the Year* and National runner up in 2010. She has served on many government and NGO boards and is currently a member of the inaugural Ministerial Council for Women's Equality in Victoria. 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 *AFR/Westpac 100 Women of Influence* in Australia and was inducted onto the *Victorian Women's Honour Roll* in 2018.

Ruth McGowan OAM

Ruth 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. Ruth received the Medal of the Order of Australia (OAM) in the Queen's Birthday 2014 Honours List for service to community health through support organisations, and to the Baw Baw Shire. She resigned as a director effective 25 February 2020.

Leanne Miller

Leanne is a descendant of the Dhulanyagen Ulupna Clan, Yorta Yorta nation; she is the executive director of Koorie Women Mean Business. A senior Atlantic Fellow for Social Equity, Melbourne University. An inaugural member of the First Peoples Assembly of Victoria, representing North East Region. She has provided leadership support to governments and corporations on Indigenous workforce development and community engagement. Leanne 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 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. Sheree is currently on a Leave of Absence from the board.

Leena van Deventer

Leena 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*.



Staff Team



MARY CROOKS AO
Executive director



GILLIAN BARNES
Accounting officer



SOPHIE BLISS
Project officer



MARIA CHETCUTI
Operations manager



JANYA CLEMENS
Project & event officer



ESTHER DAVIES-BROWN
Project officer



CLAIRE DUFFY
Grants officer



BRYONY GREEN
Grants manager (on maternity leave)



CASIMIRA MELICAN
Research & advocacy



ALLY OLIVER-PERHAM
Communications manager



LIEU LE
PA to ED & Administration officer



JANICE POWELL
Board executive support



WILFREDO ZELADA
Finance manager & IT



TARIK BAYRAKLI
Project manager Club Respect



RACHAEL HAMBLETON
Fundraising specialist



Sarah Rowe

Volunteer

when I was 22. I feel like women are often told that pain is just part of everyday life. We have period pain, menopause, childbirth and you just have to deal with it because it's part of life. I think that is so wrong because we shouldn't have to deal with it. Having women's pain taken seriously is something that is really important to me.

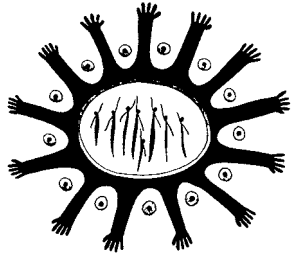
When I was diagnosed, I ended up writing a piece about vaginismus and pitched it to *Mamamia*. I've always loved writing, but I never thought it was something you could actually make a career out of. If you have an idea and you want people to know about it, I encourage you to put yourself out there. That was really cool to realise that I can just send it out and see what happens."

Sarah is an Arts graduate and an accomplished writer, whose work has been published in *Mamamia*, *Ramona Mag* and *Archer Magazine*. Sarah volunteers for Rosie, and regularly contributes to the Rosie blog.

→ You can read her blogs for Rosie here: www.rosie.org.au/home/blog

I honestly feel like I'm still very much learning when it comes to my feminism. I was diagnosed with vaginismus

Image Breeana Dunbar



Koorie Women Mean Business

Koorie Women Mean Business (KWMB) focusses on weaving strength and collaboration with Aboriginal women and girls voices in both state and federal policy development and research. We continue to build local strong advocacy platforms with community collaborations through various channels.

WARRIOR WOMAN LANE

In late 2017, the City of Melbourne approached the Victorian Women's Trust (VWT) with a request for assistance in developing a list of notable women to address the gender bias in street naming. Putting women on the public record is an important touchstone of the VWT as an organisation, who were happy to roll up their sleeves and start researching women of Melbourne whose mighty contributions shaped the city we live and work in. KWMB supported and provided connections to Aboriginal women entrants. In 2018 the result of this was 'Warrior Woman Lane' the first laneway in honor of Lisa Belleair. She was a Minjungbul, Goernpil, Noonuccal and South Sea Islander woman from Minjerribah (North Stradbroke Island, Queensland), born and raised in Naarm (Melbourne).

In December 2018 Lisa's Melbourne family got together with KWMB and VWT to celebrate the first street to be named from VWT's recommendations, through a laneway launch and a public art proposal. City of Melbourne accepted the proposal and formed a working group in 2020 to realise these ideas over the next 2-3 years.

WOMEN DELIVER CONFERENCE 2022 MELBOURNE COMMITTEE

KWMB continue to support the Women Deliver conference 2022 bid, it was announced Melbourne was shortlisted among 5 other cities. We participated in deepening the narrative for the key messages whilst hosting Women Deliver team site visits in October 2019 to Melbourne. Our main pitch is that we want to use the Women Deliver conference to 'lead the next chapter which truly addresses the persistent drivers of gender inequality'.

There are five strategic pillars that we hope will consolidate all the work: Safety, Peace, Culture and Identity, Money, and Opportunity. Under each of these pillars we have also highlighted what Aboriginal and Torres Strait Islander women would like to achieve in the future.

EXHALE – VIRTUAL FORUMS AND SESSIONS FOR ABORIGINAL WOMEN IN COTTAGE BUSINESS TO SMALL BUSINESS

In 2020 to 2021 KWMB will be facilitating 26 virtual forums and webinars aimed to improve business viability and growth for Aboriginal women in cottage to small businesses. KWMB secured funding from the National Indigenous Australian Agency for project funds. Post COVID-19 restrictions KWMB will design and host a series of face to face workshops in the northern region of Victoria – Mildura, Deniliquin, Shepparton, and Wodonga.

EXHALE virtual forums and webinars topics will include but are not limited to: Marketing, Business Planning, Business Growth, Pitch Practice, Running a successful business online, Workshop Exercises. KWMB welcomes EXHALE project team: Jaynaya Winmar (Exhale project manager) and Sofii Mara (social media and webinar support).

GENDER EQUITY & COVID-19 STATEMENT

KWMB provided input and a signature to a Joint Statement on Gender Equality & COVID-19 in Victoria with GENVIC and several other women's organisations. The statement led with:

"The Coronavirus pandemic is exceptionally difficult for everyone and is having a huge impact on all our lives. So far, a gender analysis of the impact of pandemic has been largely invisible in public debate and planning. Many women are on the frontline, delivering essential services in nursing, disability and mental health care, aged-care, early childhood education, teaching and retail. Gendered work in caring professions has traditionally been low paid and insecure, yet Victorian women are now finding themselves delivering whole of community solutions that support the entire state economy and public health plans."

→ You can read more about this Joint Statement at: www.vwt.org.au/policy/joint-statement-on-covid-19-and-the-effect-on-women-and-gender-diverse-people/

NATIONAL COMMUNITY ATTITUDES TOWARDS VIOLENCE AGAINST WOMEN (NCAS) SURVEY – AUSTRALIA'S NATIONAL RESEARCH ORGANISATION FOR WOMEN'S SAFETY (ANROWS)

Aboriginal and Torres Strait Islander Advisory Group for the 2021 NCAS reconvened to identify questions that will be part of consultation directed at Aboriginal and Torres Strait Islander women review and consider survey field questions for the NCAS 2021.

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

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

PODCASTS

KWMB Executive Director Leanne Miller participated in the following podcasts:

- *Money Power Freedom* – VWT podcast series
- *Standing Strong Project* – Natasha Ferris-Bentley, 3KND



THIS IMAGE: Leanne Miller at Victorian Parliament ahead of the inaugural First Peoples Assembly meeting in December 2019. ABOVE: Leanne Miller, Tina Waru, Taua Suema, Fipe Preuss, Amao Leota Liu at the Women Deliver Conference 2022 Image Fipe Preuss.

GENDER EQUALITY ACT 2020

As a part of our ongoing support we are pleased that the *Gender Equality Act* was passed in Victoria Parliament. We are pleased to be part of this process a first of its kind, a new state-based gender equality legislation. The *Act* takes effect 31 March 2021 and applies to public sector organisations, universities and local councils. The *Act* will also see the establishment of the Public Sector Gender Equality Commissioner.

CONGRATULATIONS

KWMB board congratulates our Executive Director Leanne Miller in being elected to the First Peoples Assembly, North East Region. The Assembly is the voice of traditional owners and Aboriginal Victorians to participate in Treaty discussions. The Assembly is required to establish the Treaty negotiation framework that will underpin future Treaty between the state and Aboriginal Victorians.

KWMB board congratulates former chairperson Frances Mathysen on her induction into the *Aboriginal Honor Roll* 2019.



'Warrior women' Pauline Whyman, Kim Kruger, Jacqui Katona, Kylie Beling and Mandy Nicholson Image Sarah Matray

VICTORIAN WOMEN'S TRUST LTD

ABN 20 006 403 256

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020 (Australian Dollar A\$)

	2020	2019
Revenue	415,047	209,436
Other Income	109,465	1,197
Employee benefits expense	(110,595)	(105,320)
Depreciation and amortisation	(187,028)	(19,098)
Grants expense	(1,000)	(1,000)
Occupancy expense	(1,552)	(19,988)
Other operating and program costs	(190,233)	(111,391)
Project expenses allocated to related entities	16,778	42,767
Finance costs	(10,969)	-
Profit/(loss) for the year attributable to the members of Victorian Women's Trust Ltd	39,913	(3,397)
Other comprehensive income for the year	-	-
Total Comprehensive Income for the year attributable to the members of Victorian Women's Trust Ltd	39,913	(3,397)

SUMMARY STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2020 (Australian Dollar A\$)

	Issued capital	Capital reserves	Accumulated funds	Operating funds	Total equity
Balance at 1 July 2019	12	269,909	15,930	-	285,851
Profit for the year	-	-	-	39,913	39,913
Other comprehensive income for the year	-	-	-	-	-
Total comprehensive income for the year	-	-	-	39,913	39,913
Transfer between funds	-	40,913	(1,000)	(39,913)	-
Balance at 30 June 2020	12	310,822	14,930	-	325,764

VICTORIAN WOMEN'S TRUST LTD

ABN 20 006 403 256

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2020 (Australian Dollar A\$)

	2020	2019
CURRENT ASSETS		
Cash and cash equivalents	572,132	393,474
Trade and other receivables	141,617	192,010
Other receivables	14,841	-
TOTAL CURRENT ASSETS	728,590	585,484
NON-CURRENT ASSETS		
Receivables	-	2,581
Property, plant and equipment	41,786	51,795
Right-of-use assets	269,113	-
TOTAL NON-CURRENT ASSETS	310,899	54,376
TOTAL ASSETS	1,039,489	639,860
CURRENT LIABILITIES		
Trade and other payables	183,364	164,168
Lease liabilities	169,729	-
Employee benefits	231,004	162,325
TOTAL CURRENT LIABILITIES	584,097	326,493
NON-CURRENT LIABILITIES		
Lease liabilities	108,269	
Employee benefits	21,359	27,516
TOTAL NON-CURRENT LIABILITIES	129,628	27,516
TOTAL LIABILITIES	713,725	354,009
NET ASSETS	325,764	285,851
EQUITY		
Issued capital	12	12
Reserves	310,822	269,909
Accumulated funds	14,930	15,930
TOTAL EQUITY	325,764	285,851

VICTORIAN WOMEN'S TRUST LTD
ABN 20 006 403 256
SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2020 (Australian Dollar A\$)

	2020	2019
CASH FLOWS FROM OPERATING ACTIVITIES		
Interest received	3,184	1,197
Other revenue	371,363	327,958
Interest and other finance costs paid	(10,969)	-
Payments to suppliers and employees (inclusive of GST)	(217,153)	(338,243)
Net cash from/(used in) operating activities	146,425	(9,088)
CASH FLOWS FROM INVESTING ACTIVITIES		
Payments for property, plant and equipment	(7,053)	(793)
Net cash used in investing activities	(7,053)	(793)
CASH FLOWS FROM FINANCING ACTIVITIES		
Repayment of loan due from/(loan to) other related parties	200,367	4,533
Repayment of lease liabilities	(161,081)	-
Net cash from financing activities	39,286	4,533
Net increase/(decrease) in cash and cash equivalents	178,658	(5,348)
Cash and cash equivalents at beginning of financial year	393,474	398,822
Cash and cash equivalents at end of financial year	572,132	393,474

VICTORIAN WOMEN'S TRUST LTD
AUDITOR'S REPORT



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 2020, 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 2020. We expressed an unmodified audit opinion on that financial report in our report dated 17 December 2020. 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 2020 are consistent, in all material respects, with that audited financial report.

LOWE LIPPMANN
CHARTERED ACCOUNTANTS
Level 7, 616 St Kilda Road
Melbourne, Victoria 3004

LOREN DATT
Audit Partner

Signed at Melbourne on the 17th of December 2020
Liability limited by a scheme approved under Professional Standards Legislation

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 2020 (Australian Dollar A\$)

	Consolidated		Parent	
	2020	2019	2020	2019
Revenue	2,602,012	2,086,262	790,451	730,982
Other income	191,570	64,955	39,750	61,659
EXPENSES				
Grant expense	(203,564)	(741,455)	(202,564)	(740,455)
Employee benefits expense	(1,326,039)	(1,210,455)	(292,892)	(405,658)
Occupancy expense	(15,529)	(198,054)	(39,299)	(59,348)
Depreciation and amortisation	(187,029)	(19,098)	-	-
Loss on investments	(188,777)	-	(188,777)	-
Other operating and program costs	(462,322)	(521,352)	(120,525)	(149,914)
Finance costs	(10,969)	-	-	-
Surplus/(deficit) for the year	399,353	(539,197)	(13,856)	(562,734)
Other comprehensive income for the year	-	-	-	-
Total Comprehensive Income for the year	399,353	(539,197)	(13,856)	(562,734)

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 2020 (Australian Dollar A\$)

	Consolidated		Parent	
	2020	2019	2020	2019
CURRENT ASSETS				
Cash and cash equivalents	1,767,108	1,060,298	632,507	511,151
Trade and other receivables	157,819	150,674	84,476	104,519
Financial assets at fair value through profit or loss	2,363,902	2,571,824	2,363,902	2,571,824
Other	25,005	18,396	-	-
TOTAL CURRENT ASSETS	4,313,834	3,801,192	3,080,885	3,187,494
NON-CURRENT ASSETS				
Receivables	-	2,581	-	-
Property, plant and equipment	41,786	51,795	-	-
Right-of-use assets	269,113	-	-	-
TOTAL NON-CURRENT ASSETS	310,899	54,376	-	-
TOTAL ASSETS	4,624,733	3,855,568	3,080,885	3,187,494
CURRENT LIABILITIES				
Trade and other payables	191,661	186,228	29,196	125,808
Lease liabilities	169,729	-	-	-
Employee benefits	263,574	191,036	32,570	28,711
Other	20,000	-	-	-
TOTAL CURRENT LIABILITIES	644,964	377,264	61,766	154,519
NON-CURRENT LIABILITIES				
Lease liabilities	108,269	-	-	-
Employee benefits	21,359	27,516	-	-
TOTAL NON-CURRENT LIABILITIES	129,628	27,516	-	-
TOTAL LIABILITIES	774,592	404,780	61,766	154,519
NET ASSETS	3,850,141	3,450,788	3,019,119	3,032,975
EQUITY				
Settled capital	1,000	1,000	1,000	1,000
Reserves	815,993	401,783	-	-
Accumulated Funds	3,033,148	3,048,005	3,018,119	3,031,975
TOTAL EQUITY	3,850,141	3,450,788	3,019,119	3,032,975

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 2020 (Australian Dollar A\$)

	Issued Capital	Capital Reserves	Accumulated Funds	Total equity
CONSOLIDATED				
Balance at 1 July 2019	1,000	401,783	3,048,005	3,450,788
Surplus for the year	-	-	399,353	399,353
Other comprehensive income for the year	-	-	-	-
Total comprehensive income for the year	-	-	399,353	399,353
Transfers	-	414,210	(414,210)	-
Balance at 30 June 2020	1,000	815,993	3,033,148	3,850,141

	Issued capital	Accumulated funds	Total equity
PARENT			
Balance at 1 July 2019	1,000	3,031,975	3,032,975
Deficit for the year	-	(13,856)	(13,856)
Other comprehensive income for the year	-	-	-
Total comprehensive income for the year	-	(13,856)	(13,856)
Balance at 30 June 2020	1,000	3,018,119	3,019,119

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 2020 (Australian Dollar A\$)

	Consolidated		Parent	
	2020	2019	2020	2019
CASH FLOWS FROM OPERATING ACTIVITIES				
Interest and other finance costs paid	(10,969)	-	-	-
Receipts from operations	2,794,367	2,119,391	836,094	700,936
Payments to suppliers and employees	(1,736,103)	(1,950,167)	(535,168)	(495,316)
Interest received	12,070	3,987	3,850	691
Grants paid	(203,564)	(741,455)	(202,564)	(740,455)
Net cash from/(used in) operating activities	855,801	(568,244)	102,212	(534,144)
CASH FLOWS FROM INVESTING ACTIVITIES				
Payments for property, plant and equipment	(7,054)	(793)	-	-
Net disposals/acquisitions/valuations JB Were investment portfolio	19,144	604,867	19,144	604,867
Net cash from investing activities	12,090	604,074	19,144	604,867
CASH FLOWS FROM FINANCING ACTIVITIES				
Proceeds from borrowings	-	4,533	-	-
Repayment of lease liabilities	(161,081)	-	-	-
Net cash (used in)/from financing activities	(161,081)	4,533	-	-
Net increase in cash and cash equivalents	706,810	40,363	121,356	70,723
Cash and cash equivalents at beginning of financial year	1,060,298	1,019,935	511,151	440,428
Cash and cash equivalents at end of financial year	1,767,108	1,060,298	632,507	511,151

VICTORIAN WOMEN'S BENEVOLENT TRUST AND CONTROLLED ENTITIES
AUDITOR'S REPORT



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 statements of financial position as at 30 June 2020, the summary statements of comprehensive income, summary statements of changes in equity and summary cash flow statements for the year then ended are derived from the audited financial report of Victorian Women's Benevolent Trust for the year ended 30 June 2020. We expressed an unmodified audit opinion on that financial report in our report dated 17 December 2020. 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.

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 Benevolent Trust for the year ended 30 June 2020 are consistent, in all material respects, with that audited financial report.

LOWE LIPPMANN CHARTERED ACCOUNTANTS
Level 7, 616 St Kilda Road
Melbourne, Victoria 3004

LOREN DATT
Audit Partner

Signed at Melbourne on the 17th of December 2020
Liability limited by a scheme approved under Professional Standards Legislation

Lowe Lippmann
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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 2020 (Australian Dollar A\$)

	2020	2019
Revenue	1,622,142	1,297,942
Other income	129,570	-
Occupancy expense	(137,519)	(118,718)
Employee benefits expense	(922,552)	(699,477)
Professional fees	(75,130)	(184,327)
Project expenses allocated by related entities	-	(14,600)
Other expenses and program costs	(243,214)	(253,886)
Surplus for the year attributable to the beneficiaries of Dugdale Trust for Women and Girls	373,297	26,934
Other comprehensive income for the year	-	-
Total comprehensive income for the year attributable to the beneficiaries of Dugdale Trust for Women and Girls	373,297	26,934

SUMMARY STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2020 (Australian Dollar A\$)

	2020	2019
CURRENT ASSETS		
Cash and cash equivalents	562,470	155,674
Trade and other receivables	5,913	12,197
Other	10,164	18,396
TOTAL CURRENT ASSETS	578,547	186,267
TOTAL ASSETS	578,547	186,267
CURRENT LIABILITIES		
Trade and other payables	53,287	54,304
Other	20,000	-
TOTAL CURRENT LIABILITIES	73,287	54,304
TOTAL LIABILITIES	73,287	54,304
NET ASSETS	505,260	131,963
EQUITY		
Settled capital	100	100
Capital reserves	505,160	131,863
TOTAL EQUITY	505,260	131,963

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 2020 (Australian Dollar A\$)

	Settled Capital	Public Sub Fund	Public Fund	Operating Funds	Total Equity
Balance at 1 July 2019	100	103,266	28,597	-	131,963
Surplus for the year	-	-		373,297	373,297
Other comprehensive income for the year	-	-		-	-
Total comprehensive income for the year	-	-		373,297	373,297
Transfers to Capital Reserve – Public Fund	-	-	372,711	(372,711)	-
Transfers (to) Robyn Mason Sub-Fund	-	586	-	(586)	-
Balance at 30 June 2020	100	103,852	401,308	-	505,260

SUMMARY STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2020 (Australian Dollar A\$)

	2020	2019
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	1,648,426	1,277,393
Payments to suppliers and employees	(1,335,150)	(1,304,505)
Interest received	3,920	2,099
COVID government stimulus	89,600	-
Net cash from/(used in) operating activities	406,796	(25,013)
CASH FLOWS FROM INVESTING ACTIVITIES		
Net cash from investing activities	-	-
CASH FLOWS FROM FINANCING ACTIVITIES		
Net cash provided by financing activities	-	-
Net increase/(decrease) in cash and cash equivalents	406,796	(25,013)
Cash and cash equivalents at the beginning of the financial year	155,674	180,687
Cash and cash equivalents at the end of the financial year	562,470	155,674

DUGDALE TRUST FOR WOMEN AND GIRLS

ABN 45 242 265 341

SUMMARY FINANCIAL STATEMENTS



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 2020, 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 2020. We expressed an unmodified audit opinion on that financial report in our report dated 30 November 2020. That financial report, and the summary financial statements, do not reflect the effects of events that occurred subsequent to the date of our report on that financial report.

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

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 Dugdale Trust for Women and Girls for the year ended 30 June 2020 are consistent, in all material respects, with that audited financial report.

LOWE LIPPMANN
CHARTERED ACCOUNTANTS
Level 7, 616 St Kilda Road
Melbourne, Victoria 3004

LOREN DATT
Audit Partner

Signed at Melbourne on 17th of December 2020
Liability limited by a scheme approved under Professional Standards Legislation

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Joyce Thorpe Nicholson (1919-2011) was a philanthropist with a distinctly feminist outlook.

A leading figure in the Australian publishing world and a significant contributor to the Women's Electoral Lobby (WEL), Joyce believed that gender equality was essential to positive social change. In 1988 Joyce led the Victorian Women's Trust Million Dollar Appeal, a momentous public action that increased the capacity of the Victorian Women's Trust and raised awareness about the status of women and girls.

In 2011, we successfully posthumously nominated Joyce for the *Changing Face of Philanthropy Award* from the Women's Funding Network. The award was received by VWT on her behalf at the Women's Funding Network Conference in New York. We are proud to know Joyce has been globally recognised for her immense contribution to social change and feminist philanthropy in Australia.

In honour of her many contributions, we established the Joyce Thorpe Nicholson Fund in 2011. This fund remains a crucial part of our grants program. We are so grateful to all those individuals who donate to the Joyce Thorpe Nicholson Fund. Thank you for your ongoing support.



Acknowledgments

Warmest thanks to our donors for their ongoing support; our knowledgeable board members; all of our partners; Alice Macdougall (Herbert Smith Freehills) for her longstanding pro bono legal support; and as always, the creatives who keep us fresh, our photographer Breeana Dunbar, illustrator Michelle Pereira, graphic designer Aimee Carruthers, and the tech team at Squareweave.

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

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With thanks to our partners





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