



DECEMBER 2021

Happy holidays!

Is it really another year done already?

Certainly this is not what we had all imagined December 2021 looking like at this time last year. Less surprising, though, is just how much the last few weeks in our federal parliament have shown that the fight for gender equality is far, far from over.

But we have much to celebrate—vaccination rates keep going up and up, and many of us will enjoy increased freedom this festive season as a result. And at the Trust, the work of advocating for women and girls keeps rolling on.

In this festive edition of our newsletter, we're bringing you some of the most exciting recent developments at VWT.

These include the release of our official guide to 'Kitchen Table Conversations' (KTC)—the model for democratic engagement developed over decades by our Executive Director, Mary Crooks AO (pg 3). Over the years, KTC has helped a number of small groups to successfully organise around the issues that are most important to them.

'Ourselves at Work' is a comprehensive guide to creating positive menstrual culture in the workplace (pg 6). This document is the culmination of years of work in this space, the publication of our book on menstrual taboo *About Bloody Time*, and a need to collate all that we've learned about how to successfully implement menstrual and menopause leave policies in the workplace.

We also introduce our newest initiative—Rural Women Online, a program to help fast track access to IT training, support and mentoring for women in the regions, launching 2022 (pg 4).

Excitingly, we announce our office move: out of Melbourne's CBD and onto Queens Parade in Clifton Hill (pg 7).

We also hear from Club Respect Manager Tarik Bayrakli on CR's forthcoming podcast featuring AFLW Richmond Tigers player Jess Hosking (pg 10), and Rosie editor Maki Morita on Rosie's #SelfCareSundays project (pg 9).

Perhaps most excitingly, we announce recipients of our 2021 Sub-Fund grants (pg 8). This year, the Victorian

Women's Benevolent Trust was proud to give close to \$100k worth of grants to a diverse range of groups whose work supports women and girls in a number of different ways.

We hope this festive season gives you plenty of time and space to reflect on the year that's passed, with all its ups and downs, and plenty of joy and laughter with friends and family. Whatever the season looks like for you, we hope it involves plenty of rest and relaxation.

The VWT office will be closed between December 23 and January 2 so that all staff and volunteers can rest, relax and regroup ahead of another year of hard work and advocacy in pursuit of gender equality.

Thanks for being with us for another year, and we'll see you in 2022!

TOP: Abominable Snowmen
Image Karsten Winegeart



THE TRAP

The Trap concludes

Content warning: domestic abuse

On November 25, we released the final episode of our 10-part audio documentary series on domestic abuse in Australia, *The Trap*.

The finale was a culmination of years of hard work from staff at the Trust in collaboration with Stella award-winning journalist and writer Jess Hill and documentary and podcast producer Georgina Savage, with deep and thoughtful contributions from a huge number of victim-survivors, as well as experts from the sector.

For the final two episodes, Jess and Georgina handed the reins back to the Trust to write and produce two episodes from our perspective. These two episodes, *Our Power As People Parts 1 and 2*, were developed by Executive Director Mary Crooks AO and Project Officer Leah McPherson, and episode 10 was hosted by Strategic Communications Manager Lucy Ballantyne.

Earlier episodes of *The Trap* had expertly unpacked the dynamic of coercive control, and shown just how pernicious the issue of domestic abuse is in Australia.

Jess slowly but surely showed how the 'power-over framework', rather than 'power with', is established in early life, and seeps into every aspect of our culture.

She also, with precision and clarity, showed how boys can go from loving

and compassionate to cruel and controlling due to the unrelenting pressures of patriarchal masculinity. She asked us to look at this problem head-on, and to try and understand it in new ways.

The final two episodes, then, sought to show how with this knowledge in our back pockets, we all have a role to play in making change and ending the violence and abuse towards women and children.

They brought forward wisdom that the Trust has gleaned over decades of working as activists in this space. Particularly, episode 10 provided examples of leaders in political life, in the judiciary and in business worlds changing how they operate to try and bring their colleagues and peers along with them, in the hope of demonstrating how leadership can effect change in this space.

The release of the final episode of *The Trap* coincided with the International Day for the Elimination of Violence Against Women, which kicks off the global campaign 16 Days of Activism Against Gender-Based Violence. The Trust is sharing resources to *The Trap* instagram throughout the 16 days to continue to shine a light on the podcast series and the issue at large.

And in the years to come, this 10-part series will serve as a tool to change hearts and minds of people across the country who continue to misunderstand and mistreat the issue of domestic abuse.

We will use it to influence policy-makers to do more on the issue of domestic abuse, and to continue pushing for more action until there are no more incidents or deaths related to gendered violence in this country.

The Trap is a harm prevention podcast, created by the Dugdale Trust for Women & Girls (of which the Victorian Women's Trust is Trustee). This project has been made possible thanks to the support of donors. Special thanks to the Phyllis Connor Memorial Trust of Equity Trustees Limited, Jo Baevski, a private donor, and The Bokhara Foundation.

WHERE TO LISTEN

The Trap is available on your favourite podcast platforms or by visiting our website:

www.vwt.org.au/thetrap

In addition to each of the episodes, there is a range of related resources, show notes and support services.

FOLLOW ON INSTAGRAM

@TheTrapPod - *The Trap* Podcast
@VicWomensTrust - VWT

TOP: Cover of *The Trap* Episode 10

Kitchen Table Conversations

In 1998, The Trust embarked on an ambitious project to engage deeply with people across Victoria about the issues that mattered the most to them. This project became known as The Purple Sage Project.

By carefully crafting a process for bringing small groups of people together, The Purple Sage Project enabled people to have purposeful and respectful conversations about their communities and what they hoped for themselves and each other in the future.

This process has become known as the Kitchen Table Conversations model, because it relies on recruiting volunteers to host small groups for meaningful conversations in the comfort and intimacy of their homes

Since that original project in 1998, the Trust has directly used this model of citizen engagement and participation in other projects, including *Watermark Australia* and *About Bloody Time*.

The Trust has also guided and mentored other groups to use this model in their own communities for their own purposes.

The most high-profile of these cases has been in Indi, where our Executive Director worked with Voices for Indi to adapt the Trust's model to engage with people across the electorate. Voices for Indi staged a successful campaign and won the seat in September 2013 with a swing of 9.2% that went against the national trend.

Since that very high-profile success, groups of engaged citizens from all across the country have gotten in touch with the Trust wanting to know what the Kitchen Table Conversations model is and how to run the process.

We have worked to put all the knowledge into one place and are now pleased to release it into the world for everyone to use.

Kitchen Table Conversations: a guide for sustaining our democratic culture tells the story of how this process has evolved, both inside and outside of the Trust, over time.

The guide also sets out the key principles underpinning the process and provides a step-by-step practical guide so people can put it into practice wherever they may be.

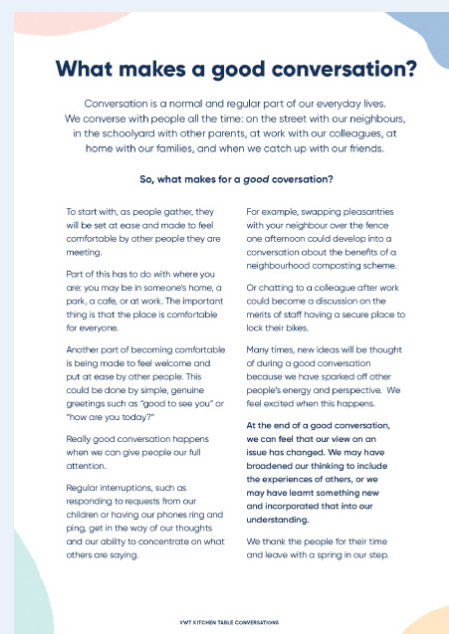
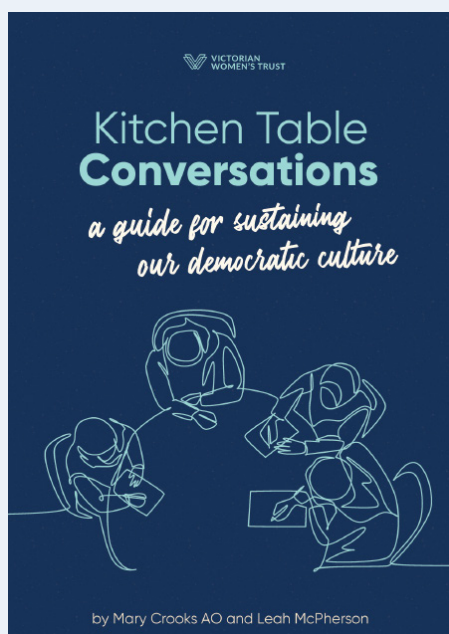
In the lead-up to next year's federal election, we felt it was important to write and release *Kitchen Table Conversations* to give us all a roadmap for building trust and confidence in ourselves, and each other, to have an impact on the future of our communities and nation.

Each of us has power and agency, and we all have choices about how we use it.

We'll be launching a new initiative, close to election time, building on the principles set out in *Kitchen Table Conversations* that shows us ways we can use our power and agency for greater impact during and after the upcoming federal election campaign.

→ You can download the Kitchen Table Conversations guide as a PDF from our website: www.vwt.org.au/projects/kitchen-table-conversations

7





Rural Women Online

In the last two years, various research and evidence has emerged that speaks to the critical barriers experienced by women in rural and remote areas to online participation.

The most significant of these is the Australian Digital Inclusive Index 2020 & 2021 (ADII), which identified three crucial pinchpoints: access, affordability, and ability.

VWT will continue to advocate for greater access and affordability, but it is on that third point—ability—that we feel we can really make a difference.

Launching in early 2022, **Rural Women Online (RWO)** is an initiative aimed at helping rural women connect online by fast tracking their access to IT training, support and mentoring.

The project was originally conceived in May/June 2021, and is co-funded by the Helen McPherson Smith Trust and the Bendigo Bank Community Enterprise Foundation, with in-kind support from VWT.

The project will consist of a public-facing website that focuses on the three pillars of RWO:



1. Training

A self-directed, mini-curriculum of advice covering a wide range of tech knowledge—from e-safety to how to use various software, providing effective and clear communication by using videos and women's stories.

2. Support

VWT will run a one-day-a-week 'help desk' in real time—fielding email and phone enquiries that provide instructive advice that empowers, not condescends, users.

3. Mentoring

The most intensive pillar, RWO mentoring will provide up to 30 hours of one-to-one learning to a select group of users (capped at 300). Entry to this program will be filtered according to a number of considerations including user's level of IT literacy, hardship, how remotely they are located, and if they live in bushfire-affected areas.

VWT is contracting the services of Your Creative, a multi-disciplinary studio based in Melbourne, to build the RWO website, which will act as the central hub for accessing online training and sign-up forms for mentors and mentees.

In addition to the website, VWT will coordinate a series of 12 in-person 'Open Day' sessions at various rural locations, including 4 bushfire-affected areas: Mildura, Swan Hill, Ballarat, Hamilton, Horsham, Shepparton, Wangaratta, Wonthaggi, Corryong, Myrtleford, Mallacoota and Buchan – Bairnsdale.

These open-day sessions will:

- Engage women in the RWO program and activate their participation
- Build a constructive atmosphere leaving users feelings valued and enlivened by their participation
- Provide exciting promotions and/or guests at sessions
- Provide IT support on the day for questions on computer equipment and software



- Provide access and assistance on training and support through the distribution and dissemination of IT educational materials
- Assist in signing up mentees and mentors
- Promote and engage in collaboratively devised communications strategy to attract participants

The Trust has established a project team, consisting of Alana Johnson AM (Chair, VWT Board), Mary Crooks AO (Executive Director, VWT) as Project Directors, Bronwyn Johnson as Project Manager, and Tammy Atkins and Sue Gold from *It's On Purpose (IOP)* as project consultants delivering the twelve Open Day sessions that the initiative will run in regional Victoria.



All of RWO's work will be governed by 10 key values:

1. Integrity – We will foster honest, authentic, open, transparent communication, and be accountable to the team, to participants, stakeholders and all others connected to the project as it unfolds

2. Kindness – We will be sensitive to different backgrounds and expectations, conducting ourselves with civility in everything we do

3. Fun and Adventure – We will bring fun and enjoyment and a sense of adventure to the project and its promise

4. High Quality Endeavour – We will listen well and aim to exceed expectations. We will seek to create ways for people to move forward to achieve great outcomes through clarity in all our communications

5. Fairness – We are sensitive to inequity. We will grapple with issues of affordability and access and advocate for these wherever possible

6. Realism – We are realistic in our offerings so that people's expectations can be met and not crushed, working within budget constraints and not exploiting people's time and efforts

7. Inclusion – We will actively strive to be as inclusive as possible and non-judgemental

8. Respect – We will practice respect and look for the best in everyone

9. Create and Encourage Opportunities for Rural Women – Wherever possible we will work to enhance rural women's IT access

10. Exemplary Feminism – We will strive to be exemplary in our feminist values and practices.

→ For more information about Rural Women Online, email Project Manager Bronwyn Johnson on: bronwyn@vwt.org.au



LEFT: Australian bush

RIGHT: Aerial image of Myponga Image James Dimas



Ourselves at Work

Creating Positive Menstrual Culture in Your Workplace

In 2019, we published our groundbreaking work *About Bloody Time: The Menstrual Revolution We Have to Have*, which highlighted the menstrual taboo that oppresses so many women and others who menstruate, affecting their sense of self, their confidence, awareness of their physical bodies and emotional realms, their sexual decision-making, and the management of their relationships at home and in workplaces.

Despite the best efforts of individuals (both private and professional), menarche, menstruation and menopause still tend to be difficult and traumatic for many girls and women and carry a great deal of negative association.

The findings from our discussions in researching the book suggested that many women operate from a position of ignorance and disconnection from their bodies. Clearly, we have a massive problem with our collective menstrual culture, and how the majority of women experience their menstrual and menopausal lives.

Inevitably this impacts all arenas of life, including paid work. Our workplaces are sites of major anxiety and disconnection for women as they balance the demands of their jobs with their own needs and the needs of their body and themselves, around menstruation and menopause.

It shouldn't be this way. Menstruation and menopause are not illnesses. It is not about women being sick or having to take sick leave. It is about busting and dismantling the menstrual taboo at work, and developing instead a positive menstrual culture across our workplaces.

Developing a positive menstrual culture in workplaces is a logical step for promoting consistency, clarity and a safe, constructive working environment for employees and employers alike. As we researched and published *About Bloody Time*, we felt compelled to put our new learning and experience into our own organisational practice.

We began by developing a menstrual leave policy (in 2017), making us one of the first organisations in Australia to do so. We published it as a template on our website. We put menstrual products in our bathroom and wondered why we hadn't been doing this all along. We talked about our research and actions to anyone who would listen. And many did, in huge numbers in fact, from around the country and the world.

As the weeks and months went on, we received inquiries about our work and we actively supported businesses and organisations considering menstrual and menopausal workplace policies. Happily, we have witnessed a substantial uptake of policies such as menstrual leave.

It is clear that there is a hunger for improving workplaces, a desire to be rid of the negativity associated with the menstrual taboo and to put in place policies and actions to make life easier, more productive and healthier for many people.

This is why we have now taken the next step to put our experience into a practical guide to assist those seeking to create positive menstrual change in their workplace.

It will be worth the effort. What is certain is that employers who are proactive about the needs of their employees will ensure healthier, happier workplaces, as well as attract and retain valuable employees.

Developing a positive menstrual culture at work is one more piece of the equality jigsaw.

→ This is an edited extract from the introduction to *Ourselves at Work: Creating Positive Menstrual Culture in Your Workplace* by Jane Bennett, Cas Melican and Mary Crooks AO.

To download a free PDF copy and find out how to introduce positive menstrual culture to your workplace, visit: www.vwt.org.au/projects/ourselves-at-work

Announcing our new office space!

In 2019, before COVID-19 had spread across the world, the Trust had already made the decision to implement flexible work arrangements for all staff and were planning our transition to a mix of home and office work for the team. Like everyone, the arrival of COVID-19 forced us to move more quickly to this model of work. It also meant we were contemplating what type of office, size and location would be required for the Trust team now and into the future, where collaboration, events and products are delivered as much online as in person.

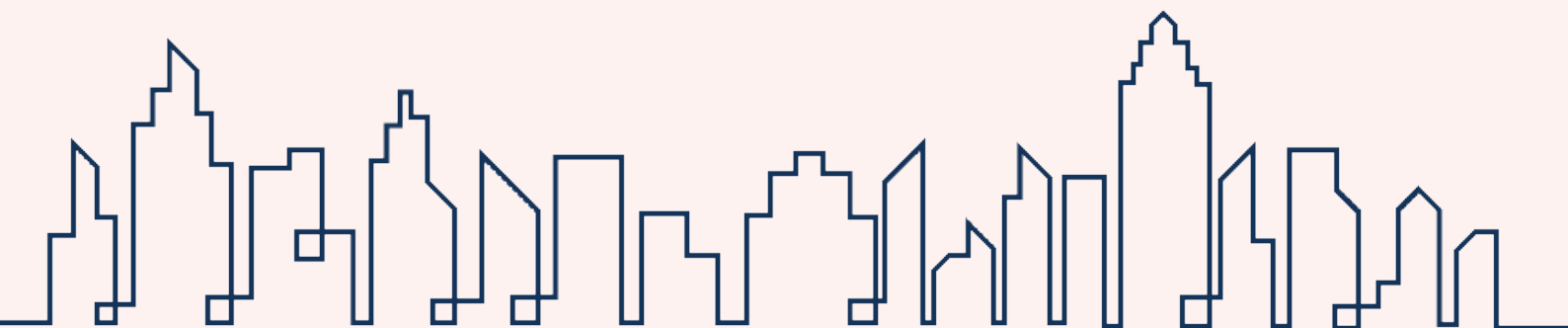
It quickly became clear that paying for a whole office floor in Melbourne's CBD was no longer the best use of our limited funds. A long-time donor to the Trust, Hilary Irwin, understood the challenge we faced and, in an incredible act of generosity, decided sell two of her investment properties, donating the proceeds of the sale to the Trust to purchase an office space of our own. This once-in-a-lifetime gift has enabled us to purchase two small-but-mighty ground floor retail units on Queens Parade in Clifton Hill.

We are currently working with Dimase Architects to convert the two spaces into one whole office. We are finalising the design, which has several goals in mind:

- Enhance our ability to work collaboratively when we are together in the office.
- Create genuinely multipurpose spaces so we are set up to host board meetings, small events, project delivery teams, online events, produce great quality podcasts, and many more things.
- Be a contemporary, welcoming, and light-filled space for our team, supporters and community.

Relocation does not mean the end of our long-standing partnership with Koorie Women Mean Business, with whom we currently share our CBD office space. KWMB will be relocating with us to Queens Parade, and we are currently exploring ways to celebrate our unique 25-year partnership in the interior design of the space.

We will vacate our current office in January 2022. The team will continue to work from home while our new office is completed and we hope to move in mid-2022. This office move represents a crucial next step in the life of the Trust, and the start of a hugely exciting new chapter. We express our heartfelt thanks to Hilary for making this possible. We look forward to seeing you all in Clifton Hill next year!





New sub-fund grants

As one of the oldest women's funds in the world, our grant-making arm—The Victorian Women's Benevolent Trust (VWBT)—has a proud history of progressive philanthropy.

Since 1985, the Victorian Women's Benevolent Trust (VWBT) has given more than \$8 million in grants to nearly 700 social change projects that have improved the lives of Victorian women, girls, non-binary, and gender diverse people.

In 2021 we were excited to expand our ever-growing list of Sub-Funds from thirteen to fifteen. Each Sub-Fund has specific purposes covering a broad range of focus areas and beneficiaries. The fifteen Sub-Funds ultimately made grants to sixteen projects, totalling \$98,034.

SUB-FUND GRANTS 2021

Union of Australian Women (Victoria) Sub-Fund and Con Irwin Sub-Fund

Enrise Ltd: Indigenous Women in STEM education program: \$10,000

Enrise will provide online tutoring for STEM subjects (Science, Technology, Engineering, Mathematics) to young Indigenous women attending Victorian High schools through MITS (Melbourne Indigenous Transition School). This program sees Enrise extending their current MITS partnership into a new program, specifically addressing young women in year 10 to year 12. Each girl will receive a personal teacher/tutor to deliver online weekly sessions in any STEM subject(s) required. Enrise aim to ensure more Indigenous women ultimately engage in STEM careers through this partnership by ensuring they receive ongoing regular 1:1 tutoring and the support they need to complete year 12 (VCE).

Con Irwin Sub-Fund

Flemington Kensington Legal Centre (partner to The Justice Map): Mapping Women's incarceration in Victoria: \$6,000

Increasing numbers of women are being

incarcerated internationally, far outstripping the growing rate of male incarceration, and Australia is outpacing most other countries. For the last 12 months The Justice Map has been undertaking an extensive research report, examining how social and economic inequality interacts with criminalisation and incarceration, holding yarnning circles with adults and young people who are currently in prison, analysing academic literature and public narratives, and investigating the private interests and government contracts in the prison and policing industries. In 2022, the report will be permanently accessible from its own website and distributed through workshops, organisational networks, and digital channels. This publicly accessible report will be a valuable tool for policy makers and community groups advocating in the justice space. With support from the Con Irwin Sub-Fund, The Justice Map can ensure women in Victoria are a core focus of, and participants in, this research, including through holding parliamentary briefings and meeting with MPs in Victoria to discuss women's overincarceration.

Christine Friday and Kathleen Pooley Sub-Fund

The Wheeler Centre (partner to Blak & Bright First Nations Literary Festival): Yarn Bombing Micro and Short Fiction Masterclass: \$3,600

'Yarn Bombing' is a successful component of the Blak & Bright First Nations Literary Festival, where Emerging First Nations storytellers pop-up at the start of public sessions and present their short fiction, non-fiction, poetry or reportage etc. In 2022, with the help of the Christine Friday and Kathleen Pooley Sub-Fund, they plan to expand the program by offering six emerging Victorian based First Nations women writers a masterclass in micro and short fiction. Facilitated by an award winning First Nations writer, the masterclass will offer networking opportunities and build participants written communication skills and overall capacity to present in front of audiences.

The Alma and Albert Tivendale Sub-Fund

L2R Dance: Girl Gang: \$5,000

L2R delivers dance programs, performances and workshops across Melbourne's West,

offering free dance programs, arts leadership opportunities and employment pathways for children and young people experiencing disadvantage. With this grant, L2R will create a new, live performance group called Girl Gang (GG) and a new digital dance work. GG fearlessly profiles powerful young women of colour. Half of GG's members are professional dance artists, and the other half are young women being mentored into their creative lives.

Jan Webster and Sue Peterson Sub-Fund

Mernda Community House: Women's Shed: \$7,500

This project aims to reduce older women's (50+) experience of loneliness, strengthen independent living skills, and build a sense of belonging in Mernda by delivering 40 weekly workshops across 2022 to 15-20 women with the expert guidance of a skilled crafts woman.

Humanitas Sub-Fund

Afri-Aus Care Inc: UBUNTU Peer to Peer Girls Program: \$5,500

The UBUNTU Peer-to-Peer Restorative Program will provide culturally appropriate programs/services to young African-Australian women (aged 17-30) addressing the underlying issues that act as a barrier to their economic participation, by providing a safe space for counselling, discussion, peer-to-peer dialogue, care packages and other support mechanisms that help develop trust and assist with healing processes.

Fleur Spitzer Sub-Fund

Carringbush Adult Education: Education without Boundaries: Language and Literacy Programs Access for Women on Temporary Visas: \$5,500

This project will create 10 fully funded places in education and community programs, for women in the City of Yarra who are ineligible for government funded education and training, including accredited English language courses, adult literacy tutoring and family literacy programs.

Loula Rodopoulos Sub-Fund

Motherless Daughters Australia Limited: Motherless Daughters' Database Initiative: \$10,000

Motherless Daughters Australia (MDA) connects women and girls with the shared lived experience of early mother loss and facilitates opportunities for peer support. MDA fills a void in mental health service provision, via a cost-effective model with proven success in supporting a growing number of motherless daughters, with a community of more than 5,000 women and girls. This support from the Loula Rodopoulos Sub-Fund will enable MDA to implement a CRM system that will allow them to interact with members, donors, and other stakeholders more effectively and efficiently, with cloud-based software improving organisation-wide access to critical resources, reports, fundraising-related information and allow for automated data capture from their website.

Essie Burbridge Sub-Fund

WIRE Women's Information: Cultivating a culture of solidarity and mutual respect through anti-racist initiatives: \$7,960

WIRE is a leading service delivery organisation with more than 38 years' of experience supporting women, nonbinary and gender diverse people across Victoria with any issue. WIRE is currently undertaking an ambitious and rigorous project (Intersectionality Action Plan) that is using an evidence-based academic approach to undertake an intersectional analysis that will shift their current practices, policies, structure and culture to fully meet community needs and provide the best possible service to those experiencing marginalization and oppression. With support from the Essie Burbridge Sub-Fund, in partnership with local Indigenous experts and women of colour, WIRE will build capacity around their cultural competency and anti-racist practices through cultural awareness training and providing strategies to combat racism.

Joan Hudson Sub-Fund

Foundation Learning Centre: Growing and Thriving Together: \$5,720

Foundation Learning Centre is a community-based education and human services organisation based in Narre Warren. This project is designed to improve the outcomes of young (under 21) mothers, who have engaged with FLC for their education. FLC will provide nutrition and lifestyle advice through the delivery of monthly workshops to build practical knowledge and skills on nutrition and cooking. This will include access to a qualified paediatric nutritionist/dietician, as well as practical hands-on cooking sessions

to encourage and support the young mothers to prepare and cook food for their child. They will also provide a range of ongoing workshops to aid the personal development of the young mothers on a range of essential skills, such as: financial stability, housing stability, healthy relationships, self-care, engaged parenting and attachment, and linking to community. The workshops will be accompanied by a range of practical booklets which will form a library of self-help books for each of the young mothers (available both in personalised folders and online).

Prue Myer Sub-Fund

Cire Services Inc.: Myanmar Women's Mentorship and Community Engagement Program: \$5,417

Cire Services will engage 16 women from the Chin community—a refugee community with a significant presence in the outer east of Melbourne—in an 8-week mentorship/empowerment program focused on improving educational outcomes and encouraging community and political engagement.

Prue Myer Sub-Fund

Merchant Road Events Inc (Trading as The Beautiful Bunch): Many Hands Employment Pathways by The Beautiful Bunch: \$7,500

The Beautiful Bunch is a female-founded floral delivery enterprise helping young Victorian women from refugee backgrounds build the skills, self-confidence, and social networks. We are one of the only Victorian not-for-profits offering employment pathways specifically for young women from refugee backgrounds who are experiencing barriers to employment. Many Hands is a life-changing employment pathways training program for young women from refugee backgrounds who are experiencing barriers to employment. The program runs for six months. This funding will help The Beautiful Bunch to develop and systematise their Many Hands training program, with particular focus on the valuable mentoring component; there will be an emphasis on building participant's confidence, motivation, and resilience, as well as work-readiness skills, such as resume-writing, and interview preparation.

Fay Marles Equal Opportunity Sub-Fund

Monash University: How do Victorian women respond to sex discrimination at work?: \$5,687

Sex discrimination has been unlawful for over 40 years, yet women continue to experience it. Recent reports have also highlighted the prevalence of sexual harassment. The aim of this project is to investigate the pathways Victorian women take if they experience

workplace sex discrimination or sexual harassment and identify barriers to pursuing legal claims.

Jean McCaughey Social Justice Sub-Fund

Women's Property Initiatives: WPI Social Return On Investment Impact Report and Analysis: \$7,500

The Women's Property Initiatives (WPI) was established in 1996 in response to the shortage of affordable, appropriate and secure housing for low-income women and their children. A new Social Return on Investment (SROI) analysis is critical to support WPI's 25th anniversary campaign and inform current and future investors across all of WPI's stakeholders in commercial, philanthropic, government, and public sectors. The research and evaluation will provide WPI tenants with a voice about their lived experience of secure and affordable housing.

Ruth Owens and Kevin Lynch Sub-Fund

River Nile Learning Centre: Driving Lessons for Refugee & Asylum Seeker Women: \$ 3,450

River Nile Learning Centre (RNLC) is a charitable organisation, which educates refugee and asylum seeker women who are not eligible for government funded education, owing to visa, age restriction or personal circumstances. This pilot project will take ten refugee and asylum seeker women on the journey from acquiring a learner's permit to gaining a probationary driver's licence.

Supriya Singh Sub-Fund

Fitted for Work: Fast-tracking women into employment: \$1,700

Fitted for Work helps Australian women experiencing disadvantage get work, keep work and strive at work. This funding will allow them to have their service materials translated into Mandarin, Vietnamese and Arabic. Making resources more accessible and shareable will help more women to build confidence and develop their job search skills; supporting them into long-term, stable jobs—generating income and moving women out of welfare and into financial sustainability.

→ Learn more about our Sub-Funds at: www.vwt.org.au/grants/sub-funds/

TOP: The Love Wall *Image Jon Tyson*

#SelfCareSundays

BY MAKI MORITA

During October, Rosie produced the #SelfCareSundays Instagram takeover campaign, where four talented young feminists were invited to explore topics around self-care.

Through a series of videos, blogs, and social media posts, #SelfCareSundays encourages young people to develop self-care strategies that support positive mental health outcomes, gain a greater understanding of the warning signs of mental illness, and establish help seeking behaviours to support better mental health outcomes for themselves and their peers.

Our #SelfCareSundays series launched with a video from multi-disciplinary artist and performer Tariro Mavondo. Tariro starts off her video with an invitation to dance along to one of her favourite songs, then shares some of her other self-care strategies, discusses the importance of making time for self-care, and performs her original poem 'The Sweet, Sticky Revolution'.

Next up for #SelfCareSundays was a blog from Madison Griffiths, a writer and poet currently producing the podcast *Tender*. In her blog 'Madison Griffiths's Three-Part Self-Care Routine', Madison explores what self-care means to her as your atypical wellness advocate, and the importance of thinking outside the box to create a self-care routine that suits your own unique needs.

Another blog from vocalist and producer Komang/Rosie Clynes, 'The Things I'm Learning About Community Care', explores how community care may just be one of the best forms of practicing self-care. In her blog, Rosie opens up about her social anxiety, and shares her top tips for contributing to community and caring for others as we emerge out of lockdown.

We wrapped up our #SelfCareSundays series with a social media post from Basjia Almaan, a model and stylist who is a strong advocate for diversity and representation.

Basjia shared a series of photos, accompanied by a written piece that examines what self-care means to her as a Black woman. Basjia also encourages a holistic approach to self-care that encompasses one's physical, emotional, and spiritual health.

Rosie's #SelfCareSundays campaign was a fantastic opportunity to widen our reach and spread mental health awareness amongst young people. Many thanks to all the creatives that got involved with #SelfCareSundays, and to Zonta for making it all happen.

Rosie is a unique online space that offers supportive web resources for young women and non-binary teens, associated with the Dugdale Trust for Women and Girls and the Victorian Women's Trust. Rosie's #SelfCareSundays campaign was funded by a grant from Zonta.

→ Learn more about Rosie:
www.rosie.org.au

LEFT: Tariro Mavondo

CENTRE: Madison Griffiths

RIGHT TOP: Komang/Rosie Clynes
RIGHT BOTTOM: Basjia Almaan



Coming soon: Club Respect podcast

Challenging the 'winning at all costs' mentality in sport

Thanks to support from the Wood Foundation and Spicers Australia, Club Respect has been able to take an ambitious step towards producing a podcast.

People in clubland face constant challenges and seeking ways to end the culture of abuse and violence in community sports clubs. The Club Respect podcast will assist people who are grappling with vexed issues like

umpire abuse, and with the support of expert guests, provide practical guidance to resolve these issues.

Tarik Bayrakli (Manager, Club Respect) will host alongside Jess Hosking (AFLW Richmond Tigers player). The podcast will launch in 2022 with episodes on ending umpire abuse, speaking up safely and challenging the 'winning at all costs' mentality.



Sport's ugly blind spot: abuse of officials

BY PATRICK SKENE, guest writer



Every year millions of parents around Australia sign their children up to play sports in good faith that they are doing the best thing for their development.

A small sliver will make the full journey to become a professional and represent their country. For the vast majority, sport will not be their occupation but serves a role as a key pillar in developing a different set of life skills beyond those their family or school provide.

Lessons like learning to cope with losing, sportsmanship and how to celebrate the accomplishments of others, the power of teamwork, listening and submitting to a system and most importantly learning the art of respect for elders, coaches, teammates, opponents and officials.

But what happens when sport performs the reverse role—teaches children and youth bad habits that derail their development and normalise anti-social and cowardly behaviour that could negatively impact their lives down the line.

What if sport is creating the anti-social behaviour that it purports to be a cure/prevention for?

Nothing can prepare you for referee abuse and my most recent personal experience was a testament. Having played a range of sports for the best part of four decades I have most recently landed as the coach of my son's under 8's soccer team.

Due to the current referee shortage in soccer, no referee arrived for our first match of the season and the convention is for the home team to supply a referee, so I stepped up.

At this age, the focus is supposed to be about fun and enjoyment with players yet to be graded on ability resulting in a wide gap in skill sets. A referee is tasked with showing some discretion to not over officiate, not humiliate certain kids who continue to make mistakes and maximise enjoyment.

Our team was down by 4 or 5 goals, but one parent was relentlessly urging his players on, abusing his own son and my every decision.

It introduced tension into the game as parents on my team took umbrage and could have developed into something nasty.

After a quiet word and eye contact, the abuse stopped but I can't forget the mixed look of relief and embarrassment on his son's face.

Reflecting back, I was haunted by a quote from famed Swiss psychologist Carl Jung who observed: "The greatest burden a child must bear is the unlive life of its parents."

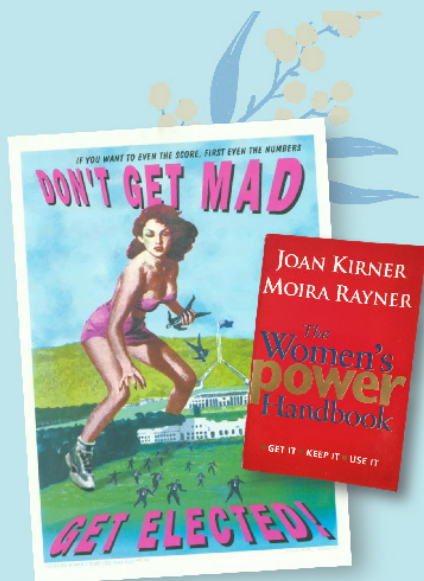
I've been fortunate to have worked with more than ten sports in Australia and have always struggled with the mystery of match official abuse – why the white-hot hostility to a stranger and the lack of awareness of the clearly terrible role modelling?

What drives an otherwise upstanding sports fan to scream abuse at a match official? Or turn an otherwise loving parent into a seething, foaming, resentful ball of fury at an 11-year-old boy who has made a refereeing decision that did not favour their child?

→ Read the full article:
www.clubrespect.org.au

TOP RIGHT: Jess Hosking and Tarik Bayrakli
BOTTOM LEFT: Football managers confront referees after a match *Image Donall Farmer*

POWER



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The 'Power' Bundle

Give the gift of power to the feminists in your life this festive season.

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Joan Kirner and Moira Rayner passionately believe that women must know their goals and learn how to achieve them. They've had power, lost power, reclaimed power. *The Women's Power Handbook* turns their experiences into a punchy, down-to-earth practical guide to getting, keeping and using power.

Carol Porter's 'Don't Get Mad, Get Elected' poster was commissioned by the Trust in 1997. Since then it's hung in offices and school halls, and its artwork and iconic slogan have become a rallying cry for women everywhere.

Bundle includes:

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Superannuation has never been a level playing field for Australian women. We earn less, we take time out of the workforce to have children, and on average we live longer. *How to be a Super Smart Woman* is essential reading for all Australian women—it explains how the super system works, and how women can make it work for them at any stage of their life.

We collaborated with local Melbourne artist Michelle Pereira to create a contemporary version of Carol Porter's 1994 artwork, 'To Every Woman: Money Power Freedom' artwork, showcased here on a tea towel. Michelle has paid beautiful homage to Porter's work while reflecting the diversity of our community today.

Bundle includes:

- *How to be a Super Smart Woman: New Strategies for Superannuation* by Pauline Taylor
- *Money Power Freedom* tea towel by Michelle Pereira



MONEY