

# Annual Report 2020/21



VICTORIAN  
WOMEN'S TRUST



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



THIS IMAGE: Wilfredo Zelada, Lieu Le And Gillian Barnes Image Breeana Dunbar

# Acknowledgements

Warmest thanks to our wonderful donors for their ongoing support; our board members; all of our partners; Alice Macdougall (Herbert Smith Freehills) for her longstanding pro bono legal support; PR agency That Comms Co.; the tech team at Squareweave; Maria Chetcuti, and all of the creatives who generously share their talent with us—photographer Breeana Dunbar, illustrator Michelle Pereira, and graphic designers Aimee Carruthers and Cathie Glassby.

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## 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.

## With thanks to our partners





# Our vision

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



## 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.

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THIS IMAGE: Maria Chetcuti and Claire Duffy Image Breeana Dunbar

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# Executive Director's Report

Mary Crooks AO

*It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of Light, it was the season of Darkness, it was the spring of hope, it was the winter of despair, we had everything before us, we had nothing before us, we were all going direct to heaven, we were all going direct the other way.*

We first drew on this masterful Dickensian commentary from *A Tale of Two Cities* to describe the social and political context in Victoria under the Kennett Government in the late 1990s, the time the Victorian Women's trust dramatically entered an exceedingly unnerved public realm, with its Purple Sage Project. The rest, as they say, is history. The Trust came through it organisationally emboldened. More widely, the social contract between the people and government remained intact, although suffering some severe bruising.

Two decades on, and for the first time in everyone's life, we have had to face and endure a global pandemic. Dickens' quote is even more apposite. The year 2020/21 has been nothing short of turbulent; and this Annual

*"It became clearer*  
by the month that this global pandemic was exacerbating this violence in homes as well as laying bare other social and economic inequalities experienced by women."

Report reflection must focus squarely on the impact of COVID-19 and its first major variant, Delta.

In the early months of 2020, we had to move quickly from our beloved office space to working remotely from our homes. There was a sense of great urgency as we closely heeded public health announcements to inform our management responses. Suspecting that we were now in for a long haul, and rather than leaving things to chance or guesswork, we commissioned an ergonomic firm to visit each staff person's home office arrangements to ensure that everyone was working safely and securely. So glad we did! One third of our staff home arrangements were not optimal and needed remediation mainly by improving desk and sitting arrangements and lighting. Let's hope people in other workplaces are ok.

Our next response was to focus on what we could best do under the circumstances so that we didn't lose sight of our advocacy goals. Pre-COVID, we were already set on increasing our digital capacity to deliver outcomes—and now we had the chance to really go for it. And we did. Thanks to the creativity and energy of our staff, and in the space of only a few months, we brought some fantastic and possibly surprising products out for our base, including the poetry podcast, *Between the Leaves*, co-hosted by Hermina Burns and Ellen van Neerven. We also doubled down on the production of *The Trap*, another podcast, this time exploring with as much depth as possible, the root cause of gendered violence and abuse in our country.

It became clearer by the month that this global pandemic was exacerbating this violence in homes as well as laying bare other social and economic inequalities experienced by women. Fast and furious advocacy ensued, as the Trust joined people across numerous agencies in coming together, online, to try and push a reform agenda; only to see federal budget assistance skewed to male-dominated industries, away from feminised sectors such as health, aged care and childcare, which were now doing even more of the heavy lifting required for communities to cope with COVID-19.

And so month after month, lockdown after lockdown, we have endured, along with many other people across so many of our communities, urban, regional and rural. One of the outcomes here that we are feeling excited about is our new initiative, Rural Women Online, for which we received philanthropic funds from the Helen McPherson Smith Trust and the Bendigo Bank Community Enterprise Foundation just before the financial year came to a close. More of this initiative later!

It has been a long 'winter of despair' but it now looks as though, with a vaccine regime taking effect, there will be a spring of hope. I want to pay tribute to our donors and supporters for staying with us and supporting our efforts; to our Chair, Alana, for her constant listening ear and support, to our Board for enduring so many meetings without ever seeing one another in the flesh; and most of all to VWT's staff and volunteers who have kept their chins up under long and demanding work circumstances.





## Chair's Report

Alana Johnson AM

*In 2008 the Victorian Women's Trust commissioned composer Kavisha Mazzella and arranged a mass choir performance of the now globally recognized women's anthem 'Love and Justice'. For the 450 women who formed the choir for that first performance and the many hundreds in the audience they carry with them a powerful connection to the song and its story.*

During this tumultuous year I have often returned to the words of the women's anthem: *Love and justice be my flag, I'll live my truth what e're will be, I swear that I cannot rest 'til there's equality.*

The anthem tells of women's struggles and their hopes which have become even more pronounced with the COVID-19 pandemic impact on women's lives and the growing nationwide public outcry about women's safety and inequality.

The Women's March Justice following public disclosures by courageous women such as Brittany Higgins, Grace Tame and Chanel Contos saw 110,000 people march in 40 cities across Australia. I travelled to the Canberra march with a bus load of women from my rural town of Benalla to join the call out for justice. The lack of

# "The anthem words

**'I swear that I cannot rest 'til there's equality' drive the Trust Board and staff to work for women to be safe and respected"**

government action and the controlled and orchestrated response by both men and women politicians in the Coalition parties was hugely disappointing but the public momentum remains strong.

For 36 years the Victorian Women's Trust has taken a lead in publicly campaigning for justice for women and girls. The anthem words 'I swear that I cannot rest 'til there's equality' drive the Trust Board and staff to work for women to be safe and respected with initiatives like Club Respect, *The Trap* podcast and the Love, Power and Control webinar.

As the struggle continues, we in Victoria also see hope in our state passing the Gender Equality Act 2020. A first in Australia, it requires the public sector, local councils and universities to take positive action toward achieving workplace gender equality. Fellow VWT Director Leanne Miller and I were proud to be apart of the Ministerial Advisory Council that informed the development of this legislation which marks an important milestone in the journey to gender equality.

The other pillar of the women's anthem that resonated loudly this past year is love. We have all witnessed family members, friends, work colleagues, communities, students, health professionals and local businesses suffer with the lengthy and repeated pandemic lockdowns and restrictions. As is always the way for women, amid the struggles and demands, caring, kindness and compassion come to the fore. The

impact of home-schooling, caring for elderly parents, mental health issues, locked down families, isolated new mothers and increased family violence has been significant as have the acts of care, connection and sharing that women have enacted in their neighbourhoods and communities.

In my rural area the restrictions were coupled with geographic isolation that saw many women stranded with no one to reach out to. Life in lockdown relied on digital skills and technology to access medical services, shopping and banking. Platforms such as zoom and facetime became the source of social and family connection but many women found themselves left out, unable to participate due to lack of digital knowhow. This has spawned the Trust's newest initiative, Rural Women Online, which aims to fast-track training and technology support for rural women so that they are skilled in connecting to others socially as well as benefitting from online services and supports.

While working from home and unable to be together, the Trust staff and Board have remained focused on love and justice, supporting each other, creating opportunities for women across the state to stay connected and being innovative in progressing justice for women and girls utilizing digital technology. Thanks and admiration is truly deserved by Mary and the team for what has been achieved by the Victorian Women's Trust these past twelve months.



# Targeted Impact Grants

Since 1985, the Victorian Women's Benevolent Trust (VWBT) has given more than \$7.9 million in grants to nearly 700 social change projects that have improved the lives of Victorian women, girls, and gender diverse people.

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. Providing Targeted Impact Grants allows us to remain responsive to emerging trends beyond the scope of our public Sub-Fund grant rounds, by providing discretionary grants to breakthrough projects that address significant community need.

In 2020 we provided two complementary projects with \$16,000 each, to support women in their transition out of the prison system. Australian prisons showcase an overrepresentation of the most disadvantaged people in our country, and female prisoners are the fastest-growing prison population. Between 2009 and 2019, Australia's female prison population increased by 64%. Despite this, justice organisations continue to be drastically under resourced. According to the ACNC, 'law and advocacy' work receives less than 0.4% of total charity revenue in Australia — the smallest share of any sector. The ACNC also reports that the least common beneficiaries of philanthropic funding are pre and post offenders and their families.

## Flat Out

*Women Inside and Out - Employment and Vocational Support*

There are a number of short-term, highly prescriptive reintegration programs for people who have been imprisoned in Victoria, however, most if not all of these are based on episodic care models (i.e. short, inflexible periods of time) and are often focused on crisis-driven

needs developed according to guidelines, rather than on the support needs identified by women themselves. This project aims to address both immediate and long-term needs as determined by each individual woman who participates. The Women Inside and Out project is a three-year, continuous care model of assertive outreach for women in prison who are engaged six months pre-release and supported through to 12 months after they have been released, targeting health and social areas of need identified by the woman with assistance from their dedicated outreach and advocacy worker. By developing a relationship with participants six months before they complete their prison sentence, Flat Out are able to put in place the necessary tools and infrastructure for each of the goals to be achieved in a sustainable way—thus reducing the woman's likelihood of returning to prison. The vocation, employment readiness, and career coaching component of the program would see an employment liaison work alongside the outreach worker to support the women to identify their employment needs and hopes and help to facilitate these.

## Fitted For Work

*Women Exiting Prison*

This program provides women exiting prison with the skills and ongoing support to break the cycle of incarceration and unemployment by helping them get and keep work. Delivered through Dame Phillis Frost Centre (DPFC) and Tarrengower Prisons Victoria, this program will support 30 women exiting prison. The program contains eight job readiness modules, culminating in an Employment Expo where Fitted For Work volunteers and industry partners provide intensive mock interview and resume help. Pre-release participants are matched with a professionally trained mentor to help them navigate the job search process once they exit prison. Post-release participants register into job readiness services such as outfitting, job preparation workshops, resume & application letter writing.

# Our Sub-Funds

*Creating stronger communities*

**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.**

Establishing a Sub-Fund is a strategic investment—an opportunity to maximise your impact by taking advantage of more than three decades of grant-making experience, and leveraging the deep knowledge, profile and networks that come with it.

In 2010, VWBT launched its first Sub-Fund. In 2020–21, Sub-Funds distributed \$94,415 across grassroots community projects. We were also excited to expand our ever-growing list of Sub-Funds from to, with each providing community grants to brighten the future of women, girls and gender diverse people in Victoria. The successful growth of our Sub-Fund program means that the Sub-Funds are now the cornerstone of our annual community granting round.

The Union of Australian Women (Victoria), the last remaining UAW branch, dedicated their remaining funds to establishing a Sub-Fund. With a focus on the leadership, training and rights of Aboriginal and Torres Strait Islander young people, the Sub-Fund continues UAW's proud history of being led by and engaging with First Australian people, and honours the hardworking activist women of the UAW by supporting future Aboriginal women leaders.

Our newest Sub Fund is thanks to the vision and generosity of Supriya Singh: journalist, mother, educator, author and sociologist. Supriya believes that money is an essential factor for freedom and agency. Created in honour of her late mother and sister, the

fund will help women to achieve financial resilience and economic independence.

Each of the Sub-Funds have specific purposes covering a broad range of focus areas and beneficiaries, such as:

- projects by and for Aboriginal women and girls;
- policy change;
- migrant women;
- older women;
- women experiencing homelessness;
- women exiting prison;
- single mothers and their children;
- women in the arts, and more.

2020 was an unprecedented year, with the Australian bushfires and a global pandemic exposing and exacerbating existing inequalities in every sphere of our lives. Our 2020 Sub-Fund grant round saw countless community projects rising to the challenge. Grantees included an inspiring mix of projects working to address some of the challenges faced by women and girls in Victoria—be it through addressing online violence against women, or supporting women experiencing COVID-19 related homelessness. Other grantees, such as the Flinders Quartet Inc, funded through the Prue Myer Sub-Fund, are working to create opportunities for women in the arts.

→ Read more about the Supriya Singh Sub-Fund on page 14 and the Union of Australian Women Sub-Fund on page 16

If you'd like to discuss setting up or donating to a Sub-Fund, we would love to hear from you. Visit [vwt.org.au/grants/Sub-Funds](http://vwt.org.au/grants/Sub-Funds) or email our grants team via [grants@vwt.org.au](mailto:grants@vwt.org.au)



# Sub-Fund Grants

2020

## The Alma and Albert Tivendale Sub-Fund

APPLICANT: City in the Community  
PROJECT: Dads and Daughters Program  
AMOUNT: \$2,000

This is the first grant given by the Alma and Albert Tivendale Sub-Fund since its inception. City in the Community's Dads and Daughters Program uses sport to strengthen the connection between dads and daughters in several disadvantaged communities, breaking down barriers to sport for young women and changing the way men view and support female roles in sport.

## Jan Webster and Sue Peterson Sub-Fund

APPLICANT: National Homeless Collective  
PROJECT: Project Restart  
AMOUNT: \$3,626

Project Restart is a pilot project that will support women recently released from prison in Melbourne through the provision of training and employment. Over a 12-month period, 10-12 women will be employed 15 hours per week for 16 weeks and receive training and support to assist them to transition back into community life and into long term employment.

## Humanitas Sub-Fund

APPLICANT: ANHCA (partner with Kensington Neighbourhood House Inc)  
PROJECT: Kensington Sister Circle Project  
AMOUNT: \$5,707

The Kensington Sister Circle project, initiated by Somali-Australian women living in Kensington's public housing and managed by Kensington Neighbourhood House, is a monthly gathering for African Australian women. The gatherings are facilitated by an

experienced counsellor who aims to provide a culturally appropriate and trauma-informed space. The Sister Circle aims to create a safe space for African- Australian women to connect and talk about things that matter in a supportive environment.

## Christine Friday and Kathleen Pooley Sub-Fund

APPLICANT: Willum Warrain Aboriginal Association Inc  
PROJECT: Embedding Aboriginal Elders: The Story Of Women, Culture, Connection And Willum Warrain  
AMOUNT: \$4,285

This project aims to embed Aboriginal Elders into the Willum Warrain Aboriginal Association Women's Group program, ensuring all group participants have the opportunity to build positive relationships and learn culture from Elders. Supported by Elders, community members will then contribute to the creation of story books which showcase the importance of culture, connection and the gathering place for Aboriginal people. This book will be gifted to all participants and Elders of this project.

## Fleur Spitzer Sub-Fund

APPLICANT: Women's Legal Service Victoria  
PROJECT: Easy Legal Information  
AMOUNT: \$5,693

This project aims to develop Child Protection Legal Information Sheets, that provide important information about the court process presented in a simple and accessible format. These information sheets would be given to Women's Legal Service Victoria clients to help them to understand the court process, and to alleviate some of the stress of not knowing what the likely impact on them and their children would be. The Child Protection Legal Information sheets will also be made publicly available through the Women's Legal Service Victoria website to provide easy access to vulnerable women going through the Child Protection process.

## Loula Rodopoulos Sub-Fund

APPLICANT: Parent-Infant Research Institute Inc  
PROJECT: Helping Young Mums Overcome Depression  
AMOUNT: \$4,810

Teenage and young mothers are at a particularly high risk of postnatal depression. Few seek help, with the key barriers being perceived stigma and access. The Parent-Infant Research Institute have adapted a highly effective

world-first, evidence-based online program to address the needs of teenage mums. The MumMoodBooster program is an internet cognitive-behavioural therapy (CBT) treatment, developed to be closely comparable to therapy delivered in traditional face-to-face sessions. The program is composed of weekly interactive online sessions structured to help treat depression in new mothers. These funds will enable a mobile-responsive overhaul of the depression treatment program's functionality, which is so important to both reaching and engaging young women in mental health supports.

## Con Irwin Sub-Fund

APPLICANT: Multicultural Centre For Women's Health Inc (partner for Gender Equity Victoria)  
PROJECT: CyberSmart Women: Understanding Your Legal Options When You've Been Abused Online  
AMOUNT: \$10,000

Women receive disproportionate online abuse and harassment, that takes the form of sexist comments through to serious accusations of physical harm such as death and rape threats. The aim of the CyberSmart Women project is to create safer online spaces for women by equipping them with the information they need to pursue legal action in both the criminal and civil systems. This funding enabled the development of a website containing: (1) a step-by-step guide for taking harassers to court, including what evidence is required, (2) case studies of legal action taken by women in the area of online abuse, and (3) detailed information on counselling and support services.

## Con Irwin Sub-Fund

APPLICANT: Wellsprings for Women Inc  
PROJECT: Bridging the Digital Divide  
AMOUNT: \$7,735

Bridging the Digital Divide is a project that aims to facilitate online learning for migrant and refugee women by developing customised courses that meet their needs. Project participants are located in the Greater Dandenong area, which is home to over 70% of residents who were either born overseas or have one parent born overseas. This project had already provided internet, laptops, IT helpdesk support and regular computer classes for participants—this funding will be directed toward the development of a Learning Management System (LMS), as well as developing and uploading courses onto the LMS, and assisting mothers with homeschooling their children.

## Essie Burbridge Sub-Fund

APPLICANT: Free to Feed Ltd  
PROJECT: Cross-Cultural Communication Training & Employment Pathway For Women Of Refugee And Asylum Seeker Backgrounds  
AMOUNT: \$8,280

This project provides subsidised positions for women from refugee and asylum seeker backgrounds into an 8 week Cross-Cultural Communication & Leadership training course delivered, which also gains participants entry into Free to Feed's employment program. Participants will combat racism and contribute to a more tolerant and understanding society by developing, and putting into practice, the skills to confidently represent themselves and their cultures to broad audiences. Participants will have the opportunity to develop lifelong skills, including in digital communication, public speaking, hospitality essentials, and eventually to connect with hundreds of members of the wider community. The aim of Free to Feed's Cross-Cultural Communication & Leadership training is twofold. Firstly, the training provides participants with tools and skills to confidently represent themselves and their culture, hence contributing to greater social understanding and cohesion among cultures in Australia. Secondly, the training is a prerequisite to enter Free to Feed's employment program, through which participants continue to grow and develop their skills and capabilities in cross-cultural communication and leadership through the delivery of food experiences and events.

## Essie Burbridge Sub-Fund

APPLICANT: Victorian Immigrant and Refugee Women's Coalition Inc  
PROJECT: Doing it For Ourselves - A Global Kitchen Celebrating Culture and Understanding  
AMOUNT: \$2,108

This project aims to open a new Global Kitchen in St Albans for multicultural women living locally. The Global Kitchen aims to provide 15-20 women with: a weekly Women's Circle activity in a community space to talk, learn and share; an opportunity to cook and share traditional recipes; community gardening activities; and other social support opportunities that facilitate exchanging of information and building women's leadership capacity.



Joan Hudson Sub-Fund

APPLICANT: NCJW (Vic) The Social Support Trust  
PROJECT: Caring Mums  
AMOUNT: \$6,707

The Caring Mums program provides emotional support to mothers of newborn babies and pregnant women. The program matches trained volunteers, all of whom are mothers themselves, to new mums with the goal of developing a secure trusting relationship in order to provide emotional support. Since 2012, Caring Mums has strengthened its presence through close work with perinatal service providers. Through regular weekly meetings for up to 12 months, mums' feelings of isolation, anxiety and depression decrease, while their parenting confidence and sense of belonging grow significantly.

Prue Myer Sub-Fund

APPLICANT: Flinders Quartet Inc  
PROJECT: Future Voices – Championing Women Composers And Providing Pathways To Success  
AMOUNT: \$10,000

There is a dearth of female composers, fewer still from First Nation communities. This project provides mentoring and support for compositional education and career pathways, ensuring that BIPOC leadership is available to encourage marginalised voices to the program. Future Voices is a multifaceted initiative addressing the lack of women composing in the music industry, and offering clear opportunities to develop women within the sector by providing: crucial career pathways via residencies, creative development workshops, commissions and programming within Flinders Quartet's Subscription Season; role models and mentors to support emerging female composers; promotion and advocacy; professional recordings and national broadcast; and support in growing an audience for their work.

Prue Myer Sub-Fund

APPLICANT: VICSEG New Futures  
PROJECT: Karenni Refugee Family Mentoring Program  
AMOUNT: \$3,960

The Refugee Family Mentoring Program will assist vulnerable Karenni women and children living in Wyndham to access local services and better understand early year's sector. The project will engage services to support their organisations to

be culturally responsive to needs of Karenni people. The Karenni are a separate, marginalised community not to be confused with Karen people of Myanmar. Project will build Karenni families' understanding of service system through visits, info sessions and supported referrals. This will be achieved with the support of a mentor who shares the culture and language of participants. The Karenni Women's Health and Wellbeing group will consist of 15 to 20 women, while the playgroup will consist of a further 15 parents and up to 20 children.

Fay Marles Equal Opportunity Sub-Fund

APPLICANT: Melbourne Fringe  
PROJECT: Design Fringe Gender Equality Initiative  
AMOUNT: \$6,740

Design Fringe is an annual experimental design exhibition presented by Melbourne Fringe. Open access and uncensored, the event has run for 34 years inviting participation from designers creating furniture, technology, homewares, installations and more. The Gender Equality Initiative will provide: subsidised registration for female or non-binary designers for the Design Fringe exhibition, female designer-led and focused tours, a keynote presentation talk by a leading female designer, and a mentoring program matching emerging female designers with leading established female designers.

Jean McCaughey Social Justice Sub-Fund

APPLICANT: HANZA Inc  
PROJECT: Diverting Women from COVID-related Homelessness  
AMOUNT: \$8,075

This project uses the international model of homeshare to divert women from homelessness into safe affordable housing with caring community members. The program has been piloted over the last 18 months and has successfully exited 10 people from homelessness to date using the homeshare model. This funding will extend the project to a further women at risk of experiencing homelessness due to COVID-19 related job losses, who will then be matched with people offering accommodation at low or no cost in their homes. This project will enable HANZA to collect evidence to demonstrate that the homeshare model can make an innovative and cost effective contribution to ending homelessness.

Ruth Owens and Kevin Lynch Sub-Fund

APPLICANT: Council of Single Mothers and their Children Inc  
PROJECT: Who Looks After The Kids?  
AMOUNT: \$2,565

In 2020 the Ruth Owens and Kevin Lynch Sub-Fund provided its first grant. Every single mother has considered the question 'who will look after the kids if anything happens to me?'. COVID-19 has intensified women's urgent need to have a satisfactory answer. In ideal circumstances, every woman has a web of family and close friends, and guardians are chosen and agreed. But this is not the case for too many single

mother-headed families, including many refugee and migrant single mothers and families who have escaped violence and have no such network. This project will support single mothers by creating a legal kit with a checklist, guiding women through how to navigate custody arrangements, make a will and other necessary legal documents including Power of Attorney and Guardianship, and guidance on negotiating with hospitals, schools and government authorities in the first days of assuming care of a child. The resource will be available online, distributed to more than 4,000 members and services users, and will be promoted via social media and shared through various networks.



Bequests to the Victorian Women's Trust

Leaving a gift in your will is a powerful and lasting way to invest in an equal future for all to enjoy.

A bequest to the Victorian Women's Trust is one of the most valuable actions you can do to sustain our organisation long term. It is a legacy of empowerment, equality and freedom for women and girls in Australia.

→ If you are considering including us in your will and would like to find out more, contact our Executive Director, Mary Crooks AO by email [mary@vwt.org.au](mailto:mary@vwt.org.au) or call (03) 9642 0422.





Supriya Singh

## Sub-Fund

*Creating freedom through finances*

**Supriya Singh has always been interested in how we talk about money. As a child growing up in Delhi, money was seen as a shared endeavour between her mother and herself.**

From a young age, she knew how much money was going in, how much money was going out, and how it was going to be spent. With that knowledge, came a sense of security and comfort.

"You didn't have any wants that you needed to express", Supriya says, "because you knew what was going to happen."

Professionally, Supriya worked as a financial journalist for over a decade, reporting on World Bank operations, local economies in Borneo, and everything in between. She has written two books on banking and four on the role of money in personal relationships.

Instilled with a fierce appreciation of education by her mother, Supriya holds a Bachelor of English, two Master's, and a PhD in Sociology and Anthropology.

She originally intended to write her PhD thesis on the familiar topic of banking before her interview subjects led her down a very different path.

"When I went to ask people questions about banking, they kept talking about their marriage, and their joint accounts, and money," she says.

It was her supervisor who finally convinced her that what she was actually writing about was marriage and money.

Initially reluctant to focus on marriage as a subject, Supriya quickly found that she was the perfect person to be speaking to Australian couples about money.

"I was new to Australia, still wearing saris. I was a stranger to their culture. So I needed them to explain, because it was so different", she says.

"Sometimes I was aghast that it was so different, and sometimes I was just mesmerised as to how they went around it. I learned that once you do start talking about money, it's a medium of great intimacy."

It was during this PhD research that Supriya began to draw links between the money issues that she had experienced in her own marriages, and the broader social issue of economic abuse.

For some couples that she spoke to, money was seen as a taboo in their relationship. Something to be spoken around rather than about.

For others, the role of money was more sinister. It was used as a form of abuse.

"What happens with economic abuse is that the agency, the sense of agency over your own life disappears, and instead you have fear," Supriya explains.

"Even if you don't recognise it as economic abuse, we kind of feel suppressed, contained, because you know that some things are not possible for me."

As a financial expert, sociologist, and survivor of economic abuse, Supriya is advocating for social change in the way we talk about money. She hopes that this Sub-Fund can support more women to begin the conversation.

"Because once you start talking about money, it's a lens for talking about freedom. It's a lens for talking about choice. It's a lens for talking about both what you hope to be, and what you hope to become."

The Supriya Singh Sub-Fund will help women to achieve financial resilience and economic independence by supporting projects which:

- Financially empower women who have experienced violence and abuse,
- Deepen our understanding and communication of gender, money, power and control in intimate partnerships.

→ To donate, visit [vwt.org.au/sub-fund/supriya-singh-sub-fund](http://vwt.org.au/sub-fund/supriya-singh-sub-fund)





# The Union of Australian Women

(VICTORIA)

## Sub-Fund

*A legacy lives on*



*"In 2021,*

*UAW Victoria dedicated their remaining funds to establish a Sub-Fund for the leadership, training and rights of Aboriginal and Torres Strait Islander women"*

**In July 1950, a small group of women gathered outside of a meeting of the Housewives Co-operative Association (HCA), trying to decide on their next move.**

While their hopes of a more equal, peaceful and just society were shared by the women of the HCA, their methods were not.

These women wanted to move beyond meetings, petitions, and the writing of letters. These women were prepared to make their voices heard, and their faces seen, for their cause. These women were ready to take to the streets.

From these shared desires, the Union of Australian Women (UAW) was born.

As so often happens when strong, clever, passionate women come together—a fire was lit beneath them.

That small group grew quickly in number and by 1956 the UAW was a national organisation with branches in every state.

Australia is a very different place for women today than when the UAW first formed.

Women have greater options to enter the workforce. Day-long childcare has become available to many. Equal pay is supported in more and more industries. Contraceptive advice has become easier to obtain. Abortion is legal. Women's safety is slowly becoming a national discussion.

These advancements are due, in part, to the tireless efforts of the UAW and their work.

But equality is still not a reality in today's Australia and access to much of the above is only available to the privileged, and the wealthy. There is still so much left to do.

After seventy years, the UAW has decided to pass the torch.

Through the UAW (Victoria) Sub-Fund, we are humbled to continue to support an area that has always been of great importance to the UAW and its members—the rights of Aboriginal and Torres Strait Islander women.

In 2021, UAW Victoria—the last remaining UAW branch—dedicated their remaining funds to establish a SubFund for the leadership, training and rights of Aboriginal and Torres Strait Islander women, girls, non-binary and gender diverse young people.

Committed community members donated funds to this Sub-Fund in support of the UAW Victoria.

The Union of Australian Women (Victoria) Sub-Fund will receive applications from Aboriginal organisations to fund projects which address Indigenous rights, leadership and training for Indigenous girls in Victoria.

We welcome donations to the Sub-Fund from other people who share these important goals and desire to effect positive change.

All contributions help build the financial pool for making grants and are fully tax-deductible.

→ To donate, [vwt.org.au/sub-fund/the-union-of-australian-women-victoria-sub-fund](https://vwt.org.au/sub-fund/the-union-of-australian-women-victoria-sub-fund) visit



# Major Projects

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

Club Respect manager Tarik Bayrakli *Image Breeana Dunbar*

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 realworld case studies of clubs improving their club culture.

Special thanks to Spicers Australia, led by their CEO David Martin, for continuing their generous support of the program. Our longstanding relationship demonstrates the strength of men and women coming together to raise awareness, build respect and help to reduce harm in our communities.

## Workshops and presentations

Building on the information from the Club Respect website, Club Respect now delivers workshops for sports organisations and local government councils around Australia, targeting sports club administrators, such as club committee members, leaders and coaches. Club Respect workshops were delivered to several local governments, including Hobson's Bay, Melton and Whittlesea and sports clubs such as the Mallee Eagles Football/Netball Club and Caroline Springs Football Club.

We've raised the profile of Club Respect and supported our partners, highlighted with our facilitation of Western Bulldogs Community Foundation's Sons and Daughters of the West programs and sharing expertise with Tennis Victoria with sports clubs.

## Club Respect eNewsletter

Our monthly eNewsletters have increasingly become a platform for the discussion of important topics amongst the sports community. A key contribution by author Patrick Skene titled 'Sport's ugly blind spot – abuse of officials' was of a high quality and demonstrated the harm prevention focus of the Dugdale Trust for Women & Girls. Patrick's regular contributions have found a new audience and support for Club Respect.

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 [clubrespect.org.au](http://clubrespect.org.au)

# Rosie

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

New Rosie editor Maki Morita *Image Breeana Dunbar*

## The Rosie Blog

In the past year, we have published more than 20 pieces of writing by staff, volunteers and young people on the Rosie Blog. We talked about the topics teens want to hear about: racism, queerness, periods, pop culture, hair, ableism, and collective action.

## Rosie in the Classroom

Based on our original Rosie videos, 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'Keefe to help teachers talk about topics like sexting, mental health, respectful relationships, and more.

## Write Like A Girl

We continue to mentor and publish the works of young contributors aged 13-25 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 works by talented young writers and look forward to many more in the coming year.

## The Rosie Team

In February, we said goodbye to Sophie Bliss, Rosie's Project Officer and Editor of two years. Sophie brought her fierce feminism and loving spirit to everything she did and changed the face of Rosie. In March, we were thrilled to welcome Sanduni Hewa Katupothage, long-time VWT and Rosie volunteer, to the team as Rosie's new Project Officer and Editor. Sanduni has now passed the Rosie baton down to current editor Maki Morita.

As always, 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, Georgia Lazarakis, Rosie Ward, Lily Massey, Alexandra Collins and students/interns Amelia Wang and Georgia Shepard. We are excited to work with our newly recruited volunteers and welcome them to the Rosie team.

→ To learn more, visit [rosie.org.au](http://rosie.org.au)



and by default—  
an open sea,  
what language will not meet me  
with rust?

'(BECAUSE I AM A DAUGHTER) OF  
DIASPORA', EUNICE ANDRADA  
(Featured Ep. 3)

#### EPISODES

1. Work 2. Nurturing 3. Race 4. Body  
5. Feminism 6. Love  
7. Violence 8. The Natural World

#### SPECIAL GUESTS

Maxine Beneba Clarke  
Andrea Goldsmith



ABOVE: Hermina Burns  
RIGHT: Ellen van Neerven



this stitching of care between all  
generations pulls us all in

'THROAT', ELLEN VAN NEERVEN  
(Featured Ep. 2)

# Be ——— the ——— Leaves

#### FEATURED POETS

Maya Angelou	Lesbia Harford	Judith Wright
Hermina Burns	Grace Nichols	Emily Dickinson
Dr Jeanine Leane	Elizabeth Campbell	Anna Akmatova
Ellen Van Neerven	Robin M. Eames	Franny Choi
Rebecca Elson	Maxine Beneba Clark	Mary Fullerton
Kirli Saunders	Joshua Jennifer Espinoza	Antigone Kefala
Elizabeth Alexander	Mary Gilmore	Mary Oliver
Candy Royalle	Josie Arnold	Gabriela Minstral
Anne Elder	Dorothy Porter	Loula Rodopoulos

Or call my pain  
A skirmish in the whole  
Tremendous conflict between body and  
soul  
'PERIODICITY POEM', LESBIA HARFORD  
(Featured Ep. 4)

Driven by a need to create something life-affirming for our community of feminists in the early stages of the pandemic, VWT set about to produce a podcast about women and poetry. On Thursday 8 October 2020, we launched *Between the Leaves*. Hosted by award-winning Mununjali Yugambah poet Ellen van Neerven and Hermina Burns, poet and author of two poetry collections, *Bite of a Bluebottle* and *Against Separation Creek* (2020).

Due to ongoing COVID-19 restrictions, *Between the Leaves* was the first VWT podcast to be produced entirely remotely. Co-host Ellen van Neerven is based in Brisbane, and was able to record at local studio The Voice Plant, while VWT arranged for Hermina to receive professional recording equipment to her home in Melbourne. The pair then connected over Zoom to trade poems and share in conversation.

The podcast was co-produced by Communications

Manager Ally Oliver-Perham, former Operations Manager Maria Chetcuti and Executive Director Mary Crooks, and sound engineered by Nicholas Pollock, all from their homes during Melbourne's 2020 lockdown.

In each episode, Ellen and Hermina illuminate poems written by women and the gender diverse, as well as their own original work. Each episode is centred on a particular theme: work, nurturing, race, body, feminism, love, violence, and the natural world.

Episodes were released weekly for eight weeks, and have now been downloaded more than 15,000 times.

Each episode is housed on the VWT website alongside full references to each featured poem to facilitate further reading.

→ To learn more and listen to all episodes of *Between the Leaves*, visit [vwt.org.au/projects/between-the-leaves](http://vwt.org.au/projects/between-the-leaves)



# Major Projects

(Continued)

## THE TRAP PROGRESS REPORT

In late 2019, we began work on creating a podcast that would break down the confounding phenomenon of domestic abuse. It would 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?

For over two years, we have worked alongside Creative Producer Georgina Savage (Silent Waves podcast) and host, 2020 Stella Prize winning author of *See What You Made Me Do*, Jess Hill to bring this project to life. The result is *The Trap*, released in late 2021.

Production was well under way in early 2021, with Jess and Georgina joined in the production team by VWT's Maria Chetcuti and Communications Manager Ally Oliver-Perham. Together, this team began the process of turning years of research and learning from both Jess' impressive journalism, and VWT's decades of work in the space, into compelling audio storytelling. Jess began recording narration in June 2021.

In May, Ally went on maternity leave from her position at the Trust, and her role in *The Trap* production team was filled by Lucy Ballantyne.

*The Trap* launched in August 2021 and is now available wherever you get your podcasts.

To learn more and listen to all ten episodes of *The Trap*, visit [thetrap.com.au](http://thetrap.com.au)

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

## LOVE, POWER & CONTROL: PARTS ONE AND TWO

In February 2021, we ran a two-part webinar discussion hosted by *The Trap* host Jess Hill and featuring a number of world-leading experts on issue of coercive control.

Love, Power & Control Part One: Perspectives from the UK featured Pranga Patel (Southall Black Sisters), Dr Marsha Scott (Scottish Women's Aid), Girijamba Polubothu (Shakti Women's Aid) and Melani Morgan OBE (Safelives). The discussion focused on these experts' experiences of the criminalisation of coercive control in England, Wales and Scotland in 2015, and what has changed in the five years since.

Part Two: The Australian Context featured Dr Manjula O'Connor (psychiatrist and social activist), Angela Lynch AM (Women's Legal Service QLD), Prof Heather Douglas (Melbourne Law School), Paul McGorrrery (PhD candidate, Deakin University), Tania Farha (CEO, Domestic Violence Resource Centre Victoria and Domestic Violence Victoria), and Christine Robinson (Coordinator, Wirringa Baiya Aboriginal Women's Legal Centre).

These two events allowed for a far-reaching discussion on the pernicious issue of coercive control and its possible solutions.

## BRAZEN HUSSIES SCREENING AND PANEL TALK

In November 2020, we were delighted to be able to host a special screening of new documentary *Brazen Hussies*, a film that celebrates the legacy of the bold women of the Women's Liberation Movement who re-ignited the feminist revolution in Australia.

Our screening was followed by a Zoom panel talk moderated by VWT Executive Director Mary Crooks AO, and featuring Catherine Dwyer (director, *Brazen Hussies*), Dr Emma Fulu (Executive Director, The Equality Institute), and Christine Hobbs (CEO, Verve Super).

Our screening of this landmark film about Australia's feminist history is in-keeping with the Trust's mission to keep putting women's contributions back on the public record. Discussion at the panel talk covered the blockers to gender equality that persist today, the failure of the 2020 federal budget to address the needs of women and gender diverse people, and what we can all do to continue agitating for social change.

# Trust News

2020-2021



BOTH IMAGES: Hilary Irwin and Mary Crooks inside the new VWT office space Images Breeana Dunbar

## THE TRUST IS MOVING

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 to 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.

The Trust will vacate our La Trobe St office in January 2022, and work remotely from home until our newly fitted-out premises are finished mid-year.

All at VWT offer our heartfelt thanks to Hilary for making this move possible.

**See you in Clifton Hill in 2022!**



# Research and Advocacy

2020-2021

**This has been a watershed year for public policy in Australia, with the twin crises of COVID-19 and climate change, alongside a burgeoning local #MeToo movement in the form of the March4Justice. Our research and advocacy has focused on the need for governments, policymakers and organisations to consider the voices and lived experiences of women and gender-diverse people at every stage of the decision-making process for the policies that respond to the most crucial issues in our community.**

## APRIL 2021

### *National Voice Process on constitutional recognition for Aboriginal and Torres Strait Islander people*

On 30th April 2021, the Victorian Women's Trust made a submission to the Federal Government's Co-Design Process for an Indigenous Voice to support From The Heart's recommendations. We wrote:

*"April 2021 marks 30 years since the release of the Final Report following the Royal Commission into Aboriginal Deaths in Custody and VWT is motivated to support the From The Heart's advocacy to the Indigenous Voice Co-Design Process for the establishment of a First Nations Voice enshrined in the Constitution to advise the Parliament and Government on legislation and policy that have an acute and particular impact on Aboriginal and Torres Strait Islander peoples."*

As the Director of the From the Heart campaign, Dave Parkin, stated in a submission to the Co-Design process, "A Voice enshrined in the Constitution is a fair, practical and safe proposal that will unify our nation."

## MARCH 2021

### *Inquiry into economic equity for Victorian women*

On 8th March 2021, the Victorian Women's Trust added our voice to the Inquiry into economic equity for Victorian women. The Inquiry will consider the extent, nature and magnitude of workplace and economic inequity for women in Victoria, and will make recommendations for suitable policy options for the Victorian Government to redress the systemic disadvantage for women highlighted by the impact of COVID-19 on workplace and economic equity for women in Victoria.

VWT's submission focused on four key propositions:

- Add pay equity to the national employment standards, free up the idea of affordable housing for women
- Free up the idea of affordable housing for women
- Invest in existing proven models which support women into employment
- Enable women to take economic security into their own hands

### *2021 March4Justice letter to PM Scott Morrison MP*

On 15th March 2021, the Victorian Women's Trust joined 53 Australian organisations and over 100

individuals in writing to Prime Minister Scott Morrison MP calling for a safe and equal Australia, saying #enoughisenough and endorsing the nine demands of the Women's March for Justice.

## NOVEMBER 2020

### *2020 Climate Change Bill submission*

On 26th November 2020, VWT submitted to the House Standing Committee on the Environment and Energy on the Climate Change (National Framework for Adaptation and Mitigation) Bill 2020 introduced by Independent MP Zali Steggall. We endorsed the Bill and offered guiding principles for reform and policy action around achieving net-zero emissions through the independent climate change commission proposed in the Bill.

Our submission drew on our learnings from our 2001 Watermark Project, which said:

*"We saw the warning signals of climate change and its impacts on our rainfall and water resources. We wanted women to have the chance and confidence to enter the debates because for far too long, these critical resources matters has been dominated by engineers, technocrats and vested political and sectoral interests."*

## OCTOBER 2020

### *Submission to AEC Redistribution Committee on naming of the proposed new federal electorate in Victoria*

On October 16th 2020, VWT, along with Trish Bergin, Professor Kim Rubenstein, Hon Mary Delahunty GAICD, Dr Nikki Henningham, Kerry Wilson, Tanja Kovac, Ruth McGowan OAM, Nicolette Snowden and Professor Clare Wright OAM made a submission to members of the Members of the AEC Redistribution Committee on the naming of the proposed new federal electorate in Victoria following the 2021 redistribution.

Following on from VWT's work on Women In The Life of the City with Melbourne City Council, the submission urged the Committee to name the new electorate after an Aboriginal woman in light of the fact that only 5 out of 38 Federal Electoral Divisions in Victoria (13%) are named after women, and provided a list of 34 possible women to the Committee.

### *VWT sign onto Australian Charter of Rights campaign*

On 14th October 2020 VWT was delighted to become a supporter of the campaign for an Australian Charter of Human Rights and Freedoms, joining over 40 other organisations.

*"A Charter is about ensuring that the values we all share—like fairness, respect, dignity and compassion—are always at the heart of all government decisions, laws and policies."*

*It's about clearly listing and articulating all of our human rights and freedoms so that everyone from school kids to new Australians can know their rights and understand what we value and prioritise as a community."*

*Importantly a Charter also provides a powerful tool to challenge injustice and means if someone has their rights violated they can take action and seek justice."*



## Trust Events

28 JULY 2020

Truth, Power and the Law: what will it take to end sexual harassment? – webinar with Bri Lee, Josh Bornstein, Katherine Teh and Mary Crooks.

22 SEPTEMBER 2020

Agency & Resistance: Centring the Voices of Survivors in Violence Prevention – webinar with Nicole Lee, Fiona Hamilton and Jess Hill.

8 OCTOBER 2020

Launch of *Between the Leaves* – online launch with Ellen van Neerven, Hermina Burns and Christine Gordon.

22 OCTOBER 2020

Money & Mental Health – webinar with Cal Wilson, Santilla Chinaipe, Amanda Barker and Georgie Harman.

18 NOVEMBER 2020

*Brazen Hussies* – special online screening and panel talk with Catherine Dwyer, Dr Emma Fulu, Christina Hobbs and Mary Crooks.

18 MARCH 2021

Can gender equality be achieved without reforming early childhood education? – online town hall with Dr Fiona Stanley, Rana Hussein and Mary Crooks.

11 FEBRUARY 2021

Love, Power and Control, Pt 1: Perspectives from the UK – webinar with Pranga Patel, Dr. Marsha Scott, Girijamba Polubothu, Melani Morgan OBE and Jess Hill.

18 FEBRUARY 2021

Love, Power and Control, Pt 2: The Australian context – webinar with Dr Manjula O'Connor, Angela Lynch, Prof Heather Douglas, Paul McGorrery, Tania Farha, Christine Robinson and Jess Hill.

## 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

### Mary Crooks appeared at:

14 JULY 2020

Online discussion session with a group of Frankston women on local leadership and networking

24 JULY 2020

*Leadership Victoria* panel, alongside Phil Cleary and Katherine Teh

5 SEPTEMBER 2020

Online discussion session on leadership with scouts from the Darebin region

21 SEPTEMBER 2020

Launch of the book *Vida: A Woman for Our Time* by Jaqueline Kent with Readings Books

23 NOVEMBER 2020

Interview by Northcote High School students on topic of women and safety

2 MARCH 2021

Lyceum Club's International Women's Day Dinner as a guest speaker

25 MARCH 2021

Circle In LinkedIn online panel event on the topic of menopause, alongside Jane Bennett

25 MARCH 2021

Interviewed by Louise Polcaro, London staff member of STEP, advising families across generations on philanthropy with VWT as a case study

5 APRIL 2021

Launch of the book *Sex, Lies and Question Time* by Kate Ellis with Readings Books

29 APRIL 2021

Changemakers online panel on the topic of achieving change through small group activism

20 MAY 2021

Fitted for Work celebration of the return to their Richmond premises as a guest speaker

### Tarik Bayrakli appeared at

18 JANUARY 2021

Presentation for Bark for Youth young leaders of the Western Bulldogs Community Foundation.

3 FEBRUARY 2021

Presentation for Year 10 students at Scotch College to discuss domestic violence

18 FEBRUARY 2021

Guest presentation of the AFL Barwon's The Game Plan

17 MARCH 2021

Guest speaker at the Stand Up, Take Action Forum for the City of Melton

21 MARCH 2021

Guest presenter on gender equality in sport for Tennis Victoria

7 APRIL 2021

Club Respect workshop with the leadership team at Mallee Eagles Football Netball Club

14 APRIL 2021

Club Respect workshop with sports clubs in the Hobsons Bay City Council

15 APRIL 2021

Club leadership session with the Juniors and Seniors groups at Mallee Eagles Football Netball Club

5 MAY 2021

Sons of the West program (Sebastapol) for the Western Bulldogs Community Foundation on the topic of gender equality

10 MAY 2021

Club Respect workshop with the leadership team at Caroline Springs Football Club

11 MAY 2021

Sons of the West program (Werribee) for the Western Bulldogs Community Foundation on the topic of gender equality

13 MAY 2021

Sons of the West program (Arnold's Creek) for the Western Bulldogs Community Foundation on the topic of gender equality

9 JUNE 2021

Club Respect workshop with sports clubs in the City of Whittlesea

21 JUNE 2021

Leaders of the Pack (male) group for the Western Bulldogs Community Foundation on the topic of gender equality

22 JUNE 2021

Presentation to Youth Leadership Group of the Western Bulldogs Community Foundation on the topic of gender equality

30 JUNE 2021

Presentation to the Youth Leadership Group of the Western Bulldogs Community Foundation on the topic of gender equality

## Media

### Mary Crooks interviewed by:

5 OCTOBER 2020

*Grapevine* program about Susan Ryan and Helen Reddy, *3RRR*

13 OCTOBER 2020

Virginia Trioli on the Trust's survey results about the Australian Honours system, *ABC 774*

20 NOVEMBER 2020

Chris Moir on issues surrounding the State Budget and women, *The Age*

4 MARCH 2021

Alice Walker on the Trust's work on menstruation and menopause, *ABC Goulburn*

29 MARCH 2021

Lisa Leong for *This Working Life* program on the topic of VWT's menopause workplace policy, *ABC Radio National*

## Trust Journal

JULY 2020

'Fleabag and Milkman: narrators expose the story, and us', **Audrey Vong**

AUGUST 2020

'Zooming in on our inner worlds', **Nicole Lee**

SEPTEMBER 2020

'The anatomy of assumption', **Gina Rushton**

OCTOBER 2020

'Safety First', **Ayebatonye Abrakasa**

NOVEMBER 2020

'Reshaping our modern world', **Barbara Wertheim OAM**

DECEMBER 2020

'The video that got Froomes through lockdown', **Lucinda Froomes Price**

FEBRUARY 2021

'Why coercive controlling behaviours need to be understood and named', **Dr Manjula O'Connor**

MARCH 2021

'"Real love is justice, and I owe it to the matriarchs who came before me"', **Vanessa Turnbull-Roberts**

APRIL 2021

'A message to journalists reporting on violence', **Jane Gilmore**

MAY 2021

'Ellen van Neerven's Feminist Poetry Reading List'

JUNE 2021

'Equals Now—Share the Load, Share the Power, Share the Benefits: A Keynote', **Mary Crooks AO**



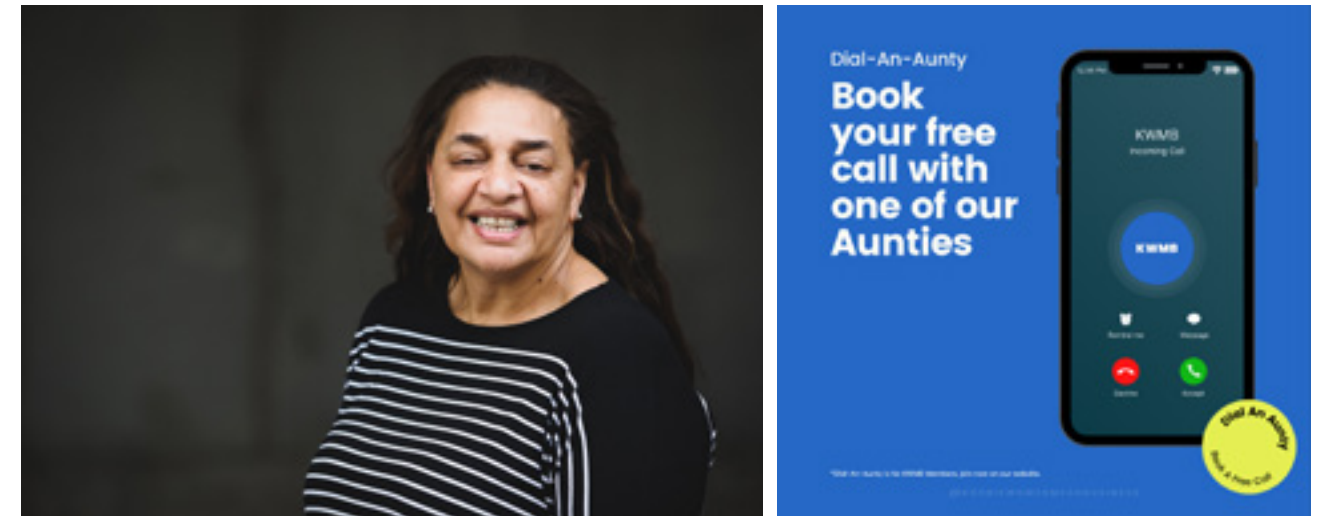


# Koorie Women Mean Business

**Koorie Women Mean Business (KWMB) and VWT have been proudly in partnership for over 30 years, sharing an office space and regularly collaborating on projects and events. Here, KWMB Executive Director Leanne Miller talks about Exhale, KWMB's major project supporting Aboriginal women and girls in small business.**

Koorie Women Mean Business (KWMB) was formed in 1992 by a group of Aboriginal women who saw the opportunity to empower Aboriginal women to develop a sustainable livelihood and financial wellbeing. KWMB has demonstrated its contributions, weaving strength and collaborations through a number of local or regional connections, projects, and public policy commentary.

Exhale brings us full circle to the founders' aspirations. Exhale supports and focuses on the cottage industry/side hustle of Aboriginal women and girls, and particularly their transition online. KWMB understands the impact of the Indigenous economy



on Aboriginal communities. Just like for all Victorians, when businesses are thriving, communities thrive. The difference is that Aboriginal communities have been historically under-served, under-resourced, and systemically kept out of the Victorian economy, so they have further to go to reach the same levels of well-being and wealth as non-Indigenous communities. What is concerning is that if side hustle, cottage industries or small start-up businesses cease operations within three months, they are not driven to connect to Australian government or Victorian support programs.

KWMB received a grant from National Indigenous Australian Agency (NIAA), for a targeted Aboriginal women in business project. We hired a project manager and social media roles. In August 2020, we launched Exhale business seminars and pop-ups online. We began reaching out to our network creating a connected, identified Aboriginal women's cottage-to-small business network to look at opportunities for entering their local marketplaces.

We undertook business audits, which showed us the combined impacts of the pandemic experience on Exhale clients:

- **Increased anxiety and isolation:** consistent with Victorian, national and international literature, women experienced higher levels of anxiety and isolation during the pandemic
- **Loss of business:** most were impacted in relation to income, business, and workforce relationships
- **Increase in business:** some were able to pivot online successfully
- **Financial supports:** most found any support that was available difficult to access, or they did not meet required criteria for assistance, particularly for sole-traders
- **Family:** Indigenous women already carry significant other roles and responsibilities alongside their business

The Exhale team offered support to clients around these issues in a number of ways. We established a hotline—'Dial an Aunty':

*Running a business can be tough and lonely—no matter what stage you're at. But we're here to help. Whether it's just for a yarn or you're in crisis mode. You can book a preferred time with someone from our team, and we'll call you at your convenience.*

Despite ongoing lockdowns, Exhale managed to hold two face-to-face gatherings—both well-attended. But like so many, our organisation had to adjust our programs due to COVID-19. We monitored and looked closely at the workplan to see how we could pivot. Importantly, we upskilled in our use of virtual platforms—online seminars, livestream vs webinar, all while building and supporting our Exhale clients.

We established a new website for Exhale, and updated our social media output. We also produced a series of business webinars based on client feedback:

- **Super for Sisters** with Amanda Young, Lawyer, former CEO First Nations foundation
- **Canva for Beginners** with Sofii Mara, In-common Studios
- **Bookkeeping vs Accounting** with Sarah Hyland, Lawyer, Together Business
- **Earth Mindfulness** with Lee Couch, coach and trainer

Currently, we are entering into an agreement with Macquarie University to produce an online series focused on skills build with business owners around marketing, business planning and strategies.

→ To learn more about Koorie Women Mean Business and Exhale, visit [kooriewomenmeanbusiness.com](http://kooriewomenmeanbusiness.com)





DR CATE  
BANKS



NAIDA  
BELTRAME



NADINA  
BROCKHURST



MARY  
CROOKS AO



DURÉ  
DARA OAM



NICKY  
FRIEDMAN



CHRISTINE  
GORDON



RANA  
HUSSAIN



ALANA  
JOHNSON AM



LEANNE  
MILLER



SHEREE  
RUBINSTEIN



LEENA  
VAN DEVENTER

2020-2021

# Board of Directors

*Dr Cate Banks*

**BOARD MEMBER**

Cate is a lawyer, mediator and a textile artist. Cate is best known for her expertise in trauma -informed legal practice in multidisciplinary teams known 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 is a Senior Lecturer, Practice at Monash University Law school. Cate brings her decades of experience in her role at cohealth Monash Legal Clinic, supervising final year law students to advocate for clients of the clinic with their health harming legal needs. She has written extensively about social justice, law reform, family violence and intergenerational trauma. Cate has previous experience on boards, including her role as the Chair of the Board of Ipswich Women’s Centre against Domestic Violence (now Domestic Violence Action Centre).

*Naida Beltrame*

**BOARD MEMBER**

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. Naida resigned as a Director effective 15 June 2021.

*Nadina Brockhurst*

**CHAIR, FINANCE, AUDIT, RISK AND INVESTMENT COMMITTEE**

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

*Mary Crooks AO*

**EXECUTIVE DIRECTOR**

After an extensive public policy career, Mary became the Executive Director of the Victorian Women’s Trust in 1996. She has designed and led ground-breaking community engagement initiatives, such as the Purple Sage Project and Our Watermark Australia. In June 2012, Mary was appointed an Officer of the Order of Australia, for her distinguished services to public policy and advocacy for the advancement of women. In 2016, Mary won the Public Policy category as part of the AFR/Westpac’s 100 Women of Influence for her years of work in shaping public policy in Australia.

*Duré Dara OAM*

**CHAIR, GOVERNANCE COMMITTEE**

Indian by race, Malaysian by birth and Australian by choice, issues high on Duré’s agenda are equality for women, First Nations people and environmental sustainability. Duré worked in youth welfare before focusing on music and developing restaurant ventures (and was the first woman president of the Victorian Restaurant and Caterers Association).



2020-2021

# Board of Directors

(Continued)

*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 has a long-term association with the VWT, having been a volunteer and an employee before joining the board.

*Christine Gordon*

**BOARD MEMBER**

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.

*Rana Hussain*

**BOARD MEMBER**

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

*Leanne Miller*

**BOARD MEMBER**

Leanne is a woman of the Dhulanyagen Ulupna Clan, Yorta Yorta nation and Executive Director of Koorie Women Mean Business. She has an extensive advocacy background working in indigenous, legal and women’s sectors, and has represented Australian Indigenous Women at the United Nations, New York, as well as undertaking a UN Fellowship in 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. In 2019, Leanne became an elected North East Region representative to the First People’s Assembly of Victoria.

In 2020, Leanna became the Minister Office of Women Chairperson, Aboriginal Women’s Leadership program Advisory Group. In 2021 she was appointed to the Ministerial Taskforce on Workplace Sexual Harassment.

*Sheree Rubinstein*

**BOARD MEMBER**

Sheree is the co-founder and CEO of One Roof, expert in curating spaces and communities that nurture female entrepreneurs. One Roof has created female-centric co-working spaces across 4 cities, engaged 10,000 women and hosted 500+ educational workshops. Sheree was awarded the 2016 Victorian Young Achievers Leadership Award. In 2015, she was nominated one of Australia’s top young innovators by the Foundation for Young Australians.

*Leena van Deventer*

**BOARD MEMBER**

Leena van Deventer is an award-winning game developer based in Melbourne, Australia. She’s the Creative Producer & Writer at Reuben Games, currently working on a game called “Dead Static Drive”. In 2016 she co-authored “Game Changers: From Minecraft to Misogyny, the fight for the future of videogames” for Affirm Press. She sat on the Narrative Jury of the Independent Games Festival Awards in 2020 and 2021. In 2015 Leena won the inaugural “Pioneer Award” for Women In Games, presented by Xbox and MCV Pacific for her work paving the way for women working in games in Australia and New Zealand, through her work co-founding “WiDGET”, a support group for women in tech. Leena taught interactive storytelling at various universities for six years, and graduated with distinction from RMIT University in 2019 with a Masters in Arts Management.



# Staff Team



**MARY CROOKS AO**  
Executive Director



**LIEU LE**  
PA to ED &  
Administration  
officer



**JANICE POWELL**  
Board executive  
support



**WILFREDO ZELADA**  
Finance manager & IT



**GILLIAN BARNES**  
Accounting Officer



**LEAH MCPHERSON**  
Major Projects &  
Initiatives Officer



**RACHAEL  
HAMBLETON**  
Manager CRM &  
VWBT Grants Program



**LUCY BALLANTYNE**  
Strategic  
Communications  
Manager



**RACHAEL IMAM**  
Communications  
Officer



**MAKI MORITA**  
Rosie Editor



**ALLY  
OLIVER-PERHAM**  
Communications  
Manager *(on maternity  
leave)*



**TARIK BAYRAKLI**  
Project manager  
Club Respect



**BRONWYN  
JOHNSON**  
Program Manager,  
Rural Women Online



**LILY MOONEY**  
Project Officer, Rural  
Women Online

**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 2021 (Australian Dollar A\$)**

	2021	2020
<b>Revenue</b>	<b>357,117</b>	<b>415,047</b>
<b>Other Income</b>	<b>36,104</b>	<b>109,465</b>
Employee benefits expense	(128,573)	(110,595)
Depreciation and amortisation	(179,680)	(187,028)
Grants expense	-	(1,000)
Occupancy expense	(1,039)	(1,552)
Other operating and program costs	(44,826)	(190,233)
Project expenses allocated to related entities	-	16,778
<b>Total Comprehensive Income for the year</b>	<b>32,427</b>	<b>39,913</b>

**SUMMARY STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 30 JUNE 2021 (Australian Dollar A\$)**

	Issued Capital	Capital Reserves	Accumulated Funds	Operating Fund	Total Equity
<b>Balance at 1 July 2020</b>	<b>12</b>	<b>310,822</b>	<b>14,930</b>	<b>-</b>	<b>325,764</b>
Profit for the year	-	-	-	32,427	32,427
Other comprehensive income for the year	-	-	-	-	-
Total comprehensive income for the year	-	-	-	32,427	32,427
Transfer between funds	-	20,000	12,427	(32,427)	-
<b>Balance at 30 June 2021</b>	<b>12</b>	<b>330,822</b>	<b>27,357</b>	<b>-</b>	<b>358,191</b>



VICTORIAN WOMEN'S TRUST LTD

ABN 20 006 403 256

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF FINANCIAL POSITION  
AS AT 30 JUNE 2021 (Australian Dollar A\$)

	2021	2020
<strong>CURRENT ASSETS</strong>		
Cash and cash equivalents	310,065	572,132
Trade and other receivables	466,155	141,617
Other receivables	9,871	14,841
<strong>TOTAL CURRENT ASSETS</strong>	<strong>786,091</strong>	<strong>728,590</strong>
<strong>NON-CURRENT ASSETS</strong>		
Property, plant and equipment	41,457	41,786
Right-of-use assets	94,878	269,113
<strong>TOTAL NON-CURRENT ASSETS</strong>	<strong>136,335</strong>	<strong>310,899</strong>
<strong>TOTAL ASSETS</strong>	<strong>922,426</strong>	<strong>1,039,489</strong>
<strong>CURRENT LIABILITIES</strong>		
Trade and other payables	94,068	183,364
Lease Liabilities	140,751	169,729
Employee benefits	275,735	231,004
Other	30,000	-
<strong>TOTAL CURRENT LIABILITIES</strong>	<strong>540,554</strong>	<strong>584,097</strong>
<strong>NON-CURRENT LIABILITIES</strong>		
Lease Liabilities	-	108,269
Employee benefits	23,681	21,359
<strong>TOTAL NON-CURRENT LIABILITIES</strong>	<strong>23,681</strong>	<strong>129,628</strong>
<strong>TOTAL LIABILITIES</strong>	<strong>564,235</strong>	<strong>713,725</strong>
<strong>NET ASSETS</strong>	<strong>358,191</strong>	<strong>325,764</strong>
<strong>EQUITY</strong>		
Issued capital	12	12
Reserves	330,822	310,822
Accumulated funds	27,357	14,930
<strong>TOTAL EQUITY</strong>	<strong>358,191</strong>	<strong>325,764</strong>

VICTORIAN WOMEN'S TRUST LTD

ABN 20 006 403 256

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 30 JUNE 2021 (Australian Dollar A\$)

	2021	2020
<strong>CASH FLOWS FROM OPERATING ACTIVITIES</strong>		
Interest received	469	3,184
Operating revenue received	497,506	371,363
Interest and other finance costs paid	(6,676)	(10,969)
Payments to suppliers and employees (inclusive of GST)	(221,040)	(217,153)
<strong>Net cash (used in)/from operating activities</strong>	<strong>270,259</strong>	<strong>146,425</strong>
<strong>CASH FLOWS FROM INVESTING ACTIVITIES</strong>		
Net payments for property, plant and equipment	(16,705)	(7,053)
<strong>Net cash from/(used in) investing activities</strong>	<strong>(16,705)</strong>	<strong>(7,053)</strong>
<strong>CASH FLOWS FROM FINANCING ACTIVITIES</strong>		
Repayment of loan due from/(loan to) other related parties	(389,963)	200,367
Repayment of lease liabilities	(125,658)	(161,081)
<strong>Net cash from/(used in) financing activities</strong>	<strong>(515,621)</strong>	<strong>39,286</strong>
Net increase/(decrease) in cash and cash equivalents	(262,067)	178,658
Cash and cash equivalents at beginning of financial year	572,132	393,474
<strong>Cash and cash equivalents at end of financial year</strong>	<strong>310,065</strong>	<strong>572,132</strong>

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 LTD

The accompanying summary financial statements, which comprise the summary statement of financial position as at 30 June 2021 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 Ltd for the year ended 30 June 2021. We expressed an unmodified audit opinion on that financial report in our report dated 6 December 2021 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 Ltd.

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 Ltd for the year ended 30 June 2021 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 6 December 2021  
Liability limited by a scheme approved under Professional Standards Legislation

Lowe Lippmann  
Chartered Accountants  
& Business Advisors

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Mark Saltzman  
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Gideon Rathner  
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Daniel Franck  
Loren Datt



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 2021 (Australian Dollar A\$)

	Consolidated			Trust
	2021	2020	2021	2020
Revenue	1,704,176	2,602,012	995,349	2,086,262
Other income	372,385	191,570	86,057	64,955
EXPENSES				
Grants expense	(194,291)	(203,564)	(194,291)	(202,564)
Employee benefits expense	(1,441,822)	(1,326,039)	(384,283)	(292,892)
Occupancy expenses	(121,617)	(15,529)	(3,418)	(39,299)
Depreciation and amortisation expense	(179,681)	(187,029)	-	-
Loss on investments	-	(188,777)	-	(188,777)
Other operating and program costs	(366,450)	(462,322)	(134,307)	(120,525)
Finance costs	(6,676)	(10,969)	-	-
Surplus/(deficit) for the year	(233,976)	399,353	365,107	(13,856)
Other comprehensive income for the year	-	-	-	-
Total Comprehensive Income for the year	(233,976)	399,353	365,107	(13,856)



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 2021 (Australian Dollar A\$)

	Consolidated		Trust	
	2021	2020	2021	2020
<b>CURRENT ASSETS</b>				
Cash and cash equivalents	1,255,416	1,767,108	823,692	632,507
Trade and other receivables	88,12	149,470	73,769	84,476
Other receivables	16,768	10,164	-	-
Financial assets at fair value through profit or loss	2,689,146	2,363,902	2,689,146	
Other	9,871	14,841	-	-
<b>TOTAL CURRENT ASSETS</b>	<b>4,049,322</b>	<b>4,305,485</b>	<b>3,586,607</b>	<b>3,080,885</b>
<b>NON-CURRENT ASSETS</b>				
Property, plant and equipment	41,457	41,786	-	-
Right-of-use assets	94,878	269,113	-	-
<b>TOTAL NON-CURRENT ASSETS</b>	<b>136,335</b>	<b>310,899</b>	<b>-</b>	<b>-</b>
<b>TOTAL ASSETS</b>	<b>4,185,657</b>	<b>4,616,384</b>	<b>3,586,607</b>	<b>3,080,885</b>
<b>CURRENT LIABILITIES</b>				
Trade and other payables	99,324	183,312	202,381	29,196
Lease liabilities	140,752	169,729	-	-
Employee benefits	275,735	263,574	-	-
Other	30,000	20,000	-	-
<b>TOTAL CURRENT LIABILITIES</b>	<b>545,811</b>	<b>636,615</b>	<b>202,381</b>	<b>61,766</b>
<b>NON-CURRENT LIABILITIES</b>				
Lease liabilities	-	108,269	-	-
Employee benefits	23,681	21,359	-	-
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>23,681</b>	<b>129,628</b>	<b>-</b>	<b>-</b>
<b>TOTAL LIABILITIES</b>	<b>569,492</b>	<b>766,243</b>	<b>202,381</b>	<b>202,381</b>
<b>NET ASSETS</b>	<b>3,616,165</b>	<b>3,850,141</b>	<b>3,384,226</b>	<b>3,019,119</b>
<b>EQUITY</b>				
Settled capital	1,000	1,000	1,000	1,000
Reserves	330,833	815,993	-	-
Accumulated Funds	3,284,332	3,033,148	3,383,226	3,018,119
<b>TOTAL EQUITY</b>	<b>3,616,165</b>	<b>3,850,141</b>	<b>3,384,226</b>	<b>3,019,119</b>

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 2021 (Australian Dollar A\$)

	Issued Capital	Capital Reserves	Accumulated Funds	Total Equity
<b>CONSOLIDATED</b>				
<b>Balance at 1 July 2020</b>	<b>1,000</b>	<b>815,993</b>	<b>3,033,148</b>	<b>3,850,141</b>
Deficit for the year	-	-	(233,976)	(233,976)
Other comprehensive income for the year	-	-	-	-
Total comprehensive income for the year	-	-	(233,976)	(233,976)
Transfers	-	(485,160)	485,160	-
<b>Balance at 30 June 2021</b>	<b>100</b>	<b>330,833</b>	<b>3,284,332</b>	<b>3,616,165</b>
<b>PARENT</b>				
<b>Balance at 1 July 2020</b>		<b>1,000</b>	<b>3,018,119</b>	<b>3,019,119</b>
Surplus for the year		-	365,107	365,107
Other comprehensive income for the year		-	-	-
Total comprehensive income for the year		-	365,107	365,107
<b>Balance at 30 June 2021</b>		<b>1,000</b>	<b>3,383,226</b>	<b>3,384,226</b>



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 2021 (Australian Dollar A\$)

	Consolidated		Trust	
	2021	2020	2021	2020
<strong>CASH FLOWS FROM OPERATING ACTIVITIES</strong>				
Interest and other finance costs paid	(6,465)	(10,969)	-	-
Receipts from operations	1,790,850	2,794,367	738,178	836,094
Payments to suppliers and employees	(1,991,239)	(1,736,103)	(558,443)	(535,168)
Interest received	2,458	12,070	1,210	3,850
Grants paid	(194,291)	(203,564)	(194,291)	(202,564)
<strong>Net cash (used in)/from operating activities</strong>	<strong>(398,687)</strong>	<strong>855,801</strong>	<strong>(13,346)</strong>	<strong>102,212</strong>
<strong>CASH FLOWS FROM INVESTING ACTIVITIES</strong>				
Payments for property, plant and equipment	(16,705)	(7,054)	-	-
Net disposals/acquisitions/valuations JB Were investment portfolio	29,358	19,144	29,358	19,144
<strong>Net cash from investing activities</strong>	<strong>12,653</strong>	<strong>12,090</strong>	<strong>29,358</strong>	<strong>19,144</strong>
<strong>CASH FLOWS FROM FINANCING ACTIVITIES</strong>				
Repayment of lease liabilities	(125,658)	(161,081)	-	-
Net movement on related party loans	-	-	175,173	-
<strong>Net cash from/(used in) financing activities</strong>	<strong>(125,658)</strong>	<strong>(161,081)</strong>	<strong>175,173</strong>	<strong>-</strong>
Net increase/(decrease) in cash and cash equivalents	(511,692)	706,810	191,185	121,356
Cash and cash equivalents at the beginning of the financial year	1,767,108	1,060,298	632,507	511,151
<strong>Cash and cash equivalents at end of financial year</strong>	<strong>1,255,416</strong>	<strong>1,767,108</strong>	<strong>823,692</strong>	<strong>632,507</strong>

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 statement of financial position as at 30 June 2021 the summary statement of comprehensive income, summary statement of changes in equity and summary cash flow statement for the year then ended are derived from the audited financial report of Victorian Women's Benevolent Trust for the year ended 30 June 2021. We expressed an unmodified audit opinion on that financial report in our report dated 6 December 2021 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 Trustfor the year ended 30 June 2021 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 6 December 2021  
Liability limited by a scheme approved under Professional Standards Legislation

Lowe Lippmann  
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VICTORIAN WOMEN'S BENEVOLENT TRUST AND CONTROLLED ENTITIES

ABN 45 242 265 341

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 JUNE 2021 (Australian Dollar A\$)

	2021	2020
<b>Revenue</b>	<b>501,711</b>	<b>1,622,142</b>
<b>Other income</b>	<b>250,225</b>	<b>129,570</b>
Employee benefits expense	(928,966)	(922,552)
Occupancy expense	(117,160)	(137,519)
Professional fees	-	(75,130)
Other operating and program costs	(337,319)	(243,214)
<b>Surplus/(Deficit) for the year attributable to the beneficiaries of Dugdale Trust for Women and Girls</b>	<b>(631,509)</b>	<b>373,297</b>
Other comprehensive income for the year	-	-
<b>Total Comprehensive Income for the year</b>	<b>(631,509)</b>	<b>373,297</b>

SUMMARY STATEMENT OF FINANCIAL POSITION  
AS AT 30 JUNE 2021 (Australian Dollar A\$)

	2021	2020
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	121,660	562,470
Trade and other receivables	12,347	5,913
Other	6,768	10,164
<b>TOTAL CURRENT ASSETS</b>	<b>140,775</b>	<b>578,547</b>
<b>TOTAL ASSETS</b>	<b>140,775</b>	<b>578,547</b>
<b>CURRENT LIABILITIES</b>		
Trade and other payables	267,024	53,287
Other	-	- 20,000
<b>TOTAL CURRENT LIABILITIES</b>	<b>267,024</b>	<b>73,287</b>
<b>TOTAL LIABILITIES</b>	<b>267,024</b>	<b>73,287</b>
<b>NET ASSETS</b>	<b>(126,249)</b>	<b>505,260</b>
<b>EQUITY</b>		
Settled capital	100	100
Reserves	104,390	505,160
Accumulated deficits	(230,739)	-
<b>TOTAL EQUITY</b>	<b>(126,249)</b>	<b>505,260</b>

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 2021 (Australian Dollar A\$)

	Settled Capital	Public Sub-Fund	Public Fund	Operating Funds	Total Equity
<b>Balance at 1 July 2020</b>	<b>100</b>	<b>103,852</b>	<b>401,308</b>	<b>-</b>	<b>505,260</b>
Surplus for the year	-	-	-	(631,509)	(631,509)
Other comprehensive income for the year	-	-	-	-	-
Total comprehensive income for the year	-	-	-	(631,509)	(631,509)
Transfer to Robyn Mason Sub-Fund	-	538	(401,308)	400,770	-
<b>Balance at 30 June 2021</b>	<b>100</b>	<b>104,390</b>	<b>-</b>	<b>(230,739)</b>	<b>(126,249)</b>

SUMMARY STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 30 JUNE 2021 (Australian Dollar A\$)

	2021	2020
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Receipts from customers	475,277	1,648,426
Payments to suppliers and employees	(1,166,312)	(1,335,150)
Interest received	780	3,920
COVID government stimulus	249,445	89,600
<b>Net cash (used in)/provided by operating activities</b>	<b>(440,810)</b>	<b>406,796</b>
<b>Net cash from investing activities</b>	<b>-</b>	<b>-</b>
<b>Net cash provided by financing activities</b>	<b>-</b>	<b>-</b>
Net increase/(decrease) in cash and cash equivalents	(440,810)	406,796
Cash and cash equivalents at the beginning of the financial year	562,470	155,674
<b>Cash and cash equivalents at the end of the financial year</b>	<b>121,660</b>	<b>562,470</b>

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 2021 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 2021. We expressed an unmodified audit opinion on that financial report in our report dated 6 December 2021 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 2021 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 6 December 2021  
Liability limited by a scheme approved under Professional Standards Legislation

Lowe Lippmann  
Chartered Accountants  
& Business Advisors

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Gideon Rothner  
Joe Kolb  
Daniel Franck  
Loren Datt



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Heartfelt Thanks

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Patrizia Archivio  
Amber Bonney  
Elly Bos  
Dr Barbara Burge  
Jacinta Cox  
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Marnie Cruickshank  
Errol Day  
Donna de Zwart  
Smitha Deepthesh  
Lucy Fallon  
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Australian Philanthropic  
Services Foundation  
The Eirene Lucas  
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Action Network Inc  
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