



VICTORIAN
WOMEN'S TRUST

2022–2023 ANNUAL REPORT

Courage & Grace



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 and present.

Annual Report 2022–23 production team

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Our vision

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

Our purpose

Established by the Victorian Government in 1985 with a gift of 1 million dollars, we help people to *do something* about the gender inequalities that they see and experience every day.

As a small but ambitious gender equality advocate, we take on the biggest feminist challenges of our time and bring about change that is tangible, local and people-led. By inviting others to connect with us and each other, we learn and grow in our feminism together.

Our advocacy work focuses on three high impact areas: economic security; health and safety; and equal representation.

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.

Follow

@VicWomensTrust

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Donate

www.vwt.org.au/donate

COURAGE & GRACE

Cover artwork, *Courage & Grace* by Laura Morellon of Studio Morellon

For our 2022–23 Annual Report, we drew inspiration from three incredible First Nations advocates — Dr Jackie Huggins AO, Prof Marcia Langton AO, and Emily Carter (CEO, Marninwarntikura Fitzroy Women's Resource Centre).

Dr Jackie Huggins AO

Dr Jackie Huggins AM FAHA, a prominent Bidjara and Birri Gubba Juru member, leads Queensland's Treaty/Treaties efforts. A sought-after speaker on Aboriginal issues, she is a renowned historian and author, widely published in Australia and internationally.

Prof Marcia Langton AO

Professor Marcia Langton AO is an anthropologist and geographer. Since 2000 she has held the Foundation Chair of Australian Indigenous Studies at the University of Melbourne. Prof Langton has produced a large body of knowledge in the areas of political and legal anthropology, Indigenous agreements and engagement with the minerals industry, and Indigenous culture and art.

Emily Carter

Emily Carter is a proud Gooniyandi and Kija woman, and CEO of Marninwarntikura Women's Resource Centre (MWRC) in the Fitzroy Valley in Western Australia. MWRC nurtures children and young people to reach their full potential, while strengthening families through the journey of healing from intergenerational and early life trauma, grief and loss. She is passionate about enhancing wellbeing and creating opportunities in her local community.

We were humbled to walk with Indigenous leaders like Jackie, Marcia and Emily (and many others) in campaigning for an Aboriginal and Torres Strait Islander Voice to parliament in the 2023 referendum for constitutional recognition. Learn more on page 13.



The portrait of Jackie, Marcia and Emily featured on the cover was selected to be part of the Queen Vic Women's Centre (QVWC) 'Women Now' 2023 exhibition, and 2024 print calendar.

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EXECUTIVE DIRECTOR'S REPORT

Mary Crooks AO

In May 2022, Prime Minister Albanese announced his government's commitment to hold a referendum to recognise Australia's First Nations people in the constitution and enshrine a Voice to parliament.

It was a stirring moment. For three decades, we had stood shoulder to shoulder with Koorie Women Mean Business. We had held Trust events with Indigenous women leaders including June Oscar AO and Jackie Huggins AM. It was a no-brainer to become involved. We had a tried-and-tested engagement process in the Kitchen Table Conversations model, ideally suited as a campaign contribution.

Informal discussions saw us invited by *From the Heart* to attend a two-day workshop in Brisbane in October. It was exhilarating and productive. Our proposal to bring the Trust's model into the service of Indigenous leadership was welcomed. Together Yes was born. Within weeks, we secured sufficient financial support to start the complex logistics for national roll out. We had amazing volunteers compiling relevant research to support the development of session materials. Our partner agency, *Your Creative*, was working overtime to develop a fully operational website. We were planning the nationwide Community Information meetings. Session materials were being baked carefully, albeit within very tight timelines!

We attended the Yes23 Launch in Adelaide in late February. The campaign principles committed us to:

- Work in solidarity, supporting one another
- Honour culture
- Contest ideas, not people
- Connect with communities
- Ensure safety

By late March we had rolled out our process. By June, we had thousands of group leaders enlisted, bringing many thousands of others together in safe and respectful discussions. The session materials were working well, especially our "deck" of cards exercise depicting the long struggle for Indigenous recognition. Feedback also showed that people were now enthusiastically running with the process, conducting additional conversation groups, and tailoring our materials to suit their needs.

But the other intelligence we were receiving was not so positive – stories of ministers not advocating strongly for the Voice because of hostility from parishioners; and corporates and universities walking back on their enthusiastic support for the referendum proposals. Most of all, the "no" case had already built up a head of steam, with its hardline appeal to base instincts and division. Niki Savva's words from her *Age* piece in March rang in our ears – 'While it is not true to say that every Australian who votes no in the voice referendum is a racist, you can bet your bottom dollar that every racist will vote no.'

It was clear that the ethos of Together, Yes was completely antithetical to the campaign adopted by the "no" camp. Instead of safety and inclusion, we were witnessing division and personal attack. Instead of learning and debating constructively, we read the misinformation, and exaggeration. Instead of bringing people together at a pivotal national moment, for the common good, appeals were being made to base instincts, prejudice, and self-interest.

The referendum had the early promise of being an historic and unifying moment in time.

But there were dark clouds forming.

In this year of frenetic activity, my thanks go to our Chair, Alana Johnson, and full Board for their support; to Trust staff for their talent and dedication to task; and to our wonderful donor and supporter base for enabling us to dare to dream – and do.



Mary Crooks AO Image Breeana Dunbar

CHAIR'S REPORT

Alana Johnson AM

Each and every day we are exposed to a continuous news cycle that draws us in to feeling disillusioned, even defeated, about the state of the world, of our country, our communities, our lives.

Our individual attention has become a commercialised commodity that is vied for with shocking headlines, “gotcha” moments and voyeurism.

Everywhere and every day we are saturated with opinions delivered to us via an ever-expanding range of media platforms. Influencers, politicians, journalists, protesters, experts, conspiracy theorists and angry people all compete for space in the incessant noise field. We are constantly ‘talked at’ in sound bites, opinion pieces, talkback radio and social media posts.

Apparently just about everyone has an opinion on everything and everyone wants their opinion to be heard.

Over the past decades we have made valuable progress in giving people voice, led by courageous people such as Grace Tame, Stella Young and Behrouz Boochani. While recognising there are still many people who remain silenced and unrecognised, there has also been an accompanying cacophony of opinionated voices.

The right to be heard has seemingly brought with it a pervasive self-belief that my view should be heard, that my opinion, no matter how ill-informed, hateful, or destructive, has a place in the public discourse. At its worst this has manifested in a cesspit of social media platforms.

The burgeoning preoccupation with “me” has resulted in increasing division and polarisation, as the motivation to listen, to actively ask about other’s views, to seek to understand their perspective and to contemplate what they have to say is being lost to our society.

Dr Miriam Rose Ungunmerr Baumann AM, former Senior Australian of the year 2021, spoke to us of Dadirri, the Indigenous cultural practice of deep listening. Rather than seeming to listen as we think about what we want to say next and looking for our opportunity to do so, Dadirri is about finding one’s own personal centre of quiet, still awareness and waiting.



Alana Johnson AM Image Breeana Dunbar

In the seminal 1998 Purple Sage Project, the art and practice of listening was the central pillar of the Kitchen Table Conversations (KTC) process designed by VWT. Listening can and does change the world, and such is the collective longing for genuine reciprocal dialogue that KTCs continue to be deployed by communities, electorates, and organisations across the nation.

It was with inspired leadership, commitment, and accumulated capability that the KTC model has become the foundation of Together, Yes: A campaign that Mary Crooks designed in collaboration with First Nations leaders to prepare the nation for the Voice referendum.

While the current epidemic of self-opinion, self-entitlement and self-absorption is the antithesis to vibrant community and to the common good, many things can be true simultaneously. Everywhere we care to look we can find people working for good. These are the people who stare into cataclysm and adversity, who face the intransigence of wicked problems such as violence to women, homelessness, financial insecurity, environmental desecration, poverty and disadvantage, and continue to enact ways to solve them.

These are people who enact their leadership with courage and a sense of civic pride/duty, who care for the people around them, who join collective action, give over their time and skills to community organisations, get involved in politics or be constructive and positive participants in social media.

Inspired leadership is available to all of us. Each day, we can choose to act for the common good and “be the change we want to see happen”. In 1998 the tagline of the Purple Sage Project was *From The Wisdom Of The People – Action For Our Times*. These words remain so relevant for these times, and are calling to us today.

→ To learn more about PURPLE SAGE, the KITCHEN TABLE CONVERSATIONS model, or TOGETHER, YES turn to pages 10–16

TRUST ACTIVISM



Together, Yes campaign postcard

THE POWER OF CONVERSATION

Throughout the decades, the Victorian Women's Trust has championed initiatives that strengthen our civic engagement, inspired by the ways in which women and gender diverse people drive social change. Our **Kitchen Table Conversations** method is a prime example.

Kitchen Table Conversations, created by VWT in the late 1990s, is an evolution of feminist consciousness-raising through 'talking circles', a method that originated in the 1950s and 60s, primarily in North America.

Kitchen Table Conversation™ as led by VWT follows a specific structure:

- People sign up as a Host
- Host invites 4-10 family and friends to join their conversation group
- Conversations are generally held at home, lasting 1-2 hours
- VWT provides all discussion materials
- Host guides the group through the conversation agenda; a scribe records comments
- Notes are sent to VWT for analysis
- Results shared with Hosts and participants, reflecting community opinions

Ultimately, what this process of talking and canvassing issues in a group environment does is provide an outlet for people to voice their opinions and learn from others. It deepens community connections and gives people stronger ownership of solutions.

This process has been so effective, the Victorian Women's Trust has repeated it over a dozen times in a range of settings, from grassroots environmental initiatives, such as **Our Watermark** (2001), to independent political campaigns more commonly known as **Voices for Indi** (2012). In an age of hyper-connectivity online and increasing atomisation of community, in-person conversations still prove to be fertile ground for meaningful social change.



Our Watermark Group Meeting 2001

KITCHEN TABLE CONVERSATIONS 1997–2023

1997

Purple Sage Project

"They called it the Purple Sage Project, an attempt to tap the inchoate unease they believed Victoria was experiencing about the Kennett Revolution. Directed by Ms Crooks, it was to become a massive exercise in participatory democracy... While the Kennett Government scored on economic grounds, it appears to have been brought undone by the development of resistance to threats to communities, especially in the country."

Paul Heinrichs, *The Sunday Age*, 24 October 1999 p.12

Purple Sage marked the inaugural initiative of the Victorian Women's Trust Kitchen Table Conversations process. Frustrated by years of privatisation and government inaction on pressing community needs, Purple Sage aimed to empower citizens, highlighting that their challenges were not individual but systemic. They called for renewed leadership from the Victorian government.

2001

→ **Listening & Learning in Goldstein**
→ **Our Watermark**

2007

CSIRO's **Our Energymark Program**

2012

→ **Federal seat of Indi (Voices for Indi)**

In 2012, frustrated with their elected representative, rural residents in the Indi seat founded **Voices for Indi** to enhance political representation. They employed our Kitchen Table Conversations model to gather public input. Cathy McGowan, backed by **Voices for Indi**, unseated incumbent Sophie Mirabella, breaking the Liberal-Nation Coalition's longstanding hold on the electorate, and becoming the first female independent member for north-east Victoria.

2014

↓
Latrobe Valley First
Victorian seat of Richmond
ACT See-Change

2019

→ **Voices for Cowper**

2016

→ **Good to Great Schools, Cape York**

2021

Voices for the Hunter

2023

↓
The Voice referendum



Purple Sage Working Group 1997

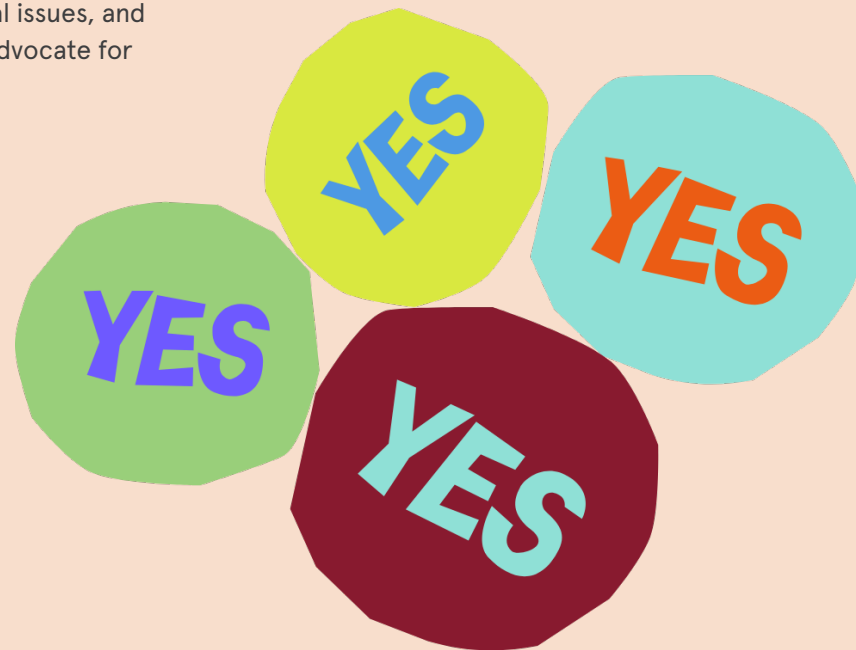
TOGETHER, YES

"Makarrata is the culmination of our agenda: the coming together after a struggle. It captures our aspirations for a fair and truthful relationship with the people of Australia and a better future for our children based on justice and self-determination."

– Uluru Statement from the Heart, 2017

In November 2022, the Victorian Women's Trust joined discussions on the upcoming referendum, alongside a range of other community groups united by a common goal: constitutional recognition and the creation of an Aboriginal and Torres Strait Islander Voice to parliament. This meeting sparked the formation of the Yes Alliance, led by First Nations controlled organisations Yes 23 (formerly From the Heart) and the Uluru Dialogues.

With encouragement from the Yes Alliance, in January 2023 the Victorian Women's Trust launched Together, Yes, a grassroots conversation movement designed to rally community support for a Voice to parliament. The concept was simple: people gather for Kitchen Table Conversations to discuss the crucial issues, and leave better informed and equipped to advocate for constitutional change.



As an organisation, we saw it as our civic duty to publicly participate in the Yes campaign movement and advocate strongly for Yes. Through Together, Yes, we encouraged individuals from all walks of life to engage in candid discussions about the injustices of our colonial past, Australia's history of constitutional apathy, and the transformative potential of a Voice to parliament.

Our key objective was to encourage as many people as possible to sign up as a Conversation Host and help share knowledge with their community. We would provide guidance and conversation materials, but it was up to them to pick the venue, recruit family and friends to join, and lay out the tea and biscuits.

This method of community engagement resonated with Ilona Lee, general manager of Jewish media company Plus61J. Ilona recognised that it would easily fit into the Jewish custom of Shabba', whereby family and friends gather around a table and talk with one another. Inspired, she created Shabbat Table Talks using the Together, Yes session materials.

From March to July 2023, our team worked hard to recruit Conversation Hosts by holding 32 free community information sessions across the nation, including 4 online webinars and 28 in-person presentations in major cities and regional hubs. Approximately 3,000 individuals participated in these informative sessions, ranging from small intimate gatherings to large venues with over a hundred attendees keen to learn about Together, Yes and the pivotal role they could play in the upcoming referendum. By June 30, 2023, more than 3,000 people had signed up to become a Conversation Host.

In late May and early June 2023, we supplied Conversation Hosts with two sets of session materials. The first session focused on "Why Recognition Matters", highlighting the longstanding appeals for constitutional recognition by Indigenous leaders over the past 120 years. The second session, "Enshrining a Voice", explored the potential of a Voice to Parliament to address disparities and enhance outcomes for First Nations communities.



Indigenous Yes campaigner Thomas Mayo with Together, Yes Project Director Mary Crooks AO at the Adelaide launch of the Yes campaign in 2023

The Conversation Kits included various activities, discussion questions, an animation and video interviews with distinguished leaders, including Dr Jackie Huggins AM FAHA, Thomas Mayo, Prof Fiona Stanley AC, Phil Saunders, and Emily Carter. All session materials were approved by Yes 23.



Together, Yes community information session in Newcastle, NSW. Image Jonathan Carroll (Newcastle Herald)

We encouraged Conversation Hosts to report back on their experience. For example:

"Wonderful opportunity to learn and grow with others and mature our understanding of the importance of self determination for Aboriginal and Torres Strait Islander people."

- Julia



"A builder in our midst shared a great story of how he demonstrated 60,000 years of Indigenous history to the utter amazement of his work colleagues: He let out 6m of his builder tape measure on the ground and then added 20cm to make the comparison between Indigenous and non indigenous settlement on this country."

- Maree

We are grateful to Kara Keys and Emily Holm from Yes 23 for their invaluable support and guidance. We are honoured to stand with the Yes Alliance, and express our thanks to the generous donors who supported Together, Yes. Our sincere appreciation goes out to all Conversation Hosts, participants and volunteers for their vital contributions. Finally, we pay our deepest respect to the First Nations leaders who have shown remarkable strength and grace throughout the referendum campaign.



Together, Yes community information session in Newcastle, NSW. Image Jonathan Carroll (Newcastle Herald)

Acknowledgements

We thank the following people for their support during this campaign: Tarik Bayrakli, Freya and Jane Bennett, Emily Carter, Graham Cheng, Lauren Crystal, Pat Furze, Duré Dara OAM, Maria Dimopoulos AM, Dr Jackie Huggins AM FAHA, Kevin Lynch, Prof Marcia Langton AO, Leanne Miller AM, Thomas Mayo, Phil Saunders, Prof Julianne Schultz, Prof Supriya Singh, and Prof Fiona Stanley AC.

Animation

Mari Frith

Artwork

Alkina Edwards

Design & Website

Your Creative

Campaign Partners

Yes 23, Shabbat Table Talks, Uniting Church in Australia Synod of Victoria and Tasmania

Business Partners

Verve Super, Your Creative

Project team

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Videography

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Volunteers

Alison Carroll, Angela Finn, Ruth Fincher, Wenting Hu (Intern), Hilary Irwin, Prue Jolley, Liz McAloon, Pamela McLure, Jenny McGregor, Annabel Mahon, Trish O'Donoghue, Anne Paul, Elisa Whittaker, Julia Walsh, Ro Marks.

**TOGETHER,
YES**

Together, Yes Session Two Conversation Kit

COMMUNITY GRANTS



Fleur Spitzer Image Breeana Dunbar

TARGETED **IMPACT** GRANT: WORKCYCLE

'I just wanted to say thanks for organising the Menopause and Work event, I found it very interesting and informative and really could relate to a lot of the things that were discussed. Hopefully it can pave the way for positive change for a lot of women of all ages and at different stages of their lives.'

– WorkCycle Participant

- **APPLICANT:** The Dugdale Trust for Women & Girls with the Chalice Foundation
- **PROJECT:** WorkCycle
- **AMOUNT:** \$51,996

Since being awarded a Targeted Impact Grant from the Victorian Women's Benevolent Trust in 2021–22, the **WorkCycle** team have researched and created three distinct programs: *Menstrual Wellbeing at Work*; *Menopause Wellbeing at Work*; and *Menopause Conversations at Work*.

These programs grow directly out of the Dugdale Trust for Women & Girls' years of research and advocacy for greater understanding and respect for menstruation and menopause throughout our community. WorkCycle builds on this harm-prevention work by taking on the menstrual taboo in workplaces with informative and strategic educational programs.

Thanks to the Targeted Impact Grant, in 2022–23 the WorkCycle team piloted each program at Wyndham Shire Council, City of Casey, City of Monash Council, and Hawthorn Neighbourhood House. Pilot evaluations and participant surveys,

in addition to earlier presentations to corporate and government bodies, have informed further development and refinement of WorkCycle into a suite of program resources that are suitable for a wide range of professional settings.

WorkCycle will be formally launched in late 2024. In preparation, the team is currently undertaking a final edit of all program and training materials; creating comprehensive online resources and a package of promotional materials; engaging and training a highly skilled administration and communications contractor; and designing a clear, compelling and efficient enquiries, booking and fulfilment process.

WorkCycle will be delivering facilitator training in early November 2024. Once the launch and training have been successfully completed, the grant objective will be fulfilled "To create a deliverable package of programs and resources to support visible, respectful and sustainable menstrual and menopausal culture for everyone."

As this stage of the project draws to a close, the WorkCycle team will continue to uphold the overarching grant aim: "To generate positive menstrual and menopausal culture in workplaces across Australia." Furthermore, the WorkCycle programs make excellent use of, and add practical impact and momentum to existing Victorian Women's Trust publications, *About Bloody Time: the Menstrual Revolution We Need to Have* by Karen Pickering & Jane Bennett, and the follow up guide for workplaces, *Ourselves at Work* (2021).

Note: WorkCycle was formerly known as Be Well Work Well

Learn more:
www.chalicefoundation.org

INTRODUCING: THE DEBORAH GANDERTON AND JOHN HENRY SUB-FUND

The newest addition to our suite of Sub-Funds has been created by acclaimed architect John Henry to honour Deborah Ganderton, his adored partner of 27 years. This Sub-Fund will encourage visionary thinking and innovation in achieving full gender equality.

Deborah (1955-2022) blazed through people's lives like Halley's Comet: a rare, memorable, illuminating, and unforgettable encounter. She grew up in the eastern suburbs of Melbourne with her English teacher mother, older brother, and her father who died when she was only 16. Charismatic, extroverted and fun, Deb took some time to realise her potential. Leaving school after completing Year 11 at Westall High School, she landed her first job as a law clerk at the Law Institute. Within a short space of time, she was handpicked to be the coordinator of Law Week, where her great organisational and people skills became readily apparent. She then worked in communications at Howarth and Howarth, with Central Gippsland Tourism, hospitality in Sale and Echuca, and local government on her return to Melbourne.

Deb worked at Nillumbik Shire Council from 1999 to 2006, heading up the communications department. This was followed by an eight-year stint at Boroondara Council as the Communications and Engagement Executive. During this time Deb realised she should pursue further qualifications. She completed two degrees between 2000 and 2005 — a Master of Arts in Professional Communications at Deakin University and another Master in Strategic Foresight at Swinburne University of Technology. In 2021, she also graduated from New York's prestigious Columbia Business Executive Program.

In 2017 she joined the Greater Melbourne Cemeteries Trust as Director of Service and Engagement, and in September 2019, was appointed CEO. She took to this role with her usual enthusiasm, hardwork, energy, and skill, but with the added dimension of shaping and improving the burial industry. Her ideas and vision for the future, for how to offer different, better, more inclusive alternatives to traditional burials. An oration bearing her name is now delivered annually at the University of Melbourne, in recognition of her great vision and capacity. Deb served as National President of the International Association of Business Communicators in 2020-21.

Not only committed to change and to supporting many others in the workplace, Deb was also incredibly warm-hearted, generous, funny, and loyal to her many friends. She and John met in 1995. John says that the moment he laid eyes on her he knew she was the love of his life. She was "gorgeous".

The Deborah Ganderton and John Henry Sub-Fund will fund projects that support young women and gender diverse people in developing their skill and capacity in strategic foresight and strategic planning to advance full gender equality.

COMMUNITY GRANTS 2022-23

For more than 30 years, our grant-making arm — the Victorian Women's Benevolent Trust (VWBT) — has been supporting women, girls, and gender diverse people to address critical issues affecting their lives.

In the 2022-23 grant round, we received 91 grant applications. On October 18, 2022, the Trustees approved 16 grants that encompassed all Sub-Funds, with a total value of \$129,069.

These grants contribute to a diverse range of projects, including:

- Advancing gender equality
- Dealing with family violence: mental health initiatives and
- Developing housing support programs
- Supporting professional skills development
- Bridging cultural divides
- Encouraging greater sports and arts participation

For this grants round, the Trustees opted to further our impact by combining funds from our 16 dedicated Sub-Funds with investments from the Victorian Women's Benevolent Trust General Fund, thereby increasing grant amounts and helping local gender equality projects to be even more ambitious in scope. We anticipate tangible, community-driven gender equality outcomes to emerge as a direct result of these grants.

As we look back on over 3 decades of progressive, feminist grant-making, we are immensely proud to still be supporting programs that promote equality from the grassroots up. Thank you to each of our donors and supporters who continue to make this important work possible.

CON IRWIN SUB-FUND

APPLICANT: Royal Melbourne Institute of Technology

PROJECT: Stealthing: A Scoping Study of Impact

AMOUNT: \$8,330.81

Sexual violence is increasingly prevalent in Victorian society, yet remains largely unpoliced and unreported, leaving victims unsure of their legal rights, and in many cases, unsupported. One such sexual crime is non-consensual condom removal, more commonly known as stealthing. Stealthing is an issue that impacts up to 1 in 3 Victorian Women. RMIT will address this issue by gathering knowledge through attendance at the American Criminological Society Conference and investigating the impact of stealthing further by hosting a stealthing forum.

ESSIE BURBRIDGE SUB-FUND

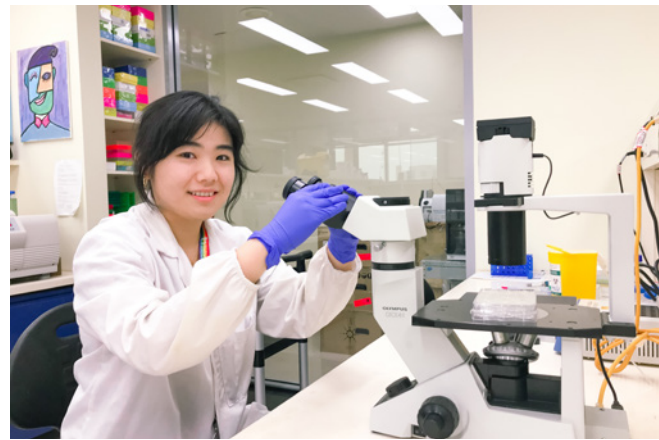
APPLICANT: Banyule Community Health

PROJECT: Somali Women's Stories Project

AMOUNT: \$9,799

\$6,799 from the Essie Burbridge Sub-Fund, and \$3,000 from the VWBT General Fund.

This project aims to create a time capsule for future generations that celebrates and honours Somali-Australian culture. Banyule Community Health will work with mothers attending a local playgroup to collect and document traditional Somali stories, folktales, games, and songs. This process will further strengthen their Somali-Australian cultural identity and sense of belonging. In addition, this project will support vital pre-literacy skills in children and create bonding opportunities with their mothers in making, celebrating, and sharing the book. This project will promote school readiness, healthy relationships, and broader life outcomes for participants.



FAY MARLES EQUAL OPPORTUNITY SUB-FUND

APPLICANT: Baker Heart and Diabetes Institute

PROJECT: Building Confidence in Women as Research Leaders

AMOUNT: \$9,849

\$5,849 from the Fay Marles Equal Opportunity Sub-Fund, and \$4,000 from the VWBT General Fund.

While almost 50% of science graduates in Australia are women, only 17% of senior positions at research institutes and universities are held by women. This project supports equal opportunities through leadership training by building the confidence of young women engaged in research. The Gender Equity and Diversity Committee at The Baker Heart and Diabetes Institute has been proactive in developing programs to offset the gender imbalance. It imparts trainees with soft skills and resilient leadership. Early or mid-career research professionals will work together with a dedicated coach to grow their leadership capacity in a safe and enriching environment.



FLEUR SPITZER SUB-FUND

APPLICANT: Discovery Science and Technology Centre Bendigo

PROJECT: Girls in STEM

AMOUNT: \$9,832

\$4,832 from Fleur Spitzer Sub-Fund, and \$5,000 from the VWBT General Fund.

Girls in STEM is a program that seeks to address the underrepresentation of women in STEM. by addressing the following critical factors: improving education, building networks and supporting emerging role models. The Discovery Science and Technology Centre works with 15 schools from across the Greater Bendigo region to select girls to become STEM leaders and mentors to their peers. Participating Grade 6 girls come from a diverse range of schools. At the end of the year, the young women will take their skills back to their school to run challenge workshops for their school community, demonstrating new leadership and confidence, as well as science and technology skills. The program will continue to grow and build relationships with schools and build cultural acceptance in our community that girls and women can and should be seen as leaders in STEM.

HUMANITAS SUB-FUND

APPLICANT: School of Sunshine Limited

PROJECT: Yirol Cultural Dance Group

AMOUNT: \$7,254

\$4,254 from the Humanitas Sub-Fund, and \$3,000 from the VWBT General Fund.

Yirol Cultural Group is strongly connected with sub-tribes of South Sudan, and imparts cultural knowledge and skills to young girls through weekend dance programs. Mothers of dance participants are keen for their children to learn more about their cultural roots and where their parents originated from. With robust community links and further knowledge of cultural traditions, girls have the right support to further develop their self-esteem, which positively impacts their school experience. Through this program, mothers are also offered opportunities to hear from guest speakers that specialise in financial services, family violence, and legal services.

JAN WEBSTER AND SUE PETERSON SUB-FUND

APPLICANT: Multicultural Centre for Women's Health (Auspice for African Family Services)

PROJECT: The Women's Community Circle

AMOUNT: \$5,014

\$2,814 from Jan Webster and Sue Peterson Sub-Fund, and \$2,000 from VWBT General Fund.

The Women's Community Circle is a pilot project, consisting of a support group facilitated by African Family Services for African Australian women exiting prison. This project will promote empowerment, social inclusion, and greater access to support networks. Sessions include content on life skills, financial literacy, employment and education pathways, mental health support and bilingual health education, as well as enabling social connection between participating women navigating release. The aim of this project is to reduce recidivism and promote greater empowerment as they come to terms with life after prison.



JEAN MCCAUGHEY SOCIAL JUSTICE SUB-FUND

APPLICANT: Women's Property Initiatives

PROJECT: Victorian Women's Housing Alliance

AMOUNT: \$10,214

\$6,214 from Jean McCaughey Social Justice Sub-Fund, and \$4,000 from the VWBT General Fund.

In Victoria there is a chronic lack of housing for women and children escaping family violence.

Victim-survivors of domestic abuse need more and better access to all forms of housing, including crisis accommodation and transitional supported housing, as well as affordable long-term housing. This project will enable the Victorian Women's Housing Alliance (VWHA) to continue to promote their demonstration project, "Homes for 100 Women", as a viable housing alternative. With this grant, VWHA will show that women-centred housing is a workable solution, with capacity for scaling up, building on established relationships with decision-makers, working to influence funding and policy decisions about the housing needs of women and children, and promoting the importance of cross-government responses.

JOAN HUDSON SUB-FUND

APPLICANT: St Kilda Mums Inc**PROJECT:** Fastrack & Fulfil – Prioritising Women Impacted by Family Violence First**AMOUNT:** \$8,252

\$5,252 from the Joan Hudson Sub-Fund, and \$3,000 from the VWBT General Fund.

This project will add a new component to St Kilda Mums existing model, furthering their capacity to support women in need during the festive period, when cases of family violence typically rise. Independent Crime Statistics Agency (CSA) data from 2021 shows regional areas recorded the biggest percentage increases in family violence-related incidents anywhere in Victoria (2021) during this time. When women flee violence with their children – often with no possessions – St Kilda Mums Inc provides critical support, such as essential nursery equipment, children's clothing and other necessities, helping to ease mothers' anxiety about providing for their children during such a vulnerable time. The aim of this project is to strengthen this service before, during and after the festive period, particularly in rural and regional Victoria.



CHRISTINE FRIDAY AND KATHLEEN POOLEY SUB-FUND AND UNION OF AUSTRALIAN WOMEN (VICTORIA) SUB-FUND

APPLICANT: Nalderun Education Aboriginal Corporation**PROJECT:** Nalderun School-based Apprenticeships & Traineeship Program**AMOUNT:** \$9,959

\$3,725 from the Christine Friday and Kathleen Pooley Sub-Fund, \$4,079 from Union of Australian Women (Victoria) Sub-Fund, and \$2,155 from the VWBT General Fund.

The Nalderun School-based Apprenticeships & Traineeship (SBAT) project supports young people connected to the Nalderun Education Aboriginal Corporation to complete their Secondary education (VCAL/ VCE), VET training, and engage in paid employment. The project provides pathways into sustainable employment as proud Aboriginal people of all genders in a range of sectors from an Aboriginal perspective, such as community services, business administration, cultural land management, agriculture and horticulture. The cultural component of the project assists young people to attain certification, training and employment outcomes, through an Indigenous lens. The project will also offer leadership and support for First Nations students within the school environment.

PRUE MYER SUB-FUND

APPLICANT: Australian Multicultural Community Services Limited (Auspice for Volunteer West)**PROJECT:** Women in Leadership Development – Pathways to Employment for Women in Volunteer Led Organisations**AMOUNT:** \$7,470

The project seeks to open opportunities for unemployed or under-employed women from culturally and linguistically diverse backgrounds who are in volunteer-led organisations to share their experience, form mutually supportive networks, and become empowered leaders. This will be done through a strengths-based program, positive mentoring, and connections with others, opening up new leadership and employment pathways and opportunities for the women. This builds on Volunteer West's action research partnership with the University of Melbourne on the gendered dynamics in community volunteering practices. Volunteer West, with support from Whittlesea Community Connections and Victoria University, will work with women from Melbourne's North and West.



LOULA RODOPOULOS SUB-FUND

APPLICANT: Jika Jika Community Centre Inc**PROJECT:** Stir the Pot!**AMOUNT:** \$10,016

\$4,015 from Loula Rodopoulos Sub-Fund, and \$6,001 from VWBT General Fund.

This project aims to further social connections and build the capacity of women who have experienced anxiety, depression, loneliness, or other mental illnesses. Stir the Pot! will ensure that all participants develop new skills, confidence and friendships, strengthening their mental health outcomes and building their resilience. Based on feminist principles, this project celebrates women's strengths and abilities, encouraging women to find and share their voice. Built around the metaphor of stirring, the program recognises that women have historically been discouraged from speaking out or "making trouble", especially women with mental illness. Participation will be facilitated in conversation groups that will take place around the stirring of an actual pot – a pot of soup, or passata – something made together through collective effort.



PRUE MYER SUB-FUND

APPLICANT: Hudson Institute of Medical Research

PROJECT: Inspiring Women and Girls in Science

AMOUNT: \$7,000

Female students from culturally and linguistically diverse backgrounds and rural regions may not consider a career in science due to a lack of exposure to female STEM role models. Hudson Institute will provide laboratory experience for female secondary school students from local and rural schools in the south-east of Melbourne to encourage more girls to consider a career in science. The program includes a hands-on research project, exposure to scientific technologies, and career mentoring with leading female researchers. As Hudson Institute is based on a hospital site, students will be exposed to a wide range of careers and mentorship opportunities within the medical research sector.



ALMA AND ALBERT TIVENDALE SUB-FUND

APPLICANT: L2R Dance

PROJECT: L2R x The Venny – School Holiday Workshop Program

AMOUNT: \$4,737

\$737 from the Alma and Albert Tivendale Sub-Fund, and \$4,000 from the VWBT General Fund.

L2R Dance transforms the lives of young people by harnessing the power of hip-hop culture to foster belonging, nurture artistic talent, and promote wellbeing and leadership in the arts. This project offers dance workshops during the school holidays for culturally diverse children aged 6–13 years who live in the Flemington and North Melbourne public housing communities. Classes are free, inclusive and joyful. Through this dance program, young people from immigrant and refugee backgrounds, and other young people experiencing disadvantage, are provided with positive mentoring opportunities in a creative and feel-good environment.

RUTH OWENS AND KEVIN LYNCH SUB-FUND

APPLICANT: WomenCAN Australia

PROJECT: Driving to Employment

AMOUNT: \$6,529

\$3,529 from the Ruth Owens and Kevin Lynch Sub-Fund, and \$3,000 from VWBT General Fund.

Driving to Employment directly addresses the issues of gender equality and inclusion in paid employment, as experienced by women from refugee and migrant communities. This project is underpinned by research by Enso, a social enterprise that works with newly arrived migrants and refugees. It found that migrant and refugee women are four times as likely to be unemployed compared to men, due to compounding systemic barriers tied to gender, race, and culture. To increase employment outcomes for underemployed women from migrant communities, access to transportation is critical. This project will help refugee, disadvantaged, and other marginalised women obtain a driver's licence to increase their independence and enhance access to education, services, and employment opportunities. Through the program, WomenCAN Australia will provide holistic training, support services, and mentorship to increase confidence, resilience, independence, and specific industry-related skills.

SUPRIYA SINGH SUB-FUND

APPLICANT: Carringbush Adult Education

PROJECT: Women's Empowerment and Financial Freedom

AMOUNT: \$7,597

\$2,597 from the Supriya Singh Sub-Fund, \$5,000 from VWBT General Fund.

The Women's Empowerment and Financial Freedom project will bridge identified needs and service gaps to build the financial awareness, capability, and wellbeing of women victim-survivors of family violence, including women who are vulnerable to financial abuse. The project aims to empower individuals to become more financially resilient, and gain the skills to support others to access support services, such as financial counsellors,

family violence services, and legal services in their local area. This project will primarily target women living in the Collingwood and North Richmond public housing estates. In particular, this project seeks to support women from migrant and refugee communities, who experience higher levels of disadvantage and systemic barriers to accessing services, as well as economic and social exclusion.



VICTORIAN WOMEN'S BENEVOLENT TRUST GENERAL FUND

APPLICANT: Whittlesea Community Connections (Mernda Community House)

PROJECT: Mernda Community House Women's* Shed

AMOUNT: \$7,216

Women's* Shed aims to bring diverse women together to gain woodworking confidence and skills, and make connections with women in their local community. While learning carpentry skills is central to the program, its key purpose is to forge friendships and strengthen local networks, leading to a feeling of belonging. A recent survey of the women in the program has revealed that 100% of the women feel that their confidence to use tools to make and fix things has improved, and 83% of the women feel a greater sense of belonging in their local community.

Sub-Fund Spotlight

FLEUR SPITZER OAM: FREE THINKER, FEMINIST

"I am fortunate to be able to 'go public' about my efforts for social justice. It is an uncomfortable position, but the rewards are satisfying."

– Fleur Spitzer OAM

Born in 1931 in Melbourne, Fleur grew up in a Jewish household. As a young man, her father Myer Harry Joske (Joskowitz) left Poland and settled in Australia. Her mother Alma Cohen was born in Carlton. While Australia provided a new home for her family after the turmoil of WW2, Fleur never forgot the racism she observed as a child. These memories shaped her lifelong support for the human rights of people seeking asylum and new migrants.

As a young woman, Fleur criss-crossed her way through Europe before returning to Melbourne to begin her career at the ABC, working as an assistant script supervisor and producer. In 1957, she married Victor Spitzer. Fleur was shocked to discover that she would have to leave her job due to the "marriage bar", an archaic policy that prevented women from continuing paid work as public servants after marriage.

The Feminist Mystique by Betty Friedan (1963) made a lasting impression on Fleur. She began to question social norms that stifled women, especially mothers. Fleur started to look for community outside of the domestic sphere.

In 1969, she went back to school to train as a primary school teacher, an experience that would later prove to be fundamental to both her philanthropic pursuits and personal life.

Throughout her life, Fleur was many things: a feminist organiser, primary school teacher, travel enthusiast, media adviser, and a self-described "progressive philanthropist". She served on boards, donated to causes that she believed in, and asked difficult questions of those in power. She was an early member of the Women's Electoral Lobby (WEL) and worked for the establishment of the Women's Information and Referral Exchange (WIRE).

In 1993, Fleur provided seed funding for The Alma Unit for Women and Ageing at the University of Melbourne, to promote research on gendered experiences of ageing. She received an Order of Australia Medal (OAM) in 1996 for her contributions to Australian society, particularly her support for older women's wellbeing.

In 2016, Fleur made a substantial contribution to the Victorian Women's Benevolent Trust, enabling the creation of a Sub-Fund in her name. The Sub-Fund funds a variety of projects that aim to increase the literacy, educational opportunities and empowerment of women and girls; or identify and address barriers that deny older women safety, security and dignity. We continue to pay homage to Fleur's feminist legacy and the philanthropic values she held dear.

Grants Spotlight

Education Without Boundaries

In 2021–22, the Fleur Spitzer Sub-Fund proudly supported the Carringbush Adult Education project "Education without Boundaries: Language and Literacy Programs Access for Women on Temporary Visas" with a grant of \$5,500. This project provides vital community connections and support access for newly arrived women, especially for those on temporary visas, who are often ineligible for government-funded education and training. Women in this situation are at greater risk of poor mental health outcomes, family violence and social isolation.

Education without Boundaries addresses these issues by creating 10 fully funded places in education and community programs for women in the City of Yarra who are currently on temporary visas. Programs will include accredited English language courses, adult literacy tutoring and family literacy programs. For women with children, this placement will offer them an opportunity to meet other families, and learn together through evidence-based education programs. All the women will be supported to access digital devices, internet connection and individualised digital support to enable remote engagement.



Fleur Spitzer with her daughter Ondine
Image Breeana Dunbar

MAJOR PROJECTS



G. Elizabeth Quinn in her garden
Image Georgia Ginnivan

RURAL WOMEN ONLINE

"Digital skills are life skills".

- Kathleen Lively, US Consul General Melbourne, speaking in the Rural Women Online Webinar, Crises and the digital consequences, March 2023

Critical research from the Australian Digital Inclusion Index (ADII) shows there is a "digital divide" between metropolitan and rural areas, and between women and men. For some, COVID presented an opportunity for a seamless transition to the online world, but for many – especially rural women – this transition was fraught with difficulty. Digital ability is essential for all parts of life, but not everyone has had the opportunity to be taught. Digital ability is an equity issue.

Rural Women Online (RWO) was designed to address digital inclusion for women in regional Victoria. Delivered in 2022 and led by Project Directors Alana Johnson AM and Mary Crooks AO, the Rural Women Online project team consists of Bronwyn Johnson as Project Manager and Jess Dugdale-Walker as Project Officer.



Julia Vesval and her child Image Georgia Ginnivan



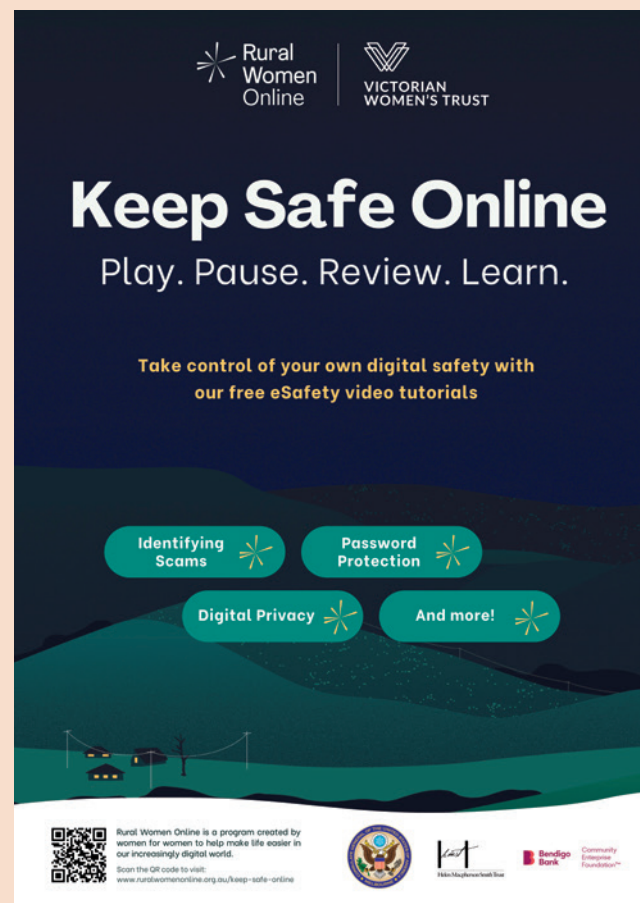
Daine Shepheard on her verandah Image Georgia Ginnivan

Rural Women Online Program

In 2022, the RWO team held Open Days in 12 rural locations, including 4 bushfire-affected communities. These sessions were delivered by regional consultants Tammy Atkins and Sue Gold of It's on Purpose.

On Wednesdays between 10 and 4pm, RWO staffed a tech help-desk in which many women were assisted with diverse issues such as adding their vaccination certificate to their phone wallet and navigating potential scams. Women also had the opportunity to be mentored by an IT savvy woman for up to 30 hours of free IT support. One mentee was assisted to launch her podcast.

The RWO website (www.ruralwomenonline.com.au), designed and managed by local design agency Your Creative, shares 15 How-to guides aimed at women. These guides cover a wide range of topics from MyGov to online shopping (which proved to be hugely popular, receiving over 3,500 hits a month). In 2022, Your Creative won a Good Design Award for their RWO communication and branding identity, and were also finalists in the Victorian Premier's Design Awards.



Keep Safe Online

When we were out on the road, over 600 women told us that fear of scams were the biggest barrier to getting online. This led to the development of Keep Safe Online, an eSafety module covering key topics like how to spot a scam, making online payments, managing passwords, and creating secure social media accounts.

Phase II

Thanks to the generous support from Helen MacPherson Smith Trust, the team is now in the process of designing Rural Women Online Phase II.

Initial plans include the delivery of week-long, place-based intensives in three rural locations, which will be lively, hands-on, and experiential. These intensives will build vital relationships between service providers, participants, and organisations to enable women to engage in non-judgemental digital learning. This will create a strong sense of community ownership of the issue of digital equity.

Every community has different needs and the Community Engagement Officer will ensure the delivery of RWO is specifically tailored to the local area. Every step of the community engagement process will be documented so that any community in Australia can access and implement this model in the future.

As digital skills are vital for communities to prepare for, adapt to and recover disasters, disaster-informed digital learning will be a special focus of Phase II. Additionally, given the fear surrounding online scams, Keep Safe Online will be extended in Phase II. This community development approach means that once the in-person intensives conclude, women and their communities will be galvanised to continue to build their digital resilience.

Partnerships

The Australian Digital Inclusion Index guided Rural Women Online in Phase I. This has led to the development of a partnership with the ARC Centre of Excellence for Automated Decision-Making and Society, who will co-design the evaluation methodology for Phase II.

Thank you to our partners Helen MacPherson Smith Trust, US Consulate of Melbourne, Bendigo Bank Community Enterprise Foundation and in-kind partnerships with Public Libraries Victoria, Neighbourhood Houses Victoria and the ARC Centre for Excellence and ADM+S.

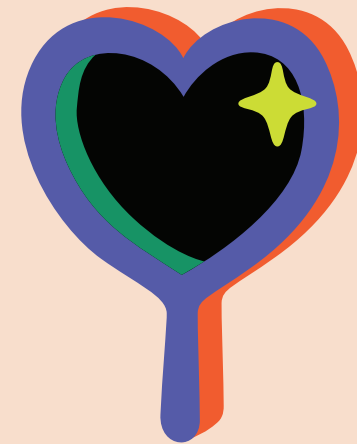
Learn more:
ruralwomenonline.org.au

ROSIE RELAUNCH

Rosie is our harm prevention platform for young women and gender diverse folk, funded by The Dugdale Trust for Women and Girls'. It gets to the heart of things faster that way.

Thanks to a generous grant from the Wood Foundation, Rosie has been undergoing a major redesign to offer the most up-to-date information on our six main topic areas: Body Talk, Mental Health, Activism, Career Prep, Relationships, and Sex & Sexuality. These updated articles will sit in an entirely new website designed by Your Creative, rebranding Rosie in line with Gen Z aesthetics.

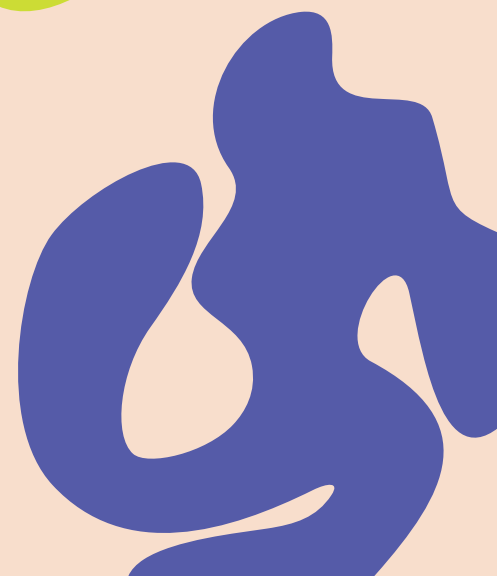
The new Rosie website is projected to launch in early 2024. In preparation, Rosie Editor Maki has been collaborating with a team of young volunteers to update hundreds of pre-existing Rosie articles, as well as write new resources on topics affecting young people today.



From the mental health impacts of COVID to social media use, to shifting conversations around gender identity and the increasingly pressing issue of climate change, as times change, it's vital that Rosie continues to offer youth-relevant resources, so teens can make informed decisions.

Huge thanks to volunteers Stella Thomson, Susannah Mannie, Ruby Sciberras, and Lucy Grant, who have been working tirelessly behind the scenes to bring the new Rosie website to life.

Share Rosie with the young feminists in your life! Visit:
www.rosie.org.au
or follow
[@RosieRespect](https://www.instagram.com/RosieRespect)



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.

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.

PODCAST

Launched in September 2022, *Smart Plays* is Club Respect's new podcast that shines a light on the uncomfortable topics in Australian sport and aims to rebuild respect as the base platform for interaction between fans, parents, coaches, players and officials.

Episodes released so far include:

1. *Sideline abuse and the parent-coach connection, featuring Julia Walsh*
2. *Female footy umpiring crisis, featuring Victoria Rawlings and Damian Anderson*
3. *Violence in sports clubs – the shocking research, featuring Aurélie Pankowiak and Mary Woessner*
4. *Respecting and disagreeing, featuring Rana Hussain*
5. *Time-out! Basketball's response to bad behaviour, featuring Jacqui McConville*
6. *Wisdom from a sports diversity warrior, featuring Nick Hatzoglou*

Smart Plays has been made possible thanks to the support of donors. Special thanks to the Wood Foundation and Spicers Australia.

WORKSHOPS

The 2-hour Club Respect workshop has now been facilitated with 62 clubs via individual and multi-club sessions. The 2022/23 cohort of clubs featured: Park Orchards Football Club, Flemington Colts Cricket Club and clubs within the Greater Dandenong Council and the City of Melbourne from a variety of sports (bowls, rowing, football/soccer and cricket).

The Whitehorse Colts demonstrated their commitment to being a club of respect, incorporating the Club Respect logo onto their scoreboard, team caps and training tops.



The Whitehorse Colts Junior Football and Netball Club showing off their branded uniforms

WESTERN BULLDOGS COMMUNITY FOUNDATION

Club Respect delivered gender equity sessions for programs hosted by the Western Bulldogs Community Foundation. We presented on healthy masculinities to the Sons of the West program and facilitated discussions around gender equality and equity in their Youth Leadership programs.

For regular updates about Club Respect, subscribe to the Club Respect newsletter: www.clubrespect.org.au

MADAM SPEAKER

Madam Speaker is a celebration and collection of speeches made by women and gender diverse people. Their speeches often provide unique perspectives on consequential issues throughout Australian history. Many times, these speeches have been made in the face of strong opposition from men, or even worse, completely ignored.

Notable collections of significant Australian speeches relegate women's voices 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 discourse and issues of national importance.

Madam Speaker will be launched as a digital product in early 2024 in order to bring powerful, impactful speeches made by women to life for new audiences. As this resource will benefit students in particular, the Victorian Women's Trust has sought a partnership with ABC Education in order to ensure this project has a national impact. With this partnership in place, Madam Speaker will draw on the ABC archives for film and audio footage of women's speeches.

The ultimate goal of Madam Speaker is to redress the public record and empower more women to take up public space, demand public recognition and speak out on issues important to them. Madam Speaker will contain speeches made by a diverse range of women and gender diverse people, such as First Nations women, migrant and refugee women, people who speak languages other than English, those with disabilities and chronic pain, LGBTQI+ and gender diverse people.

Our warmest appreciation goes to longstanding volunteers and supporters Robyn French and Ruth Fincher who have spent many hours researching and compiling powerful speeches from historical catalogues. We look forward to bringing this work to life.

A speaker at a VWT event Image Breeana Dunbar



TRUST NEWS



A *Together, Yes* session taking place in a backyard in Victoria

TRUST EVENTS

Rural Women Online (RWO) Information Sessions: 19 July 2022 – 3 October 2022

The RWO team presented a series of in-person community events in regional locations around Victoria to improve digital literacy and offer free tech support to women in need.

19 July Wangaratta

21 July Shepparton

8 August Ballarat

9 August Horsham

10 August Hamilton

11 August Mildura

12 August Swan Hill

31 August Wonthaggi

1 September Mallacoota

2 September Buchan–Bairnsdale

7 September Myrtleford

3 October Corryong–Tallangatta

31 October 2022

Women Represent, online panel talk with Associate Professor Ramona Vijeyarasa, Fiona Patten MP, Hon. Judith Troeth AM, Samantha Ratnam MP, and Hon. Jenny Macklin AC.

2 March 2023

Together, Yes, online panel talk with Nadina Brockhurst, Kara Keys, and Jon Faine AM, moderated by Mary Crooks AO.

Together, Yes Community Information Sessions: 29 March 2023 – 25 May 2023

The Victorian Women's Trust hosted over 25 free information sessions, both in-person and online,

to share information about the Voice, the importance of voting yes, and how individuals could become involved in our Kitchen Table Conversations model of civic engagement.

29 March Preston, VIC

30 March Geelong, VIC

31 March Bendigo, VIC

3 April Parramatta, NSW

5 April Bathurst, NSW

5 April Launceston, TAS

6 April Wollongong, NSW

6 April Hobart, TAS

11 April Brisbane, QLD

12 April Sunshine Coast, QLD

13 April Cairns, QLD

17 April Coffs Harbour, NSW

18 April Canberra, ACT

18 April Newcastle, NSW

19 April Newtown, NSW

19 April Nowra, NSW

20 April Online information session

26 April Online information session

27 April Darwin, NT

2 May Perth, WA

3 May Bunbury, WA

4 May Fremantle, WA

8 May Ringwood, VIC

9 May Shepparton, VIC

10 May Wodonga, VIC

10 May Adelaide, SA

23 May Ballarat, VIC

25 May Online information session

COMMUNITY CONNECTIONS

School of Student Leadership

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

SPEAKING ENGAGEMENTS

Mary Crooks AO (Executive Director, VWT) appearances:

5 August 2022

Guest speaker at a **Melbourne Storm** match as part of their Women in Storm program

11 August 2022

Moderator of the politicians panel for the **Women's Housing Alliance** with guests Samantha Ratnam, Fiona Patten and Emma Kealy

7 November 2022

Presenter at the **Body@Work Project Research Network Workshop**, held at the University of Sydney

Fitted for Work

Mary Crooks AO also serves as chair of Fitted for Work, an organisation helping women in Australia to become work ready, gain secure employment, and experience success in their careers.

11 November 2022

Speaker at the special preview of the play *Emilia*, as a representative of the Arts Centre Women's Giving Circle

17 November 2022

Attended a dinner by **Essential Media** to signal Tony Douglas stepping away partially from the role of Executive Manager

18 November 2022

Speaker at a special commemorative function at **Fitted for Work** to honour the contribution of Michael Cohn who passed away prematurely in 2020

16 February 2023

Presenter for the **Sydney University Conference** on VWT positive menstrual campaign, including workplace reform

16 February 2023

Launched **two books of poetry** by **Hermina Burns**, *Edging Them Out* and *Facing the Music*, at Readings, Carlton, alongside Jennifer Gribble

6 March 2023

Guest speaker at the **Ivanhoe University of the Third Age** as part of their International Women's Day event

8 March 2023

Guest speaker at **Melbourne Storm** as part of their International Women's Day event

8 March 2023

Interviewed **Margaret Simons** about her new book *Tanya Plibersek: On Her Own Terms*, at Readings, Carlton

23 March 2023

Presenter on the **Council on the Ageing (COTA) NSW** panel on the Voice referendum

23 March 2023

Guest speaker at the **Moonee Valley Library** for their Women's History Month event

30 March 2023

Speaker on behalf of VWT at the **Victoria Day Awards** presentation ceremony

Bronwyn Johnson (Program Manager, Rural Women Online) appearances:

7 June 2023

Speaker to the **House of Representatives Standing Committee on Communications and the Arts** as part of their inquiry into experience, opportunities and challenges for co-investment in multi-carrier regional mobile infrastructure

Tarik Bayrakli (Manager, Club Respect) appearances:

13 July 2022

Delivered a Club Respect Workshop with the **Park Orchards Football and Netball Club**

28 July 2022

Facilitated a Gender equity session at Whitten Oval, Footscray for the **Western Bulldogs Community Foundation's VCAL Sports** program

18 November 2022

Facilitated a Gender equity session at Laverton College for the **Western Bulldogs Community Foundation's Leaders of the Pack** program

9 February 2023

Delivered a Club Respect Workshop with sports clubs from the **City of Melbourne**

27 April 2023

Presented a Healthy Masculinities session in Cobblebank for the **Western Bulldogs Community Foundation's Sons of the West** program

4 May 2023

Presented a Healthy Masculinities session in Maribyrnong for the **Western Bulldogs Community Foundation's Sons of the West** program

17 May 2023

Presented a Healthy Masculinities session in Sebastapol for the **Western Bulldogs Community Foundation's Sons of the West** program

30 May 2023

Facilitated a Gender equity session in Lake Wendouree for the **Western Bulldogs Community Foundation's Youth Leadership** program

31 May 2023

Facilitated a Gender equity session in Taylors Hill for the **Western Bulldogs Community Foundation's Youth Leadership** program

7 June 2023

Facilitated a Gender equity session at Whitten Oval, Footscray for the **Western Bulldogs Community Foundation's Youth Leadership** program

Maki Morita (Rosie Editor) appearances:

20 Nov 2022

Teen Development Day, The Wheeler Centre

MEDIA

16 August 2022

Afternoons with Elise Elliott, 3AW

19 August 2022

Ramona Vijayarasa in conversation, *Readings Podcast*

15 September 2022

It is time for employers to support reproductive health, *Women's Agenda*

21 October 2022

Why we're talking reproductive leave on World Menopause Day, *Australian Unions*

3 November 2022

Federal inquiry into mobile phone infrastructure visits Geelong, *Geelong Times*

5 November 2022

Mentors wanted for Rural Women Online program, *Gippsland Times*

22 November 2022

Aussies could soon get paid menstrual and menopause leave, *Yahoo Finance*

26 November 2022

Will we be getting Menstrual and Menopause leave?, *Russh*

7 June 2023

Leaders of the Pack, Western Bulldogs Community Foundation

28 November 2022

Women's group writing for the record, *The News Mornington Peninsula*

29 November 2022

Westpac introduces paid fertility leave, *Yahoo Finance*

1 December 2022

Could we be getting menstrual leave in Australia – and what would it look like?, *Harper's Bazaar*

4 December 2022

Personal conversations not party press conferences will guide regional Australians on an Indigenous voice, *The Guardian*

3 January 2023

Yes campaign for Voice to rise from the grassroots, *The Australian*

5 January 2023

Influential feminist group shows support behind Yes campaign on Voice to Parliament, *Sky News Australia*

15 February 2023

To Voice or not to Voice, that is the question, *Pro Bono Australia*

7 March 2023

"Keep working like nothing is wrong": women make the case for paid menstruation leave, *The Guardian*

8 March 2023

IWD 2023: Supporting Women in the Workplace, Beyond International Women's Day, *IT Brief Australia*

27 March 2023

Menopause: The silent economic crisis, *Financial Standard*

30 March 2023

Should Australian women have access to paid period leave?, *SBS Hindi*

3 April 2023

Should law firms introduce menstrual leave?, *Law Society Journal*

14 April 2023

A much-needed win for female founders and steady impact growth, *Women's Agenda*

14 April 2023

Together, Yes holding information session at the Shoalhaven Entertainment Centre, *South Coast Register*

15 April 2023

"We can't afford to lose": the campaign for aYes vote in north Queensland, *The Guardian*

4 May 2023

PODCAST: Kitchen Table Conversations on the #Voice: Mary Crooks on the why and how of the Victoria Women's Trust "Together, Yes" project, *No Fibs Independents Day*

22 May 2022

Voice to parliament: Victorian Women's Trust details for Kitchen Table movement, *The Courier*

26 May 2022

Forum focuses on Yes vote, *Ballarat Times*

TRUST JOURNAL

July 2022

Daughters of Durga: dowries, gender violence and family in Australia, Manjula Datta O'Connor

The US is fighting for reproductive rights – what does that mean for Australia?, Sarah Ratcliffe

August 2022

Unbelievable: dismantling the narrative of the "perfect victim" within the criminal justice system, Hannah Ferguson

September 2022

Author Susan White on the sexist culture that plagues the medical profession, Susan White

Talking about us, without us: a survivor's perspective on gendered violence, disability and inclusion, Katie Brebner Griffin

Sala Goma reflects on her feminist journey, Sala Goma

Boys Being Boys?, Niranjanan Sriganeshwaran

October 2022

Meet the team: Tarik Bayrakli on gender equality and parenthood, Tarik Bayrakli

Freya Bennett on medical gaslighting and finding answers, Freya Bennett

ADHD awareness: "I have always felt odd in the world and didn't know why", Hilary Green

November 2022

"Giving voice to menopause" Rosalind shares her story, VWT

VWT Event | Women Represent: Power, Politics and Making a Difference, VWT

In pursuit of the critical mass: lessons from generations of political women, Ramona Vijayarasa

December 2022

Final message of 2022 from Mary Crooks AO, Mary Crooks AO

February 2023

Films we're excited to watch in 2023, VWT

Your guide to International Women's Day 2023, VWT

March 2023

Missing perspectives: two journalists on a mission to amplify marginalised voices, Phoebe Saintilan and Hannah Diviney

Watch: Together, Yes – How we can work together to enshrine a First Nations Voice in our national constitution, VWT

Four feminists on "the best advice I ever received", Alice Pung OAM, Zoya Patel, Madison Griffiths, and Jane Caro

Watch: Rural Women Online | Crises and the digital consequences, VWT

April 2023

"Try again" Isy Oderberg on life and grief after pregnancy loss, Isabelle Oderberg

May 2023

Interview | Prof Fiona Stanley on what motivates her to push for the Voice, Fiona Stanley

The Mother of all Questions: Musician Georgia Fields on creativity and motherhood, Georgia Fields

June 2023

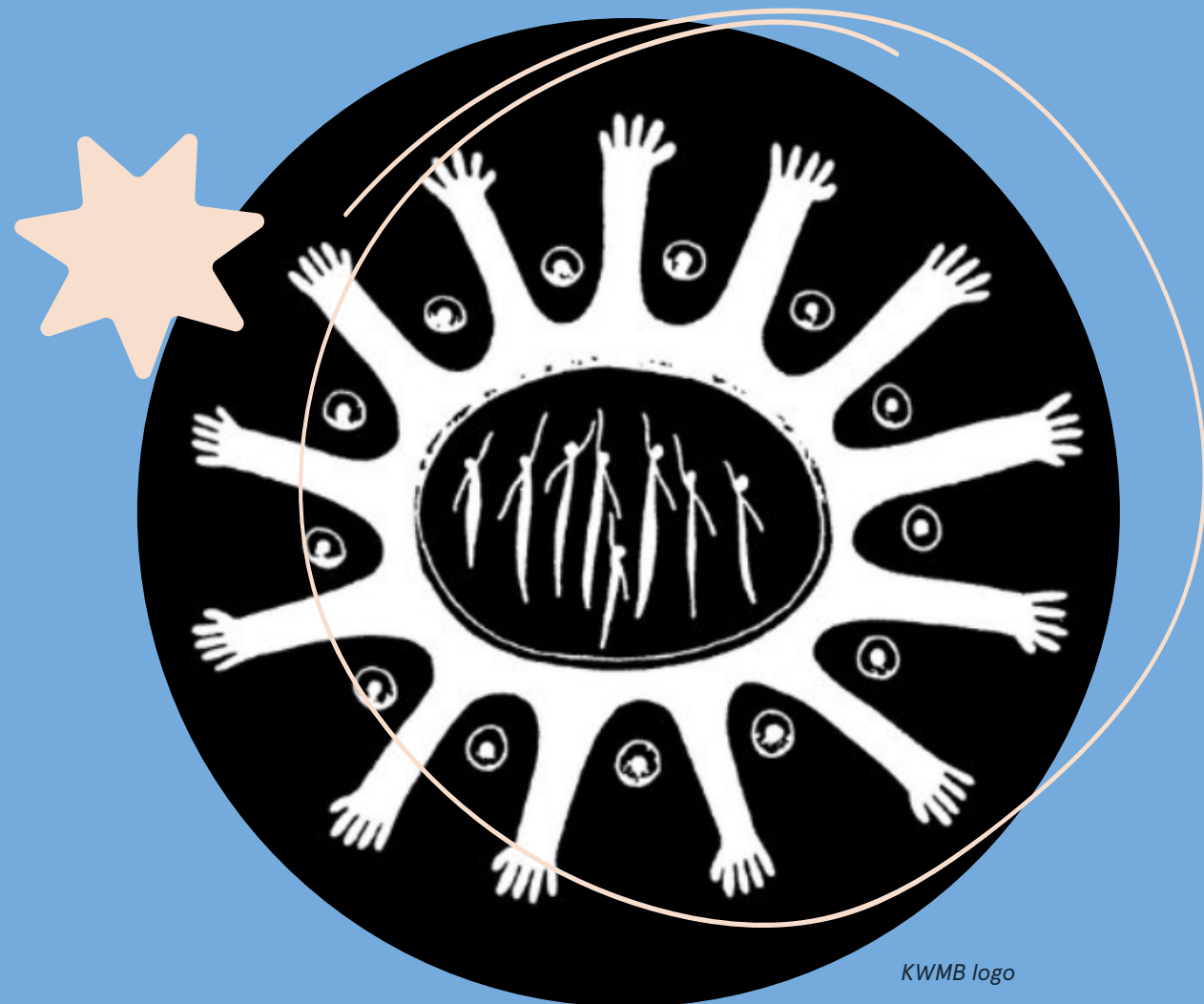
Interview | "Shabbat Table Talks" Project Director Ilona Lee on how the Jewish community can support the Voice, Freya Bennett

Video | Authors Thomas Mayo and Kerry O'Brien on The Voice to Parliament Handbook, VWT



Longstanding volunteer Hilary Irwin in the VWT office in Clifton Hill
Image Breeana Dunbar

KOORIE WOMEN MEAN BUSINESS



KWMB logo

An artistic tribute to the
enduring bond between

KOORIE WOMEN MEAN BUSINESS AND THE VICTORIAN WOMEN'S TRUST

In 2022, Koorie Women Mean Business (KWMB) and the Victorian Women's Trust (VWT) commissioned Yorta Yorta creative Alkina Edwards to create an artwork to represent our longstanding partnership.

Since 1994, KWMB and VWT have stood shoulder to shoulder together, sharing knowledge and history. The two organisations have also shared an office space for almost three decades. Using our story as inspiration, Alkina has created a bright and energetic artwork which represents the strong connection between KWMB and VWT, walking side by side on this land.

Alkina lives in Echuca on Yorta Yorta Country. She is a proud Yorta Yorta, Wemba Wemba, Mutthi Mutthi and Wiradjuri woman on her mother's side and a proud Bundjalung and Wakka Wakka woman on her father's side. In 2023, Alkina gave us permission and licence to adapt her artwork for Together, Yes. In line with the Berne convention, we recognise Alkina Edwards the artist and creator. We thank her for her creative insight and artistic expression, which has greatly inspired the look and feel of Together, Yes.

To learn more about Alkina Edwards
and her artistic practice, visit:
www.instagram.com/alkinascreations

Read more about Together, Yes
on page 13



Artwork by Alkina Edwards

KOORIE WOMEN MEAN BUSINESS

Koorie Women Mean Business (KWMB) is a leading women's advocate, creating meaningful opportunities for Aboriginal and Torres Strait Islander women and girls to make their mark in private enterprise. VWT is proud to have partnered with KWMB for more than 30 years.

Aboriginal Women's Leadership Program: Elevating Connections Healing Ourselves (ECHO)

In June 2022, the Victorian Government launched the second round of the Elevating Connections and Healing Ourselves (ECHO) program. ECHO is a culturally safe and community-led leadership program for Aboriginal women, which was co-designed by Aboriginal and Torres Strait Islander women from across Victoria. KWMB Executive Director Leanne Miller AM chaired the Aboriginal Women's Leadership Program Advisory Committee that oversaw the extensive co-design process. With an intake of 25 women each year, this program is an exciting opportunity for the next generation of Aboriginal and Torres Strait Islander leaders in Victoria.



Leanne Miller AM

Executive Director Appointment of the Order of Australia

In January 2023, we were pleased to inform our colleagues of the appointment of our Executive Director Leanne Miller as a Member (AM) of the Order of Australia (General Division). Leanne has always been resistant to grand gestures; however, she was pleased to be able to say that she celebrated alongside her mother, Frances Mathyssen AM. Leanne follows a line of honoured appointees, including her grandmother Geraldine Briggs AO, as well as her great aunt Margaret Tucker OBE MBE.

Australian Research Council (ARC) Centre of Excellence for the Elimination of Violence Against Women

The ARC Centre of Excellence for the Elimination of Violence Against Women (CEVAW) aims to transform our understanding of the problem by examining the structural drivers that cause and compound violence against women, and pioneering new, evidence-based approaches to radically improve policy and practice across Australia and the Indo-Pacific.

Hosted by Monash University in Clayton, the Centre mobilises survivor-centric and Indigenous methodologies, interdisciplinary collaborations, and Indo-Pacific partnerships to deliver scalable approaches to eliminate violence against women. KWMB is proud to partner with like-minded organisations on this incredibly important initiative. CEVAW has been a culmination of KWMB's commitment to Family Violence Research with Professor Kyllie Cripps, Dixie Gordon, and Dr Hannah McGlade.

Common Threads Summit

KWMB were fortunate to attend Common Threads 2023 – a two-day summit designed for and by First Nations people held in Meanjin on the 30th and 31st of March. It was an opportunity for more than 200 First Nations campaigners, community organisers, communicators and changemakers to connect, yarn, learn, strategise and plan for action.

Right now, big conversations are happening across the nation about the history of our country, and our collective vision for the future. It was important for KWMB to attend this summit, connect with and support others at such a pivotal time in history. We continue to help build widespread awareness of issues that our communities have been fighting for decades – like land rights and cultural heritage protection; treaties, truth-telling and self-determination; stopping Black deaths in custody, and fighting racism, inequality and more.



Cr Greg James, James Murphet, Gary Saunders and Leanne Miller AM at the 2023 Williamson Community Leadership Program
Image Tanya Garling

Together, Yes Campaign

KWMB participated in the Together, Yes campaign, providing information on the forthcoming Constitution Referendum. With our partners, we participated in information sessions in Darwin, Brisbane, Shepparton, Melbourne, and Benalla. KWMB also hosted targeted community conversations within metropolitan Melbourne, and provided input to the content and creation of the Together, Yes session materials.

Warrior Women Lane: Update

The City of Melbourne provided funding for phase two of the Warrior Woman Lane Public Art Commission in honour of activist, photographer, broadcaster, poet, feminist, politician, comedian, academic and performer, Lisa Bellear. She was a Minjungbul, Goernpil, Noonuccal and South Sea Islander woman from Minjerribah (North Stradbroke Island, Queensland), born and raised in Naarm (Melbourne).

KWMB was once again honoured to participate in the Warrior Woman Lane working group, which consisted of Leanne Miller AM, Executive Director of Koorie Women Mean Business, and Kim Kruger, Lecturer and Researcher at Moondani Balluk, Victoria University. The working group appointed curator Dr Paola Balla to scope an Aboriginal woman artist to provide an initial concept proposal for the commission. We have selected Tarryn Love, a proud Gunditjmara Keerray Woorroong woman, born and raised on Wadawurrung Country. An emerging artist and curator, Tarryn's practice exists in the space of creative cultural expression.

Warrior Woman Lane can be found off Nicholson St between Kay St and Alexandra Parade in Carlton.



Leanne Miller AM delivering her keynote to the 2023 Williamson Community Leadership Program
Image Tanya Garling

Leadership Victoria 2023 Williamson Community Leadership Program

Keynote Co-Presenter

The Williamson is a unique, immersive year-long program that aims to expand how participants see the world and change the way they exercise leadership. KWMB Executive Director Leanne Miller AM co-presented a keynote address to the 2023 program participants, alongside Greater Shepparton City Councillor Greg James. In her address, Leanne highlighted the role of Aboriginal women within community settings, in positions of past to present leadership, and in the ongoing work of antiracism. Her co-presenter Cr Greg James spoke about the build up to the national Voice referendum and, in particular, the role of the local council.



Tanja Kovak (Gender Lens Australia), Jadelyn David De Baush (Koorie Youth council), Prof Kyllie Cripps (CEVAW) and Leanne Miller AM (KWMB) on the Women Deliver panel
Image Tanja Kovak

Women Deliver 2023

Solidarity & First Nations Women and Girls: Tiddaism and the feminisation of power for change

KWMB Executive Director, Leanne Miller AM was delighted to be part of the panel session at the Women Deliver Oceanic Pacific forum. The event and discussion were had in the spirit of collaborative practice, and building solidarity and connection between First Nations women and other women.



OUR PEOPLE



Duré Dara OAM Image Breeana Dunbar

OUR BOARD



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 at the coalface of life, where people experience precarious entanglements of their personal, legal, financial and social disadvantage. She is a Senior Lecturer, 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).



NADINA BROCKHURST

Chair, Finance, Audit, Risk and Investment Committee

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



MARY CROOKS AO

Executive Director

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



DURÉ DARA OAM

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 the University of Melbourne 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.



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 reform, focusing on women's rights. She has a long-term association with the VWT, having been a volunteer and an employee before joining the board.



CHRISTINE GORDON

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 women's public 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. In addition to a life-long devotion to feminism, Christine is an avid reader and gardener.



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. A strong collaborator, as both a volunteer and HR professional Kellie is passionate about building relationships and driving positive change, particularly in relation to inclusion and gender equity. Kellie was a participant of the Observership program before joining the VWT Board. Kellie has a Bachelor of Commerce (HR) from the Deakin University and a Masters of Business Administration from the University of Melbourne.



RANA HUSSAIN

Member, Grants Committee

Rana Hussain is an inclusion and 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.



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 woman of the Dhulanyagen Ulupna Clan, Yorta Yorta nation and Executive Director of Koorie Women Mean Business. She has an extensive advocacy background working in Indigenous, legal and women's sectors, and has represented Australian Indigenous Women at the United Nations, New York, as well as undertaking a UN Fellowship in Geneva. She was selected as the community representative, Australian Government delegation to the 54th Session on the Commission on the Status of Women, United Nations, New York. In 2019, Leanne was elected as a member of the North East Region to the First People's Assembly of Victoria. In 2023, Leanne was inducted to the Australia Day honours list for her "significant service to women's affairs, and to the Indigenous community".



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

OUR TEAM

MAKI MORITA
Rosie EditorLEAH MCPHERSON
Major Projects & Initiatives OfficerTARIK BAYRAKLI
Manager, Club RespectLIEU LE
PA to Executive Director & Administration OfficerJANICE POWELL
Board Executive SupportGILLIAN BARNES
Accounting OfficerBRONWYN JOHNSON
Program Manager, Rural Women OnlineMARY CROOKS AO
Executive DirectorSALA GOMA
Communications Officer (maternity leave position)RACHAEL IMAM
Communications Officer (on maternity leave)WILFREDO ZELADA
Finance Manager & IT Co-ordinatorJESS DUGDALE-WALKER
Project Support OfficerALLY OLIVER-PERHAM
Communications ManagerTOGETHER, YES
PROJECT STAFF
Moa Martenson
Ciara Kirby
Mandy Girvan

FINANCIALS & ACKNOWLEDGEMENTS



Audience at a VWT event Image Breeana Dunbar

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 2023

	2023 \$	2022 \$
Revenue	287,264	454,022
Other income	48,468	30,000
Interest revenue	231	41
Employee benefits expense	(161,550)	(170,521)
Depreciation and amortisation expense	(19,071)	(112,972)
Occupancy expense	(6,360)	(4,440)
Printing and stationery expense	(2,261)	(2,216)
Marketing and merchandise expense	(81,430)	(129,811)
Other expenses	(9,224)	(21,898)
Finance costs	-	(1,411)
Profit for the year attributable to the members of Victorian Women's Trust Ltd	56,067	40,794
Other comprehensive income for the year	-	-
Total comprehensive income for the year attributable to the members of Victorian Women's Trust Ltd	56,067	40,794

Statement of financial position

AS AT 30 JUNE 2023

	2023 \$	2022 \$
Assets		
Current assets		
Cash and cash equivalents	172,998	265,574
Trade and other receivables	629,275	506,157
Other	-	4,469
Total current assets	802,273	776,200
Non-current assets		
Property, plant and equipment	32,518	40,877
Total non-current assets	32,518	40,877
Total assets	834,791	817,077
Liabilities		
Current liabilities		
Trade and other payables	88,940	90,501
Employee benefits	266,268	274,987
Other	-	30,949
Total current liabilities	355,208	396,437
Non-current liabilities		
Employee benefits	24,531	21,655
Total non-current liabilities	24,531	21,655
Total liabilities	379,739	418,092
Net assets	455,052	398,985
Equity		
Issued capital	12	12
Reserves	441,110	385,043
Accumulated funds	13,930	13,930
Total equity	455,052	398,985

Summary Statement of changes in equity

FOR THE YEAR ENDED 30 JUNE 2023

	Issued capital \$	Capital reserves \$	Accumulated funds \$	Operating fund \$	Total equity \$
Balance at 1 July 2022	12	385,043	13,930	-	398,985
Profit for the year	-	-	-	56,067	56,067
Other comprehensive income for the year	-	-	-	-	-
Total comprehensive income for the year	-	-	-	56,067	56,067
Transfer between funds	-	56,067	-	(56,067)	-
Balance at 30 June 2023	12	441,110	13,930	-	455,052

Statement of cash flows

FOR THE YEAR ENDED 30 JUNE 2023

	2023 \$	2022 \$
Cash flows from operating activities		
Interest received	231	41
Operating revenue received	300,641	464,136
Interest and other finance costs paid	-	(1,411)
Payments to suppliers and employees (inclusive of GST)	(263,760)	(329,825)
Net cash from operating activities	37,112	132,941
Cash flows from investing activities		
Payments for property, plant and equipment	(10,712)	(17,514)
Net cash used in investing activities	(10,712)	(17,514)
Cash flows from financing activities		
Repayment of loan due from/(loan to) other related parties	(118,976)	(19,167)
Repayment of lease liabilities	-	(140,751)
Net cash from/(used in) financing activities	(118,976)	(159,918)
Net increase/(decrease) in cash and cash equivalents	(92,576)	(44,491)
Cash and cash equivalents at the beginning of the financial year	265,574	310,065
Cash and cash equivalents at the end of the financial year	172,998	265,574



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 2023, 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 2023. We expressed an unmodified audit opinion on that financial report in our report dated 08 November 2023. 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 2023 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 20 December 2023
Liability limited by a scheme approved under Professional Standards Legislation

Lowe Lippmann
Chartered Accountants
& Business Advisors

Business name licensed to
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ACN 074 625 371

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Joseph Kalb
Daniel Franck
Richard Horvath



Liability limited by a
scheme approved
under Professional
Standards legislation

Dugdale Trust for Women & Girls

ABN 45 242 265 341

SUMMARY FINANCIAL STATEMENTS

Summary Statement of profit or loss and other comprehensive income

FOR THE YEAR ENDED 30 JUNE 2023

	2023 \$	2022 \$
Revenue	1,469,795	2,593,275
Interest revenue	1,069	69
Expenses		
Occupancy expense	(20,411)	(95,486)
Printing and stationery expense	(14,063)	(15,044)
Employee benefits expense	(928,606)	(935,762)
Depreciation and amortisation expense	(67,725)	–
Marketing and merchandise expense	(270,206)	(213,095)
Management fees	(75,000)	(75,000)
Other expenses	(136,768)	(108,849)
Finance costs	(16,697)	(11,239)
Surplus/(Deficit) for the year attributable to the beneficiaries of Dugdale Trust for Women and Girls	(58,612)	1,138,869
Other comprehensive income for the year	–	–
Total comprehensive income for the year attributable to the beneficiaries of Dugdale Trust for Women and Girls	(58,612)	1,138,869

Summary Statement of financial position

AS AT 30 JUNE 2023

	2023 \$	2022 \$
Assets		
Current assets		
Cash and cash equivalents	51,387	214,500
Trade and other receivables	94,405	35,276
Other	432	3,468
Total current assets	146,224	253,244
Non-current assets		
Property, plant and equipment	1,662,420	1,603,907
Total non-current assets	1,662,420	1,603,907
Total assets	1,808,644	1,857,151
Liabilities		
Current liabilities		
Trade and other payables	530,202	468,330
Borrowings	-	300,000
Other	24,434	76,201
Total current liabilities	554,636	844,531
Non-current liabilities		
Borrowings	300,000	-
Total non-current liabilities	300,000	-
Total liabilities	854,636	844,531
Net assets/(liabilities)	954,008	1,012,620
Equity		
Settled capital	100	100
Reserves	105,759	105,759
Accumulated surpluses (deficits)	848,149	906,761
Total equity/(deficiency)	954,008	1,012,620

Summary Statement of changes in equity

FOR THE YEAR ENDED 30 JUNE 2023

	Settled capital \$	Public Sub-Fund \$	Operating funds \$	Total equity \$
Balance at 1 July 2022	100	105,759	906,761	1,012,620
Deficit for the year	-	-	(58,612)	(58,612)
Other comprehensive income for the year	-	-	-	-
Total comprehensive income for the year	-	-	(58,612)	(58,612)
Balance at 30 June 2023	100	105,759	848,149	954,008

Summary Statement of cash flows

FOR THE YEAR ENDED 30 JUNE 2023

	2023 \$	2022 \$
Cash flows from operating activities		
Receipts from customers	1,358,899	2,646,547
Payments to suppliers and employees	(1,380,146)	(1,238,630)
Interest received	1,069	69
Interest and other finance costs paid	(16,697)	(11,239)
Net cash from/(used in) operating activities	(36,875)	1,396,747
Cash flows from investing activities		
Payments for property, plant and equipment	(126,238)	(1,603,907)
Net cash used in investing activities	(126,238)	(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	(163,113)	92,840
Cash and cash equivalents at the beginning of the financial year	214,500	121,660
Cash and cash equivalents at the end of the financial year	51,387	214,500

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 2023, 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 2023. We expressed an unmodified audit opinion on that financial report in our report dated 08 November 2023. 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 2023 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 20 December 2023

Liability limited by a scheme approved under Professional Standards Legislation

Partners

Joseph Franck
Danny Lustig
Gideon Rathner
Loren Datt
Michael Scholefield

Mark Saltzman
Joseph Kalb
Daniel Franck
Richard Horvath



Victorian Women's Benevolent Trust and Controlled Entities

ABN 80 989 689 839

SUMMARY FINANCIAL STATEMENTS

Summary Statements of profit or loss and other comprehensive income

FOR THE YEAR ENDED 30 JUNE 2023

	CONSOLIDATED		PARENT	
	2023 \$	2022 \$	2023 \$	2022 \$
Revenue	2,208,662	3,172,185	553,135	383,543
Interest revenue	7,959	612	6,660	503
Expenses				
Corporate and administration expenses	(5,040)	(5,927)	(5,040)	(5,927)
Grant expense	(129,069)	(98,034)	(129,069)	(150,030)
Employee benefits expense	(1,314,604)	(1,312,929)	(224,448)	(206,646)
Occupancy expenses	(36,503)	(35,138)	(9,732)	(21,871)
Depreciation and amortisation expense	(86,796)	(112,972)	-	-
Printing and stationary expenses	(20,400)	(21,720)	(4,076)	(4,461)
Marketing and merchandise expense	(362,917)	(355,632)	(10,725)	(12,726)
Loss on investments	-	(392,681)	-	(392,681)
Other expenses	(190,077)	(170,523)	(119,642)	(114,774)
Finance costs	(16,697)	(12,650)	-	-
Surplus/(deficit) for the year	54,518	654,591	57,063	(525,070)
Other comprehensive income for the year	-	-	-	-
Total comprehensive income for the year	54,518	654,591	57,063	(525,070)

Summary Statements of financial position

AS AT 30 JUNE 2023

	CONSOLIDATED		PARENT	
	2023	2022	2023	2022
	\$	\$	\$	\$
Assets				
Current assets				
Cash and cash equivalents	454,757	1,073,337	230,376	593,269
Trade and other receivables	194,731	124,910	73,344	66,792
Inventories	432	3,468	-	-
Financial assets at fair value through profit or loss	2,690,963	2,249,526	2,690,963	2,249,526
Other	-	4,469	-	-
Total current assets	3,340,883	3,455,710	2,994,683	2,909,587
Non-current assets				
Property, plant and equipment	1,694,938	1,644,784	-	-
Total non-current assets	1,694,938	1,644,784	-	-
Total assets	5,035,821	5,100,494	2,994,683	2,909,587
Liabilities				
Current liabilities				
Trade and other payables	95,314	125,947	78,464	50,431
Borrowings	-	300,000	-	-
Employee benefits	266,268	274,987	-	-
Other	24,434	107,149	-	-
Total current liabilities	386,016	808,083	78,464	50,431
Non-current liabilities				
Borrowings	300,000	-	-	-
Employee benefits	24,531	21,655	-	-
Total non-current liabilities	324,531	21,655	-	-
Total liabilities	710,547	829,738	78,464	50,431
Net assets	4,325,274	4,270,756	2,916,219	2,859,156
Equity				
Settlement capital	1,000	1,000	1,000	1,000
Reserves	441,122	385,055	-	-
Accumulated funds	3,883,152	3,884,701	2,915,219	2,858,156
Total equity	4,325,274	4,270,756	2,916,219	2,859,156

Summary Statements of changes in equity

FOR THE YEAR ENDED 30 JUNE 2023

	Issued capital \$	Capital reserves \$	Accumulated funds \$	Total equity \$
CONSOLIDATED				
Balance at 1 July 2022	1,000	385,055	3,884,701	4,270,756
Surplus for the year	-	-	54,518	54,518
Other comprehensive income for the year	-	-	-	-
Total comprehensive income for the year	-	-	54,518	54,518
Transfers	-	56,067	(56,067)	-
Balance at 30 June 2023	1,000	441,122	3,883,152	4,325,274

	Issued capital \$	Accumulated funds \$	Total equity \$
PARENT			
Balance at 1 July 2022	1,000	2,858,156	2,859,156
Surplus for the year	-	57,063	57,063
Other comprehensive income for the year	-	-	-
Total comprehensive income for the year	-	57,063	57,063
Balance at 30 June 2023	1,000	2,915,219	2,916,219

Summary Statements of cash flows

FOR THE YEAR ENDED 30 JUNE 2023

	CONSOLIDATED		PARENT	
	2023 \$	2022 \$	2023 \$	2022 \$
Cash flows from operating activities				
Interest and other finance costs paid	(16,697)	(12,650)	-	-
Receipts from operations	1,869,924	3,735,945	360,381	373,920
Payments to suppliers and employees	(1,958,512)	(2,409,318)	(372,882)	(367,146)
Interest received	7,959	612	6,660	503
Grants paid	(129,069)	(98,034)	(129,069)	(150,030)
Net cash from/(used in) operating activities	(226,395)	1,216,555	(134,910)	(142,753)
Cash flows from investing activities				
Payments for property, plant and equipment	(136,950)	(1,621,421)	-	-
Net disposals/acquisitions/valuations JB Were Investment portfolio	(255,235)	63,539	(255,235)	63,539
Net cash from/(used in) investing activities	(392,185)	(1,557,882)	(255,235)	63,539
Cash flows from financing activities				
Proceeds from borrowings	-	300,000	-	-
Repayment of lease liabilities	-	(140,752)	-	-
Net movement on related party loans	-	-	27,252	(151,209)
Net cash from/(used in) financing activities	-	159,248	27,252	(151,209)
Net increase/(decrease) in cash and cash equivalents	(618,580)	(182,079)	(362,893)	(230,423)
Cash and cash equivalents at the beginning of the financial year	1,073,337	1,255,416	593,269	823,692
Cash and cash equivalents at the end of the financial year	454,757	1,073,337	230,376	593,269



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 2023, 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 2023. We expressed an unmodified audit opinion on that financial report in our report dated 28 November 2023. 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 2023 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 20 December 2023

Liability limited by a scheme approved under Professional Standards Legislation

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Chartered Accountants
& Business Advisors

Business name licensed to
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ACN 074 625 371

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Richard Horvath



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HEARTFELT THANKS

Together, Yes

Peggy O'Neal AO

Angela Nordlinger

Julie Kantor AO

Tree Pot

Abigail Benham-Bannon

The Felton Bequest

The Wood Foundation

Meg Paul

Crosthwaite Family
(Settler families giving back) –
Jim Crosthwaite, Sandra Edmonds,
Mark Edmonds, Bao Hiep Ly

Plenary Group

Verve Super

Hilary Irwin

Brunswick Uniting Church

Sheila Byard

Jon Faine and Jan Oates

Peter Hanks KC

Janny Ryan

Prue Jolley

Nicola Reynolds

Rupert Myer AO

Elizabeth Beveridge

Rural Women Online

Community Enterprise Foundation

Helen Macpherson Smith Trust

USA Embassy

Victorian Women's Trust Ltd

City of Darebin

Department of Jobs, Precincts
and Regions

Helen Macpherson Smith Trust

Humanitix Limited

Kingsville Primary School
Grade 6 Girls

Melbourne and Olympic Parks

USA Embassy

Dilys Anderson

Ruth Anderson

Lee Archinal

Amber Bonney

Jennifer Bourke

Elizabeth Bromham

Dr Barbara Burge

Andi Chatterton

Jan Cochrane-Harry

Dorothy Davies

Catherine Davitt

Donna de Zwart

Edward Dougherty

Lucy Fallon

Carolyn Graham

Maxine Gross

Angela Hamilton-Smith

Sue Howard

Irene Kearsey

Robyn Lipshut

John Lorkin

Janet McMenamin

Kathleen McPherson

Professor Cynthia Mitchell

Colleen Morris

Phoebe Nagorcka-Smith

Bridget Noonan

Jason Price

Ruth & Ralph Renard

Clare Riddoch

Lesley Tan

Dean Turner

Jenny Vaughan

Rosalind Wallis

Professor Jane Wilkinson

Dr Pamela Williams OAM

Cathie Wills

Dr Kerre Ann Willsher

Kaye Wright

Ana Concepcion Zelada

Victorian Women's Benevolent Trust

Scally & Trombone

Laurie Bebbington

Prue Brown

Barbara Cameron

Christine Carolan

Helen Clarke

Mary Dean

Antoinette Doran

Dr Cathy Drinkwater

Jane Ezard

Lucy Fallon

Barbara Fih

Gail Greatorex

Julia Griffith

Stewart Hart

Bronwen Haywood

Margaret Hollingdale

The Hon. Elizabeth Hollingworth

Margret Holmes

Hilary Irwin

Amanda Jones

Rosemary Kelly

Belinda Kirwan

Robyn Lipshut

Elizabeth MacKenzie

Bruce Macrae

Gail Maskiell

Julie McCormack

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Wendy Morris

Ruth Owens

Ruth and Ralph Renard

Clare Riddoch

Patricia Salkin

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Rosalind Wallis

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Ana Concepcion Zelada

The Dugdale Trust for Women & Girls

Australian Philanthropic
Services Foundation

Community Enterprise Foundation

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U3A Banyule Inc

ZONTA International-Governor
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Karen Flaherty

Union of Australian Women (Victoria) Sub-Fund

Union of Australian Women
Anne Sgro
Lorraine Sinderberry
Mary Voice
Margaret Waddington

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Thank you to each of our board members; Alice MacDougall of Herbet Freehills for ongoing pro bono legal advice and support; the amazing creatives who make our work sing — Alkina Edwards,

Breeana Dunbar, Gregory Erdstein, Stu Mannion, Nick Pollock, Mari Frith, the entire Your Creative team, and our wonderful graphic designer Laura Morellon.

We also thank our volunteers and student interns: the work you do is invaluable. Thank you to Alison Carroll, Angela Finn, Ruth Fincher, Wenting Hu (Intern), Hilary Irwin, Prue Jolley, Liz McAloon, Pamela McLure, Jenny McGregor, Annabel Mahon, Trish O'Donoghue, Anne Paul, Elisa Whittaker, Julia Walsh, and Ro Marks.



Partner Spotlight

YOUR CREATIVE X VICTORIAN WOMEN'S TRUST



INTERVIEW WITH LAUREN CRYSTAL,
YOUR CREATIVE CO-FOUNDER

VWT: How would you describe Your Creative?

Lauren: Your Creative is an impact-driven design agency. We work on anything from new brands to rebrands to apps to websites; anything that's essentially strategic communication design is the link. We're founded on diversity. All three founders [Lauren Crystal, James Lim and Mitch Furlong] come from different backgrounds, and that includes gender, sexuality, heritage, and neurodiversity. We believe that diversity of thought and leadership really should be the future of most industries, especially technology and design. That underpins a lot of what we do.

What's the ethos behind it?

Our mantra is to above all "be curious", and the idea is that we should always be asking questions and probing. We're always trying to challenge the norm. For instance, we took a big leap this year and trialled a four day work week. We saw an increase in productivity, and that's something that we now have across the board. So now everybody is paid for five days and works four days, which is wonderful.

Five % of all our work is pro bono, which often means that we can do that really intense thinking that normally you get for these big tech firms with unlimited budgets. We get to do that for impact projects.

How did you become involved with the Victorian Women's Trust?

I have been a big fan of the Victorian Women's Trust for years. A client of ours had said when they were working with us that the Trust have a very similar – I think "vibe" was a term – but I suppose values, to the Victorian Women's Trust. We've been working with the Victorian Women's Trust for nearly three years now, across lots of different projects on that strategic communication design path.



How would you describe the partnership between VWT and Your Creative?

Being in the sphere of design and technology, we work with a lot of male-dominated businesses, and working with a team that is female-led is so different. The thing about VWT and Your Creative is that we have very different skill sets, but we have a very similar mindset, which is "to do". We are constantly doing the work that we really want to produce and getting things into the hands of the community and people.

Through this partnership, I think we've proven the power of injecting programs and projects with clever technology.

With **Rural Women Online**, we're able to connect mentors and mentees and significantly reduce the amount of actual admin hours that traditionally VWT would have. With **Together, Yes**, we're able to provide conversation kit materials online in ways that get to people quicker. And with **Rosie**, it's about really meeting youth in a space that feels like theirs.

What I'm excited with VWT in the future is using the power of clever technology to enable programs and ideas that are already happening.

The Victorian Women's Trust (VWT) team loves working collaboratively with the Your Creative team on major projects such as:

Rural Women Online (read more on page 30);

Together, Yes (read more on page 13);

and the soon to be relaunched brand and website identity for Rosie (read more on page 32).

In 2024, Your Creative will be working with VWT on the development of Madam Speaker – an educational initiative that will bring inspiring speeches by women and gender diverse people to life. For more details, flip to page 34.

Lauren with her colleagues Mitch and Cara in the Your Creative offices
Images supplied





VICTORIAN WOMEN'S TRUST

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