

TOGETHER, WE THRIVE



ANNUAL
REPORT
2023-24

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 2023-24 production team

Editors
Rachael Imam and Ally Oliver-Perham

Design
Design Democracy

Financials
Wilfredo Zelada and Gillian Barnes

Photography
Breeana Dunbar and Max Roux

Production coordinator
Rachael Imam

Writers
Tarik Bayrakli, Mary Crooks AO, Rachael Imam, Alana Johnson AM, Leanne Miller AM and Ally Oliver-Perham

Follow
@VicWomensTrust

Visit
137a Queens Parade, Wurundjeri Country, Clifton Hill, VIC 3068

Phone
(03) 9642 0422

Email
women@vwt.org.au

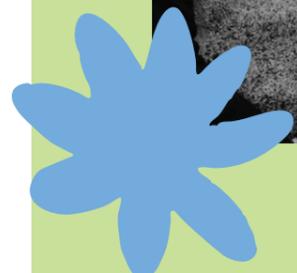
Donate
www.vwt.org.au/donate

Introduction: Together, We Thrive ⁴

- 4 Executive Director's Report
- 5 Chair's Report

Community Grants ⁶

- 8 Revisiting WorkCycle: Targeted Impact Grantee
- 10 Sub-Fund Grants
- 18 Leave a Legacy, Change Lives: How to Remember the Victorian Women's Trust in Your Will



Major Projects ²⁰

- 22 Together, Yes: Women for Yes
- 26 Rural Women Online
- 28 Rosie
- 30 Club Respect
- 32 Madam Speaker
- 34 Equal Futures Endowment Fund



Trust News ³⁶

- 37 Trust Events
- 38 Community Connections
- 38 Speaking Engagements
- 40 Media
- 40 Trust Journal

Koorie Women Mean Business ⁴²



Our People ⁴⁶

- 47 Board
- 50 Staff

Financials and Acknowledgements ⁵²

- 53 Financials
- 68 Heartfelt Thanks
- 71 Acknowledgements

FIGHTING GENDER INEQUALITY



We help people to actually do something about the gender inequalities that they see and experience every day.

As a small but ambitious organisation, 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 with each other, we learn and grow in our feminism together.



Since 1985, the Victorian Women's Trust has flourished through the support of a diverse community of Australians who believe that gender equality is essential to a brighter future for all. From Kitchen Table Conversations advocating for constitutional recognition to regional consultations tackling the digital divide's impact on women, this year's report shows that no matter how steep the climb, we thrive when we stand united. Through initiatives like our annual community grants program, we continue driving social change, improving the lives of women, girls, and gender diverse people across the country.

We are made up of three essential components:

Victorian Women's Trust PTY LTD (VWT)

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

ABN 20 006 403 256

Dugdale Trust for Women & Girls (DWTG)

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

ABN 45 242 265 341

Victorian Women's Benevolent Trust (VWBT)

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.

ABN 80 989 689 839

Executive Director's Report

Mary Crooks AO

Together, We Thrive is the theme of this Annual Report.

When reflecting on this theme, I cannot help but think of our Together, Yes campaign, which empowered thousands of Australians to advocate for a YES vote in the 2023 referendum on the Voice to Parliament. This campaign defined our year, often overshadowing other activities and initiatives.

It was a bruising yet exhilarating endeavour, demanding considerable resources and energy. Unfortunately, the outcome was disheartening, as the majority of Australians rejected two fundamental propositions: that First Nations people be recognised in the nation's Constitution and that they have a voice in Parliament. This loss stings.

Our national campaign drew upon the Trust's Kitchen Table Conversations model, developed in the late 1990s with our Purple Sage Project. This model embodies the idea that respectful dialogue can drive meaningful change. It is built on key values that encourage participants to acknowledge diverse experiences, engage in good faith, maintain respectful discussions, and remain open to new insights.

This led to a strong partnership with the Indigenous-led Yes campaign, founded on mutual respect and a shared sense of purpose. Together, We Thrive.

We were fortunate to gain support from generous donors, allowing us to expand our team, travel to 26 Community Information Sessions nationwide, create video assets, translate materials into 10 community languages, and stage our Women for Yes event at the Athenaeum Theatre. Our core team of four staff, along with Board members and exceptional volunteers, worked tirelessly, aided by digital



agency, Your Creative, in developing and maintaining our website over 10 months. This collaboration enabled us to communicate vital details and foster close relationships with Conversation Hosts nationwide. Our Open Letter, featured in the Women for Yes segment, was translated into 10 community languages. Together, We Thrive.

Following the referendum loss, we absorbed extensive media commentary and gathered feedback from Together, Yes participants, many of whom felt anger, disappointment, and heartache. We noted rising abuse and hostility towards Yes supporters, exacerbated by divisive narratives in the media. The rapid increase in racism and the reluctance of some faith and academic institutions to advocate for the Yes vote were alarming. Corporates like Woolworths retracted their support due to backlash, and the emergence of aggressive anti-vaccine sentiment reflected a broader trend of misinformation.

Despite these challenges, approximately 6.2 million Australians supported Indigenous recognition and justice, embracing the ethos and vision of The Uluru Statement from the Heart and the two referendum principles. This solidarity demonstrates resilience in the face of fear and misinformation.

As we look ahead, we are exploring ways to contribute positively to national consciousness, honouring Australia's First Nations people and celebrating their rich culture and wisdom. When times are tough, we must regroup and hold fast to our values, remembering:



Chair's Report

Alana Johnson AM

July 2023 saw the Victorian Women's Trust receive a Victoria Day Award for demonstrating extraordinary community and public service.

The award plaque is on display at our office as a reminder that VWT is unique and extraordinary.

It is the collective effort that makes VWT extraordinary. For close to 40 years, it is the VWT staff, Board members, donors, volunteers, and interns, numbering all up several thousands of people, who have been responsible for this outstanding contribution to our state and nation overall. This powerful collective effort has taken action in so many ways and at so many levels in the pursuit of equality, opportunity and safety for women and girls.

Although there is societal preoccupation with individual heroes and winning teams, little is really ever achieved without the contribution and support of those behind the scenes, away from the limelight. It has always been thus and is certainly true for the Victorian Women's Trust.

As a daughter of the second wave women's movement, I know firsthand the gains for women and girls over the past 60 years are due to everyone that involved themselves in the movement. While we know the names of some of the revered early feminist activists, the momentum for change was built by generations of supporters and participants to a point of impact that legislation, laws, institutions, and practices finally changed.

2023 was to be a pivotal point of citizen action as many came together to support the Aboriginal and Torres Strait Islander Voice to Parliament referendum. The Victorian Women's Trust committed much of its resources to designing and building the Together, Yes campaign which went nationwide and involved many thousands in deep learning and discussion about the need and value of an Indigenous Voice to Parliament.

While the proposed Voice to Parliament was not upheld, a distressing outcome for so many, the coming together to support a Yes vote has fundamentally changed our citizens and our nation. We did find strength in unity, we did find hope in unity, and we will find a way forward through unity. As VWT has demonstrated over four decades, the process of coming together and acting together creates ripples of change regardless of the immediate outcome.

The underpinning principle Together, We Thrive was also the impetus for Rural Women Online, a VWT initiative created to address the impact of digital exclusion on women. As the growing gap in the digital divide continues to disadvantage women who reside in regional and rural areas, the Rural Women Online project provides opportunities for women to come together and learn digital skills. The project has only been possible because local community people generously partnered with VWT, offering their local knowledge, their skills, their networks to effectively reach out to and support women to participate in the program.

Creating collaborative change requires resources, and enabling the ongoing work of the Victorian Women's Trust are generous donors and funders.

The Helen Macpherson Smith Trust and the Bendigo Bank Community Enterprise Foundation made this project possible, and their generosity is helping more rural women to 'thrive'.

To secure the work of the Victorian Women's Trust, in bringing people together to achieve true gender equality, we are currently building the Equal Futures Endowment Fund. While VWT acts as the engine room, the changes we all seek can only be realised by collective effort. Your contribution to the fund is an action you can take to ensure the Victorian Women's Trust remains resilient and effective and that Together, We Thrive.



COMMUNITY GRANTS



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.

Each year, our grants program gives to a range of high impact initiatives; and proudly honours the life and contribution of women through our many Sub-Funds.

In the 2023-24 grant round, we received 112 grant applications.

In October, 2023, the Trustees approved 18 grants that encompassed all Sub-Funds, with a total value of \$117,501.

Thank you to each of our donors and supporters who continue to make this important work possible.



Revisiting WorkCycle: Targeted Impact Grantee



WorkCycle is a newly established workplace training program that offers expert-led educational workshops focused on menopause awareness and workplace policy.

Launched in 2024, but developed since 2021, WorkCycle provides both online and in-person workshops, comprehensive digital resources, expert advice for managers, and facilitator training opportunities.

In 2021-22, the Victorian Women's Benevolent Trust awarded the Dugdale Trust for Women & Girls a Targeted Impact Grant of \$51,996 to support the creation of WorkCycle. This grant builds on our extensive work in the area of reproductive health and gender equality, including:

- **Our renowned menstrual and menopausal leave policy (2016)**
- **About Bloody Time: The Menstrual Revolution We Need to Have (2019) by Karen Pickering & Jane Bennett**
- **Ourselves at Work (2021), a follow-up guide for workplaces**

Since 2019, our Trustees have been assessing and awarding a small number of Targeted Impact Grants, chosen for their ability to address key barriers to gender equality. WorkCycle is a prime example of a project with the potential to act as a circuit breaker in shifting workplace culture.

Learn more:
<https://chalicefoundation.org.au/workcycle/>

“I just wanted to say thanks for organising the Menopause and Work event. I found it incredibly informative and could relate to so many of the discussions. Hopefully, this paves the way for positive change for women of all ages and life stages.”

– Anonymous

WorkCycle is a prime example of a project with the potential to act as a circuit breaker in shifting workplace culture.



CON IRWIN SUB-FUND

PROJECT:

Family Domestic Violence Leave (FDVL) What You Need to Know

APPLICANT: Women's Information Referral Exchange (WIRE)

AMOUNT: \$5,000



Family and domestic violence is an ongoing national crisis that impacts many of us. This project aims to provide victim-survivors with an updated and easy-to-access resource to help us all understand and utilise our rights to family and domestic violence leave. By taking this leave, survivors can better engage with family violence services, which can help lessen the impact of domestic violence on our workplaces, finances, and overall wellbeing. Additionally, the project seeks to raise community awareness about family violence and the support available. By fostering a more informed and supportive environment, WIRE hopes to empower survivors and encourage everyone to contribute to a safer community.

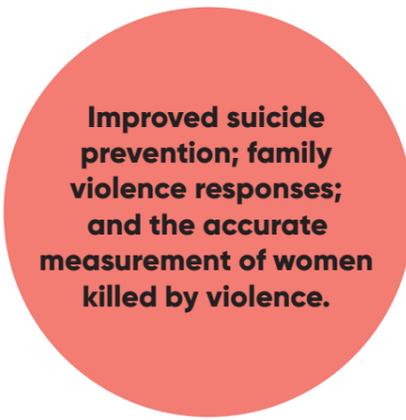
CON IRWIN SUB-FUND

PROJECT:

Victorian Women's Deaths by Suicide: Understanding Histories of and the Contributory Role of Family Violence to Inform Improved Responses, Early Intervention, and Prevention

APPLICANT: Australian Catholic University Limited

AMOUNT: \$8,100



This project represents the first dedicated Victorian study to examine histories of, and the contributory role of family violence in women's deaths by suicide in Victoria. This knowledge is invaluable to informing improved suicide prevention; family violence responses; early intervention; coronial investigations; and the accurate measurement of women killed by violence. The results will be shared extensively through a public report, media outreach, peer-reviewed journals, and a webinar for stakeholders.

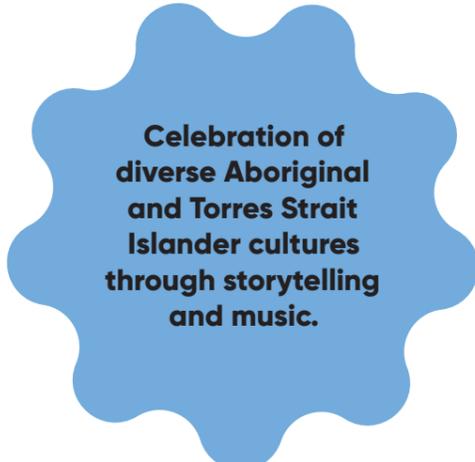
ESSIE BURBRIDGE SUB-FUND

PROJECT:

Stories Behind the Songs

APPLICANT: The Wheeler Centre

AMOUNT: \$6,264



This project provides an opportunity for First Nations women and gender diverse people to lead a different discourse that promotes cross-cultural understanding, and challenges racism through the generosity of shared story and song. It is a powerful celebration of Naarm's diverse Aboriginal and Torres Strait Islander cultures through the intersection of storytelling and music. The audience hear from four women and gender diverse artists, including Emma Donovan, Allara Briggs-Pattison, Moju, and Deborah Cheetham. Artists will each perform two songs, and then share the story behind their chosen pieces with the audience and fellow performers.

FAY MARLES EQUAL OPPORTUNITY SUB-FUND

PROJECT:

Women Speak Radio School

APPLICANT: Geelong Ethnic Communities Council (trading as The Pulse FM)

AMOUNT: \$7,000
\$5,012 from the Fay Marles Equal Opportunity Sub-Fund. \$1,988 from the VWBT General Fund.



The Pulse FM is designed to recruit, teach, and empower women to produce and present their own radio programs, covering a range of women's mental health, wellbeing, and other common interests. The initiative aims to elevate the voices of women in the Geelong, Surf Coast and Bellarine areas by introducing a radio broadcasting course along with a mentoring program. Its vision is a series of radio programs that share stories about women, by women, for women, bringing their voices to the forefront of local radio, building their confidence and technical media skills.

FLEUR SPITZER SUB-FUND

PROJECT:

The Feminist Reading Room and Children's Book Collection Project

APPLICANT: HerPlace Women's Museum Ltd

AMOUNT: \$8,000
\$4,456 from the Fleur Spitzer Sub-Fund. \$3,544 from the VWBT General Fund.



HerPlace will establish a Feminist Reading Room with a key focus on feminist and gender inclusive children's literature. The project aims to create a safe reading space for carers, parents, and children, supporting visitors to access a unique, equality themed non-lending library. The project will identify 100 picture books from Australia and around the globe, shining a light on women's history, gender equity, and diversity. The HerPlace reading room will be accessible to young people with disabilities, offering audiobooks, Auslan interpreters, and low-stimuli activities for neurodiverse children.



From top: 1. Women Speak Radio School, 2. The Feminist Reading Room and Children's Book Collection Project, 3 & 4. Stories Behind the Songs.

HUMANITAS SUB-FUND

PROJECT:

The Placement Circle – Childcare in Shepparton

APPLICANT: WomenCAN Australasia Ltd

AMOUNT: \$7,000
\$4,154 from the Humanitas Sub-Fund. \$2,846 from the VWBT General Fund.



There is a significant demand for childcare places across the nation, but a shortage of qualified carers persists. This project aims to establish a childcare traineeship program specifically for women from culturally and linguistically diverse (CALD) communities in the Shepparton region. By connecting these women with traineeships, WomenCAN will foster sustainable employment pathways and greater access to childcare. Ultimately, this grant will support the development of a peer-supported educational and employment journey for women and girls.

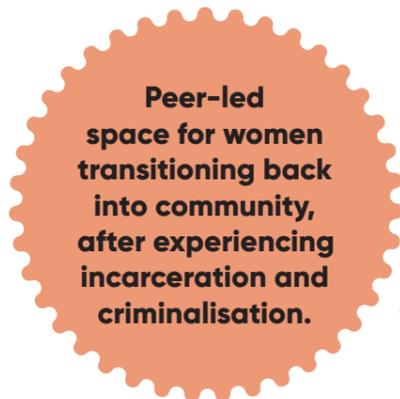
JAN WEBSTER AND SUE PETERSON SUB-FUND

PROJECT:

Empowering Women Through Peer Connection

APPLICANT: Women and Mentoring – WAM Limited

AMOUNT: \$5,000
\$2,647 from the Jan Webster and Sue Peterson Sub-Fund. \$2,353 from the VWBT General Fund.



Women and Mentoring (WAM) will provide a peer-led space for women transitioning back into community, after experiencing incarceration and criminalisation. Through this grant, WAM will foster strong social networks, helping participants to navigate the service system post release, and learn from shared experiences. By creating and embedding a lived experience framework, using co-design methodology, WAM will empower the peer group; gain a better understanding of the barriers to engagement; improve organisational practices; and facilitate further advocacy through the lens of lived experience. The framework will ultimately strengthen WAM's capacity to engage, support, and retain those with lived experience in a peer-to-peer support network.

JEAN MCCAUGHEY SOCIAL JUSTICE SUB-FUND

PROJECT:

Single Mother Survive and Thrive Guide on Rental Housing

APPLICANT: Council of Single Mothers and their Children

AMOUNT: \$7,250
\$5,903 from the Jean McCaughey Social Justice Sub-Fund. \$1,347 from the VWBT General Fund.



This project will deliver a Single Mothers Survive and Thrive Guide on rental housing. The digital guide, created through extensive consultation, will provide practical suggestions for single mothers to overcome the common barriers to appropriate and secure housing. The project will research current rental markets and solutions, facilitate forums to discuss innovative housing responses to better support the needs of single mothers. Once complete, the guide will be distributed to single mothers, including the Council of Single Mothers and their Children (of which there are 5,400 members), and associated networks.

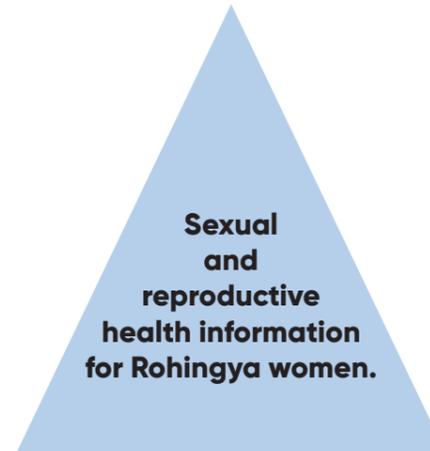
JOAN HUDSON SUB-FUND

PROJECT:

Healthy Bodies and Minds

APPLICANT: Women's Health in the South East

AMOUNT: \$8,000
\$4,653 from the Joan Hudson Sub-Fund. \$3,347 from the VWBT General Fund.



Sexual and reproductive health is a fundamental human right, essential to overall wellbeing and quality of life. Rohingya women with a refugee background often experience additional barriers to accessing culturally appropriate sexual and reproductive health information. This health project will build women's confidence and knowledge, and ensure their learnings are shared with other women and girls within the Rohingya community.

CHRISTINE FRIDAY AND KATHLEEN POOLEY SUB-FUND

PROJECT:

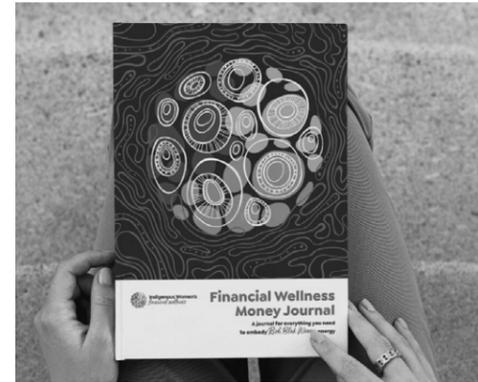
Indigenous Women's Financial Wellness Journal

APPLICANT: First Nations Foundation

AMOUNT: \$3,500
\$3,132 from the Christine Friday and Kathleen Pooley Sub-Fund. \$368 from the VWBT General Fund.



First Nations Foundation runs a highly successful financial empowerment program designed by First Nations women, for First Nations women. In 2023, First Nations Foundation created an extensive suite of resources for women on the benefits of a positive money mindset; how to recognise and seek help with financial abuse; safe places to borrow money; investment skills; advice on money and work; and steps to creating intergenerational wealth. These resources have been collated into the Indigenous Women's Money Journal, now available as an ebook. This grant will support the production of a hard copy print version to be distributed to Indigenous women across Victoria.



From top: 1. Single Mother Survive and Thrive Guide on Rental Housing. 2. Indigenous Women's Financial Wellness Journal 3. Empowering Women Through Peer Connection

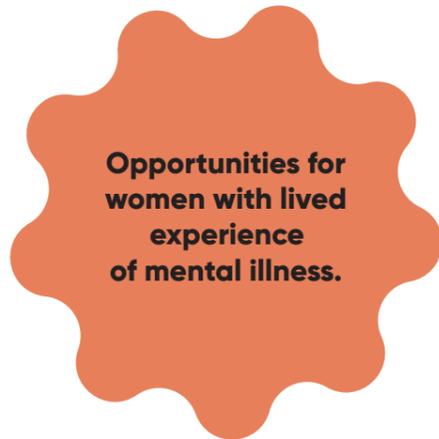
LOULA RODOPOULOS SUB-FUND

PROJECT:

Wonderful Women's Mental Health Support Project

APPLICANT: Australian Neighbourhood Houses and Centres Association (acting as an Auspice for Farnham Street Neighbourhood Learning Centre)

AMOUNT: \$4,000
\$3,441 from the Loula Rodopoulos Sub-Fund. \$559 from the VWBT General Fund.



This project will deliver a range of opportunities for women with lived experience of mental illness with a strong focus on lifelong learning, social inclusion and empowerment. Through the Farnham Street Neighbourhood Learning Centre (FSNLC) participants will have access to a mental health art class, community garden, and community choir. These activities will be crafted to support leadership and advocacy skills, confidence, mindfulness and relaxation. Participants will also be upskilled in interview techniques, healthy cooking and nutrition. Staff will receive mental health first aid training to increase their knowledge of mental illness and its impact on clients' program engagement.

PRUE MYER SUB-FUND

PROJECT:

Multicultural Women's Voices

APPLICANT: Eastern Community Legal Centre

AMOUNT: \$10,000



This project seeks to empower multicultural women with the knowledge and confidence to engage in political life. Through a forum, featuring a series of informative sessions, participants will be supported to overcome common barriers to participation, gain a deeper understanding of political processes and voting systems, and explore the vital role of multicultural women's representation in our parliament. This initiative builds on key insights from two previous projects run by the Eastern Community Legal Centre, in collaboration with the Parliament of Victoria, aimed at multicultural community members in the Eastern Metropolitan Region.

PRUE MYER SUB-FUND

PROJECT:

Giving Girls a Voice

APPLICANT: The Venny

AMOUNT: \$3,737



Girls+ Advisory Group is a social and emotional support program designed for girls and individuals identifying as female between 8-15 years of age, who may be from culturally and linguistically diverse (CALD) refugee backgrounds, experiencing 'parents by-proxy', or facing other complex challenges. Girls+ Advisory Group provides a supportive therapeutic environment, inclusion, social engagement, and platform to be heard. Participants are encouraged to identify the issues they face and be equal partners in designing the solution. Through this initiative, participants will learn about democracy, advocacy, leadership, decision-making, communication, and civic participation. The Venny will empower them to contribute to various civic areas, share ideas with local government plans, advocate for their peers and community, and engage in political life.

ALMA AND ALBERT TIVENDALE SUB-FUND

PROJECT:

Mirabel Sports Camp for Disadvantaged Girls

APPLICANT: The Mirabel Foundation

AMOUNT: \$10,000
\$2,536 from the Alma and Albert Tivendale Sub-Fund. \$7,464 from the VWBT General Fund.



Girls raised by grandparents due to parental drug use often face significant disadvantages, such as missing out on childhood joys and opportunities to pursue sporting interests that foster healthy development. This project will address the unique needs of 30 high-risk girls through the provision of an active camp experience. The camp will support girls aged between 9-12 years of age, whose circumstances have prevented them from exploring their sporting and recreational interests. The camp will include exposure to a wide variety of sports including soccer, taekwondo, netball, gymnastics, and a colour run. Following the camp, girls will be assisted to pursue their areas of sporting interest by linking with clubs in their local communities.

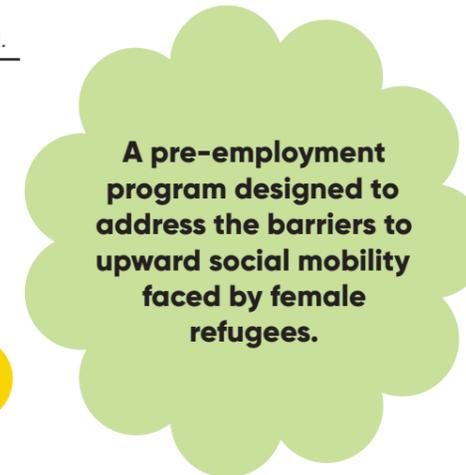
RUTH OWENS AND KEVIN LYNCH SUB-FUND

PROJECT:

Uplifting Newly Arriving Female Refugee Breadwinners

APPLICANT: Free To Ltd

AMOUNT: \$9,650
\$3,263 from the Ruth Owens and Kevin Lynch Sub-Fund. \$6,387 from the VWBT General Fund.



The program will engage a diverse cohort of women – from diverse cultural, language, and educational backgrounds – who are unemployed and have often felt excluded from similar initiatives. This initiative aims to provide practical support across three key impact areas that are crucial for improving their employment prospects: resettlement; vocational readiness; and personal wellbeing.



From top: 1. Giving Girls a Voice, 2. Uplifting Newly Arriving Female Refugee Breadwinners, 3. Mirabel Sports Camp for Disadvantaged Girls 4. Wonderful Women's Mental Health Support Project

UNION OF AUSTRALIAN WOMEN (VICTORIA) SUB-FUND

PROJECT:

The Aunty Gals

APPLICANT: Bendigo and District Aboriginal Co-Operative Ltd

AMOUNT: \$7,000

\$3,933 from the Union of Australian Women (Victoria) Sub-Fund. \$3,067 from the VWBT General Fund.

SUPRIYA SINGH SUB-FUND

PROJECT:

Building Awareness of Financial Abuse

APPLICANT: IndianCare

AMOUNT: \$3,000

\$2,616 from the Supriya Singh Sub-Fund. \$384 from the VWBT General Fund.

NANCYE AND JOHN CAIN SUB-FUND

PROJECT:

Healthy Pregnancies Online Peer-Support Group for Women with Epilepsy

APPLICANT: Epilepsy Action Australia

AMOUNT: \$5,000

\$2,800 from the Nancye and John Cain Sub-Fund. \$2,200 from the VWBT General Fund.

Targeting aspects of Indian culture which exhibit strong patriarchal traditions.

Supporting Aboriginal women who may be dealing with social isolation, family violence, and Sorry business.

Creating a community of women with epilepsy who are planning families, pregnant or new mums.

The Aunty Gals is a program designed to support Aboriginal women from Echuca and surrounding areas, who may be dealing with social isolation, family violence, and Sorry business. It also seeks to support young women caring for Elders with chronic illnesses; and Elders supporting Elders with chronic illnesses, resulting from intergenerational trauma and the impacts of child removal. The project aims to grow the capacity of the Aunty Gals to provide a safe, inclusive space for Aboriginal women to connect, learn, have new experiences, and uplift each other. The Aunty Gals aims to create an empowering, self-determined intergenerational women's community, where women can support each other's growth and healing.

This project will produce three videos based on the new book by Dr Supriya Singh Domestic Economic Abuse: The Violence of Money (Routledge 2022). Using Dr Singh's text as the foundation, IndianCare seeks to target aspects of Indian culture which exhibit strong patriarchal traditions, directly intersecting with the higher rates of domestic violence. The project will record a discussion with Dr Singh about the book and the insights it carries. This will be a powerful conversation, empowering and enlightening many Indian women and women from other ethnic backgrounds. To reach broader cohorts, the 25 minute recording would be in three languages: English, Hindi, and Punjabi. These videos will be promoted through social media, community networks, and women's support groups to bring awareness to this important social issue.

Around 16,000 Victorian women with epilepsy are of childbearing age, based on 2021 Census data. For people with epilepsy, pregnancy and new motherhood can be a frightening experience. This project will address barriers to Victorian women with epilepsy experiencing full and equal enjoyment as they enter parenthood, encouraging self advocacy and choice. Epilepsy Action Australia will launch a peer-support group, the first of its kind in Australia, creating a community of women with epilepsy who are planning families, pregnant or new mums. It will encourage social and emotional support between women, share reliable resources on safe pregnancy with epilepsy, and increase members' knowledge of how to protect themselves and their babies.

SHARED VISION



LEAVE A LEGACY, CHANGE LIVES:



How to Remember the Victorian Women's Trust in Your Will

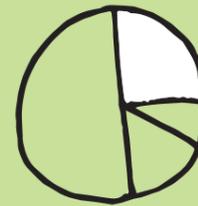
Choosing to make a bequest in your Will is a powerful way to ensure your feminist values live on.

Your gift will support generations of women, girls and gender diverse people to thrive, and continue our collective efforts towards full gender equality.

How to include the Victorian Women's Trust in your Will.

There are a few options to choose from, such as:

Opt for part of your estate



Select a percentage amount



Specify a gift



Or make a residuary gift,

which means that the remaining portion is gifted after all other specific gifts and debts have been honoured.



If you are considering including a gift for the Victorian Women's Trust in your Will, please contact:

Mary Crooks AO,
Executive Director
Victorian Women's Trust

mary@vwt.org.au
(03) 9642 0422

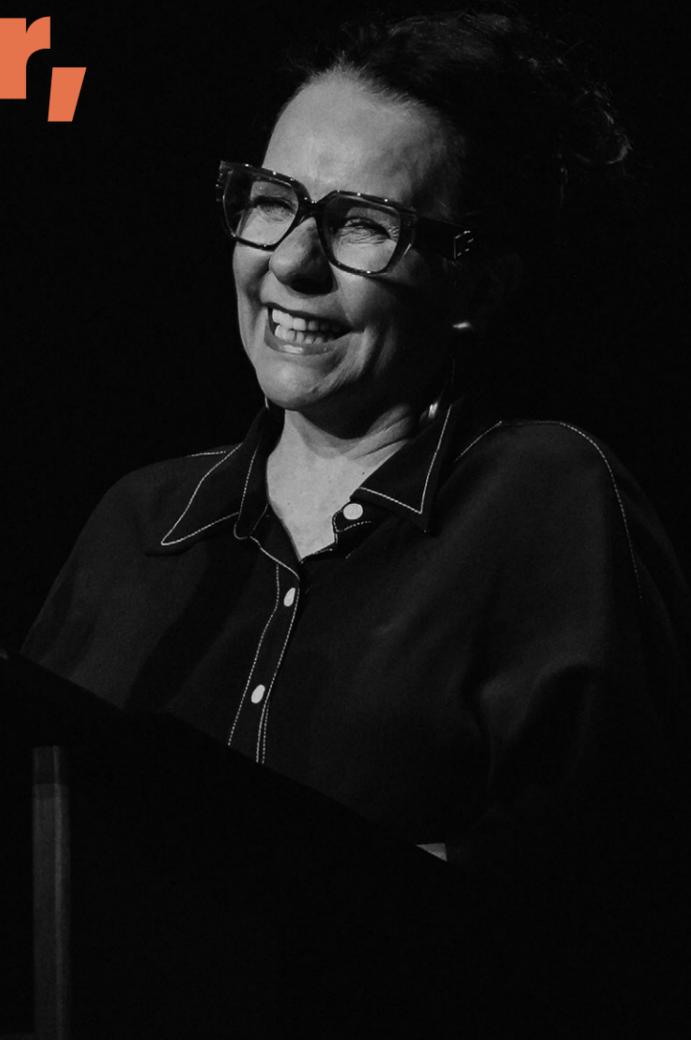


MAJOR PROJECTS

We thrive when we uplift and empower those around us, ensuring everyone has the tools and support to flourish.



Together, Yes: Women for Yes



“This referendum is the culmination of decades of careful work and advocacy on recognition. When I think of this referendum, I think of Megan Davis, Pat Anderson, and women like Marcia Langton who have given shape to what the Uluru Statement represents. Their wisdom and strength are guiding us on the long road to recognition.”

– The Hon Linda Burney MP, Minister for Indigenous Australians, speaking at the launch of ‘Women for Yes’, 13 August 2023 at the Athenaeum Theatre in Naarm/Melbourne.



Together, Yes aimed to deepen understanding of the ongoing harms of Australia’s colonial history, and how a Voice to Parliament would effectively advocate for the needs of Aboriginal and Torres Strait Islander peoples and their communities.

Since November 2022, the Victorian Women’s Trust has been an active advocate for the constitutional recognition of First Peoples and the establishment of a Voice to Parliament. Through its initiative Together, Yes, VWT focused on fostering educational community conversations, building on its experience from previous campaigns such as Our WaterMark and the Purple Sage Project. Together, Yes aimed to deepen understanding of the ongoing harms of Australia’s colonial history, and how a Voice to Parliament would effectively advocate for the needs of Aboriginal and Torres Strait Islander peoples and their communities.

In August 2023, the Women for Yes campaign was launched at the Athenaeum Theatre in Naarm/Melbourne. Co-hosted with Yes23, the event emphasised the role women have played in driving social reform across generations, and the crucial importance of their leadership in the upcoming referendum.

The launch featured a distinguished panel of speakers, including the Hon Linda Burney MP, Leanne Miller AM, Mary Crooks AO, Duré Dara OAM and many others, as well as a musical performance from Georgia Fields. The audience was also privy to an insightful panel, featuring proud Wotjobaluk and Dja Dja Wurrung woman Belinda Duarte AM, Maria Dimopoulos AM, Ilona Lee AM, and Prof Fiona Stanley AC, moderated by Alana Johnson AM.

The Women for Yes Open Letter (see page 24) written by Mary Crooks AO, was unveiled at the end of the event, and subsequently gathered 8,281 signatures from women across Australia.

At the launch, Together, Yes also premiered an original short film titled, What will you tell your grandchildren?, featuring the voices of leading First Nations advocates Prof Marcia Langton AO, Emily Carter, and Dr Jackie Huggins AM, who have each played a central role in the referendum campaign. Made possible thanks to The Wood Foundation and The Felton Bequest, this video was later translated into 11 community languages, ensuring their message of unity could be shared across diverse communities.

Following the launch of Women for Yes, the Open Letter was also translated into 11 community languages. On 5 October 2023, full page adverts of the translated Open Letter were published in the national Greek community newspaper Neos Kosmos, Italian language paper Il Globo, The Australian China Daily, and Adelaide-based Vietnamese news outlet, Tuân Báo.

Through Together, Yes and Women for Yes, we collectively created a platform for hope, unity, and leadership, even in the face of negative rhetoric, reminding us that when we work together, we can shape a more just future.

Special thanks to The Wood Foundation and The Felton Bequest for their ongoing support.

Learn more: www.togetheryes.com.au

Watch the speeches and performances from Women for Yes: www.youtube.com/@vicwomenstrust

Women for Yes Open Letter

Trust has been broken.

We are from all walks of life and experience. We speak with our own voice.

We understand as women what it means to struggle for our human rights. And we know from the public record that women have made lasting differences on much-needed social and democratic reform.

We acknowledge the historic wrongs committed against Australia's First Nations people over two centuries and more. We pay tribute to the past and present leadership of Indigenous women across Australia in their long, courageous struggle for justice for their families and communities.

Most of us can only imagine what it has been like for Aboriginal and Torres Strait Islander families – dispossessed of traditional lands and brutally killed in large numbers; adult men and women removed to reserves; children taken away, removed from family; children jailed for minor offences; language and culture destroyed.

Generations of ongoing trauma, discrimination and hardship play out today, affecting the lives of too many Indigenous Australians, their children, and grandchildren.

Trust has been broken.
We can rebuild it.

We can rebuild it.

The Uluru Statement From The Heart graciously invites us to walk with Indigenous Australians toward a better future for all. We ache to do so. We take pride in what Australian women have achieved in terms of civic action and nation-building. But we can do so much more.

We want to be part of a hopeful, forward-looking Australia, a nation prepared to forge a new compact between Indigenous and non-Indigenous Australians. We want to be part of a new understanding and practical approaches that are underpinned by recognition, respect, and fairness. Such a new accord starts with the meaningful recognition of First Peoples in the Australian Constitution; and enshrining a Voice to Parliament.

We see the Voice to Parliament as a simple, positive, and practical proposal. When Aboriginal and Torres Strait Islander people have a say in policies affecting their lives, we can be more confident that their experience, knowledge, and wisdom will be heard, valued, and fashioned into more appropriate policies and programs which make a real difference to their lives as well as benefiting our entire nation.

We see the forthcoming referendum as a once in a lifetime chance to bring about an historic reform, by voting Yes in the referendum. Women for Yes. Let's make it happen.

RURAL WOMEN ONLINE



Rural Women Online, a digital inclusion initiative by the Victorian Women's Trust, was developed as the growing gap in the digital divide continues to disadvantage women who reside in regional, rural and remote Victoria.

The first phase of the program centred around individual mentorship and support through the delivery of in-person Open Days, a human-staffed telephone help desk, and a mentor service.

Thanks to the continued support of the Helen Macpherson Smith Trust and the Bendigo Bank Community Enterprise Foundation, Rural Women Online returned in 2023-24 for the delivery of the program's second phase; free, in-person, hands-on Digital Intensive events in two regional locations.

From July-December 2023, the team conducted an in-depth analysis of existing digital inclusion data to inform the selection of two locations: Greater Shepparton and North East Victoria. Bim Rutherford and Leanne Mulcahy were brought on board in early 2024 to liaise with the local community and lead the on-the-ground operations in Shepparton and Yackandandah, respectively.

Through a series of community engagement sessions in each location, the team sought input from members of the local business, health, education and multicultural communities to inform the design of the two events. We are incredibly grateful to each and every person who attended these sessions, generously sharing their time, their insights and their experiences of digital inequity in their communities.

The Digital Intensives in Shepparton and Yackandandah will offer a series of free workshops, talks and one-on-one tech support, all geared towards supporting women to use digital devices with confidence. The program has been designed in close consultation with women from the region, and will cover important topics such as identifying and combating scams, keeping kids safe online, marketing for small business, and preparing for and responding to disasters.

"In a lot of our conversations with women from the two regions, there was a consistent theme about their experience of digital. Many felt discouraged or put off, having been so thoroughly patronised about what they can or can't do tech-wise.

Our Digital Intensives will be a total antidote to that by creating a supportive learning environment. Women will walk away knowing that they are capable, and that digital skills are completely within their wheelhouse."
- Mary Crooks AO, Executive Director

Greater Shepparton Digital Intensive:
Monday 5 to Friday 9 August 2024

North East Victoria Digital Intensive:
Wednesday 11 to Sunday 15 September 2024

Rural Women Online is proudly supported by the Helen Macpherson Smith Trust, Bendigo Bank, ARC Centre of Excellence for Automated Decision-Making and Society (ADM+S), NBN Co and more.

Learn more: www.ruralwomenonline.org.au

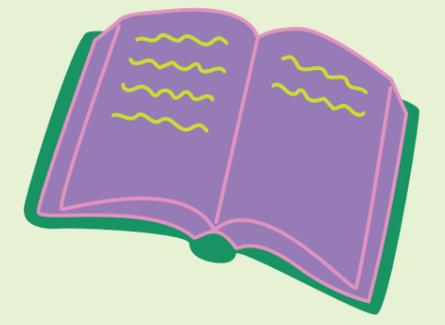
"Women will walk away knowing that they are capable, and that digital skills are completely within their wheelhouse."

- Mary Crooks AO,
Executive Director





Rosie



Rosie is a place for young people to ask curious questions about the world around them, and get the answers they need.

Created in 2014, Rosie.org.au is a national, harm prevention initiative that helps young women and gender diverse folk make the connection between the issues they face in their day to day life, and pathways to support.

With hundreds of articles on diverse topics, such as how to get a job, what are the warning signs of abuse, how to support a friend experiencing bullying, and what decolonisation means today, Rosie is all about inquiry-based learning.

Since 2022, the Rosie team has been collaborating with a youth advisory committee and impact agency, Your Creative, to redesign the Rosie digital platform to better meet the needs of Gen Z young people. In 2023, Your Creative delivered an informed and finely tuned new web platform, ready to be populated with content.

A team of volunteers and staff was assembled to review existing Rosie content, ensuring every article is well referenced and reflective of the needs and concerns of young people today. The Rosie team looks forward to sharing the new website and branding with young people in the coming months.

Note: In May 2024, VWT said goodbye to Rosie Editor, Maki Morita. We warmly wish her well on her future endeavours. In June 2024, VWT welcomed Ava Wansbrough to the Rosie team.

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



CLUB RESPECT



Club Respect works with grassroots sports clubs across Victoria, as well as interstate, 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.

SIGNIFICANT PARTNERSHIPS

Spicers Australia has been a key partner of Club Respect since our foundation. It has been pivotal to our capacity to provide valuable opportunities for their sport-loving staff members and their associated local community clubs.

The Yarra Junior Football League's (YJFL) campaign to build respect at their 31 clubs, which has 10,000+ players, now delivers Club Respect workshops to their club committees. This year, four YJFL clubs benefitted from our workshops, including Kew Rovers, Northcote Juniors, Parade Saints and Whitehorse Colts.

SportWest, the peak body of sports clubs in Western Australia has partnered with Club Respect to support their new True Sport program and the Sideline Behaviour initiative. Club Respect's A.W.E.S.O.M.E. framework is central to their campaign. In June 2024, Club Respect manager, Tarik Bayrakli, spoke at the True Sport conference at the magnificent Optus Stadium in Perth.

PODCAST

Club Respect's podcast, Smart Plays, 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. After a successful first season, Smart Plays was back with an additional 6 episodes:

Episode 7:

Combatting online abuse with AI
Featuring Matt Von der Muhll

Episode 8:

Changing club culture – Pemulwuy Shield
Featuring Daniel Bourke

Episode 9:

The scourge of match official abuse
Featuring Patrick Skene

Episode 10:

Walking in two worlds – First Nations inclusion in sport (Part A)
Featuring Tahlia Taylor-Kickett

Episode 11:

Walking in two worlds – First Nations inclusion in sport (Part B)
Featuring Jacara Egan

Episode 12:

Revolutionising sports uniforms for women and girls
Featuring Prof Claire Hanlon

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

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.

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

Ultimately, Club Respect aims to reduce violence and abuse across our wider society from the ground up.



Club Respect manager Tarik Bayrakli and True Sport manager Jasmine Cappellucci Image courtesy of SportWest

Madam Speaker

By centralising access to women's words, ideas, and opinions,

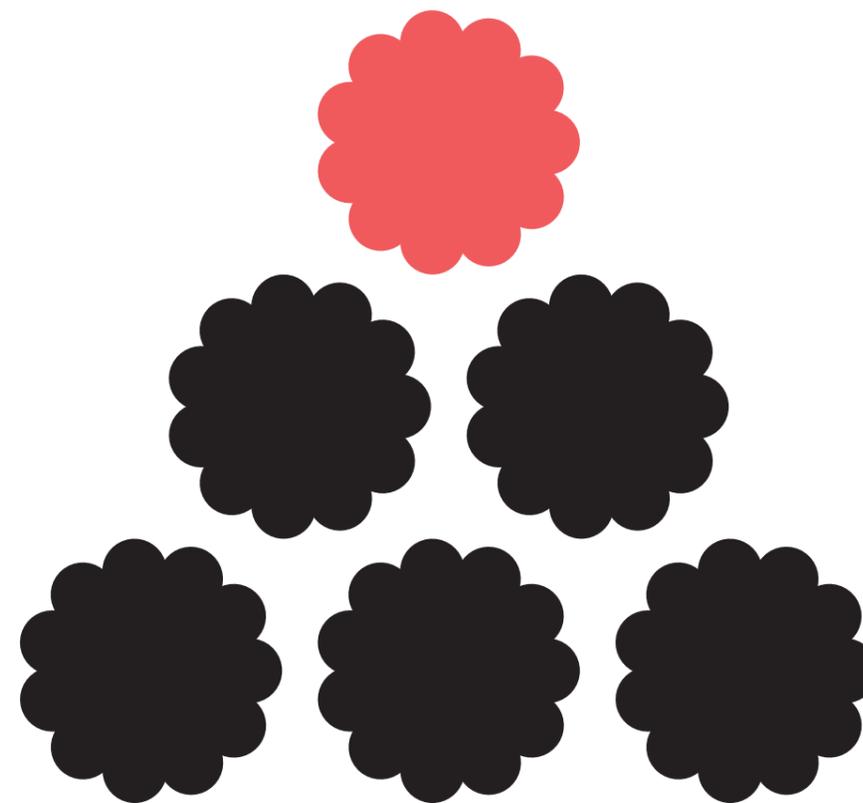
What does the voice of authority sound like in your head? This question is integral to Madam Speaker, an initiative from the Victorian Women's Trust that seeks to disrupt the status quo by amplifying and celebrating speeches by women and gender diverse people from across Australian history.

Despite the fact that women have been speaking publicly for many years on a wide range of critical subjects, much of documented history tends to favour patriarchal voices, narratives and concerns. Madam Speaker will correct the public record by platforming women's vital contributions throughout Australian history. By centralising access to women's words, ideas, and opinions, Madam Speaker dismantles the outdated notion that authority is inherently male.

As an advocacy initiative, Madam Speaker will point out the notable gaps in the public record, and in doing so, encourage more women to step up to the mic and be heard. With inclusivity as a core tenant, the Madam Speaker archive will feature a diverse collection of women and gender diverse people's speeches, such as First Nations women, newly arrived Australians, people who speak languages other than English, and those with disabilities and chronic pain.

In 2023, VWT entered into a partnership with digital agency, Your Creative, to bring Madam Speaker to life. Your Creative has been interrogating the archives amassed by volunteers Robyn French and Ruth Fincher, seeking to create an accessible digital record that connects with the experience of physically sifting through the archives. More than an archive, Madam Speaker will be a call to action, reshaping perceptions of authority and leadership, creating space for future women leaders, confident in their own voices.

The Madam Speaker digital platform is currently in development, launching in late 2024.



Madam Speaker dismantles the outdated notion that authority is inherently male.

**Join us
in shaping
a better
tomorrow**

**Since 1985,
the Victorian
Women's Trust has
championed respect,
safety, and dignity
for all.**



EQUAL FUTURES ENDOWMENT FUND

Established with an inaugural gift of \$1 million from the Victorian State Government as part of its progressive social justice agenda, we've spent nearly four decades championing gender equality, effecting tangible change, and leading initiatives to prevent gender abuse and violence, alongside transformative civic engagement.

In 2024, we're focused on securing the long-term sustainability of the Victorian Women's Trust through the Equal Futures Endowment Fund – a legacy for future generations.

Through the Equal Futures Endowment we can magnify our impact, and ensure the Trust is here for all time.

If you would like to learn more about the Equal Futures Endowment Fund, and ways you can make a contribution, please contact:

Mary Crooks AO, Executive Director

**(03) 9642 0422
mary@vwt.org.au**

TRUST NEWS



TRUST EVENTS

13 AUGUST 2023

Together, Yes: Women for Yes Open Letter launch

Hon Linda Burney MP, Leanne Miller AM, Duré Dara OAM, Belinda Duarte AM, Maria Dimopolous AM, Ilona Lee AM, Prof Fiona Stanley AC, Alana Johnson AM, Georgia Fields, Mary Crooks AO, and more at the Athenaeum Theatre

15 AUGUST 2023

Angela Saini: The Patriarchs

Angela Saini and Karen Pickering at The Wheeler Centre
In partnership with The Wheeler Centre

31 OCTOBER 2023

Nazanin Boniadi: The Sydney Peace Prize Lecture

Nazanin Boniadi and Mahsa Hajjari at The Capitol
In partnership with The Wheeler Centre, the Sydney Peace Foundation, and RMIT Culture

15 NOVEMBER 2023

WorkCycle online launch

Thea O'Connor, Jane Bennett, Libby Chow, Vanessa Chapple, Sarah Miller, and Mary Crooks AO

5 DECEMBER 2023

Every Response Matters: Sexual Harassment in the Workplace [webinar]

Dr Skye Charry, Luke Addinsall, and Mary Crooks AO
In partnership with Insight Exchange

5 MARCH 2024

Chanel Contos: Consent Laid Bare

Chanel Contos and Madison Griffiths at The Wheeler Centre
In partnership with The Wheeler Centre

7 MARCH 2024

The Papers of Alva Geike launch

A celebration of the two volume history of the Women's Liberation Movement being accepted into the State Library. Alva Geike and guests at the Victorian Women's Trust

15 – 17 APRIL 2024

Rural Women Online: Preliminary Community Engagement Sessions in Shepparton

A series of conversations with community members across business, health, education and multicultural communities at the Mooroopna Education and Activity Centre

29 APRIL – 1 MAY 2024

Rural Women Online: Preliminary Community Engagement Sessions in Yackandandah

A series of conversations with community members across business, health, education and multicultural communities at the Yackandandah Public Hall

1 MAY 2024

Malevolent Influence: Schools and the Shadow of Andrew Tate [webinar]

Anna Krien, Dr Stephanie Wescott and Mary Crooks AO

28 MAY 2024

Roundtable with Jackson Katz

Gathering of various experts to speak with Jackson Katz at the Victorian Women's Trust

COMMUNITY CONNECTIONS

School of Student Leadership

Mary Crooks AO, the Executive Director of VWT, maintained her role on the school council for the School of Student Leadership program.

This initiative provides Year 9 students with a distinctive residential and educational experience. The curriculum emphasises personal growth and team-based learning projects relevant to the students' local areas, and is offered across three campuses in Victoria: Dinner Plain, East Gippsland, and Mount Noorat.

SPEAKING ENGAGEMENTS

Mary Crooks AO

(Executive Director, VWT) appearances:

10 July 2023

Presented a paper to the **Catalysts Club** on Together, Yes and in particular, the work of Australian anthropologist W.E.H. Stanner

19 July 2023

Special **Kitchen Table Conversation** session with multicultural women from Shepparton region

13 August 2023

Delivered a **Keynote Address at Women for Yes event**, Athenaeum Theatre

17 August 2023

Panellist on **menstrual policy at workplaces**, ALP Fringe Conference, Brisbane

17 September 2023

Spoke at **St Marks Church Clifton Hill on the referendum**, along with Anglican priest, Garry Deverell

19 September 2023

Facilitated public **Together, Yes** session at the Leadbeater Hotel, Richmond

20 September 2023

Presented on our **Kitchen Table Conversation model to Public Health students** from the University of Melbourne

21 September 2023

Podcast with Margo Kingston on our **Kitchen Table Conversation model**

21 September 2023

Women for Yes Geelong, panellist

25 September 2023

Spoke at **Together, Yes event**, Yea

25 September 2023

Spoke at **Together, Yes event**, Healesville

7 March 2024

Guest speaker at **U3A**, Hawthorn to celebrate **International Women's Day**

7 March 2024

Interviewed Ronli Sifris at Readings Hawthorn on her book, **Towards Reproductive Justice**

7 March 2024

Spoke at the launch of the **Alva Geikie Papers** at VWT

8 March 2024

Guest speaker at **Spicer's International Women's Day** at Spicers, Dandenong

21 March 2024

Evening session online with group of young women from Vienna on **VWT's menstrual/menopause work**

27 March 2024

Launch speech for **Hermina Burns's latest book**, Barbara Tucker: The Art of Being, Heidi Gallery

10 April 2024

MC for **Leanne Miller AM and Julie Andrews' joint Oration** at the Molly Hadfield event, hosted by Darebin City Council

11 April 2024

Spoke on **ABC NEWS** about **period leave**

12 April 2024

Guest lecture on **VWT and feminist history** to Community Services students from RMIT University

16 April 2024

Conducted **three community consultation sessions for Rural Women Online** in Shepparton and Yackandandah

14 June 2024

Spoke at **Leadership Victoria** around the theme of **'The Power of The Collective'**

15 June 2024

Facilitated session on **Hermina Burns's book, Barbara Tucker: The Art of Being**, at the Williamston Literary Festival

1 July 2024

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

Tarik Bayrakli

(Manager, Club Respect) appearances:

27 July 2023

Delivered a **Club Respect Workshop** with the Flemington Colts Cricket Club

2 August 2023

Facilitated a **gender equity session** at St. Francis College for the Western Bulldogs Community Foundation's Leaders of the Pack program

7 August 2023

Facilitated a **gender equity session** at Bayside Secondary College for the Western Bulldogs Community Foundation's Youth Leadership program

9 August 2023

Delivered a **Club Respect Workshop** with sports clubs in the City of Greater Dandenong

25 August 2023

Facilitated a **gender equity session** at the Phoenix Youth Centre for the Western Bulldogs Community Foundation's Youth Leadership program

29 November 2023

Presented a session for **Parkdale Secondary College** for their **Respect Cup celebration**

3 March 2024

Delivered a **Club Respect Workshop** with the Yarra Junior Football League staff and committee members

13 March 2024

Facilitated a **gender equity session** at St. Francis College for the Western Bulldogs Community Foundation's Leaders of the Pack program

15 March 2024

Presented a session online for Presbyterian Ladies' College Sydney students and staff on **'Violence and respect in coaching'**

20 May 2024

Facilitated a **gender equity session** in Moorabool for the Western Bulldogs Community Foundation's Youth Leadership program

21 May 2024

Facilitated a **gender equity session** in Ballarat for the Western Bulldogs Community Foundation's Youth Leadership program

22 May 2024

Facilitated a **gender equity session** in Melton for the Western Bulldogs Community Foundation's Youth Leadership program

23 May 2024

Delivered a **Club Respect Workshop** with the Kew Rovers Junior Football Club

29 May 2024

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

11 June 2024

Spoke on the **Sideline Behaviour panel session** in Perth for SportWest's True Sport Conference

17 June 2024

Delivered a **Club Respect Workshop** with the Whitehorse Colts Football Netball Club

30 June 2024

Guest speaker at the Whitehorse Colts Football Netball Club's 'Club Night'

MEDIA

4 August 2023

The Answers: does victory in 1967 show how to win the Voice?

The Monthly

24 September 2023

Thousands of KTCs for #VoteYes – Mary Crooks on the Victorian Women’s Trust’s ‘Together, Yes’ campaign

No Fibs Podcast

4 October 2023

Multicultural voters targeted in last-minute Voice campaigns

The Age

24 November 2023

No more silence on menopause

Australian Greens

24 January 2024

Companies that offer paid menstrual leave in 2024

tech.co

30 January 2024

Nine apologies for using digitally altered image of Animal Justice Party MP Georgie Purcell

ABC

6 March 2024

Why half of Australia needs an additional 12 days of paid leave

news.com.au

13 April 2024

Victoria public sector workers to receive paid menstrual leave

Human Resources Director Magazine

14 April 2024

Victorian public servants to receive paid period, reproductive and menopause leave

Star Observer

24 April 2024

Workplace taboos persist despite half suffering period pain

Mirage News

December 2023

Cracking the cabinet ceiling: Women’s Representation in state and territory Parliament

Bianca Kendrick

Empowerment or reinforced stereotypes: Decoding girlhood today

Ava Wansbrough

Watch | Every response matters: Sexual harassment in the workplace

Booked up for Summer

Mel Fulton

February 2024

IWD 2024: What’s happening

Ally Oliver-Perham

Heat waves and gender gaps: Navigating the complexities of climate change in Australia

Prof Fang Zhao

Alva Geikie: “The Women’s liberation movement was one of the greatest social movements of the 20th century”

Ally Oliver-Perham

March 2024

Consent educator Chanel Contos spoke with Madison Griffiths about sex and respect. Here’s what we learnt

Ally Oliver-Perham

The pain is real, but there are things that help

Mel Fulton

April 2024

More than Autism awareness, let’s aim to understand

Rachael Imam

‘Miss, what do you think of Andrew Tate?’: The problem of widespread misogyny and sexism in Australian classrooms

Dr Stephanie Wescott

Watch | Malevolent Influence: Schools and the Shadow of Andrew Tate

May 2024

Under the ‘manfluence’: resources on how to respond to sexist kids and students

Rachael Imam

Federal Government commits \$49.1 million to women’s health – Victorian Women’s Trust says, “About Bloody Time”

Victorian Women’s Trust applauds \$9.5M Early Pregnancy Loss Package

June 2024

Silent Auction Fundraiser: Julia Gillard AC Hand Signed Posters ‘Don’t Get Mad, Get Elected’

Who was Henrietta Dugdale, namesake of the Dugdale Trust for Women & Girls?

Ally Oliver-Perham

US Violence Prevention Expert Jackson Katz visits the Victorian Women’s Trust, says feminist ideas are the solution, not the cause of men’s problems

Ally Oliver-Perham

Pat Moran: Learning and loving technology in your 80s

Rachael Imam

Exploring the Complex Politics of Victimhood: An Interview with ‘The Long Game’ Playwright Sally Faraday and Star Petra Glieson

Ally Oliver-Perham

Inertia, millennials and the mother of all questions – why we’ve created a new podcast in defence of dithering

Gina Rushton

Stand out from the crowd: Essential tips for a winning gender equality grant application

Ally Oliver-Perham

The books that expanded my thinking about bodily autonomy: A reproductive justice reading list

Gina Rushton

TRUST JOURNAL

July 2023

Madison Griffiths on abortion rights and men’s silence

Madison Griffiths

August 2023

‘Women For Yes’

Address by Mary Crooks AO, delivered Sunday 13 August 2023

Video: ‘What do you tell your grandchildren?’

Featuring Prof Marcia Langton AO, Dr Jackie Huggins AM and Emily Carter

Women For Yes: Coming together to honour, inform and energise for YES

Rachael Imam

Cutting through the noise of the referendum with Ian Hamm

Freya Bennett

Minister Burney at Women For Yes: “This referendum will be won conversation by conversation”

September 2023

Catch up on the Women for Yes panel discussion

Women for Yes in your language

October 2023

What you need to know about the referendum

November 2023

Why awarding the Sydney Peace Prize to Nazanin Boniadi is important

Shokoofeh Azar

Koorie Women Mean Business



Koorie Women Mean Business
Executive Director Leanne Miller AM.
Image Jacinta Keefe Photography

Koorie Women Mean Business (KWMB) has been operational for 32 years, formed in 1992 by a group of Aboriginal women in the public sector. They saw the opportunity to empower Aboriginal women to develop a sustainable livelihood and wellbeing for them and their family. KWMB holds a strong partnership with the Victorian Women’s Trust. That alliance continues to grow in reciprocal strength, and shared understandings.

VALE Frances Mathyssen, AM

We give thanks for her strong cultural support.

KWMB former Chairperson, VALE Frances Mathyssen AM, at age of 94 passed away on July 18. KWMB board give thanks for her strong cultural support, stewardship and program supports of KWMB and VWT. In April 2024 she was inducted into the Her Place Museum Feminist Artefact Roadshow event, hosted by Her Place Museum.

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

Co-designed by Aboriginal and Torres Strait Islander women from across Victoria.

The Victorian Government announced its third round of the Elevating, Connections Healing Ourselves (ECHO) program. ECHO is a culturally safe and community-led leadership program for our 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.

Referendum Campaign

We are reframing conversations.

On the 14th of October 2023, Australians voted on a proposal 'To alter the Constitution to recognise the First Peoples of Australia by establishing an Aboriginal and Torres Strait Islander Voice.' Only 39.9 per cent of legal votes were in favour of this change, and there was not a majority or close to a majority in any of the six Australian states (there was a majority, however, in the Australian Capital Territory). We can analyse several juxtapositions around the data. But how do you recover from the results?

On the night of the vote tally Yes vote organisers called for "A Week of Silence from tonight (Saturday 14th October), to grieve this outcome and reflect on its meaning and significance. We will not be commenting further on the result at this time. We will be lowering our Aboriginal and Torres Strait Islander flags to half-mast for the week of silence to acknowledge this result. We ask others to do the same." KWMB like so many NGOs participated in several reflections over the outcomes of the referendum whilst we advocated and supported Yes and Together, Yes campaigns.

We are reframing conversations in 2024 and deep listening to refresh and consider the pathways forward.

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.

We began the process of investigation of First Nation research project proposals and community-led developments, with alignment to the Indo-Pacific nations. KWMB is proud to partner with like-minded organisations on this incredibly important initiative. We envisage this as a culmination of KWMB's commitment to illuminate community-led family violence research with Professor Kyllie Cripps, Dixie Link-Gordon, and Dr Hannah McGlade. CEVAW will formally launch in 2024.

Leadership Victoria 2024 Williamson Community Leadership Program



Keynote

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 delivered an address "How can leaders enable culture, community and Country to thrive?" The address outlined the impacts of local Aboriginal community advocacy, culturally safe spaces, and Aboriginal women and girls supports within community settings.

Advisory Selection Committee for one of Her Place Museums projects, Finding Her

The Finding Her Map and Regional Tour is an inclusive platform that showcases the achievements and histories of all Victorian women. KWMB's focus is on intersectional recognition. The project strives to ensure that the art and history of First Nations, migrant, and refugee women, women living with disabilities, LGBTQI women and non-binary people are showcased.

Molly Hadfield Social Justice Oration, Celebrating the Women of Darebin IWD Event



KWMB Executive Director Leanne Miller AM and Prof Julie Andrews OAM provided the keynote address, Social Orators – Justice and Community. Mary Crooks AO played the role of MC and facilitator of an audience Q&A.



Leanne Miller AM, Mary Crooks AO and Julie Andrews OAM. Image Nicole Cleary



BOARD



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. Nicky has a background in social justice work and law.

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. Mary was awarded the Officer of the Order of Australia in the Queen's Birthday 2012 Honours List for distinguished service to the community through contributions to public policy, particularly in the areas of social cohesion and water sustainability, and as an advocate for the advancement of women.



Christine Gordon

Member, Grants Committee



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

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 daughter is her favourite and best part of her life and work.



Kellie Hewson

Member, Policies 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 Deakin University, and a Master of Business Administration from the University of Melbourne. Kellie resigned from the Board in March 2024.

Alana Johnson AM

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

Alana has worked extensively on behalf of rural women and rural communities nationally and internationally. She has served on a number of government and NGO boards and is a founding member of the peak body Australian Women in Agriculture. Alana is a co-founder and past President of Voices 4 Indi, and co-founder and current Convenor of the national Community Independents Project. Alana is a former Victorian Rural Woman of the Year, was listed in the inaugural AFR/Westpac 100 Women of Influence in Australia and inducted onto the Victorian Women's Honour Roll in 2018.



Leanne Miller AM



Member, Finance, Audit, Risk and Investment Committee; Member, Policies 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, Geneva and New York. She is a Lifelong Atlantic Fellow for Social Equity, and Chairperson of the Aboriginal Women's Leadership program Advisory Group by the Minister for the Office of Women. In 2019, Leanne was elected as the Inaugural North East Region representative of the First People's Assembly of Victoria. In 2021, Leanne was appointed to the Ministerial Taskforce on Workplace Sexual Harassment. Leanne was awarded the Member of the Order of Australia in the Australia Day 2023 Honours List for significant service to women's affairs, and to the Indigenous community.

Sheree Rubinstein

Member, Grants Committee

Sheree is a former lawyer and Founder of One Roof, a community driven all-in-one platform supporting entrepreneurial women to start, grow and stay in business. One Roof offers everything from virtual masterclasses to in-person bootcamps and has designed the platform to suit every stage of the business journey. Sheree successfully pivoted the business from co-working to digital through the pandemic and has onboarded over 1,500 members across Australia. She has been recognised for her work supporting women in entrepreneurship.



She is an Australian Financial Review 100 Women of Influence, Telstra Business Women's Award Finalist, AusMumpreneur Award Winner, Women's Agenda Leadership Awards Finalist and a Victorian Young Achievers Award Winner.

Leena van Deventer

Chair, Policies Committee

Leena is the Creative Producer and Writer at Reuben Games (formerly known as Team Fanclub) on the upcoming indie survival horror driving game, Dead Static Drive. Among other publications, Leena has written for The Guardian, Crikey, The Shot, The Big Issue, Kotaku, and Metro Magazine.



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

STAFF



Maki Morita
Rosie Editor



Gillian Barnes
Accounting Officer



Lieu Le
PA to Executive Director
& Administration Officer



Bronwyn Johnson
Program Manager,
Rural Women Online



Leah McPherson
Major Projects & Initiatives Officer



Janice Powell
Board Executive Support



Tarik Bayrakli
Manager, Club Respect

STAFF



Mary Crooks AO
Executive Director



Jess Dugdale-Walker
Project Support Officer



Rachael Imam
Communications Officer



Ally Oliver-Perham
Communications Manager



Wilfredo Zelada
Finance Manager
& IT Co-ordinator

Together, Yes Project Staff

Moa Martenson

Ciara Kirby

Mandy Girvan

Rural Women Online Project Staff

Leanne Mulcahy

Bim Rutherford

Note: Leah McPherson served as Major Projects & Initiatives Officer until Oct 2023. Maki Morita served as Rosie Editor until May 2024. We thank Maki and Leah for their dedication to the work of the Victorian Women's Trust, and wish them the very best in their future endeavours.

Financials & Acknowledgements



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 2024

	2024 \$	2023 \$
Revenue	168,220	287,264
Other income	140,355	48,468
Interest revenue	4,516	231
Expenses		
Employee benefits expense	(166,916)	(161,550)
Depreciation and amortisation expense	(10,413)	(19,071)
Occupancy Expense	(7,639)	(6,360)
Printing and Stationery Expense	(1,856)	(2,261)
Marketing and Merchandise Expense	(80,925)	(81,430)
Other expenses	(50,326)	(9,224)
Profit/(loss) for the year attributable to the members of Victorian Women's Trust Ltd	(4,984)	56,067
Other comprehensive income for the year	-	-
Total comprehensive income for the year attributable to the members of Victorian Women's Trust Ltd	(4,984)	56,067

Victorian Women's Trust Ltd

STATEMENT OF FINANCIAL POSITION

As at 30 June 2024

	2024 \$	2023 \$
Assets		
Current assets		
Cash and cash equivalents	227,980	172,998
Trade and other receivables	803,395	629,275
Other		
Total current assets	1,031,375	802,273
Non-current assets		
Property, plant and equipment	23,902	32,518
Total non-current assets	23,902	32,518
Total assets	1,055,277	834,791
Liabilities		
Current liabilities		
Trade and other payables	78,502	88,940
Employee benefits	288,288	266,268
Other	209,644	-
Total current liabilities	576,434	355,208
Non-current liabilities		
Employee benefits	28,775	24,531
Total non-current liabilities	28,775	24,531
Total liabilities	605,209	379,739
Net assets	450,068	455,052
Equity		
Issued capital	12	12
Reserves	436,126	441,110
Accumulated funds	13,930	13,930
Total equity	450,068	455,052

Victorian Women's Trust Ltd

ABN 20 006 403 256

SUMMARY FINANCIAL STATEMENTS

Summary Statement of changes in equity
For the year ended 30 June 2024

	Issued capital \$	Capital reserves \$	Accumulated funds \$	Operating fund \$	Total equity \$
Balance at 1 July 2023	12	441,110	13,930	-	455,052
Loss for the year	-	-	-	(4,984)	(4,984)
Other comprehensive income for the year	-	-	-	-	-
Total comprehensive income for the year	-	-	-	(4,984)	(4,984)
Transfer between funds	-	(4,984)	-	4,984	-
Balance at 30 June 2024	12	436,126	13,930	-	450,068

Victorian Women's Trust Ltd

STATEMENT OF CASH FLOWS

For the year ended 30 June 2024

	2024 \$	2023 \$
Cash flows from operating activities		
Interest received	4,516	231
Operating revenue received	522,219	300,641
Payments to suppliers and employees (inclusive of GST)	(291,769)	(263,760)
Net cash from operating activities	234,966	37,112
Cash flows from investing activities		
Payments for property, plant and equipment	(1,864)	(10,712)
Net cash used in investing activities	(1,864)	(10,712)
Cash flows from financing activities		
Repayment of loan due from/(loan to) other related parties	(178,120)	(118,976)
Net cash used in financing activities	(178,120)	(118,976)
Net increase/(decrease) in cash and cash equivalents	54,982	(92,576)
Cash and cash equivalents at the beginning of the financial year	172,998	265,574
Cash and cash equivalents at the end of the financial year	227,980	172,998



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 2024, 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 2024. We expressed an unmodified audit opinion on that financial report in our report dated 31 October 2024. 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 2024 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 13 November 2024

Liability limited by a scheme approved under Professional Standards Legislation

Lowe Lippmann
Chartered Accountants
& Business Advisors

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

Level 7
616 St Kilda Road
Melbourne Vic 3004
Australia
T +613 9525 3777
lowelippmann.com.au

PO Box 130
St Kilda Vic 3182
Australia

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

TIAG
Liability limited by a
scheme approved
under Professional
Standards Legislation

Dugdale Trust for Women and Girls

ABN 45 242 265 341

SUMMARY FINANCIAL STATEMENTS

Summary Statement of profit or loss and other comprehensive income
For the year ended 30 June 2024

	2024 \$	2023 \$
Revenue	1,016,790	1,469,795
Interest revenue	40	1,069
Expenses		
Occupancy expense	(21,730)	(20,411)
Printing and stationery expense	(13,532)	(14,063)
Employee benefits expense	(834,890)	(928,606)
Depreciation and amortisation expense	(67,725)	(67,725)
Marketing and merchandise expense	(166,821)	(270,206)
Management fees	(75,000)	(75,000)
Other expenses	(77,152)	(136,768)
Finance costs	(21,068)	(16,697)
Deficit for the year attributable to the beneficiaries of Dugdale Trust for Women and Girls	(261,088)	(58,612)
Other comprehensive income for the year	-	-
Total comprehensive income for the year attributable to the beneficiaries of Dugdale Trust for Women and Girls	(261,088)	(58,612)

Dugdale Trust for Women and Girls

ABN 45 242 265 341

SUMMARY FINANCIAL STATEMENTS

Summary Statement of financial position
As at 30 June 2024

	2024 \$	2023 \$
Assets		
Current assets		
Cash and cash equivalents	29,694	51,387
Trade and other receivables	9,429	94,405
Other	-	432
Total current assets	39,123	146,224
Non-current assets		
Property, plant and equipment	1,594,695	1,662,420
Total non-current assets	1,594,695	1,662,420
Total assets	1,633,818	1,808,644
Liabilities		
Current liabilities		
Trade and other payables	528,869	530,202
Other	112,029	24,434
Borrowings	300,000	-
Total current liabilities	940,898	554,636
Non-current liabilities		
Borrowings	-	300,000
Total non-current liabilities	-	300,000
Total liabilities	940,898	854,636
Net assets	692,920	954,008
Equity		
Settled capital	100	100
Reserves	105,759	105,759
Retained surpluses	587,061	848,149
Total equity	692,920	954,008

Dugdale Trust for Women and Girls

ABN 45 242 265 341

SUMMARY FINANCIAL STATEMENTS

Summary Statement of changes in equity
For the year ended 30 June 2024

	Settled capital \$	Public Sub-Fund \$	Operating funds \$	Total equity \$
Balance at 1 July 2023	100	105,759	848,149	954,008
Deficit for the year	-	-	(261,088)	(261,088)
Other comprehensive income for the year	-	-	-	-
Total comprehensive income for the year	-	-	(261,088)	(261,088)
Balance at 30 June 2024	100	105,759	587,061	692,920

Dugdale Trust for Women and Girls

ABN 45 242 265 341

SUMMARY FINANCIAL STATEMENTS

Summary Statement of cash flows
For the year ended 30 June 2024

	2024 \$	2023 \$
Cash flows from operating activities		
Receipts from customers	1,189,361	1,358,899
Payments to suppliers and employees	(1,190,026)	(1,380,146)
Interest received	40	1,069
Interest and other finance costs paid	(21,068)	(16,697)
Net cash used in operating activities	(21,693)	(36,875)
Cash flows from investing activities		
Payments for property, plant and equipment	-	(126,238)
Net cash used in investing activities	-	(126,238)
Net cash from financing activities	-	-
Net decrease in cash and cash equivalents	(21,693)	(163,113)
Cash and cash equivalents at the beginning of the financial year	51,387	214,500
Cash and cash equivalents at the end of the financial year	29,694	51,387



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 2024, 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 2024. We expressed an unmodified audit opinion on that financial report in our report dated 31 October 2024. 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 2024 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 13 November 2024

Liability limited by a scheme approved under Professional Standards Legislation

Victorian Women's Benevolent Trust and Controlled Entities

ABN 80 989 689 839

SUMMARY FINANCIAL STATEMENTS

Summary Statements of profit or loss and other comprehensive income
For the year ended 30 June 2024

	Consolidated		Parent	
	2024 \$	2023 \$	2024 \$	2023 \$
Revenue	1,551,489	2,208,662	376,125	553,135
Interest revenue	11,063	7,959	6,507	6,660
Expenses				
Corporate and administration expenses	(8,207)	(5,040)	(6,449)	(5,040)
Grant expense	(117,501)	(129,069)	(117,501)	(129,069)
Employee benefits expense	(1,225,066)	(1,314,604)	(223,260)	(224,448)
Occupancy expenses	(41,460)	(36,503)	(12,091)	(9,732)
Depreciation and amortisation expense	(78,138)	(86,796)	-	-
Printing and stationery expenses	(19,259)	(20,400)	(3,872)	(4,076)
Marketing and merchandise expense	(262,175)	(362,917)	(14,927)	(10,725)
Other expenses	(167,860)	(190,077)	(116,643)	(119,642)
Finance costs	(21,068)	(16,697)	-	-
Surplus/(deficit) for the year	(378,182)	54,518	(112,111)	57,063
Other comprehensive income for the year	-	-	-	-
Total comprehensive income for the year	(378,182)	54,518	(112,111)	57,063

Lowe Lippmann
Chartered Accountants
& Business Advisors

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

Level 7
616 St Kilda Road
Melbourne Vic 3004
Australia
T +613 9525 3777
lowelippmann.com.au

PO Box 130
St Kilda Vic 3182
Australia

Partners
Joseph Franck
Danny Lustig
Gideon Rathner
Loren Datt
Michael Scholefield

Mark Saltzman
Joseph Kalb
Daniel Franck
Richard Horvath

TIAG
Liability limited by a
scheme approved
under Professional
Standards legislation

Victorian Women's Benevolent Trust and Controlled Entities

STATEMENTS OF FINANCIAL POSITION

As at 30 June 2024

	Consolidated		Parent	
	2024 \$	2023 \$	2024 \$	2023 \$
Assets				
Current assets				
Cash and cash equivalents	478,730	454,757	221,060	230,376
Trade and other receivables	92,222	194,731	59,810	73,344
Inventories	–	432	–	–
Financial assets at fair value through profit or loss	2,781,268	2,690,963	2,781,268	2,690,963
Total current assets	3,352,220	3,340,883	3,062,138	2,994,683
Non-current assets				
Property, plant and equipment	1,618,597	1,694,938	–	–
Total non-current assets	1,618,597	1,694,938	–	–
Total assets	4,970,817	5,035,821	3,062,138	2,994,683
Liabilities				
Current liabilities				
Trade and other payables	84,989	95,314	258,030	78,464
Employee benefits	288,288	266,268	–	–
Other	321,673	24,434	–	–
Borrowings	300,000	–	–	–
Total current liabilities	994,950	386,016	258,030	78,464
Non-current liabilities				
Borrowings	–	300,000	–	–
Employee benefits	28,775	24,531	–	–
Total non-current liabilities	28,775	324,531	–	–
Total liabilities	1,023,725	710,547	258,030	78,464
Net assets	3,947,092	4,325,274	2,804,108	2,916,219
Equity				
Settlement capital	1,000	1,000	1,000	1,000
Reserves	436,136	441,122	–	–
Accumulated funds	3,509,956	3,883,152	2,803,108	2,915,219
Total equity	3,947,092	4,325,274	2,804,108	2,916,219

Victorian Women's Benevolent Trust and Controlled Entities

ABN 80 989 689 839

SUMMARY FINANCIAL STATEMENTS

Summary Statements of changes in equity
For the year ended 30 June 2024

Consolidated	Issued capital \$	Capital reserves \$	Accumulated funds \$	Total equity \$
Balance at 1 July 2023	1,000	441,122	3,883,152	4,325,274
Deficit for the year	–	–	(378,182)	(378,182)
Other comprehensive income for the year	–	–	–	–
Total comprehensive income for the year	–	–	(378,182)	(378,182)
Transfers between funds	–	(4,984)	4,984	–
Balance at 30 June 2024	1,000	436,138	3,509,954	3,947,092

Parent	Settlement capital \$	Accumulated funds \$	Total equity \$
Balance at 1 July 2023	1,000	2,915,219	2,916,219
Deficit for the year	–	(112,111)	(112,111)
Other comprehensive income for the year	–	–	–
Total comprehensive income for the year	–	(112,111)	(112,111)
Balance at 30 June 2024	1,000	2,803,108	2,804,108

Victorian Women's Benevolent Trust and Controlled Entities

ABN 80 989 689 839

SUMMARY FINANCIAL STATEMENTS

Summary Statements of cash flows
For the year ended 30 June 2024

	Consolidated		Parent	
	2024 \$	2023 \$	2024 \$	2023 \$
Cash flows from operating activities				
Interest and other finance costs paid	(21,068)	(16,697)	-	-
Receipts from operations	1,739,963	1,869,924	178,385	360,381
Payments to suppliers and employees	(1,707,589)	(1,958,512)	(376,846)	(372,882)
Interest received	11,063	7,959	6,507	6,660
Grants paid	(117,501)	(129,069)	(117,501)	(129,069)
Net cash used in operating activities	(95,132)	(226,395)	(309,455)	(134,910)
Cash flows from investing activities				
Payments for property, plant and equipment	(1,864)	(136,950)	-	-
Net disposals/acquisitions/valuations JB Were investment portfolio	120,969	(255,235)	120,969	(255,235)
Net cash from/(used in) investing activities	119,105	(392,185)	120,969	(255,235)
Cash flows from financing activities				
Net movement on related party loans	-	-	179,170	27,252
Net cash from financing activities	-	-	179,170	27,252
Net increase/(decrease) in cash and cash equivalents	23,973	(618,580)	(9,316)	(362,893)
Cash and cash equivalents at the beginning of the financial year	454,757	1,073,337	230,376	593,269
Cash and cash equivalents at the end of the financial year	478,730	454,757	221,060	230,376



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 2024, 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 2024. We expressed an unmodified audit opinion on that financial report in our report dated 12 November 2024. 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 2024 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 13 November 2024

Liability limited by a scheme approved under Professional Standards Legislation

Lowe Lippmann
Chartered Accountants
& Business Advisors

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

Level 7
616 St Kilda Road
Melbourne Vic 3004
Australia
T +613 9525 3777
lowelippmann.com.au

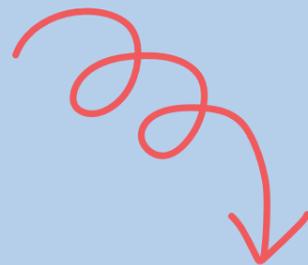
PO Box 130
St Kilda Vic 3182
Australia

Partners
Joseph Franck
Danny Lustig
Gideon Rathner
Loren Datt
Michael Scholefield

Mark Saltzman
Joseph Kalb
Daniel Franck
Richard Horvath

Liability limited by a
scheme approved
under Professional
Standards legislation

Heartfelt Thanks



Together, Yes

Mike Aber
Steve Asquith
John Ball
Christobel Botten
Peter Burgess
Charlotte Clemens
Mary Crooks AO
David Cunningtor
Christ De Kesel
Petrina Dorrington
Elizabeth Gaynor
Claire Hanratty
Sam Hargreaves
Christine Hutchinson
Hilary Irwin
Prue Jolley
Julie Kantor
Su-Hsien Kuan
Susan Lawton
Audrey Lile
Lyn Lowe
Steve Manders
Stuart McArthur
Kerrie McArthur
Leanne and Graham McCoy
Ursula McGinnes
Susan McGrath
Julie McPherson
Kim Messieh
Andy Mia Kranz

Gabbie Morton
Patrick Mugavin
Denise Nichols
Louise O'Bryan
Clive and Elizabeth Oldland
Jennifer Pattinson
Meg Paul
Chris Reynolds
Matilda Reynolds
Nicola Reynolds
Dianne Shay
Judy Stanton
Katherine Stewart
James Strickler
Libby Taheny
Angela Vaskin
Paul Walczyk
Barbara Ward
Margery Anne West
Cathy Wilson
Sharyn Young
Ana Concepcion Zelada

Rural Women Online

Bendigo Bank Community Enterprise Foundation
Helen Macpherson Smith Trust

Victorian Women's Trust Ltd

City of Darebin
Platinum Construction (Vic) Pty Ltd on behalf of Jo Hall
Dr Susie Allanson
Dr Barbara Burge
Barbara Cameron
Dr Paula Durance
Pippa Griffith
Amy Grinsted
Maxine Gross
Angela Hamilton-Smith
Rosalind Hinde
Sheilagh Kelly
Karen Large
John Lorkin
Anna Lottkowitz
Moyra McAllister
Joan Morgan
Dr Colleen Morris
Elsbeth Newman
Denise Pedrotti
Trish Randles
Geraldine Robertson
Pam Robinson AM
Pauline Taylor
Rosy van der Vlies
Rosalind Wallis
Dr Kerre Ann Willsher

Victorian Women's Benevolent Trust

Creekside K-9 College
Laurie Bebbington
Elizabeth Bromham
Barbara Cameron
Mary Dean
Moya Dickson
Antoinette Doran
Jane Ezard
Ruth Fisher
Margret Holmes
Amanda Jones and Barbara Horn
Jenny K
Sally Landman
Maddy Lock
Julie McCormack
Sue McCready
Toni Meek
Anne Miller
Anne O'Donovan AO
Gina Pederick
Dylan Turner
Rosalind Wallis
Alicia White
Anne Wynn

HEARTFELT THANKS

The Dugdale Trust for Women & Girls

Australian Philanthropic Services Foundation
City of Melbourne
Equity Trustees
Leadership Victoria
NBN Co.
Parkdale Secondary College
Presbyterian Ladies College (PLC) Sydney
Spicers Australia Pty Ltd
Western Bulldogs Community Foundation (WBCF)
Patrick Ashkettle
Olga Black
Nan Brown
Dorothy Davies
Veronica Dickson
Louise Dorrat
Lib Dyson
Lucy Fallon
Prof Ruth Fincher
Susan Flight
Greg Footit
Rosemary and David Geer
Dr Sonia Graham
Brian Griffin
Carol Grimshaw

Pamela Hannam
Hilary Irwin
Lieu Le
Katerina Lekkas
Anne Lewis
Robert Lineker
Brent Lyons-Lee
Josephine MacKenzie
Dr Marian Maddern
Liz McAloon
Remy Mckenzie
Cassie Mortimer
Prof Marcia Neave AO
Elizabeth O'Keeffe
Sandra Picken
Prof Margaret Plant
James Rose
Prof Lynne Selwood AO
Marion Shepherd
Erin Soutter
Claire Stephens
Lesley Tan
Dylan Turner
Geoff Walsh
Alicia White
Kaye Wright
Anne Wynn
Dr Samantha Young

Christine Friday and Kathleen Pooley Sub-Fund

Marion Shepherd
Margaret Young

Deborah Ganderton and John Henry Sub-Fund

Alysia Brandenburg
Dr Catherine Dale
Jennifer Wolcott

Fleur Spitzer Sub-Fund

Creekside K-9 College

Jean McCaughey Social Justice Sub-Fund

Carolyne Cohn
Sue Spence

Nancye and John Cain Sub-Fund

Dr Annie Bolitho

Ruth Owens and Kevin Lynch Sub-Fund

Carolyn Crowe
Heidi Lynch

Prue Myer Sub-Fund

Joanna Baevski
Wendy Vanags

Union of Australian Women (Victoria) Sub-Fund

Olga Black
Lorraine and Murray Sinderberry

Honour Roll



Australian Philanthropic Services Foundation	Dr Stella Clark Helen Clarke Mary-Ann Cohn	Rosemary and David Geer Anne Goldsbrough AM Carolyn Graham	Robyn Lipshut Glenda Logan Heidi Lynch	Deirdre O'Brien Louise O'Bryan Delia O'Donohue	Coralie Snell Rosa Storelli Jenny Tatchell
ZONTA International-Governor District 23	Carolyne Cohn Peggy Cook Madeleine Cox	Kerry Hall Angela Hamilton-Smith	Elizabeth MacKenzie Dr Marian Maddern	Dr Elizabeth Orr Jane Osborne Lindy Osbourne	Pamela Tate Norma Thek Florent Thivillier
Dr Susie Allanson	Helen Creed	Dr Maree Harris	Eve Mahlab AO	Ruth Owens	Kara Tieman
Nikki Anderson	Carolyn Crowe	Bronwen Haywood	Deborah Mann	Anne Paul	Dr Ximena Tolosa
Ruth Anderson	Susanne Dahn AM	Julie Miller Markoff	Julie Miller Markoff	Denise Pedrotti	Suzy Toovey
Leslie Arnott	Suzanne Davies Dunn	Barbara Hingston AM	Andrew Marks	Karen Percy	Rosy van der Vlies
Patrick Ashkettle	Ann Dawson	The Hon Elizabeth Hollingworth	Linda Martin-Chew	Helen Petros	Jenny Vaughan
Dawn Bamforth	Sandie de Wolf	Margret Holmes	Tracey McCulloch	Prof Margaret Plant	Theresa Veal
Gillian Barnes	Donna de Zwart	Dr Pat Horan	Pam McLeod	Victoria Ponsford	Mary Voice
Ken Bartlett	Mary Dean	Sue Howard	Pamela McLure	Michele Rattle	Margaret Waddington
Mim Bartlett	Alison Dean	Carolyn Hutchens	Janet McMenamin	Katherine Rechtman	Francesca Walker
Lee Ann Basser	Myrna Dewar	Hilary Irwin	Catherine McNicol	Judy Reeves	Rosalind Wallis
Laurie Bebbington	Veronica Dickson	Katherine Johnson	Alison McNicol-Smith	Ian Renard	Elizabeth Walpole
Jane Begg	Tony Dower	Alana Johnson AM	Jencie McRobert	Clare Riddoch	Toni Warren
Jill Black	Sally-Anne Dower-Owens	Prue Jolley	Dr Toni Meath	Carmen Ridley	Dr Jenny Marian Webb
Margaret Blair	Jodi Dowler	Jenny K	Toni Meek	Pam Robinson AM	Janet Whiting AM
Jennifer Bourke	Dr Cathy Drinkwater	Marilyn Kearney	Karen Milward	Tania Rose	Bronwyn Williams
Jan Boyce	Caroline Duggan	Denise Keighery	Dr Meg Montague	Caroline Ryan	Dr Pamela Williams OAM
Jan Boynton	Ruth Dunn	Rosemary Kelly	Leonie Morgan	Janny Ryan	Cathie Wills
Sarah Brasch	Suzanne Davies Dunn	Belinda Kirwan	Marjorie Morkham	Susan Sandford and Paul Brotchie	Katherine Woodman
Prof Marie Brennan	Dr Paula Durance	Leonie Koadlow	Dr Colleen Morris	Elizabeth Sansom	Kaye Wright
Lourdes Brent	Jane Ezard	Ana Kokkinos	Fiona Morrison	Val Sarah AM, CJSJ	Anne Wynn
The Hon Candy Broad MLC	Prof Ruth Fincher	Tanja Kovac	Prof Marcia Neave AO	Marylou Scally	Margaret Young
Vaughan Brown	Ruth Fisher	Erene Krimniotis	Dr Helen Neinast	Prof Lynne Selwood AO	Rebecca Young
Jennifer Cameron	Susan Flight	Karen Large	Bridget Noonan	Anne Sgro	Ana and Wilfredo Zelada
Deb Candy	Robyn French	Kate Lempriere	Barbra Norris	Marion Shepherd	
Elizabeth Capp	Chris Friday	Alison Leslie	Barbra Norris		
Peter Cassidy	Beth Gaze	Anne Lewis	Barry Novy and Susan Selwyn	Lorraine and Murray Sinderberry	
Dr Mary-Faeth Chenery					

ACKNOWLEDGEMENTS

As with every year, we have many people to thank who make our work possible, and help further the cause of gender equality. This year is no different.

Thank you, first of all, to each of our donors. We are deeply grateful.



We warmly thank everyone involved in **Together, Yes and Women for Yes, including our campaign partners Yes 23, Koorie Women Mean Business, Shabbat Table Talks, Uniting Church in Australia Synod of Victoria and Tasmania, and Your Creative. We also thank everyone who signed our Women for Yes Open Letter; our ambassadors Belinda Duarte AM, Prof Fiona Stanley AC, Leanne Miller AM, Maria Dimopoulos AM, Duré Dara OAM, Ilona Lee AM, Alana Johnson AM, Julian Schultz AM, Sally Capp AO, Dr Supriya Singh, and Tanja Kovac; and organisational partners, IWDA, and Verve Super.**

We acknowledge and pay homage to the important contributions of Dr Jackie Huggins AM FAHA, Prof Marcia Langton AO, and Emily Carter for their participation in Together, Yes and leadership over many years.

Thank you to each of the creatives who make our work so engaging: videographers Gregory Erdstein, Isabel Martin, Stu Mannion, and Mike Lockheart; photographers Breeana Dunbar and Max Roux; digital designers extraordinaires, Your Creative; patient and thorough printing services, The Print Department; graphic designer Laura Morrellon; and Design Democracy for their superb work on this year's annual report.

Our work would be nothing without the dedicated support of volunteers and interns. We thank Ruby Doyle, Nicky Fincham, Ruth Fincher, Ruby Foggo, Olivia Hurley, Hilary Irwin, Devini Kumar, Eleanor Rose Lee, Yi-Ping Lin, Manolathida (Diamond) Litthiboulom, Ali Lo Giudice, Monae Scott-Coutts, Natalie Meier Smith, Stella Thompson, Allie Villalon, Ava Wansbrough and Rebecca Young.

Thank you to each of our board members; Alice MacDougall of Herbet Freehills, thank you for pro bono legal advice and support, year in, year out; our funders and partners.



**JOIN OUR
MOVEMENT
FOR POSITIVE
SOCIAL
CHANGE**



www.vwt.org.au/donate-2024

**Since 1985,
the Victorian
Women's Trust
has championed
respect, safety,
and dignity for all.**

