

Annual Report 2021-22



Our vision

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

About us

Established in 1985, the Victorian Women's Trust (VWT) is a proudly independent feminist organisation. We support women, girls, non-binary 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 grassroots projects that support people in need.

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.

Illustration Elin Matilda



We acknowledge the Wurundjeri Woiwurrung people as the Traditional Owners of the land on which the Victorian Women's Trust stands. We recognise their continuing connection to land, waters and culture. We pay our respects to Elders past, present and emerging.

Organisational structure

We are made up of three essential components:

VICTORIAN WOMEN'S TRUST PTY LTD

(VWT) ABN 20 006 403 256

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

DUGDALE TRUST FOR WOMEN & GIRLS

(DWTG) ABN 45 242 265 341

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

VICTORIAN WOMEN'S BENEVOLENT TRUST

(VWBT) ABN 80 989 689 839

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

Annual Report 2021-22 production team

ARTWORK

Elin Matilda

COPYWRITING

Ally Oliver-Perham, Sala Goma, Mary Crooks AO, Alana Johnson AM, Leanne Miller, Lieu Le, Leah McPherson, Bronwyn Johnson, Janice Powell, Wilfredo Zelada, Tarik Bayrakli

DESIGN

Emma Winton

EDITOR

Ally Oliver-Perham

FINANCIALS

Wilfredo Zelada & Gillian Barnes

PHOTOGRAPHY

Breeana Dunbar, Kate Dyer, Georgia Ginnivan

PRODUCTION COORDINATOR

Sala Goma

FOLLOW @VicWomensTrust

VISIT 137a Queens Parade, Wurundjeri Country, Clifton Hill, VIC 3069

PHONE (03) 9642 0422

EMAIL women@vwt.org.au

DONATE www.vwt.org.au/donate

"There's no place like home"

— possibly one of the most famous phrases in cinematic history, as uttered by Judy Garland in *The Wizard of Oz* (1939). These words are especially poignant right now, as for the first time since the Victorian Women's Trust (VWT) came into being in 1985, we have a permanent home in Clifton Hill. No more renting. We're home.

This new era was made possible thanks to the support of a longstanding volunteer and donor, Hilary Irwin.

Seeing VWT endure tough times during COVID-19 lockdowns, Hilary wanted to make a gift in her lifetime that would ensure VWT could keep advocating for women and girls well into the future. As she describes it, donating funds towards a property for VWT "was a huge leap for me, but I just thought it was strategic." To find out more about what inspired Hilary to make this big move, turn to page 07.

Contents

01	VWT ANNUAL REPORT 2021-22	26	Kitchen Table Conversations Guide
03	Executive Director's Report	27	Ourselves at Work
05	Chair's Report	27	Madam Speaker
07	How We Made It Home	29	Trust News
09	Targeted Impact Grants	30	Media
11	Welcoming a New Sub-Fund!	30	Speaking Engagements
13	Sub-Fund Grants	31	Trust Journal
19	Your Gift, Your Legacy	32	Our Team
20	Major Projects The Trap	33	Koorie Women Mean Business
21	Rosie 3.0	35	Our Board
22	Matters that Count	36	Financials
23	Rural Women Online	51	Heartfelt Thanks
25	Club Respect	53	Acknowledgements

Executive Director's Report

Mary Crooks AO



It was late February 2020 when the idea of a VWT poetry podcast took hold. Who was to know that this one particular Trust initiative could be so transformative!

I had launched the first two poetry books by Melbourne-based poet, Hermina Burns. I was feeling a bit of a charlatan speaking at her event because my secondary schooling of rote learning male poets had pretty much drummed out any incipient or lingering interest. But, when Hermina read several of her poems that evening at Readings, I had goosebumps. Such prose. Sharp insight. Wonderful clarity.

The next day I came to work and ran the idea of a poetry podcast by Ally and Maria. Yes! They were excited and enthusiastic. The idea became a reality, and as the COVID-19 global pandemic was wreaking its devastation, we produced a ten-part series called *Between the Leaves*, a truly wonderful podcast co-hosted by Hermina and her Brisbane counterpart, acclaimed Indigenous poet, Ellen van Neerven.

Since then, I have loved my poetry journey, discovering the magic of female poets such as Mary Oliver and many others. It is not surprising now that when Ally asked me to write my ED piece for this Annual Report, with the theme of 'home', I went straight to Emily Dickinson's beautiful poem *The Props assist the House* (1863):

“Thank you for joining us and helping
flesh out the Trust’s mission.”

*The Props assist the House
Until the House is built
And then the Props withdraw
And adequate, erect,
The House support itself
And cease to recollect
The Augur and the Carpenter –
Just such a retrospect
Hath the perfected Life –
A Past of Plank and Nail
And slowness –
then the scaffolds drop
Affirming it a Soul –*

It may well be that the idea of a house is a metaphor for life – the need for support and the growing of resilience until such time as one can stand on one’s feet and fully express one’s character and indeed, soul.

It strikes me though that the poem is also a wonderful metaphor for the Victorian Women’s Trust. A house which began construction in 1985. A house with a feminist frame built sturdy and strong; keeping it upright through times of utmost precarity. Its quality timber floorboards of research, grant-making, advocacy and public initiatives have effectively joined each purposeful

room into a highly functioning dwelling.

But most of all, it’s the nails that have made it all come together, holding everything together firmly and buffering the house against the wind and rain.

The nails are surely the Trust’s supporters – the people who have made donations from the very beginning and over the years. Small gifts, larger gifts. Those who have made twice yearly gifts of significance. Those who make regular monthly donations. Those who have started Sub-Funds with us.

Those who have left bequests. Those who have gifted us for specific initiatives like Purple Sage, the Watermark project, Rosie, Breakthrough, Club Respect, our Money Power Freedom podcast, Matters that Count, our likely work on the Voice to Parliament Referendum, and many more.

And those who have made it possible for us not only to secure our permanent home in 2022 but also helped us to design and fit it out so beautifully.

Thank you for joining us and helping flesh out the Trust’s mission. Thank you for staying with us – a past of Plank and Nail; and slowness; then the scaffolds drop; affirming it a Soul.

Emily Dickinson, “The Props assist the House” from *The Complete Poems of Emily Dickinson*, edited by Thomas H. Johnson. Copyright © 1945, 1951, 1955, 1979, 1983 by the President and Fellows of Harvard College. Source: *The Poems of Emily Dickinson* Edited by R.W. Franklin (Harvard University Press, 1999)

Chair's Report

Alana Johnson AM



In writing this report, I am sitting for the first time in the permanent home of the Victorian Women's Trust. It is a tranquil and simply beautiful workspace, looking out on the busy life of the Clifton Hill shopping precinct.

Working alongside me today is VWT's wonderful long-time supporter, volunteer and benefactor Hilary Irwin who has gifted VWT this premise. We offer her such heartfelt thanks as I am sure do the women and gender diverse people of Victoria.

Being here today gives me cause to reflect on how fortunate we are in Victoria to have a Women's Trust with the courage, commitment and initiative to continually keep a focus on gender equality and expose the inequities that still need to change. The past couple of years of the COVID-19



pandemic have brought into stark relief the unjust and appalling circumstances that continue to plague the lives of so many women; gendered violence, homelessness, underpaid work, lack of affordable childcare and unsafe workplaces.

Prior to the 2022 federal election, the VWT initiative Matters That Count ensured that these issues were on the national political agenda, prompting candidates to address matters critical to women's lives.

The rolling lockdowns and restrictions of the pandemic exposed the impact and cost to women at home and in their paid work. The burden of work on women has been enormous, as has the exhaustion. From caring for children required to stay at home, facilitating home schooling, doing their paid work from home,

"Since 1985, this work has been made possible by donations and individual benefactors*"*

Illustration Elin Matilda



performing most of the domestic work, caring for extended family and community.

The taken for granted work performed primarily by women – aged care; disability care; childcare; and nursing – has become more visible due to the pandemic with a recognition of how critical it is to our society functioning. That such work is grossly underpaid and undervalued has also been exposed as never before and we need to continue to advocate lest it just slips back into obscurity.

During the past year VWT continued to promote gender equality through annual grants, targeted research, education, policy submissions, projects and events. Since 1985, this work has been made possible by donations and individual benefactors, people who share our vision for an equal future for all. As one of the oldest women's funds in the

world and a progressive philanthropic organisation we are constantly alert to the changing world of giving and philanthropy.

The Board is aware the future is unknown and precarious and is devoting much of its time to planning for long term financial sustainability.

We want to see the Victorian Women's Trust be the leading independent feminist organisation for the next 37 years and more. Your financial support, large and small, can secure the future. Be part of this movement for real social change, so that our collective legacy in this lifetime can be economic security, safety and wellbeing and equal representation for women and girls.

How We Made It Home

Hilary's Story

Hilary Irwin is a longstanding volunteer and donor. She has worked on projects such as the Paradox of Service, a landmark document which lifted the lid on the mistreatment of former religious women. In 2010, Hilary established the Con Irwin Sub-Fund within the Victorian Women's Benevolent Trust, created in the memory of her mother.

Since the Con Irwin Sub-Fund was established, fifteen others have also been constructed, inspired by Hilary's leap of faith. Her latest philanthropic effort — selling two properties in order to gift VWT a permanent office — is yet another example of Hilary's donor style. It's a unique thing to do, and we are very grateful.



Hilary Irwin



Hilary Irwin & Mary Crooks AO Image Breeana Dunbar



VWT office warming, June 2022



Hilary & Mary

HILARY: 'Around 2004, I came across Ordinary Women Extraordinary Lives, an exhibition by the Victorian Women's Trust, and it really resonated with me. Afterwards, I had lunch with Mary (Executive Director, VWT) and told her I was thinking about some volunteer work at VWT. We had one of those fairly inspirational talks that one tends to have with Mary, and that was the beginning of my involvement.

I was aware that things had been really tough for VWT during COVID, but it was still churning out really high quality material. At that point, there was a year left on the lease of the building VWT was renting in the city. I had been taught about business by my family and encouraged to save assets, but I had made a financial plan, and I thought, well actually, I can do a bit more giving. And I wondered, would it be possible to sell a property and get VWT a building?

I remember my conversation with Mary very well. We were walking our dogs, and I said, "I've been having a bit of a think, Mary, and maybe I could sell an asset to give to the Trust for a building." And that was it. What came next was very exciting

and also challenging, because I certainly don't sell two properties lightly! Leaving a bequest to VWT would have been the traditional thing to do, but this gift was based on a very detailed financial plan. This was a huge leap for me, but I just thought it was strategic and I felt confident.

The first time I saw the space, I peered through the windows and saw all this concrete and nothing else. I couldn't imagine how everyone was going to fit in there, but that wasn't my problem! I was thrilled with the location. There's a feeling of community around Clifton Hill. It's got public transport, there's a park nearby. It's a lively environment.

When it was complete, I was amazed that all of this had originated in me selling a couple of properties. This is one of the best things I've ever done in my life. It's right up there with helping bring up my niece and nephews.

Now when I come in as a volunteer, I just get a really lovely warm feeling – partly because it's been so well designed – but it's also just that I let myself occasionally have a pause and think, "Wow. This is good."

Targeted Impact Grant

illustration Michelle Pereira (2019)

WorkCycle

In 2021-22, the Trustees of the Victorian Women's Benevolent Trust (VWBT) made a Targeted Impact Grant of \$51,996 towards the Dugdale Trust for Women & Girls (DTWG) to assist in the development of **WorkCycle**, a program that will promote positive menstrual culture in workplaces.

This grant builds on our years of research and advocacy work in shifting the menstrual taboo. In 2019, we published the highly successful *About Bloody Time: the Menstrual Revolution We Need to Have* by Karen Pickering & Jane Bennett, and in 2021, we published the follow up guide for workplaces, *Ourselves at Work*.

This grant has enabled the DTWG to commission a formidable team to deliver a set of training resources for the workplace, including members of the feminist production company from *She Listens* – Vanessa Chapple, Sarah Miller and Libby Chow – known for their work on the groundbreaking documentary, *Giving Voice to Menopause* (2022). They are joined by menstrual educator Jane Bennett, who founded the Chalice Foundation and co-authored *About Bloody Time* and *Ourselves at Work*.

WorkCycle seeks to generate positive menstrual and menopausal culture in workplaces across Australia by creating a package of programs and

resources that will support visible, respectful and sustainable menstrual and menopausal culture for all. Using existing menstrual resources, research and literature as the foundation, as well as talks and workshops by Mary Crooks AO and Jane Bennett and *Giving Voice to Menopause* screenings and discussion, two key programs will be created:

- **WorkCycle:** Menstrual Wellbeing in the Workplace
- **WorkCycle:** Menopausal Wellbeing in the Workplace

These programs will be adapted for delivery in person, online and as courses that can be accessed online through Teachable. Pilot programs are scheduled for early 2023, and the completed programs will be launched by mid-year. After the launch, a small team of experienced workplace trainers will be trained to deliver the **WorkCycle** workshops.

Note: This project was originally titled *Be Well, Work Well*. Through group effort, the project is now known as **WorkCycle**. Administration and marketing will be delivered by the Chalice Foundation initially with funding from the grant, and over time from monies generated by the programs.





Nancye & John Cain in their home with Mary (2019) Images Kate Dyer

Welcoming a New Sub-Fund!

The Nancye and John Cain Sub-Fund



The Nancye and John Cain Sub-Fund will fund projects for women, girls and gender diverse peoples with disability or disabilities, including hearing loss, in ways which:

- support their participation, civic engagement and leadership capacity;
- address barriers in society that prevent their full and equal enjoyment; and
- empower them to have independence, choice, and control in their own lives.

Nancye Williams, the daughter of a suburban accountant, was to receive the Singing Prize at secondary school. John Cain was the son of a Labor premier who notably took to the rostrum at high school to deliver an impassioned speech in support of the Labor Party. From these different backgrounds they were married in 1955 to begin a partnership that lasted nearly 65 years. John's career in law and then politics made for a busy

life with much time away from home. He was a barrister and solicitor in Preston, President of the Law Institute in 1972-73 and member of the Australian Law Reform Commission 1975-77 and Vice-President of the Victorian ALP.

He was elected to the Victorian Parliament in 1976 and assumed the leadership of the ALP in 1981. He won three elections (in 1982, '85 and '88) and served as Victorian Premier for eight and a half years.

John Cain's government was arguably the most progressive of its time and implemented many important and lasting reforms, including the establishment of the Victorian Women's Trust.

Whatever John achieved, he would readily admit, was only possible because of Nancye. She was the primary carer, raising their three children,

“Whatever John achieved, he would readily admit, was only possible because of Nancye.”

seeing to their schooling and other activities. She was a constant support to John throughout his political life, providing a safe haven away from constant public attention and the daily rigours of politics.

But Nancye also created an independent life for herself. When John left the house early in the mornings, he would have had little idea of her busy daily schedule. Nancye devoted much of her time to helping people in the community.

She spent 30 years at Alkira working on fundraising activities; ten years at Kalparrin working with children with disabilities; and many years teaching migrant English as a home tutor. Nancye, who herself suffered some hearing loss, also volunteered at Better Hearing, talking with people and learning to sign.

She volunteered with the Choir of Hard Knocks, helping with rehearsals and providing gentle support to the singers in being able to hold a tune. Along the way, across all of these volunteer commitments, she made strong and enduring friendships and a positive impact on so many peoples' lives.

John captured the public imagination as a reformist political leader. Nancye's unheralded story is one of lifelong dedication and kindness to many. In markedly different ways, they gave so much of themselves in service to others, doing whatever they could to improve the world around them.

→ **Interested in starting a Sub-Fund?** Get in touch with our team via grants@vwt.org.au or visit: www.vwt.org.au/grants/Sub-Funds



Sub-Fund Grants

Since 1985, we have provided funds through our grant-making arm, the Victorian Women's Benevolent Trust (VWBT), towards crucial community projects that improve the lives of women, girls and gender diverse people.

Thanks to the support of donors who share our vision, our feminist approach to grant-making has been finely tuned over the decades, resulting in strong community networks and a positive culture of progressive philanthropy.



Trainee florists from the Beautiful Bunch

16

Sub-Funds and growing

An ongoing dedicated pool of funding for community grants has always been our aim, which is why we have been proud to work alongside families and individuals in establishing named Sub-Funds. Since 2010, we have cultivated a suite of Sub-Funds within VWBT, each with their own unique areas of social interest.

Some Sub-Funds were created in the memory of a special woman whose morals and values continue to serve as an inspiration to us all.

Others were created to address a specific community need. To date, we have sixteen Sub-Funds and growing.

This year, we were proud to launch the Nancye and John Cain Sub-Fund (read more on page 11) created in honour of the late former Victorian Premier and his wife Nancye, well known for her volunteering efforts. Some of our newer Sub-Funds, such as the Supriya Singh, and the Union of Australian Women (Victoria), made their grantmaking debuts.

The Supriya Singh Sub-Fund was created by a journalist, author and sociologist in honour of

\$98k

in Sub-Fund grants

her late mother and sister. Its first grant was allocated towards Fitted For Work in support of fast-tracking women into employment, enabling greater numbers of women to achieve financial resilience and economic independence.

In 2021, the last remaining UAW branch, the Union of Australian Women (Victoria) committed all of their remaining funds towards establishing a Sub-Fund in VWBT. The Sub-Fund seeks to further UAW's proud history of being led by, and engaging with, First Australian peoples, and honours the hardworking activist women of the UAW by supporting future Aboriginal women leaders.

The Union of Australian Women (Victoria) Sub-Fund's first grant, made in partnership with the Con Irwin Sub-Fund, will support young Aboriginal women to pursue education pathways in STEM. Read more on page 15.

Over \$98,000 in Sub-Fund grants were distributed in 2021-22 towards key community projects that support women to navigate life post-COVID, forge stronger social connections, seek support, and move towards greater financial resilience.

Sub-Fund Grants

SUPRIYA SINGH SUB-FUND

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

Exciting news: this is the first ever grant of the Supriya Singh Sub-Fund! Funding provided to Fitted for Work, an organisation which helps women to establish the tools, skills, mindset and support network to become 'work ready' and to build financial resilience and independence. This project will enable Fitted for Work to translate service materials and factsheets into the key languages of Mandarin, Arabic and Vietnamese, ensuring their resources are more accessible and shareable for greater numbers of women; helping to further develop their job search skills; ability to generate income; and move out of welfare and into financial stability.

CON IRWIN SUB-FUND

Applicant: Inner Melbourne Community Legal Incorporated
Project: Mapping Women's Incarceration in Victoria
Amount: \$6,000

Research shows that women in prison are significantly more likely than men to have suffered abuse, which is often a contributing factor to their offending. They are also more likely to experience poverty, unemployment and homelessness. This grant will enable greater research into these factors, mapping out how social and economic inequality interacts with criminalisation and incarceration. This research will be condensed into a publicly accessible report, which will be a valuable tool for policy makers and community groups advocating in the justice space.

LOULA RODOPOULOS SUB-FUND

Applicant: Motherless Daughters Australia Limited
Project: Motherless Daughters' Database Initiative
Amount: \$4,000 from Loula Rodopoulos and \$6,000 from VWBT General Funds

This project builds the capacity of Motherless Daughters Australia (MDA) to implement a pre-identified best-fit CRM solution (Salesforce). This will enhance fundraising, marketing, evaluation, advocacy, events and project management capacity, and in turn, value-add to the outcomes that can be achieved on behalf of women in the community who are experiencing bereavement.

UNION OF AUSTRALIAN WOMEN (VICTORIA) SUB-FUND AND THE CON IRWIN SUB-FUND

Applicant: Enrise Ltd
Project: Indigenous Women in STEM education program
Amount: \$10,000
 \$2,451 from Union of Australian Women (Victoria) and \$7,549 from the Con Irwin Sub-Fund

Common gender barriers found in STEM areas (Science, Technology, Engineering, Mathematics) are even more pronounced for First Nations women. This grant aims to create supportive educational opportunities for young First Nations women studying at Victorian high schools through the Melbourne Indigenous Transition School (MITS) program. MITS provides the opportunity for young Indigenous people from rural areas to transition into mainstream schooling in Melbourne. Each Enrise participant will be assigned a personal tutor, who will deliver online weekly sessions in any STEM subjects they require.

ESSIE BURBRIDGE SUB-FUND

Applicant: Women's Information Referral Exchange

Project: Cultivating a culture of solidarity and mutual respect through anti-racist initiatives

Amount: \$7,960

Women's Information Referral Exchange (WIRE) is the only free generalist service in Victoria inclusive of women, non-binary and gender diverse people from all backgrounds and experiences. With this grant WIRE will work to create a safe space for service users experiencing racism by embedding new learning and practices across the WIRE team, ensuring users receive appropriate guidance that reflects their lived experiences of racism. The WIRE team will undergo thorough cultural awareness training in preventing and understanding various forms of racism. These new learnings will be reflected in WIRE's cultural safety action plan, acknowledgment of Country, and anti-racist policy.

JAN WEBSTER AND SUE PETERSON SUB-FUND

Applicant: Mernda Community House

Project: Women's Shed

Amount: \$7,500

Mernda Community House (MCH) will create a Women's Shed to instil a strong sense of belonging for older women who are experiencing social isolation. In bringing women together to learn DIY skills, this project is intended to support their independence as they age; supporting them to lessen their reliance on family members for home maintenance; and reduce financial costs incurred by outsourcing home repairs. The Women's Shed will build women's confidence and repair skills, and most importantly, strengthen their social connections in the local area.

FAY MARLES EQUAL OPPORTUNITY SUB-FUND

Applicant: Monash University

Project: How do Victorian women respond to sex discrimination at work?

Amount: \$5,687

Sex discrimination has been unlawful for over 40 years, and yet, it remains an all too common experience for many women and gender diverse people. This project will investigate the current pathways available to Victorian women who have experienced workplace sex discrimination or sexual harassment, and identify the barriers in pursuing legal claims. The 'law in action' will be examined through interviews with Victorian women who have pursued a sex discrimination or sexual harassment claim and analyse the reasons behind their choice of legal action. All sex discrimination and sexual harassment cases lodged by Victorian women over the last decade will be analysed and collated in a report with key findings and recommendations for strengthening the law.

JEAN MCCAUGHEY SOCIAL JUSTICE SUB-FUND

Applicant: Women's Property Initiatives

Project: Women's Property Initiatives Social Return on Investment Impact Report and Analysis

Amount: \$7,500

As part of Women's Property Initiatives (WPI) 25th anniversary capital campaign, WPI will produce a Social Return on Investment Impact Report and Analysis. This report will present a strong argument for potential funders about the crucial service WPI provides for women experiencing housing stress. WPI will research their long-term impact on reducing women's homelessness, preventing intergenerational poverty, and strengthening local communities.

Sub-Fund Grants

Ultimately, the report will investigate the many ways in which a permanent and stable home, provided by WPI, helps women to flourish and contribute to society over time.

JOAN HUDSON SUB-FUND

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

Growing and Thriving Together is designed to improve the outcomes of young mothers, who have engaged with Foundation Learning Centre (FLC) for their education. These students face multiple challenges in not only meeting the needs of their own development as a young person, but also living with the complexity of being a young parent. Ensuring young mothers have access to emotional, practical and financial support to be able to continue their education is a key to their success. This project provides practical living skills, assisting participants to make their way in the world, as they grow in skills and knowledge as a new parent.

CHRISTINE FRIDAY AND KATHLEEN POOLEY SUB-FUND

Applicant: The Wheeler Centre in partnership with Blak & Bright First Nations Literary Festival
Project: Yarn Bombing Micro and Short Fiction Masterclass
Amount: \$3,600

Yarn Bombing Micro and Short Fiction Masterclass is a successful component of the Blak & Bright First Nations Literary Festival, featuring emerging First Nations storytellers presenting their original short fiction, non-fiction, poetry, and reportage in public sessions. This grant will support an

expansion of the program by offering 6 emerging Victorian based First Nations women writers a masterclass in micro and short fiction. Yarn Bombing will provide participants with a safe and nurturing educational environment with professional networking opportunities; further their written and communication skills; and increase their experience in presenting in front of audiences.

PRUE MYER SUB-FUND

Applicant: Cire Services Inc.
Project: Myanmar Women's Mentorship & Community Engagement Program
Amount: \$5,417

Cire Services, one of the largest and most reputable NFPs in the Yarra Ranges LGA plans to engage 16 women from the Chin community, a refugee community with a significant presence in the outer east of Melbourne, in an 8-week mentorship/empowerment program, focused on improving educational outcomes, while encouraging community and political engagement. Delivered by Cire Training, the project will be based on the organisation's established mentoring program, Taking It Step by Step, which was developed in partnership with grassroots feminist organisation, Voices of Women (VoW) Yarra Ranges and Eastern Health.

PRUE MYER SUB-FUND

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

Many Hands is a life-changing employment pathways training program for young women from refugee backgrounds who are experiencing

barriers to employment. The funding will help to develop and systematise the training program, focusing on mentoring; building participant's confidence, motivation, and resilience; as well as work-readiness skills. Through one-on-one mentoring and employment-ready workshops, the project will significantly improve participants' understanding of the Australian job market. Using a strengths-based approach, the program will support everyone to determine their career goals, and create an actionable path to achieve them.

ALMA AND ALBERT TIVENDALE SUB-FUND

Applicant: L2R Dance
Project: Girl Gang
Amount: \$5,000

L2R will create a new, live performance group called Girl Gang (GG) made up of young, female dance artists who share a passion for Melbourne's contemporary street dance culture. All GG members have been fostered through L2R Dance program, reside in the western suburbs of Melbourne, and are predominantly from Vietnamese, Iranian, Albanian, Thai, Ugandan, and Filipino communities. Through this dance group, L2R will profile the creative talents and capacity of young women of colour; utilise the existing expertise of GG members with a professional dance background to mentor new participants; and create a flourishing creative community for young women.

RUTH OWENS AND KEVIN LYNCH SUB-FUND

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

This is a pilot project which will help refugee and asylum seeker women on the journey from

acquiring a learner's permit to gaining their probationary driver's licence (P plates). This project will offer driving lessons from professional driving instructors resourced from Melbourne's refugee community, who can communicate with students in their first language. The project will support participants to understand safe driving practices and assist in gaining the necessary hours of driving experience prior to licence testing, boosting self-confidence, and demonstrating what they can achieve in Australia.

HUMANITAS SUB-FUND

Applicant: Afri-Aus Care Inc.
Project: UBUNTU Peer to Peer Girls
Amount: \$5,500

The UBUNTU Peer-to-Peer Restorative Program will support the mental health, economic participation, and social connectedness of young African-Australian women. This project will identify barriers and underlying social issues that prevent African-Australian women's full participation in the community; such as, unresolved trauma, substance abuse, experiences of abuse, homelessness, intergenerational conflict, and limited understanding of Australian legal systems. To address these barriers, Afri-Aus Care Inc. will provide a safe space for counselling, care packages, and other mechanisms to support trust and healing for participants. This project is informed by African cultural norms, promoting positive values and decision-making, as well as strengthening family and community connections.

Your Gift, Your Legacy

How you can create lasting social change by making a gift to the Victorian Women's Trust in your will



Illustration Elin Matilda

When you include a gift to the Victorian Women's Trust in your will, you are passing on values of empowerment, equality and freedom to the next generation.

It's a lasting way to ensure positive social change stays on the agenda, ensuring we can continue to change the lives of women and girls for the better.

Since the Victorian Women's Trust was established, as a society we have made some strong gains for gender equality, but we're still a long way from realising full equality for women and girls. With your support, we can continue to fight for what matters.

→ If you are considering including a gift for the Victorian Women's Trust in your will, get in touch with Mary Crooks, our Executive Director via email mary@vwt.org.au or phone (03) 9642 0422

Major Projects

The Trap

In August 2021, we finally launched **The Trap**, a 10 part podcast series about love, abuse and power. This podcast looks deeply at 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?

Hosted by award winning writer Jess Hill, **The Trap** expertly teases out the phenomenon of coercive control, how it plays out from the schoolyard to Parliament House, and how we might start to change our understanding of this problem in order to solve it. Available everywhere podcasts are found, **The Trap** is also accessible via the VWT website, which also features a catalogue of research, campaigns and literature for listeners to further their own understanding of the issue of violence.

Since its release, **The Trap** has racked up more than 150,000 downloads; has been endorsed by former Australian of the Year Grace Tame; and has created a veritable deluge of feedback into the Trust. Here's what people have had to say about it:

"I feel like I could just send a link to all my family and friends of episode 7 and they might finally start to understand what I went through and what I'm going through. Thank you so much for this incredible podcast. It's so good and so needed"

The Trap has been many years in the making, based on our wealth of experience in granting towards projects that support safety for women and girls; research into what sustains violence



→ The Trap podcast is available now wherever you get your podcast or visit: www.vwt.org.au/thetrap

in our communities; and events which have brought together diverse experts in the field of domestic abuse.

PRODUCTION CREDITS

HOST & WRITER Jess Hill

CREATIVE PRODUCER Georgina Savage

PRODUCERS Mary Crooks AO, Maria Chetcuti, Ally Oliver-Perham, Lucy Ballantyne

PRODUCTION MANAGEMENT

Ally Oliver-Perham, Maria Chetcuti

RECORDING Forbes Street Studios

SOUND DESIGN & MIX Romy Sher, Pariya Taherzadeh-Desovski

RESEARCH Leah McPherson

TRANSCRIPTION Max Favetti, Amanda Barbour

PRODUCTION ASSISTANCE Sanduni Hewa

Katupothage, Esther Davies-Brown, Alexandra Collins, Georgia Lazarakis, Georgia Shepherd, Aaryn Melzer, Lily Mooney

ART DIRECTION AIMEE CARRUTHERS

VIDEO The Social Parade

ANIMATION Mari Frith

PHOTOGRAPHY Saskia Wilson

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

Rosie 3.0

Rosie is a harm-prevention initiative for young feminists, helping them to navigate life's tricky situations. Created by Dugdale Trust for Women and Girls in 2014, Rosie is a digital resource complete with explainer articles, youth support services, blogs, and videos all centred around a theme of respect — for your body and mind, in your relationships, at work, and for the world we live in. Thanks to a generous grant from the Wood Foundation, Rosie is undergoing a large-scale redevelopment to ensure the website can continue to meet the needs of young women and gender diverse people in a post-COVID-19 world.

RESEARCH

Rosie editor Maki Morita, conducted research into the impacts of COVID-19 on young people's lives. Insights were drawn from articles and reports by leading organisations, including Headspace and PLAN International; books such as *L Platers: How to support your teen daughter on the road to adulthood* by Madonna King (2022), which features interviews with 1000 young women aged 16-18 years old about the issues they are currently navigating; as well as online workshops and panel discussions. From this research phase, it became clear that the pandemic has drastically impacted young people's career prospects, and mental health, an issue that was already at crisis point prior to the pandemic.

ENGAGEMENT

To gain a deeper understanding of these matters, Maki and Leah McPherson (Major Projects Officer, VWT) interviewed diverse young people; **Rosie** blog contributors; parents; teachers; and youth workers from around Australia. This engagement was conducted through in-person workshops, one-on-one conversations via phone or video

conferencing, and online surveys. Maki and Leah visited local high schools, a community youth centre, and spoke with teachers working in rural areas of Victoria and Western Australia. From these conversations, common themes emerged:

- Lockdown was a deeply isolating experience for most young people, and online learning was extremely challenging;
- Teachers and youth workers noticed disparities in students' learning experiences depending on factors such as access to technology, living situations, and gendered domestic expectations;
- Crucial adolescent experiences were disrupted, such as getting to know fellow year 7s or, in the case of year 12s, completing VCE.

As a result of COVID-19, young people continue to face challenges in terms of social and family life. Now that things are slowly progressing to 'normal', they are craving connection. There is a strong desire to socialise, get involved with activities, and make up for the 'lost years'. This engagement phase was deeply enriching and valuable. Hearing these stories allowed Maki and Leah to understand how **Rosie** can cater towards the evolving needs of its audience base.

WEBSITE REDESIGN

Maki and our Communications Manager, Ally Oliver-Perham, are working closely with the team at Your Creative to revise **Rosie's** branding, website and content structure. The new **Rosie** will be designed to appeal to the Gen Z audience; address specific challenges as drawn from our research and engagement process; and include creative submissions from young feminists. We look forward to launching the new-look **Rosie** in early 2023.

→ Share Rosie with the young feminists in your life!

Visit www.rosie.org.au or follow @RosieRespect

Matters That Count

VWT is committed to empowering women to claim a voice within democratic institutions, which today are still largely dominated by a masculine political culture. In the past, VWT has pressed social reform through pioneering initiatives, like the Purple Sage Project (1997) and the Watermark Australia Project (2001) — both of which were underpinned by our model of Kitchen Table Conversations — and other galvanising community campaigns, such as the Monster Climate Petition.

In the lead up to the May 2022 federal election, it was clear that there were major community issues that were not being prioritised by the current government, causing great concern to many Australians, especially women. Climate change; wage inequality; violence and abuse against women and children; a broken childcare system; lack of affordable housing for older women; a distinct lack of integrity in our political culture; these were the issues front of mind for many in VWT's community, yet there seemed to be little in the way of clear action from the federal government.

Enter: **Matters that Count**. This election initiative called out to women across the country to claim a voice on matters of profound concern to them; push back against vested interests with large lobbying groups who can afford to buy political influence; and press for policy outcomes which serve the common good. We developed a candidate screening process for women to carry out in their electorates, based on our Kitchen Table Conversations model.

For maximum impact, we focused on a select number of core issues for immediate action in the next term of government, pressing candidates for their commitment on the following:

- Stronger targets and action to reduce carbon emissions
- A constitutionally enshrined Indigenous voice to our national parliament
- Wage justice for those working in early childhood and aged care settings
- Re-framing men's violence against women and children
- Redesigning of our childcare system
- Creating affordable housing for older Australian women
- Ending the cruel treatment of asylum seekers
- Bringing integrity and accountability to our national parliament, public service and political life

Matters that Count was launched in March 2022. Over 7 weeks, 110 groups registered to undertake the candidate screening process in 54 electorates, across 7 states and territories — more than one third of all lower house seats. With the support of 2 donors, we ran full page advertisements in the West Australian and Sydney Morning Herald newspapers, calling on millions of women to reflect on the issues most important to them, and vote accordingly on election day.

Most importantly, we saw the 8 matters of critical importance resonate with people across the country. At the time of writing, the new Albanese government has legislated carbon emission targets; a referendum on a First Nations Voice to Parliament has been announced; wage increases for people in our lowest paid sectors have been implemented; jobs summit held; and domestic violence leave has been legislated.

The composition of the 47th Australian Parliament is the most culturally diverse Australia has ever had, including more First Nations elected representatives than ever before and a wave of outspoken female independents.

While our fight for genuine gender equality continues, we are heartened by a noticeable prioritisation of gender in policy areas that impact our everyday lives.

Rural Women Online



Rural
Women
Online



VICTORIAN
WOMEN'S TRUST

Digital inclusion is now regarded as a pillar of human rights, in recognition of the educational, health, social, and financial benefits digital connectivity offers. Barriers to digital spaces, due cost, access, and a lack of training, have created what's known as 'the digital divide'.

This divide is particularly pronounced for women living in rural and remote areas, increasing their risk of social isolation and economic disadvantage.

Images Georgia Ginnivan

To address digital inclusion for women in regional Victoria, VWT designed and developed Rural Women Online (**RWO**) in May 2021. Led by Alana Johnson AM and Mary Crooks AO as Project Directors, Bronwyn Johnson was appointed as Project Manager of **RWO** supported by Lily Mooney (until May 2022), and Jess Dugdale-Walker as Project Support Officers.

RWO was informed by critical research, such as the Australian Digital Inclusion Index (ADII). Created by Prof Julian Thomas (RMIT) with Dr Jennifer Kennedy, supported by ARC Centre of Excellence at RMIT with Telstra and Roy Morgan as research partners. With their research as the foundation, VWT determined the primary goal to be fast-tracking women's IT ability. As a secondary goal, VWT sought to advocate for better and faster internet access; and for more affordable data.

Based on these goals, **RWO** has three key pillars: training; support; and mentoring. With these key areas in mind, the following resources were designed:

- **Training** mini curriculum of 14 how-to guides
- **Support** Helpdesk Hotline Commencing 20 July 2022, a free call service for women's tech related questions and field email enquiries
- **Mentoring** 300 selected women will have an opportunity to be mentored for up to 30 hours of IT support

In November 2021, VWT appointed Your Creative, a female-led digital company to develop people-centric branding that will ensure an accessible and purposeful user experience.

Based upon **RWO's** values and three pillars, VWT and Your Creative collaborated in a UX workshop to uncover the needs of the end users and ensure that the RWO website would be digitally responsive; mobile-friendly; and fit for purpose, while catering for a broad spectrum of digital literacy.

Going forward, the **RWO** website will become an ongoing resource providing women with knowledge and training.



PARTNERSHIPS

In March 2022, **RWO** developed a partnership with Public Libraries Victoria (PLV) for the delivery of the Open Day sessions to be held at regional libraries. Libraries are a community hub and have become an 'active host' in the delivery of Rural Women Online. PLV has also advised library staff that participation in the program can be part of their professional development, adding another layer of critical engagement.

OPEN DAYS

Project Consultants Tammy Atkins and Sue Gold were tasked with producing Open Day sessions across regional Victoria, including in 4 bushfire affected areas. 12 Open Days are to be rolled out from July 2022 in regional locations, such as Mildura, Swan Hill, Horsham, Wangaratta, Buchan-Bairnsdale, Mallacoota, Hamilton, Corryong, Shepparton, Ballarat, Myrtleford, and Wonthaggi. We are also fielding further enquiries from councils and libraries who would also like to hold an Open Day session.

→ Rural Women Online is seeking tech-savvy women to become mentors for women in regional areas. Learn more: ruralwomenonline.org.au/become-a-mentor

Club Respect

Club Respect helps grassroots sports clubs to build and maintain a deep culture of respect, safety, fairness and equality. Ultimately, Club Respect aims to reduce violence and abuse across our wider society from the ground up. Digital resources available on the Club Respect website support people to transform their club culture, set standards, and tackle common issues with respect and integrity.



→ For regular updates about Club Respect, make sure to sign up to the Club Respect newsletter: www.clubrespect.org.au

THE GAME PLAN

In 2020-21, the **Club Respect** website was re-configured to outline the key elements of the **Club Respect** framework, an acronym known as 'AWESOME'. Each letter signifies a critical area of club culture (for instance, A = Alignment of Values; W = Working Well With Others; and so on). This framework, known as the Game Plan, includes a self-rating tool at the end of each section, making it easier for clubs to audit their club culture and identify areas for improvement.

→ Learn more about the Game Plan via: www.clubrespect.org.au/club-respect-framework

WORKSHOPS AND PRESENTATIONS

Club Respect offers a 2 hour workshop for clubs and individuals, which digs deep into the 'Game Plan'. These workshops have been delivered to 55 clubs, including the Kinglake Football Netball Club; Hazel Glen Netball Club; Whitehorse Colts Football Club; and multiple clubs within the Healthy Sports Clubs network.

As part of our unique partnership with Spicers Australia, workshops are delivered with Spicers' staff. CEO David Martin also attends every workshop, further demonstrating their firm commitment to Club Respect's mission.

SOCIAL MEDIA

Club Respect's presence and influence has been boosted on social media platforms LinkedIn, Facebook and Twitter, attracting a community of followers invested in the reduction of abuse and violence in community sport, addressing umpire abuse and speaking up to discrimination.

SMART PLAYS PODCAST

Presented by **Club Respect**, Smart Plays is a new podcast that uncovers the biggest problems facing Australian sport, and what it will take to bring sport into the modern world of respect. Hosted by Tarik Bayrakli (Manager, **Club Respect**) Smart Plays is a fortnightly podcast featuring special guests from all over the sporting world. Edited and mixed by Pariya Taherzadeh, and supported by Mary Crooks AO (Executive Producer) and Patrick Skene (Creative Producer), Smart Plays will feature conversations with experts from all over the sporting world about their take on what's needed to prevent violent behaviours in community sport.

Club Respect is a national harm-prevention initiative by the Dugdale Trust for Women & Girls. It was created in 2018 with critical, initial funding support from the William Buckland Foundation and the Edward Wilson Trust.

Illustration Elin Matilda



Kitchen Table Conversations (KTC) is a model of civic engagement that revolves around one simple idea: that engaging people in the kind of open and honest dialogue that women have had around kitchen tables for centuries has the power to create real change.

Originally developed by Mary Crooks AO, Executive Director, VWT alongside a small group of concerned citizens in Victoria in the 1990s, **KTC** was the centrepiece of The Purple Sage Project. The project revolved around a community dialogue process which extended across Victoria. It involved approximately 6000 women and men in small groups of up to ten people all around the state in a thoughtful deliberation of the key issues and the actions they could think about taking to

Kitchen Table Conversations Guide

address these issues. Since then, the **KTC** model has gone on to make waves all over Australia – most famously employed by Voices for Indi to mount a campaign for the election of Cathy McGowan in 2013.

Kitchen Table Conversations: A guide for sustaining our democratic culture includes:

- A history of the Kitchen Table Conversations model, as told by Mary Crooks AO and Alana Johnson AM, Chair of the Board of the Victorian Women's Trust
- An overview of the practical steps required to successfully run the model
- Eight key steps for running the KTC
- Templates for use at community meetings

→ [Learn more about the Kitchen Table Conversation model:](http://www.vwt.org.au/projects/kitchen-table-conversations)
www.vwt.org.au/projects/kitchen-table-conversations

Ourselves at Work

Ourselves at Work: Creating positive menstrual culture in your workplace is a comprehensive guide for how to dismantle the menstrual taboo in workplaces, and replace it with a culture that embraces menstrual wellbeing.

The guide (available now on the VWT Shop or via our website) outlines the key data that shows why positive menstrual policies in the workplace are not only necessary for employees, but have demonstrated benefits for organisations. It details the seriousness and the consequences of the menstrual taboo, and offers a number of case

studies of businesses who have introduced menstrual leave policies. Lastly, it offers a step-by-step action plan for how to implement change in your own organisation.

The research and themes included in this document are drawn from the book *About Bloody Time: The Menstrual Revolution We Have to Have* by Karen Pickering and Jane Bennett, published in 2019 by the Dugdale Trust for Women and Girls.

→ **Pick up a copy of Ourselves at Work:**
www.vwt.org.au/projects/ourselves-at-work

Madam Speaker

Notable collections of significant Australian speeches often relegate women's speeches to approximately one-tenth of the overall inventory. This is the case in *Well May We Say: The Speeches That Made Australia* (2004) edited by Sally Warharft, and *Men and Women of Australia: Our Greatest Modern Speeches* (2014) edited by Michael Fullilove. This socially ingrained habit of preferencing the words of men suggests women have played few, if any, roles in shaping and contributing to public debates and issues of consequence.

We want to challenge the public record by compiling an array of impressive speeches made by women and female-identifying people across Australia over the decades, such as First Nations women, newly arrived Australians, people who speak languages other than English, those who live with disabilities and chronic pain, and gender-diverse people. Titled **Madam Speaker**, this initiative will seek to influence people's understanding of women's continuous and critical contribution to society. **Madam Speaker** will be a celebration of women who have come

before and the unique perspectives that women have articulated on consequential issues – often in the face of strong opposition from powerful men.

Through **Madam Speaker**, we will find ways to animate important, powerful speeches made by women and bring them to life for new audiences.

Our ultimate goal in redressing the public record is to empower more women to take up public space, demand public recognition and speak out on issues important to them.

We aim to launch the **Madam Speaker** digital catalogue in 2023. Visitors to the site will be able to search for speeches based on person, date, subject matter, and location. Catalogued speeches will take a variety of forms, including written transcripts, audio or video recordings.

We believe there is potential for **Madam Speaker** to be a multi-year program of interlinking smaller projects which work together in creating a significant and prolonged ripple effect of awareness and change.

Trust News



Trust Events

6 OCTOBER 2021

The shape and sound of sexism in Australian politics, special screening and online panel talk with Nyadol Nyuon, Mary Crooks AO, and Kerry-Anne Walsh

17 SEPTEMBER 2021

Empowering Women Talk, online panel talk with Susie Allanson, Lizzie O'Shea, Hugh de Kretser, and Santilla Chingaibe

22 JULY 2021

CyberSmart Women: Legal options for dealing with online harassment, online launch with Maria Chetcuti, Lauren Callaway, Tess Chappell, Sophie Parsons, Caitlin McGrane, and Mariam Veiszadeh

13 APRIL 2022

VWT x Thrive By Five - What can childcare reform deliver for women and children?, online panel talk with Angela Jackson, Nyadol Nyuon, Jacqueline Emery, and Jay Weatherill

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.

Media

<p>6 JULY 2021</p> <p>Once parental leave was contentious; now menstrual leave policies provoke debate, <i>Newsroom</i></p>	
<p>20 OCTOBER 2021</p> <p>Australia Offering Payments to Help Victims Get Out of Abusive Relationships as Part of \$484 Million Package, <i>Complex</i></p>	<p>22 SEPTEMBER 2021</p> <p>This Podcasts Asks The Hard Questions About Domestic Abuse, <i>Women's Health Australia</i></p>
<p>28 JANUARY 2022</p> <p>Mary Crooks and Alana Johnson talk kitchen table conversations with Margo Kingston on Transit Zone, <i>No FIBS Independents Day</i></p>	<p>6 JANUARY 2022</p> <p>Community rising from the table: #CowperVotes calls for candidates, <i>No FIBS Independents Day</i></p>
<p>7 MARCH 2022</p> <p>New research asked government insiders how to fix gender discrimination in Australia - this is what they said, <i>The Conversation</i></p>	<p>24 FEBRUARY 2022</p> <p>Liberty Victoria's Rights Advocacy Project Calls for a Policy of Equality: Menstrual Leave and Flexible Working Arrangements for All, <i>Liberty Victoria</i></p>
<p>29 APRIL 2022</p> <p>Could 'menstrual leave' change the workplace?, <i>BBC News</i></p>	<p>8 MARCH 2022</p> <p>Leadership programs to address lack of diverse female leaders, <i>Sydney Morning Herald</i></p>
<p>21 MAY 2022</p> <p>Louise Hislop on Kitchen Table Conversations and its community building methodology, <i>No FIBS Independents Day</i></p>	<p>13 MAY 2022</p> <p>Spain could soon allow women to take paid menstrual leave from work. Here's why some women are opposing it, <i>7 News</i></p>
<p>2 JUNE 2022</p> <p>Could Australia follow Spain by introducing national menstrual leave?, <i>Sydney Morning Herald</i></p>	<p>Quiet fury is simmering among women as 8 matters for gender equality published, <i>Women's Agenda</i></p>
<p>Should Australia introduce menstrual leave? Yes, but we need other period-friendly policies as well, <i>The Conversation</i></p>	<p>23 MAY 2022</p> <p>Paid menstrual leave for workers could be on the way in Spain. Should Canada do the same?, <i>Toronto Star</i></p>

Speaking Engagements

Mary Crooks AO (Executive Director, VWT)
appeared at:

29 JULY 2021

Enough: In the National Interest, Moderated Readings online event with Jill Hennessy, Jenny Macklin, Kate Thwaites, and Kate Fitzgibbon

15 SEPTEMBER 2021

Online presentation about Rosie, SW Accounting and Advisors

16 SEPTEMBER 2021

Strong Female Lead, online panel event, Community Independents Group

18 OCTOBER 2021

Giving Voice to Menopause, film launch, State Library of Victoria

10 NOVEMBER 2021

Presenter for the **SW Accounting and Advisors** webinar on Water and Agribusiness

21 NOVEMBER 2021

Guest speaker at the opening of **Bridget Foley's solo pottery exhibition**, Bendigo Pottery

23 MARCH 2022

Equals Now—Share the Load, Share the Power, Share the Benefits, Keynote speech for the 50/50 Symposium



Trust Journal

2021

JULY 2021

'CyberSmart Women: Legal options for dealing with online harassment',
Caitlin McGrane

AUGUST 2021

'Georgina Savage on making The Trap',
Georgina Savage

'Elite allies-in-training: raising the bar to strive for gender equality',
Mel Hoffman

SEPTEMBER 2021

'Watch: Empowering Women Talk', VWT

OCTOBER 2021

'The shape and sound of sexism in Australian politics', Tosca Looby

'Get Red-y: Improving Victoria's Menstrual Education', Georgia Shepherd

NOVEMBER 2021

'Watch: Strong Female Lead Talk', VWT

'Becoming a good enough parent',
Rachael Imam

DECEMBER 2021

'women's work', Maxine Beneba Clarke

2022

MARCH 2022

'The Making of Giving Voice to Menopause',
Libby Chow

'Introducing Matters That Count', VWT

'Matters That Count: Alex Collins on Wage Justice', Alex Collins

'Hermine Burns' Feminist Poetry Reading List', VWT

APRIL 2022

'Matters That Count: Dr Will Steffen on Climate Action', Dr Will Steffen

'Watch: VWT x Thrive By Five – What can childcare reform deliver for women and children,' VWT

'Matters That Count: What to do when you get The Great Brush Off?', VWT

'Matters That Count: Jacqueline Emery on Affordable Childcare for All Families',
Jacqueline Emery

MAY 2022

'Lucia Osborne-Crowley on the importance of trauma-informed care', Lucia Osborne-Crowley

JUNE 2022

'What this new political era means for women', Mary Crooks AO

Our team



Rosie Editor
Maki Morita



Major Projects &
Initiatives Officer
Leah McPherson



Manager,
Club Respect
Tarik Bayrakli



PA to Executive Director
& Administration Officer
Lieu Le



Board Executive
Support
Janice Powell



Accounting Officer
Gillian Barnes



Program Manager,
Rural Women Online
Bronwyn Johnson



Communications
Manager (maternity
leave position)
Lucy Ballantyne



Communications
Officer
Rachael Hambleton



AO Executive
Director
Mary Crooks AO



Communications Officer
(on maternity leave)
Rachael Imam



Finance Manager
& IT Co-ordinator
Wilfredo Zelada



Communications
Officer (maternity
leave position)
Sala Goma



Project Support
Officer
Jess Dugdale-Walker



Project Officer, Rural
Women Online
Lily Mooney



Communications
Manager (returned
from maternity leave)
Ally Oliver-Perham

Koorie Women Mean Business



2021-2022 Project: Exhale

Koorie Women Mean Business (KWMB) and VWT have been proudly in partnership for over thirty years, sharing an office space and collaborating on policies and events.

In 2021-22, KWMB conducted some research to support the *Inquiry into Economic Equity for Victorian Women* for the Department of Treasury and Finance (DTF). DTF will make practical policy recommendations to the Victorian Government to redress forms of systemic disadvantage and inequalities.

A particular focus of the inquiry is to assess the impact of intersecting and compounding forms of discrimination and disadvantage that may be experienced by particular cohorts of women including Aboriginal and/or Torres Strait Islander women, as well as women who identify as LGBTQIA+; culturally and linguistically diverse people; single mothers; women across the generations, in particular elderly women; women with disability; women experiencing family violence; and women from rural and regional areas.

Thanks to a grant from the National Indigenous Australian Agency, KWMB employed Jaynaya Winmar (Project Manager) and Soffi Mara (Social Media Officer) as part of Exhale, a targeted Aboriginal women in business project.

Exhale supports and focuses on Aboriginal women and girls' cottage industry/side hustle, with an emphasis on transiting to digital. In August, KWMB launched a series of digital Exhale business seminars and pop-ups.

These events created strong networks of Aboriginal women's cottage-to-small businesses looking at entering the local marketplace. The Exhale team undertook an audit of each business, the results of which highlighted the complex impacts of the COVID-19 pandemic on their clients:

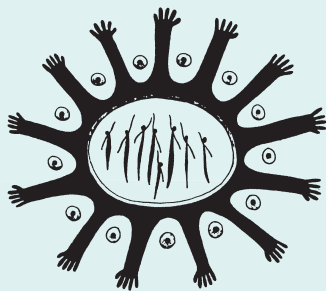
- **Increased anxiety and isolation:** consistent with local and global research, women experienced higher levels of anxiety and isolation during the pandemic
- **Loss of business:** most were impacted in relation to income, business, and workforce relationships
- **Increase in business:** some were 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; many found these responsibilities increase during the pandemic

During 2021-22, Exhale team Soffi and Jaynaya offered support to clients around these issues in a number of ways, including Dial-An-Aunty, a hotline specifically for Aboriginal women in business in need of advice and community.

“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.”



**Aboriginal Women’s Leadership Program:
Elevating Connections, Healing Ourselves (ECHO)**

During 2020, the Victorian Government worked with Aboriginal and Torres Strait Islander women from across Victoria to co-design a culturally safe and community-led leadership program for Aboriginal and Torres Strait Islander women in Victoria. The Office for Women engaged Karen Milward Consulting Services to lead the Project development. KWMB Executive Director Leanne Miller chaired the Aboriginal Women’s Leadership Program advisory committee.

In 2021, 25 women participated in the course co-design and a pilot program named Elevating Connection, Healing Ourselves (ECHO).

ECHO was delivered in various locations around regional Victoria.

→ Read the Victorian Government’s response to the Inquiry into Economic Equity for Victorian Women:
www.vic.gov.au/economic-equity-victorian-women-inquiry



Our Board



Dr Cate Banks



Nicky Friedman



Nadina Brockhurst



Duré Dara OAM



Christine Gordon



Kellie Hewson



Mary Crooks AO



Rana Hussain



Alana Johnson AM



Leanne Miller



Sheree Rubinstein



Leena van Deventer

Dr Cate Banks

Member, Grants Committee

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 coal face 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).

Nicky Friedman

Deputy Chair; Chair, Grants Committee; Member, Finance, Audit, Risk and Investment Committee

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 Deputy Chair of pro bono clearinghouse Justice Connect. Nicky has a background in social justice work and law.

Kellie Hewson

Chair, Recruitment Committee

Kellie is a passionate HR professional with over 15 years experience in the engineering, not for profit and consulting industries. As a strong collaborator, Kellie maintains relationships with key stakeholders and drives positive cultural change in her areas of passion of inclusion and gender equity in her role as volunteer and HR professional. Kellie was a participant of the Observership program before joining the VWT Board. Kellie has a Bachelor of Commerce (HR) (Deakin University) and a Masters of Business Administration (The University of Melbourne).

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.

Rana Hussain

Member, Grants Committee

Rana Hussain is an Inclusion & Belonging leader making important inroads into Australian sporting culture, media culture and the community at large. One of a handful of women of colour working in sports administration and media, Rana is a pioneer and a passionate advocate for social inclusion, cultivating belonging and reducing discrimination. Rana's driving passion is to foster a sense of belonging and connection, particularly for those who feel on the margins of society. This has led Rana to zero in on the spheres of sport, media and organisational culture. Rana has worked in sports administration for several years, developing culture, inclusion and promoting diversity. She is also a regular commentator in the media, and has

spent several years podcasting, presenting and broadcasting with the ABC. While applied empathy, critical thinking and inclusive leadership are Rana's superpowers, her seven year old daughter is her favourite and best part of her life and work.

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.

Duré Dara OAM

Board Member

Equality for women, indigenous people and environmental sustainability are issues high on Duré's agenda. Duré worked in youth welfare before focusing on music and developing restaurant ventures. She was the first woman president of the Victorian Restaurant and Caterers Association. Duré is Indian by race, Malaysian by birth and a citizen of Australia by choice. She studied Social Work at Melbourne University and joined the Youth Welfare Division as a case worker. Duré received an Order of Australia Medal in 1997 for services to the community and promotional and fundraising activities for women's groups. In addition to this she received the Vida Goldstein Award for Excellence, and made the Inaugural Women's Honour Roll in 2001.

Christine Gordon

Member, Grants Committee

Christine is the Community Engagement and Programming Manager for Readings. 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, the Readings Foundation, 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.

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

Member, Recruitment Committee

Leanne is a member of the Dhulanyagen Ulupna Clan, Yorta Yorta nation. 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. In 2019, Leanne was elected as the North East Region representative to the First People's Assembly of Victoria. In 2020, she became a Senior Atlantic Fellow for Social Equit, and was selected as Chairperson of the Aboriginal Women's Leadership program Advisory Group by the Minister for the Office of Women. In 2021, Leanne was appointed to the Ministerial Taskforce on Workplace Sexual Harassment. A recipient of four UN Fellowships in New York and Geneva, Leanne was selected as the community representative, Australian Government delegation to the 54th Session on the Commission on the Status of Women, United Nations, New York.

Sheree Rubinstein

Member, Grants Committee

Former corporate lawyer turned entrepreneur 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 is affectionately known as the "Queen of Community" and has been well recognised for her efforts in supporting and mentoring women in business. She is a 2022 Finalist in 3 categories for AusMumpreneur, 2022 Finalist for the Outstanding Leadership Awards in the Entrepreneur/Startup Leader of the Year category, recognised as an AFR 100 Women of Influence 2018, a Finalist in the Leadership Category for Telstra Business Women's Awards 2017 and was awarded the 2016 Victorian Young Achiever in the Leadership Category.

Leena van Deventer

Chair, Board Policies Committee

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 Award⁶ 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 in 2019 with a Masters in Arts Management.

Financials

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 2022

	2022 \$	2021 \$
REVENUE	440,116	357,117
Other income	43,906	35,635
Interest revenue	41	469
Employee benefits expense	(170,521)	(128,573)
Depreciation and amortisation expense	(112,972)	(179,680)
Occupancy expense	(4,440)	(1,039)
Printing and stationery expense	(2,216)	(2,145)
Marketing and merchandise expense	(129,811)	(40,516)
Other expenses	(21,898)	(2,165)
Finance costs	(1,411)	(6,676)
PROFIT FOR THE YEAR ATTRIBUTABLE TO THE MEMBERS OF VICTORIAN WOMEN'S TRUST LTD	40,794	32,427
Other comprehensive income for the year	-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR ATTRIBUTABLE TO THE MEMBERS OF VICTORIAN WOMEN'S TRUST LTD	40,794	32,427

STATEMENT OF FINANCIAL POSITION

As at 30 June 2022

	2022 \$	2021 \$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	265,574	310,065
Trade and other receivables	506,157	466,155
Other	4,469	9,871
TOTAL CURRENT ASSETS	776,200	786,091
NON-CURRENT ASSETS		
Property, plant and equipment	40,877	41,457
Right-of-use assets	-	94,878
Total non-current assets	40,877	136,335
TOTAL ASSETS	817,077	922,426
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	90,501	94,068
Lease liabilities	-	140,751
Employee benefits	274,987	275,735
Other	30,949	30,000
TOTAL CURRENT LIABILITIES	396,437	540,554
NON-CURRENT LIABILITIES		
Employee benefits	21,655	23,681
Total non-current liabilities	21,655	23,681
Total liabilities	418,092	564,235
NET ASSETS	398,985	358,191
EQUITY		
Issued capital	12	12
Reserves	385,043	330,822
Accumulated funds	13,930	27,357
TOTAL EQUITY	398,985	358,191

SUMMARY STATEMENT OF CHANGES IN EQUITY

For the year ended 30 June 2022

	Issued capital \$	Capital reserves \$	Accumulated funds \$	Operating fund \$	Total equity \$
BALANCE AT 1 JULY 2021	12	330,822	27,357	-	358,191
Profit for the year	-	-	-	40,794	40,794
Other comprehensive income for the year	-	-	-	-	-
Total comprehensive income for the year	-	-	-	40,794	40,794
Transfer between funds	-	54,221	(13,427)	(40,794)	-
BALANCE AT 30 JUNE 2022	12	385,043	13,930	-	398,985

STATEMENT OF CASH FLOWS

For the year ended 30 June 2022

	2022 \$	2021 \$
CASH FLOWS FROM OPERATING ACTIVITIES		
Interest received	41	469
Operating revenue received	464,136	497,506
Interest and other finance costs paid	(1,411)	(6,676)
Payments to suppliers and employees (inclusive of GST)	(329,825)	(221,040)
Net cash from operating activities	132,941	270,259
CASH FLOWS FROM INVESTING ACTIVITIES		
Payments for property, plant and equipment	(17,514)	(16,705)
Net cash used in investing activities	(17,514)	(16,705)
CASH FLOWS FROM FINANCING ACTIVITIES		
Repayment of loan due from/(loan to) other related parties	(19,167)	(389,963)
Repayment of lease liabilities	(140,751)	(125,658)
Net cash from/(used in) financing activities	(159,918)	(515,621)
Net increase/(decrease) in cash and cash equivalents	(44,491)	(262,067)
Cash and cash equivalents at the beginning of the financial year	310,065	572,132
CASH AND CASH EQUIVALENTS AT THE END OF THE FINANCIAL YEAR	265,574	310,065



REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS TO THE MEMBERS OF VICTORIAN WOMEN'S TRUST LIMITED

The accompanying summary financial statements, which comprise the summary statement of financial position as at 30 June 2022, the summary statement of comprehensive income, summary statement of changes in equity and summary cash flow statement for the year then ended are derived from the audited financial report of Victorian Women's Trust Limited for the year ended 30 June 2022. We expressed an unmodified audit opinion on that financial report in our report dated 23 November 2022. That financial report, and the summary financial statements, do not reflect the effects of events that occurred subsequent to the date of our report on that financial report.

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

Director's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of a summary of the audited financial report.

Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.

Opinion

In our opinion, the summary financial statements derived from the audited financial report of Victorian Women's Trust Limited for the year ended 30 June 2022 are consistent, in all material respects, with that audited financial report.

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

LOREN DATT
Audit Partner

Signed at Melbourne on the 8 December 2022

Liability limited by a scheme approved under Professional Standards Legislation

Lowe Lippmann
Chartered Accountants
& Business Advisors

Business name licensed to
Lowe Lippmann Pty Ltd
ACN 074 625 371

Level 7
616 St Kilda Road
Melbourne Vic 3004
Australia

T +613 9525 3777
lowelippmann.com.au

PO Box 130
St Kilda Vic 3182
Australia

Partners

Joseph Franck	Mark Saltzman
Danny Lustig	Joseph Kalb
Gideon Rathner	Daniel Franck
Loren Datt	Richard Horvath



Liability limited by a scheme
approved under Professional
Standards legislation

Dugdale Trust for Women & Girls

ABN 20 006 403 256

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the year ended 30 June 2022

	2022 \$	2021 \$
REVENUE		
Other income	2,593,275	501,711
Interest revenue	-	249,445
	69	780
EXPENSES		
Occupancy expense	(95,486)	(117,160)
Printing and stationery expense	(15,044)	(14,400)
Employee benefits expense	(935,762)	(928,966)
Marketing and merchandise expense	(213,095)	(158,531)
Management fees	(75,000)	(75,000)
Other expenses	(108,849)	(89,388)
Finance costs	(11,239)	-
SURPLUS/(DEFICIT) FOR THE YEAR ATTRIBUTABLE TO THE BENEFICIARIES OF DUGDALE TRUST FOR WOMEN AND GIRLS	1,138,869	(631,509)
Other comprehensive income for the year	-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR ATTRIBUTABLE TO THE BENEFICIARIES OF DUGDALE TRUST FOR WOMEN AND GIRLS	1,138,869	(631,509)

SUMMARY STATEMENT OF FINANCIAL POSITION

For the year ended 30 June 2022

	2022 \$	2021 \$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	214,500	121,660
Trade and other receivables	35,276	12,347
Other	3,468	6,768
TOTAL CURRENT ASSETS	253,244	140,775
TOTAL NON-CURRENT ASSETS		
Property, plant and equipment	1,603,907	-
Total non-current assets	1,603,907	-
TOTAL ASSETS	1,857,151	140,775
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	468,330	267,024
Borrowings	300,000	-
Other	76,201	-
Total current liabilities	844,531	267,024
TOTAL LIABILITIES	844,531	267,024
NET ASSETS/(LIABILITIES)	1,012,620	(126,249)
EQUITY		
Settled capital	100	100
Reserves	105,759	104,390
Accumulated deficits	906,761	(230,739)
TOTAL EQUITY/(DEFICIENCY)	1,012,620	(126,249)

SUMMARY STATEMENT OF CHANGES IN EQUITY

Capital Reserve

For the year ended 30 June 2022

	Settled capital \$	Public Sub- Fund \$	Public Fund \$	Operating fund \$	Total equity \$
BALANCE AT 1 JULY 2021	100	104,390	-	(230,739)	(126,249)
Surplus for the year	-	-	-	1,138,869	1,138,869
Other comprehensive income for the year	-	-	-	-	-
Total comprehensive income for the year	-	-	-	1,138,869	1,138,869
Transfer between funds	-	1,369	-	(1,369)	-
BALANCE AT 30 JUNE 2022	100	105,759	-	906,761	1,012,620

STATEMENT OF CASH FLOWS

For the year ended 30 June 2022

	2022 \$	2021 \$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	2,646,547	475,277
Payments to supplier and employees	(1,249,869)	(1,166,312)
Interest received	69	780
COVID government stimulus	-	249,445
Net cash from operating activities	1,396,747	(440,810)
CASH FLOWS FROM INVESTING ACTIVITIES		
Payments for property, plant and equipment	(1,603,907)	-
Net cash used in investing activities	(1,603,907)	-
CASH FLOWS FROM FINANCING ACTIVITIES		
Proceeds from borrowings	300,000	-
Net cash from financing activities	300,000	-
Net increase/(decrease) in cash and cash equivalents	92,840	(440,810)
Cash and cash equivalents at the beginning of the financial year	121,660	562,470
CASH AND CASH EQUIVALENTS AT THE END OF THE FINANCIAL YEAR	214,500	121,660



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 2022, 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 2022. We expressed an unmodified audit opinion on that financial report in our report dated 9 November 2022. 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 2022 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 8 December 2022

Liability limited by a scheme approved under Professional Standards Legislation

Lowe Lippmann
Chartered Accountants
& Business Advisors

Business name licensed to
Lowe Lippmann Pty Ltd
ACN 074 625 371

Level 7
616 St Kilda Road
Melbourne Vic 3004
Australia

T +613 9525 3777
lowelippmann.com.au

PO Box 130
St Kilda Vic 3182
Australia

Partners

Joseph Franck	Mark Saltzman
Danny Lustig	Joseph Kalb
Gideon Rathner	Daniel Franck
Loren Datt	Richard Horvath



Liability limited by a scheme
approved under Professional
Standards legislation

Victorian Women's Benevolent Trust

ABN 20 006 403 256

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENTS OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the year ended 30 June 2022

	Consolidated		Parent	
	2022 \$	2021 \$	2022 \$	2021 \$
REVENUE	3,172,185	1,704,176	383,543	995,349
Other income	-	369,927	-	84,847
Interest revenue	612	2,458	503	1,210
EXPENSES				
Corporate and administration expense	(5,927)	(4,890)	(5,927)	(4,890)
Grant expense	(98,034)	(194,291)	(150,030)	(194,291)
Employee benefits expense	(1,312,929)	(1,441,822)	(206,646)	(384,283)
Occupancy expenses	(35,138)	(121,617)	(21,871)	(3,418)
Depreciation and amortisation expense	(112,972)	(179,681)	-	-
Printing and stationary expenses	(21,720)	(20,859)	(4,461)	(4,313)
Marketing and merchandise expense	(355,632)	(211,397)	(12,726)	(12,350)
Loss on investments	(392,681)	-	(392,681)	-
Other expenses	(170,523)	(129,304)	(114,774)	(112,754)
Finance costs	(12,650)	(6,676)	-	-
Surplus/(deficit) for the year	654,591	(233,976)	(525,070)	365,107
Other comprehensive income for the year	-	-	-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	654,591	(233,976)	(525,070)	365,107

SUMMARY STATEMENTS OF FINANCIAL POSITION

As at 30 June 2022

	Consolidated		Parent	
	2022 \$	2021 \$	2022 \$	2021 \$
ASSETS				
CURRENT ASSETS				
Cash and cash equivalents	1,073,337	1,255,416	593,269	823,692
Trade and other receivables	124,910	88,121	66,792	73,769
Inventories	3,468	6,768	-	-
Financial assets at fair value through profit or loss	2,249,526	2,689,146	2,249,526	2,689,146
Other	4,469	9,871	-	-
TOTAL CURRENT ASSETS	3,455,710	4,049,322	2,909,587	3,586,607
NON-CURRENT ASSETS				
Property, plant and equipment	1,644,784	41,457	-	-
Right-of-use assets	-	94,878	-	-
Total non-current assets	1,644,784	136,335	-	-
TOTAL ASSETS	5,100,494	4,185,657	2,909,587	3,586,607
LIABILITIES				
CURRENT LIABILITIES				
Trade and other payables	125,947	99,324	50,431	202,381
Lease liabilities	-	140,752	-	-
Employee benefits	274,987	275,735	-	-
Other	107,149	30,000	-	-
Borrowings	300,000	-	-	-
TOTAL CURRENT LIABILITIES	808,083	545,811	50,431	202,381
NON-CURRENT LIABILITIES				
Employee benefits	21,655	23,681	-	-
Total non-current liabilities	21,655	23,681	-	-
Total liabilities	829,738	569,492	50,431	202,381
NET ASSETS	4,270,756	3,616,165	2,859,156	3,384,226
EQUITY				
Settlement capital	1,000	1,000	1,000	1,000

	Consolidated		Parent	
	2022 \$	2021 \$	2022 \$	2021 \$
ASSETS				
Reserves	385,055	330,833	-	-
Accumulated funds	3,884,701	3,284,332	2,858,156	3,383,226
TOTAL EQUITY	4,270,756	3,616,165	2,859,156	3,384,226

SUMMARY STATEMENTS OF CHANGES IN EQUITY

For the year ended 30 June 2022

CONSOLIDATED	Issued capital \$	Capital reserves \$	Accumulated funds \$	Total equity \$
BALANCE AT 1 JULY 2021	1,000	330,833	3,284,332	3,616,165
Surplus for the year	-	-	654,591	654,591
Other comprehensive income for the year	-	-	-	-
Total comprehensive income for the year	-	-	654,591	654,591
Transfers	-	54,222	(54,222)	-
BALANCE AT 30 JUNE 2022	1,000	385,055	3,884,701	4,270,756

PARENT	Issued capital \$	Accumulated funds \$	Total equity \$
BALANCE AT 1 JULY 2021	1,000	3,383,226	3,384,226
Deficit for the year	-	(525,070)	(525,070)
Other comprehensive income for the year	-	-	-
Total comprehensive income for the year	-	(525,070)	(525,070)
BALANCE AT 30 JUNE 2022	1,000	2,858,156	2,859,156

SUMMARY STATEMENTS OF CASH FLOWS

For the year ended 30 June 2022

	Consolidated		Parent	
	2022 \$	2021 \$	2022 \$	2021 \$
CASH FLOWS FROM OPERATING ACTIVITIES				
Interest and other finance costs paid	(12,650)	(6,465)	-	-
Receipts from operations	3,735,945	1,790,850	373,920	738,178
Payments to suppliers and employees	(2,409,318)	(1,991,239)	(367,146)	(558,443)
Interest received	612	2,458	503	1,210
Grants paid	(98,034)	(194,291)	(150,030)	(194,291)
Net cash from/(used in) operating activities	1,216,555	(398,687)	(142,753)	(13,346)
CASH FLOWS FROM INVESTING ACTIVITIES				
Payments for property, plant and equipment	(1,621,421)	(16,705)	-	-
Net disposals/acquisitions/valuations JB Were investment portfolio	63,539	29,358	63,539	29,358
Net cash from investing activities	(1,557,882)	12,653	63,539	29,358
CASH FLOWS FROM FINANCING ACTIVITIES				
Proceeds from borrowings	300,000	-	-	-
Repayment of lease liabilities	(140,752)	(125,658)	-	-
Net movement on related party loans	-	-	(151,209)	175,173
Net cash from/(used in) financing activities	159,248	(125,658)	(151,209)	175,173
Net increase/(decrease) in cash and cash equivalents	(182,079)	(511,692)	(230,423)	191,185
Cash and cash equivalents at the beginning of the financial year	1,255,416	1,767,108	823,692	632,507
CASH AND CASH EQUIVALENTS AT THE END OF THE FINANCIAL YEAR	1,073,337	1,255,416	593,269	823,692



REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS TO THE MEMBERS OF VICTORIAN WOMEN'S BENEVOLENT TRUST

The accompanying summary financial statements, which comprise the summary statements of financial position as at 30 June 2022, the summary statements of comprehensive income, summary statements of changes in equity and summary cash flow statements for the year then ended are derived from the audited financial report of Victorian Women's Benevolent Trust for the year ended 30 June 2022. We expressed an unmodified audit opinion on that financial report in our report dated 23 November 2022. That financial report, and the summary financial statements, do not reflect the effects of events that occurred subsequent to the date of our report on that financial report.

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

Director's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of a summary of the audited financial report.

Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.

Opinion

In our opinion, the summary financial statements derived from the audited financial report of Victorian Women's Benevolent Trust for the year ended 30 June 2022 are consistent, in all material respects, with that audited financial report.

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

LOREN DATT
Audit Partner

Signed at Melbourne on the 8 December 2022

Liability limited by a scheme approved under Professional Standards Legislation

Lowe Lippmann
Chartered Accountants
& Business Advisors

Business name licensed to
Lowe Lippmann Pty Ltd
ACN 074 625 371

Level 7
616 St Kilda Road
Melbourne Vic 3004
Australia

T +613 9525 3777
lowelippmann.com.au

PO Box 130
St Kilda Vic 3182
Australia

Partners

Joseph Franck	Mark Saltzman
Danny Lustig	Joseph Kalb
Gideon Rathner	Daniel Franck
Loren Datt	Richard Horvath



Liability limited by a scheme
approved under Professional
Standards legislation

Heartfelt Thanks

THE DUGDALE TRUST FOR WOMEN & GIRLS

Australian Philanthropic Services
Foundation Community
Enterprise Foundation
Equal Research Pty Ltd
Leadership Victoria
Spicers Australia Pty Ltd
The Eirene Lucas Foundation
The Wood Foundation
Victorian Women's
Benevolent Trust
Dilys Anderson
Brooke Andrew
Lee Archinal
Patrick Ashkettle
Joanna Baevski
Melanie Baker
Kerry Biddington
Olga Black
Margaret Blair
Robyn Boulter
Jennifer Bourke
Jan Boynton
Nan Brown
Burge Burge
Marjorie Button
Barbara Cameron
Peter Cassidy
Helen Clarke
Mary-Ann Cohn
Kelly Coleiro
Rosie Collins
Dorothy Davies
Susan Davis
Anne Dawson
Errol Day
Moya Dickson
Doolan Doolan
Louise Dorrat
Breeana Dunbar
Susan Fallaw
Karen Fehring
Prof Ruth Fincher
Susan Flight
Robyn French
Rosemary Geer
Carolyn Graham

Julia Griffith
Kerry Hall
Susan Hanrahan
Kylie Heine
Rosalind Hinde
The Hon. Elizabeth Hollingworth
Dr Pat Horan
Hilary Irwin
Barbara Jennings
Susan Jones
Jon Kang
Irene Kearsey
Maeve Kennedy
Prof Marilyn Lake
Lieu Le
Robyn Lipshut
Vita Lo Presti
Dr Marian Maddern
Janet Matton
Liz McAloon
Sue McCready
Shauna McGreevy
Pam McLeod
Janet McMenamin
Pauline Middleton
Teisha Miller
Marc Mirabelles
Ann Morrow
Frances Murrell & David Leece
Prof Marcia Neave AO
Bridget Noonan
Anne O'Donovan AO
Elizabeth O'Keeffe
Jane Osborne
Virginia Parker
Indrani Perera
Elizabeth Reid
Ruth & Ralph Renard
James Rose
Tania Rose
Sheree Rubinstein
Prof Lynne Selwood
Susan Selwyn
Erin Soutter
Lesley Tan
Jenny Tatchell
Emma Tennent
Florent Thivillier
Dylan Turner

Leena van Deventer
Elizabeth Walpole
Geoff Walsh
Georgie Waters
Alicia White
Fiona Wilson
Margaret Young
Ana Concepcion Zelada

VICTORIAN WOMEN'S TRUST LTD

City of Darebin
Helen Macpherson Smith Trust
Dr Susie Allanson
Binari Almeida
Dilys Anderson
Fred Bonaventura
Amber Bonney
Therese Bramble
Elizabeth Bromham
Dr Barbara Burge
Marie Callaghan
Helen Cieri
Dr Fiona Cochrane
Craig Comrie
Dr Loz Corrie
Donna de Zwart
Anne Paul
Meg Paul
Mary Dean
Claire Duffy
Breeana Dunbar
Gabrielle Eisen
Lucy Fallon
Pippa Griffith
Maxine Gross
Angela Hamilton-Smith
Kellie Hewson
Sue Howard
Steven Howland
Hilary Irwin
Jenny K
Ellen Koshland
Karen Large
Kate Lempriere
Iris Leslie
John Lorkin
Gaye Mason
Vanessa Mayanja

Moyra McAllister
 Natalie McIntosh
 Barbara McKellar
 Frances Medina
 Toni Meek
 Dr Natalie Moore
 Joan Morgan
 Marita Onn
 Ruth Renard
 Clare Riddoch
 Pam Robinson AM
 Patricia Salkin
 Susan Shore
 Jillian and Harry Sokol
 Jenny Vaughan
 Lesley Vick
 Rosalind Wallis
 Dr Pamela Williams OAM
 Cathie Wills
 John Wood
 Kaye Wright

VICTORIAN WOMEN'S BENEVOLENT TRUST

Laurie Bebbington
 Margaret Blair
 Robyn Boulter
 Jan Boyce
 Barbara Cameron
 Penny Campton
 Carolyne Cohn
 Joan Creati
 Catherine Davitt
 Mary Dean
 Ruth Dunn
 Juliet Evans
 Jane Ezard
 Lara Finlayson
 Susan Flight
 Pat Fraser-Aurisch
 Carolyn Graham
 Gail Greateorex
 Carly Holm
 Margret Holmes
 Carolyn Hutchens
 Amanda Jones and Barbara Horn
 Rosemary Kelly
 Leonie Koadlow

Anne Lewis
 Glenda Logan
 Elizabeth MacKenzie
 Christine Mathieson
 Moyra McAllister
 Julie McCormack
 Pamela McLure
 Alison McNicol-Smith
 Toni Meek
 Victoria Millar-Wise
 Anne Miller
 Colleen Morris
 Wendy Morris
 Maranne O'Neill
 Susan Peterson
 Laura Placella
 Victoria Ponsford
 Katherine Rechtman
 Clare Riddoch
 Caroline Rose
 Val Sarah AM, DJSJ
 Wendy Vanags
 Mary Voice
 Rosalind Wallis
 Elizabeth Walpole
 Alicia White
 Kerre Ann Willsher, PhD
 Margaret Young

CHRIS FRIDAY SUB FUND

Lorraine Sinderberry

EQUAL FUTURES ENDOWMENT FUND

Eve and Frank Mahlab AO

FAY MARLES SUB FUND

Janice Cheng
 Matthew Lee
 Victoria Marles

FLEUR SPITZER SUB-FUND

Caroline Stacey
 Jan Webster & Sue Peterson Sub Fund
 Maria Chetcuti

Leslie Schachte
 Jean McCaughey Sub Fund
 Hon Candy Broad MLC
 Gina Pederick
 Susan Sandford
 Joan Hudson Sub Fund
 Anne Paul

PRUE MYER SUB FUND

Joanna Baevski

NANCYE & JOHN CAIN SUB FUND

Nancye Cain

RUTH OWENS & KEVIN LYNCH SUB FUND

Leesa Cowan
 Heidi Lynch

ROBYN MASON SUB FUND

Sally Landman
 Pauline Rockman

SUPRIYA SINGH SUB FUND

Karen Flaherty
 Kam Waraich

UNION OF AUSTRALIAN WOMEN SUB FUND

Sarah Brasch
 Carolyn Crowe
 Anne Dawson
 France Henger
 Janice Kealey
 Glenda Logan
 Louise O'Bryan
 Dr Ximena Tolosa
 Margaret Waddington
 ZONTA International-Governor
 District 23

Acknowledgements

We have many *wonderful people* to thank for supporting us in a range of ways:

Firstly, we owe our donors a great debt of gratitude for enabling us to do the work, day in and day out. A warm thank you also to our Board for providing support and guidance.

We thank Melbourne Storm and the Arts Centre Melbourne for developing ideas and action around gender equality. Alice Macdougall at Herbert Smith Freehills provided her unstinting, quality advice.

Illustration Elin Matilda



We have benefited from the tech team at Squareweave, as well as our in-house IT support, George Egan.

We also thank Lauren Crystal and her crew at Your Creative for their generous and swift pro bono work for our Matters that Count initiative. And thank you to our superb photographer, Breeana Dunbar, as well as our graphic designer Emma Winton, and illustrator Elin Matilda.

Across the office in 2021-22, we benefited from the great support of a small band of volunteers and student Interns – Anne Lewis, Hilary Irwin, Robyn French, Jess Dugdale-Walker, Ruth Fincher, Meg Young, Lily Mooney and Posy McCaughey.

The purchase, design and shift to our new home was an exciting venture from the time of purchase to occupancy. We are indebted to Hilary Irwin for her vision and generosity in helping us buy a permanent home for VWT.

Will Lo Guidice helped us negotiate with the vendors. Siren Design's Nicole Pollack, Emily Rolls provided a fabulous architectural touch. SHAPE's Michael Buddee, Cassandra Lloyd, Rob Linekar, Esther Hoang-Le put in an extraordinary effort to fit out the new premises within a relatively



short time. Thomas Consulting Group's Gino Thomas, Connie Stivala helped with the technical services role. And Damian Bonnice, President Body Corporate Affinity Building, has made us very welcome and helped with us on many practical fronts.

Finally, we thank our auditors – Kim Tan, Loren Datt and Justin Lloyd from Lowe Lippman for their auditing diligence, particularly under a more demanding COVID environment.



@VicWomensTrust

VISIT 137a Queens Parade, Wurundjeri Country,
Clifton Hill, VIC 3069

(03) 9642 0422

women@vwt.org.au

www.vwt.org.au