



VICTORIAN
WOMEN'S TRUST

ANNUAL REPORT 2017-18





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



**VICTORIAN
WOMEN'S TRUST**

ANNUAL REPORT 2017-18

What does equality for women and girls mean to you? How can we work together to accelerate the rate of progress for women and girls?

In this Annual Report, read all about our shared efforts over the last year to make gender equality a reality, made possible thanks to donors and supporters like you.

We have also put these big questions to our friends and supporters, as part of what we like to call the Trust Story Project. In capturing people's stories,

we are teasing out what gender equality means to us as individuals, illuminating the stuff that binds us together as a movement.

On the following pages, you'll hear from a whole range of people. Some have partnered with VWT on events; received a Trust grant for a crucial project; or volunteered their time and skills to the cause because they share our belief that equality for women and girls is critical to a healthy society.

Their passion for social change and making the future brighter spurs us on. We hope you feel the same.

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VISIONS OF AN EQUAL FUTURE

WITH MARY CROOKS AO, EXECUTIVE DIRECTOR

AS TOLD TO **ESTHER DAVIES-BROWN**



“Another year with a huge workload churned out by a small outfit punching well above its weight, all the while trying to marshall funding and resources.

The year began with the Economic Security Summer Intensive with Marilyn Waring, who was the anchor of a terrific group of people who came together to help with our Breakthrough thinking. We haven't necessarily gone public with a lot of our Breakthrough thinking, but boy, there's been a lot of work done in the past year.

In February, we relaunched the new digital platform for *Here She Is*, our directory of women experts, speakers, mentors and more. We also launched the Humanitas Sub Fund, which will be dedicated towards supporting women and girls with African heritage.

A power of work has been put into *Club Respect*, an innovative violence prevention initiative made specially for sporting clubs of all sizes, which will be publicly released in October 2018.

Similarly, our menstrual research is now likely to be made public in 2019. The upcoming document, provisionally called *About Bloody Time*, will be a game changer out in the community, helping to rethink the way we conceive of menstruation and menopause.

And last but certainly not least, we have reinvigorated our digital platform for young women, *Rosie.org.au*. It now also includes free resources for educators, *Rosie in the Classroom*, created to help guide discussions around big and important topics, like sexting and mental health. We have only been able to move forward in all of those initiatives because of the incredible teamwork across the office.

I love the artwork created by Alice Lindstrom that features on the front cover of this Annual Report. To me, the richness in her work depicts that in women's stories and the struggles we've had to achieve women's rights. The fact that there is another river to cross in the artwork, summons the kind of bridges we have to build to achieve full gender equality. The gold landscape in the horizon, that land of great promise, represents gender equality because we know that it's a better society when it is based on equality between all people.

It also makes me reflect on our values. Being an effective feminist agency is predicated on being clear on core values that underpin our feminism.

Our feminist values have not changed, but we have evolved in our understandings of how to interpret those values. For instance, we have understood the need to practice our inclusivity with respect to the LGBTIQA+ communities and to be less binary in our language. These are not easy issues.

I think we have intellectually evolved in our understanding of the menstrual taboo, knowing that it remains part of the edifice of a patriarchal world where women are inducted into womanhood feeling awful shame and secrecy about their cycle. Why should that be so for god's sake?

Any progressive organisation - including the Trust has to keep moving with the times. We are evolving in our understanding, making sure the Trust is able to change generationally. I think the way that we are approaching that question right now is really exciting.

The planning we have underway focuses on further building our record of successful advocacy and action, ensuring the next generations of women and girls have a strong, effective voice and a springboard for action which makes a lasting difference.

“Being an effective feminist agency is predicated on being clear on core values that underpin our feminism. ”

REFLECTIONS FROM THE CHAIR

ALANA JOHNSON

AS TOLD TO **ESTHER DAVIES-BROWN**



“As a not for profit organisation that relies on philanthropy, people's hearts are our lifeblood.”

“When you track back to Socrates, right to the early human development of democracy as a movement, he talked about three things: logos, pathos, and ethos.

He says that you have to have all three of those things happening in order to influence people to create a movement. It's very relevant for politics today, I think.

Logos is logic and evidence. We are in the era of fake news and people denying climate science, so we have a crisis around logos because people are not taking enough notice of evidence; they're creating spin for their own ends.

Logos is really important part of what the Victorian Women's Trust does. We do the research, we get the statistics, we talk to people, and we get input.

We create logos ourselves because we don't go out there and just have opinion; we ground things properly, and we have all these wonderful volunteers, researching, accrediting all the things that we say.

Over time, logos has been a really strong foundation of the Victorian Women's Trust; you only have to go into our archive room to see how much effort we have put into evidence and research.

Pathos is how you feel about things, your emotions. If you don't have things that appeal to people's emotional state or hits their heart, you're not going to get far. I think pathos has always been a really important part of what the Victorian Women's Trust does, too. We know that the people

have to feel an attachment to the work we do, that they want to give their money and time to it, they want to support us. That all comes from the heart as much as from the head.

As a not for profit organisation that relies on philanthropy, people's hearts are our lifeblood. Their hearts are important to us, and therefore we do an incredible amount of creating the space for people's pathos, feelings, commitment and heart.

Ethos is ethics. I think we misuse the word 'ethos' these days, because we tend to think it means something broader than it is, but it really is values and ethics.

In that sense, the ethos of the Victorian Women's Trust remains stable, because the values that we had at the foundation of the Victorian Women's Trust remain. Our feminist, social, and community values, are the essence of how we operate, how the office operates, the model of how the staff work together, of how the Board fits in, it is how we relate to our supporters and people in the community. We want the Trust to belong to all women. It's not exclusively ours nor does it belong to a few.

Over the next 30 years at the Victorian Women's Trust we have to be the accelerators.

We talked about this at Breakthrough 2016, we have to be the next wave. The VWT has to accelerate the process of gender equality, we have to be at the forefront creating activism, because it's not going to change; unless ordinary everyday people want to take action to change it, want to stand up, want to call it out, want to stop things.

We have to be the catalyst for activism, otherwise the 75 years before we reach full gender equality will just tick on by.”



BEGIN AS YOU MEAN TO GO ON

TALKING FRIENDSHIP
WITH LEANNE MILLER
+ DURÉ DARA OAM

AS TOLD TO ALLY OLIVER-PERHAM

We're putting it on the record: Leanne Miller and Duré Dara OAM are impressive operators.

A woman of the Dhulanyagen Ulupna Clan, Yorta Yorta nation, Leanne is the Executive Director of Koorie Women Mean Business, and an Inaugural Atlantic Fellow for Social Equity (2017). In company, you quickly notice her enviably direct manner, matched only by fellow Victorian Women's Trust Board Member, Duré.

Duré is a feminist foodie from way back. She's also a jazz musician, former restaurateur and social worker, and an integral part of the fabric of the Victorian Women Trust.

Leanne and Duré have worked together for over two decades – and this is how it all began.

LEANNE: Koorie Women Mean Business (KWMB) was established by a number of Aboriginal women leaders in government and non-government roles. We're talking over 30 years ago.

At the helm was Jenny Florence, Executive Director of the Victorian Women's Trust (VWT), and the KWMB project team, which included people like Mary Atkinson, Esme Saunders, Lois Peeler, Olive Walsh, and their first project worker, Julie Peers.

It started through a conversation Julie had with Jenny. She was wearing her hat as part of the Aboriginal and Torres Strait Islander Commission. Julie had noticed a discrepancy between women and men on issues like loans which were based on male income earnings. So, that drove her to think about Aboriginal women. She started an internal discussion and KWMB received some initial funding from VWT.

I volunteered at the very first outcomes of that consultation that Julie drove, and later, I also volunteered to be one of the facilitators within two of the workshops. I was just a bunny girl, to put it nicely! At the time, I was working full time in a couple of roles at different organisations and I was approached to develop a video and package around Aboriginal women in business for a KWMB project. I said, 'Yeah, I can do that, but it's not for me.' So I stepped back.

Later, I was approached by Aunty Mary Atkinson and Aunty Olive Walsh at a lunch to look at another KWMB project they were thinking of doing, and I was like, 'Why me? Maybe it's a fit, maybe it's not a fit.' Aboriginal women leaders were working

Leanne Miller and Duré Dara OAM **Breeana Dunbar**

"My first impression of Duré was, 'oh my god, she's loud!' And there's all this jewellery happening, you know! She was extremely confident and she had the confidence of everyone at the table and I thought, 'I'd like to do that.'"



within Federal Government and they could see that women in regional Victoria needed this particular project and that I should learn from it. I thought, 'Ok, alright. I can see the writing on the wall.'

Around that time, Duré invited me to consider a role that had become vacant on the Victorian Women's Trust Board. Because KWMB and VWT were in the building, she'd come upstairs and start planting these little seeds. 'Let's do a coffee,' she'd say. I was like, 'Oh, this woman's up to something.'

We continued to have coffees for about three months and I finally said, 'I'll come and sit in on a meeting.' Mary Crooks had become VWT Executive Director by that point. She told me, 'You should come on the Board. You should.'

I had seen the VWT granting committee meetings and I thought they were impressive. That was when I decided to join the Board, with the understanding that I was bringing a different lens.

My first impression of Duré was, 'oh my god, she's loud!' And there's all this jewellery happening, you know! She was extremely confident and she had the confidence of everyone at the table and I thought, 'I'd like to do that.' We've worked together for over twenty years now. She's still bossy, but coming from a different level of energy, I think.

She sets me up for all these little life journeys, and sends me messages after Board meetings saying, 'As you get older, this is what will happen...' and I go, 'I really didn't want that!' And she goes, '*But you need to know.*' And she and Mary sit there and laugh. It's a bit like a family sometimes when I come to a meeting with Duré and Mary and other Board Members. I think, 'Wow, I've been with this family for a long time.'

Duré's a great operator. She comes from the old school of thinking sometimes, similar to my Aunties' and my grandparents' generation.

I come from a matriarchal clan, so my mother's line is fully matriarchal; Dhulanyagen Ulupna. My childhood memories are all about driving miles and miles for meetings with all my cousins, my mother and grandmother. My grandmother never drove, so my grandfather would chauffeur. He would be quietly spoken.

My grandmother and aunties absolutely embraced a lot of the issues surrounding women. In the 70s, there was a national women's forum in Parliament, and my grandmother had me in tow and my mother and my older sister, and I think three of my aunts were there as well. I remember the moment when the Whitlams came through. They were really

tall, and my grandmother appeared really tiny. I watched my aunt – who just passed not long ago – change from the aunt I knew, into the most eloquent, activist, connected woman to have dialogue with the PM. I said to myself, 'I want that.'

When it comes to the women's movement today, I think it would be nice not to work in silos. In many ways, gender equality is a common goal, but I think we've got to stop and actually give kudos to those who have got the runs on the board and work out how you can support that process. We need to be able to say, 'this is what we do, and we do it well. Let's not compete.'

I also want to understand what men feel about their role in gender equality. I think it's definitely time for conversations to get what we want; we've seen that recently with the Uluru Statement From the Heart and the Recognise campaign. So if anything, we should learn from that.

DURÉ: "I was friends with Marieke Brugman, who was the Convenor of the Trust in 1988. She invited me to see the Trust in action and I became a volunteer, helping to make tea and come along to functions."

Before long, I was asked to be a Board Member. This was when Jenny Florence was the CEO. I got on very well with her and I loved the way in which she had a relationship with Koorie Women Mean Business. I'd never been on a Board before, but it was very representative.

We were always talking about your mob, my mob, our mob. We talked about everything and asked ourselves, 'Do we want to do this? Why would we do it this way?' It encouraged me to believe in my common sense.

Back then, there was nothing dedicated to women in the philanthropic space. For the first 10 or so years, we kept saying 'why women?', continuously developing the argument so we could be stronger and clearer about the problems women and girls face.

When Julie Peers had to move on from the position of Executive Director of Koorie Women Mean Business, the elder women of KWMB actually chose Leanne. I thought it was very, very farsighted of them. It meant that we all had time to grow into our new relationship with this young woman, and what an amazing woman she was. And is.

Leanne has brought to another way of thinking and engineering to the architecture of the Trust. To this day, her directness is a source of inspiration to us on how to live up to the obligation of care for this country and people. It's a shining example of how



to run our business. Even now, before we have a function or before we appoint someone, we talk to Leanne, she can talk to her people. We've got a lovely relationship of learning and tugging and being able to consult.

I think Koorie women have given us the strength to believe in a new way of doing things. I don't know that anyone can have any partnership without actually having a living relationship, you know, a relationship that's ongoing, where people are side by side. I think that burning bras and marching through the streets has not made much difference. The difference comes from very, very long relationships, consolidated with learning about how to relate to each other. We can't do this alone and we have to be strategic. Men and women have to work together.

I think that we've got to find a way of driving the rage we feel knowing that women are still doing more work, knowing that for 14 year old girls today, equity won't be achieved in their lifetime. We must reconcile our differences so that men and women can make the change together.

I think that what being in relationships with women of different cultures has taught me is to look at the ways of what we do and question it.

I've learned to listen and ask the question, knowing that we can negotiate because of our commitment to sharing the experience together. That's what all relationships have to be."



Top: (left to right) Leanne Miller **Trust Archives**; Leanne Miller and Duré Dara OAM **Breeana Dunbar**; Duré Dara OAM, Jenni Mitchell, Judy Whiteman, Marieke Brugman, Jean Tom, Jan Dillow, Victoria Marles. Absent: Patricia Caswell, Judy Taylor, 1992 **Ponch Hawkes** Duré Dara OAM, VWT End of Year Celebration Dinner, 1990 **Trust Archives** Duré Dara OAM, Anne Paul, Marieke Brugman, VWT End of Year Celebration Dinner, 1990 **Trust Archives**



COMMUNITY GRANTS: CREATING A BRIGHTER FUTURE FOR WOMEN & GIRLS

2017-18 GRANTS **VICTORIAN WOMEN'S BENEVOLENT TRUST**

We are committed to making Australia a welcoming place where we all can live and work in safety, regardless of our gender, who we love, or the colour of our skin.

But despite progress on a number fronts, women and girls still face considerable barriers to their safety and wellbeing. Our community grants are a powerful way to turn this around. Since 1985, the Victorian Women's Benevolent Trust (VWBT), has funded grants that directly benefit women and girls across Victoria.

Our grants address key social issues women face through deep cultural change in communities; helping women to rebuild their lives; and directly challenging the structures that hold women back.

Our focus

Each year, we identify a crucial area of need in the community.

Our 2017 General Grants program promoted **social inclusion and community cohesion** in regional Victoria by addressing the needs of refugee and migrant families, women or girls who are experiencing socio-economic disadvantage due to lack of educational or training opportunities, and women living with a disability or chronic illness.

For the 2017-2018 grants round, we collaborated with a number of philanthropic foundations to co-fund powerful projects. A total of **14 diverse projects were fully funded**; 10 in regional Victoria and 4 in metropolitan Melbourne.

We are very grateful to the following foundations for their investment in the future of women and girls in our state, including the Australian Communities Foundation; the Grosvenor Foundation; the Alfred Felton Bequest; the William Buckland Foundation; RE Ross Trust; and 5point Foundation.

Over the course of the 2017-2018 Financial Year, the Victorian Women's Benevolent Trust directly funded, co-funded and brokered over a dozen grants with a combined value of over \$250,000.

Thanks to our generous and committed donors across Australia, we have now distributed over \$7 million in community grants across Victoria.

Flagship grant

PRIMARY CARE CONNECT

Khanuma (Ladies in Dari) \$25,000

People of refugee background make up 10% of Shepparton's overall population. Many are fleeing war-torn regions and are in need of a supportive and safe community.

Khanuma will provide a safe environment for women from refugee background experiencing social isolation in the region. Through this program, women find connection through shared experiences, and outcomes from this program will be shared with the broader community, empowering participants to become leaders and advocates for their community.

Special thanks to a private funder for contributing \$20,000. Thanks also to the Grosvenor Foundation for contributing \$5,000 towards this project.



Khanuma (Ladies in Dari) **Liz Arcus**



"Girls Write Up helps young women understand the power of their voice."

General Grants 2017/2018

THE BOITE

Diversitat joins Boite Millennium Chorus \$3,400

Social inclusion is critical to successful resettlement. Group activities, such as regular choir attendance, can strengthen our mental health and physical wellbeing. This program will invite women from refugee and migrant backgrounds to join the Boite Millennium Chorus, in partnership with Diversitat in Geelong, to perform at a grand performance at the Melbourne Convention & Exhibition Centre. Choir participation will provide social connectedness, greater confidence, and cultural exchange opportunities.

Special thanks to Australian Communities Foundation for supporting this project.

MULTICULTURAL ARTS VICTORIA

Beads of Culture \$10,080

The Shepparton region is home to people from a rich and diverse range of cultural backgrounds. Beads of Culture will bring together women with traditional cultural beading skills with an artist and community cultural development practitioner from Kaiela Arts. Together they will create artworks for a large exhibition that will express the diverse cultures through contemporary art. The project will discover five new artists, providing pathways to employment and interaction with the new Shepparton Art Museum.

Special thanks to Sandra Hart for supporting this project.

THE STELLA PRIZE

Girls Write Up Wodonga \$10,000

Girls Write Up helps young women understand the power of their voice. Girls Write Up Wodonga is a day-long festival for teens that teaches empowerment through writing and sharing stories; explores the relationship between language, gender and power; and examines the effects of unconscious bias on our sense of self.

Head to page 23 to read about Megan Quinlan from this project.

HELPING HOOPS

Helping Hoops Future \$5,000

Helping Hoops has supported a group of girls from diverse backgrounds to be active, strong and confident through regular basketball training. Now that the same cohort of girls are in secondary school, *Helping Hoops* will deliver a more challenging and targeted sports program, helping to maintain their participation in organised sport as they transition to adulthood.

Special thanks to the Grosvenor Foundation for supporting this project.

GIPPSLAND DISABILITY ADVOCACY INC

Sustaining Enabling Women in Gippsland \$17,370

This program, *Sustaining Enabling Women in Gippsland*, provides training for women with disabilities so that they may use their voice and become advocates in their region, supporting more inclusive communities.

WESTERN DISTRICT HEALTH SERVICE

From Inside the Farm Gate: Rural Women's Stories of Thriving and Surviving \$45,000

Victorian farming women from rural communities experiencing tough times will participate in a digital storytelling workshop to tell their story of facing socio-economic disadvantage and challenges to social and emotional wellbeing. In this workshop, 'invisible farmers' will share their experiences in a safe environment and build their self-confidence. The resulting stories will be publicly exhibited to rural and urban audiences, giving voice to an unheard group of Victorian women.

Special thanks to the William Buckland Foundation for contributing \$30,000 to this project.

THE UNIVERSITY OF MELBOURNE

Lullaby Playgroup \$10,890

Healthy communities are maintained through connection and shared positive experiences. *Lullaby Playgroup* will create bonds between people from diverse communities and their children by inviting participants to teach songs in their language, and cook using recipes significant to their cultural background. This program will provide English language development for participants, as well as create pilot data that will support the development of a community music playgroup model that can be used in a variety of community settings.

Special thanks to with the Australian Communities Foundation for supporting this project.

BROTHERHOOD OF ST LAURENCE

Stepping Stones to Small Business \$25,000

Without economic wellbeing, daily essentials—being able to care and provide for our family, put food on the table, learn and increase our skills—remains out of reach. Many women who are newly arrived in Australia or from refugee backgrounds face numerous blockers to their financial independence. *Stepping Stones* supports women from culturally diverse backgrounds to establish their own businesses and attain the financial stability they need.

Special thanks to the Australian Communities Foundation for supporting this project.

THE CENTRE FOR PARTICIPATION

Horsham Hospitality Workforce Pathways \$23,522

Meaningful work is key to social connection and wellbeing. But for many refugee and migrant women new to Australia there are often significant barriers to stable employment. To address this issue, the Centre for Participation will create a safe and supported learning environment for migrant women to gain the skills required for customer service and hospitality, as well as increasing their confidence in English.

Special thanks to RE Ross Trust for contributing \$13,000, a private donor for contributing \$8,000, and the Grosvenor Foundation for contributing \$2,522 to this project.

Top: Girls Write up Wodonga **Image provided** Left page: Beads of Culture, Multicultural Arts Victoria **Liz Arcus**



Left: Helping Hoops **Image provided**
Right: Birth for Humankind **Nynno Bel-Air**

2017/2018 General Grants (continued)

GATEWAY HEALTH

Multicultural Women's Circle \$10,680

In the last seven years, the Wodonga community has grown and today includes 1,252 women of migrant and refugee backgrounds. To support new community members, the *Multicultural Women's Circle* will help people to build new relationships, in turn improving their health and emotional wellbeing. Together with other women from the local community, they will explore topics such as employment pathways, women's health, family-violence education, mental health, maternal child health, and art. Transport will be provided for all participants.

Special thanks to 5point Foundation for contributing \$5,430 to this project.

MACKILLOP FAMILY SERVICES

In Safe Hands \$25,000

Young mothers with babies need safe homes and the care and support of their community. But for teenage mothers and pregnant teenage girls under Child Protection, without help, safe housing remains out of reach. To support young mothers, *Safe Hands* will run weekly programs with a range of therapeutic services for young women, their babies and, if appropriate, their partners. *Safe Hands* will teach safe and confident parenting, create social connections between young mothers as they nurture happy, healthy babies.

Special thanks to the RE Ross Trust for contributing \$12,500 to this project.

COUNCIL OF SINGLE MOTHERS AND THEIR CHILDREN VICTORIA (CSMC)

Supporting Single Mothers in Regional Victoria \$30,160

Single mothers living in regional Victoria are at greater risk of social isolation compared to those in urban areas. This project will create strong support networks for single mothers living in targeted regional communities, creating community connections between single mothers, as well as linking people to local services, CSMC specialised support services, and the broader community.

Special thanks to the Alfred Felton Bequest for contributing \$15,000 grant to this project.

Head to page 24 to read about Sharlene Farrugia from the project.

DIVERSITAT

Stepping Forward \$9,000

Playing team sport has enormous benefits for our physical health and strengthens our bonds in the community. For girls from refugee backgrounds, team sport can be immensely important social outlet. To support greater inclusion the the Geelong area, *Stepping Forward* will establish several netball teams for girls from diverse backgrounds. This program will provide uniforms, transport, and skill development, helping girls to feel more confident and connected.

Special thanks to the Australian Communities Foundation for supporting this project.

GABRIELLA MUNOZ WRITER

Gabriella took up a residency at Writers Victoria, funded through a grant from the Loula Rodopoulos Sub-Fund this year. Loula was a founding Trustee, and later Convenor, of the Victorian Women's Trust and played a vital role in our history.

"I grew up in Mexico City, and from a young age I was quite aware that there was a difference in the way boys and girls were treated. When I started secondary school, for example, the teachers split the class in two. The boys would have drawing, painting and sports classes, whereas the girls were taught how to knit, how to make and mend our own clothes. Most of the girls, myself included, wanted to study the same subjects or had an interest in what the boys were learning. Now that I see it at a distance, it was not fair and I should have fought harder to be heard.

I was so lucky to have a fantastic father who grew up with four sisters. My aunties are hard-working women. One of them was the first woman in my family to go to university. My grandmother always worked and was an executive assistant. In the 1950s in Mexico City, that was a very big deal, as women were supposed to stay at home. My grandmother taught her daughters to be brave, to work hard and to fight for equality.

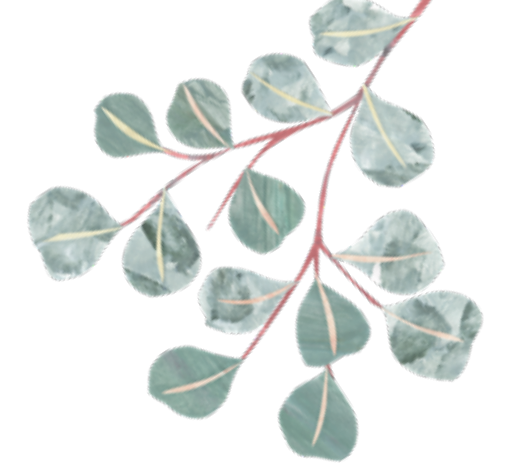
I think that achieving gender equality starts at home. I teach my children to treat everyone with respect and to try to give everyone a fair go. I think as long as we make sure everyone has opportunities, we are on the correct path.

Earlier this year, I applied to be Digital Writer in Residence at Writers Victoria. When they told me I had been selected, I cried. I'm a Mexican-Australian writer and had been on maternity leave for three years, and hadn't been able to concentrate on my fiction or essays. This has been a fantastic opportunity because I've been able take a few workshops at Writers Victoria, receive feedback from established writers, and be published in *The Victorian Writers* magazine. Most importantly, I've had the time to actually sit down and write."

The Loula Rodopoulos Sub-Fund was established by a private donor to make grants that assist women recovering from mental illness or other difficult circumstances; or support and enable programs which encourage young and established female writers, such as Gaby. To read more about this grant head to page 24.

Gabriella Munoz **Breeana Dunbar**





SUB-FUNDS: A LASTING COMMUNITY LEGACY

2017-18 SUB-FUNDS GRANTS **VICTORIAN WOMEN'S BENEVOLENT TRUST**

Sub-Funds are a unique way to give back to the community and embed your vision of an equal future.

At the Victorian Women's Benevolent Trust, we are fortunate to have an array of named Sub-Funds that change the narrative for women and girls. Some Sub-Funds are created by a woman who wishes to see change in her lifetime, whereas others are made in the memory of a woman who touched people's lives in a meaningful way.

No matter their beginnings, each Sub-Fund gives with the same intention: change women and girls lives for the better.

2017-18 Sub-Fund Grants

Chris Friday Sub-Fund

WILLUM WARRAIN ABORIGINAL ASSOCIATION

Willum Warrain's Women and Family Support Fund \$2,715

Safe and secure housing to our health and wellbeing. But many Aboriginal women and children experience significant barriers to their personal safety and cultural wellbeing, especially when fleeing family violence. Willum Warrain Aboriginal Association will provide crucial support to Aboriginal women in crisis so they can make a new start, free from harm.

Con Irwin Sub-Fund

DEAKIN UNIVERSITY

Sexual Lives & Respectful Relationships (SL&RR) Peer Education \$6,190

This program will make it possible for people with intellectual disabilities and SL&RR peer educators from across Victoria to attend a professional development training day, hosted by Deakin University. The grant will cover the travel costs, meals and accommodation for the peer educators and their support persons. After the training,

peer educators will share their knowledge about relationships and sexuality with local networks.

FITZROY LEGAL SERVICE (FLS)

Migration and Family Violence Legal Support Service \$7,926

A key recommendation from Royal Commission into Family Violence was to establish Support and Safe Hubs in Victoria and better support women of culturally and linguistically diverse backgrounds (CALD) who are experiencing family violence. To address the growing community need, the Fitzroy Legal Service will undertake professional development and join the peak association for Registered Migration Agents, allowing FLS to provide migration legal assistance to greater numbers of women.

Head to page 23 to read about FLS Lawyer Ella Crotty.

JANET CLARK HALL UNIVERSITY OF MELBOURNE

Respectful Relationships Education for Young Men and Women Living and Studying at Janet Clark Hall \$3,000

This project will provide respectful relationships training for college staff, specifically exploring consent, safety, and respect. The staff will hold workshops for student residents to prevent sexual violence and better support survivors. The College anticipates that these students will retain this learning into their professional lives as leaders and will increase their awareness of respectful relationships. This program will become a model for residential colleges across the country.

Essie Burbridge Sub-Fund

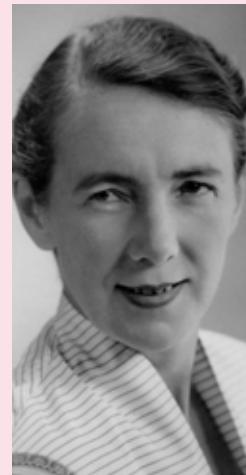
COMMUNITY MUSIC VICTORIA INC

Voices of Peace: an Assyrian Chaldean Women's Choir \$3,600

Voices of Peace: an Assyrian Chaldean Women's Choir will provide greater connection and social inclusion for people of refugee background. Through this program, members undertake training in leadership, event planning, event marketing, and music production, helping to grow both the choir and its impact within the community.



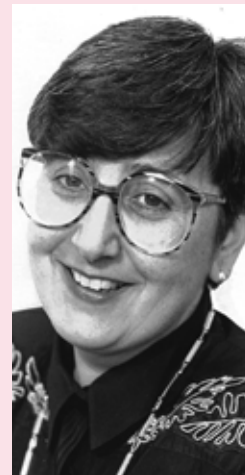
Prue and Liz Brown



Con Irwin



Jean McCaughey AO



Loula Rodoupolos



Joan Hudson



Chris Friday



Prue Myer



Essie Burbridge OAM



Faye Marles AM



Fleur Spitzer OAM



Robyn Mason

"I love watching the progress of all the innovative, creative programs funded through the Con Irwin Sub-Fund, undertaken by a range of wonderful community groups."

Hilary Irwin, founder of the Con Irwin Sub-Fund, named in honour of her late mother.

WELLSPRINGS FOR WOMEN

Living Learning Belonging \$6,115

The project will bring together refugee women from a range of cultures to express their concerns, learn and share customs and traditions, and gain a better understanding of Australian governance and services. The project was born from the understanding that refugee women arriving in Australia must contend not only with the complexities of Australian culture but also the cultures of other refugee communities.

Faye Marles Sub-Fund

SWINBURNE UNIVERSITY

Implementing International Sex Discrimination Policies: the Power of the Foreign Affairs Minister \$7,039

There are numerous Australian laws in place to prevent sex discrimination and gender inequality. Despite this, discrimination against women has increased over the last decade in Australia. This project will uncover women's experiences and policy gaps. The findings of the project will provide government and the public with accurate information about sex discrimination in Australia with the aim of accelerating equality for women, and pressuring the government to obey international laws.

Fleur Spitzer Sub-Fund

FAMILY LIFE

Catch Up: Securing Futures for Vulnerable Older Women \$5,419

Despite a lifetime of meaningfully contributing to our society, as women age, their financial wellbeing is severely compromised. Older women are often ignored, face ageism in the workforce, and are at greater risk of homelessness. *Catch Up* will identify the barriers older women face and create an educational program that will advocate for older women.

Jean McCaughey Sub-Fund

GOOD SHEPHERD AUSTRALIA NEW ZEALAND

Welfare to Work and the Experience of Marginalised Single Mothers \$7,500

Reforms to government program Welfare to Work were introduced in July 2006 with the aim of supporting people experiencing unemployment to gain stable work. Good Shepherd (GS) conducted a preliminary study of six women participating in the reformed program to measure the success of Welfare to Work in regards to supporting the needs of single mothers with school aged children.

GS found that even though all six women were Australian born and university educated, each experienced significant barriers to employment. In phase two of the project, GS will provide key recommendations to policy makers that will ensure assist single mothers attain financial security.

Joan Hudson Sub-Fund

BIRTH FOR HUMANKIND

Birth Support Program for Socioeconomically disadvantaged, Vulnerable Women \$1,738

Without targeted maternal health support, pregnant women experiencing struggling to make ends meet are at greater risk of postnatal depression and may experience attachment issues with their baby. This program gives women access to free pregnancy, birth and early parenting programs supporting good health for both mother and baby.

Head to page 24 to read about Rebecca Bartlett from BFH.



THE HUMANITAS SUB-FUND: MOTHER DAUGHTER DUO GIVING BACK

Launched in April 2018 at the Footscray Community Arts Centre, the Humanitas Sub-Fund joins the ranks of our Sub-Funds that strategically invests in creating a better world for women and girls.

Set up by Prue Brown and her daughter Liz, it will serve women from African countries living in Victoria, including those who are refugees or asylum seekers, and will help them to access educational, employment and other economic opportunities in Australia.

Giving back has always been a strong value in the Brown family, passed down through each generation. Prue remembers her parents having an unassuming attitude to giving which has influenced her own approach to philanthropy.

As Prue recalls "...no one made a big song and dance about it, but I knew - my mother and father used to say, 'you've always got to put back in'."

Prue and Liz see that providing women and girls with education and opportunities is the key to

making sure they have the best chance to reach their full potential. In establishing a Sub-Fund, they have taken their commitment to the next level, supporting the next generation of young African-Australian women and girls.

With a clear idea of what they wanted to fund, Prue and Liz carefully considered their options as to where they would establish their Sub-Fund. They decided the Victorian Women's Trust was the best fit.

"The Victorian Women's Trust seemed an obvious choice for making a financial contribution that would help women from African countries with education," says Prue.

"I have been a supporter of the Victorian Women's Trust for many years. The Trust is not a welfare organisation. The projects they fund enable women to better themselves, through education or employment, to help them become independent and to achieve financial security. They have provided encouragement for small business ventures and have provided advocacy for legislative change."

The Humanitas Sub-Fund will make its first grant in 2018. If you would like to know more about setting up a Sub-Fund with the Victorian Women's Benevolent Trust, please contact Bryony Green, Grants and Development Manager: bryony@vwt.org.au or (03) 9642 0422

Top: Prue and Liz Brown **Breana Dunbar**
Left page: Wellsprings for Women **Ponch Hawkes**





Top (clockwise): Farnham Street Neighbourhood Learning Centre **Breeana Dunbar** Edmund Rice Community Centre **Breeana Dunbar**
Right Page: Wellsprings for Women **Ponch Hawkes**

"The project provides volunteers that support mothers to connect with their local community, helping to increase their confidence, social networks and good mental health."

THE TRUSTEE FOR THE NCJW (VICTORIA)

Social Support Trust Caring Mums \$5,000

Caring Mums is a confidential, home-based, free-of-charge and non-denominational program that provides emotional support to women from a wide range of backgrounds, during their pregnancy and afterwards. The project provides volunteers that support mothers to connect with their local community, helping to increase their confidence, social networks and good mental health.

Loula Rodopoulos Sub-Fund

FARNHAM STREET NEIGHBOURHOOD LEARNING CENTRE

Wonderful Women's Health: a Social Inclusion Program for Women with Mental Health Issues \$4,000

In consultation with women who experience mental health issues, this social inclusion project will design programs that support women to transition back into the mainstream community. The project will develop four new programs especially for women with mental health issues, such as creative writing, art therapy, an anxiety support group, as well as a singing group.

SACRED HEART MISSION

Outlandish \$5,500

Outlandish offers placements to women experiencing social isolation in a volunteer program linked to environmental and animal-welfare organisations. Over 6-18 months, program participants engage with the community; regain trust in others; uncover and build on personal strengths and abilities; grow self-confidence and self-reliance; discover personal aspirations; and establish strong social networks.

WRITERS VICTORIA

Digital Writer in Residence \$2,000

Statistically, women writers are more likely to experience a lack of stable employment and many face barriers to participating in mainstream events due to distance and/or caring responsibilities. To address this issue, Writers Victoria will offer a six-month digital residency for one Victorian woman writer. The residency will publish their work on the Writers Victoria website, as well as partner outlets.

Head to page 15 to learn more about 2018 Digital Writer in Residence, Gabriella Munoz, supported by the Victorian Women's Benevolent Trust.

Prue Meyer Sub-Fund

EDMUND RICE COMMUNITY AND REFUGEE SERVICES

Developing Financially Wise Women \$9,100

Developing Financially Wise Women will support women of refugee background to manage their family budget, engage with the Australian banking system, and develop stronger connections within their community. Once they have completed the program, participants will mentor their peers in financial management, assisting more women to gain confidence in their financial future.

YOUTH PLUS FOUNDATION

St Joseph's FLC Girls to the Front Circus Training \$5,000

Youth Plus Foundation will work with trainers from Women's Circus in Footscray to engage young women from St Joseph's Flexible Learning Centre who have been exposed to damaging and dangerous experiences. Participants will develop physical confidence, learn leadership skills, and acknowledgement of their inner strength.



TRUST STORIES / COMMUNITY GRANTS TRANSFORMING LIVES

AS TOLD TO **CASEY DUONG**

We are one of Australia's few grant-makers dedicated solely to women. Each year, we give to high impact initiatives through our Community Grants Program, reaching women and girls across Victoria. Hear from four of these grant recipients working at the frontlines of gender equality.

ELLA CROTTY LAWYER, FLS

Ella represents Fitzroy Legal Service (FLS) helping people to navigate the legal system with respect.

"I think the biggest challenge to gender equality is binary notions of what people should be. If people are taught those binary notions from when they're born and then live through systems that rely on those notions, it's very hard to shift those ideas. However, I do think it's possible to change that way of thinking because people generally have an innate sense of what's fair.

One of the things we do at Fitzroy Legal Service (FLS) is give people advice about their legal rights. I'll never forget what I observed the first time I volunteered at FLS - the change in people when you give them information about their rights. It's very empowering because they can then make informed choices about their lives.

We often take it for granted, but many people don't know their basic rights. Giving them that information can significantly change the way they think about things.

For example, we recently spoke to a woman who was told by her partner she wasn't entitled to any financial benefits in Australia, when in fact she was. For years, she'd been trapped in a relationship where she had no idea when her partner would give her money or whether she'd be able to feed her children.

Through the assistance of FLS and a social worker, within a few weeks, she had financial independence and a completely different outlook on the future for her and her children. I don't think I'll ever forget the shift in her when she was able to stand on her own two feet again."

In 2017, we gave a grant towards professional development for the FLS team. Read more on page 17.

MEGAN QUINLAN GIRLS WRITE UP

Megan represents the Stella Prize, a feminist literary award which recognises the talents of Australian women authors; calls out gender bias in the print industry, and in recent years, has turned their attention to young creatives through *Girls Write Up*.

"I wasn't a particularly assertive or confident teen, and back then I think a lot of us lacked language or frameworks with which to tackle the injustices or inequalities we were increasingly aware of. *Girls Write Up* has not only been an immense privilege to help produce for today's teens but has retrospectively nurtured and empowered my own teenage self.

The amazing *Girls Write Up* presenters - from Candy Bowers to Jax Jacki Brown, Nayuka Gorrie to Nevo Zisin, Brodie Lancaster to Michelle Law, Claire Christian to Laniyuk Garcon - have inspired me so much, and helped my feminism continue to evolve. At its heart, *Girls Write Up* creates a space for young people, recognising that they may not have found ways to articulate ideas, and if they have, they may not have a community to give them confidence. It's all about building a community for people beyond high school.

We always close with an 'Ask-me-anything!' where two writers answer anonymous questions. It's a nice way to bring the broad political scene back to what it means to the audience. Last year in Wodonga, somebody asked about coming out to their family and friends.

"It's all about building a community for people beyond high school."

In response, a girl stood up in front of this roomful of teenagers and said, 'I don't know who you are, but I want you to know that this is a safe space and we are all supportive of you here. If you want to come chat with me after this, please do'. It was beautiful. Having moments like that at every *Girls Write Up* makes it feel like a massive success."

In 2017, we gave a grant to the Stella Prize towards developing their inaugural *Girls Write Up* Wodonga event. Read more about this exciting grant on page 12.



MAJOR PROJECTS

2017/18

“For women, particularly women in the birth space, it is important to feel safe and respected. Whether she pushed the baby out, had a c-section or an epidural, it’s a good birth experience if she goes home feeling heard and valued.”

REBECCA BARTLETT BFH

Rebecca represents Birth for Humankind (BFH), an organisation that supports women to have a positive birth experience.

“Gender equality is the benchmark on which I base everything in my life. I use it as a battle cry and consider it in all of the smaller interactions that I have. I grew up in a really loving, caring and gender positive home. My parents modelled good behaviour. It wasn’t this real, sit-her-down kind of thing. I tend to do that with my nieces. I’ll sit them down and talk to them about feminism, strong womanhood and the whole spectrum of sexuality. It was just modelled that we go beyond tolerance to be kind and welcoming; you accept, you make people feel safe, and you empathise with them.

For women, particularly women in the birth space, it is important to feel safe and respected. Whether she pushed the baby out, had a c-section or an epidural, it’s a good birth experience if she goes home feeling heard and valued.

At Birth for Humankind, we turn up and work as a team for the woman. We do a lot of work with doulas in creating, not just a safe space for women to talk about their concerns and ask questions, but to feel like they can navigate the space themselves. I think that’s what Birth for Humankind does so well.

What we’re focused on is not the actual labour and birth process, but building up the mother and whatever support she has around her to help raise this little baby. To help her own self-worth. It’s not just about the baby. It’s about the mother going home as a strong independent woman.”

We have supported the work of BFH through a number of grants over the years. Flip to page 18 to find out more.

SHARLENE FARRUGIA CSMC

Sharlene works for the Council of Single Mothers and their Children (CSMC), a community organisation run by and for single mothers. Based in Victoria, they have been supporting single mothers and fighting for changes to systems, services, and community attitudes since 1969.

“My experiences with gender equality has progressed over time. As a daughter of a migrant, I’ve watched my mother as a woman in the world and witnessed systems that have inhibited her development. She has really been an inspiration to me.

I think I’ve become involved in this work because I understand the daily grind that disadvantaged women face and how structural conditions can inhibit someone’s evolving growth. Working at the Council of Single Mothers and their Children has become a part of my identity. It’s definitely been a journey of personal interest. Curiosity comes with being treated unfairly.

I think that a large part of achieving gender equality is cultural change regarding how we view women, how we respect women, and how we can be more respectful as a society. We must also acknowledge structures and systems that discriminate against women. I think policy makers and politicians genuinely listening to those affected will help change attitudes towards single mothers and gender equality as a whole.

When it comes to fighting for gender equality on an individual level, I think it’s important to maintain a sense of self-care that enables you to stay grounded and to not let go of what you know, what you’ve experienced and what you feel. It’s important not to doubt yourself”.

We’ve supported projects by the CSMC, since the 1980s. The most recent projects funded include, Supporting Single Mothers in Regional Victoria (2017–18), and Single Mothers Speak Out (2018–19). Read more on page 14.

Thanks to our supporters we are able to make lasting impacts on the lives of women and girls through our major projects.

Each project distinctly benefits our three focus areas; equal representation, economic security and health and safety.

Paradox of Service

The *Paradox of Service* Independent Advocacy Program was set up in 2010 to advocate for former religious women who had been the victims of inadequate or nonexistent departure policies. These women often experienced subsequent financial hardship and psychological issues since leaving their orders. The Advocacy Program grew out of the Research Document, *The Paradox of Service*, written by Susan Powell and Mary Crooks AO and published in 2009.

It was always envisaged that the Independent Advocacy Program, undertaking individual advocacies as it has, could not keep going indefinitely. The advocacy stage of this program is now over and it is very pleasing to find that in the final stages of the program all of the claims have been settled to the satisfaction of the former religious concerned, as well as the relevant Order and the Victorian Women’s Trust.

Mary Crooks AO, Executive Director of the VWT, is currently writing A Guide for Effective Redress, a handover document that assist others in advocating for the rights of former religious people. It will capture the *Paradox of Service* advocacy process, including the stories from each former religious.

When it is completed the Handover Document will be launched and will be distributed widely, including to all Orders, both female and male, globally.

Here She Is

What a huge year for *Here She Is*! Thanks to a generous grant from the Victorian State Government, the VWT’s directory of women launched on a new digital platform in September, 2017.

Originally created in 2013, *Here She Is* features hundreds of female identifying or non-binary people of diverse capacities and expertise. The newest iteration of *Here She Is* offers greater accessibility for users and more search features. The relaunch called for a celebration party,

held at the Queen Victoria Women’s Centre in February 2018. It was a festive occasion, with many attendees using the opportunity to network and discuss upcoming projects.

The night also featured speeches from the Hon. Natalie Hutchins MP, Minister for Women, Industrial Relations, Aboriginal Affairs, Prevention of Family Violence; Alana Johnson, Chair, VWT; and Mary Crooks AO, Executive Director, VWT. Since the relaunch, the directory has grown exponentially, thanks to reach-out strategies implemented by staff and volunteers. *Here She Is* now hosts over 540 profiles, and is one of the largest directories of its kind in Australia. Join the directory or search for talent, free: vwt.org.au/directory

Club Respect

Club Respect, an initiative of the Dugdale Trust for Women & Girls, is an action framework and digital platform, launching in October 2018. *Club Respect* has been made possible by an initial 3-year grant from the William Buckland Foundation, and a sub grant to finalise building the website, from the Edward Wilson Trust.

This unique public initiative engages, empowers and supports grassroots sporting clubs to embed a culture of respect and harm prevention in all their practices. By embedding a culture of respect that is deeply entrenched in attitudes and behaviours both on and off the field, *Club Respect* assists sporting clubs to deal with violence and abuse. Discrimination, subjugation, bullying, and belittlement cannot exist in an environment of genuine and deep respect.

In the past 12 months, we have built the *Club Respect* website with digital services agency, Squareweave. We have captured a repository of film content from sporting clubs across Victoria with video production company, Visual Domain. Finally, we have embarked on the all-encompassing journey of writing *Club Respect*’s resources, remaining disciplined in harnessing and maximising *Club Respect*’s pedagogical uniqueness.

We have continued to regularly consult with our ‘Critical Friends’ reference group and invoke our dynamic model of public engagement that brings together the joint wisdom, experience and expertise of men and women in grassroots sporting clubs, professionals in sports administration and in violence prevention. We continue to work with our partners at NRL VIC and Melbourne Storm, and excitedly welcome new partners, such as international leader in commercial print products, Spicers.

NIRODAH, one of Australia's most experienced and innovative companies in the violence prevention field, will deliver the outreach phase from launch into the future. Engaging with community clubs across Victoria at first, then looking further afield going forward.

As the winds of change continue to blow through sport, *Club Respect's* relevance is greater now than we could have imagined. The arena of sport in Australia is becoming more diverse and expansive every day, and we intend on harnessing this momentum with *Club Respect* to ensure that clubs create a strong foundation of respect and harm prevention that endures well into the future.

About Bloody Time

Our soon to be released publication, (derived from the *Waratah Project*, an initiative of the Dugdale Trust for Women & Girls) will provide powerful and practical argument for its roll out across the land.

From July 2017-June 2018, we toiled with focus and growing excitement as the shape of the research, the argument and the manuscript became more and more refined.

By the end of June this year we had a beautiful story arc; exploring the biology of the menstrual cycle and menopause to establish context and illustrate the dissent between biological and social paradigms; a clear depiction of the powerful voices of the women and girls who shared their lived experience and hopes in the *Waratah Project* survey and conversation groups; a well-argued and audacious exploration of the menstrual taboo and it's social, political and economic repercussions and indisputable role in gender inequity, and finally, an explicit, hopeful and eminently doable call to action.

We look forward to announcing the publication date very soon!

Rosie

If there has been one notable change over the last twelve months, it's that more and more women are speaking up - especially young women. Girls are becoming increasingly aware of receiving unequal treatment and are fighting against it, more young women are rejecting sexism and demanding equality, and the number of women and girls empowering each other to create a better future is rising every day.

Rosie is here to assist girls on their journey through

feminism and into womanhood. Along with the changing tides in the women's rights movement, *Rosie* too has been changing. In November 2017 we launched a complete redesign of the digital platform, making *Rosie* more easily accessible and engaging. The highly navigable nature of the new site has been proven by the thousands of web visits every month as well as positive feedback from users, including one teenager who described it as, "friendly and positive...like a virtual hug".

Rosie in the Classroom

Another new development is *Rosie in the Classroom*; an educational resource kit based on our original *Rosie* videos, created to assist teachers in talking about difficult but important topics. The modules are aimed at years 7-10 and cover topics such as friendship, healthy relationships, sexting, mental wellbeing and community activism, each module includes a lesson plan and video which can be screened in class.

In order to provide teachers with the best possible resources we needed an education expert experienced in talking about these difficult topics. Enter: high school teacher and feminist extraordinaire Briony O'Keefe. After creating the Fitzroy High Feminist Collective in 2013, Briony then developed a teaching resource informed by student voice, known as *Fightback: Addressing Everyday Sexism in Australian Schools*, which has been used by educators both nationally and internationally.

We were thrilled to have Briony come on board using her expertise and experience to write these lesson plans, which were then designed and produced by the *Rosie* team. *Rosie in the Classroom* was launched in May 2018, with freely downloadable lesson plans on the *Rosie* site.

You can view these exciting developments and keep up to date with the *Rosie* blog, including monthly submissions from teenage writers, by visiting: rosie.org.au



BRIONY O'KEEFFE TEACHER

Briony is a high school English teacher who loves a chat with her students about feminism. Noticing her students were hungry for more, Briony started the Fitzroy High School Feminist Collective.

"It all started in 2013. My students were reading *Of Mice and Men* by John Steinbeck, and there's only one woman in that book, who has no name and comes to a violent end.

One of the male students in the class said something about how she brought it on herself; had she not behaved the way she did, it wouldn't have happened. And there was just this outrage, this absolute fury from all the young women in the class about victim blaming.

That great conversation culminated with me saying, 'Well, why don't we have a lunchtime feminist collective club? You seem to want to talk about this stuff, let's do it.' I proposed to my team leader that we run it as an elective class, and it's been going ever since.

In 2014, my students and I were launching a kickstarter campaign at the Australian Education Union Women's Conference to raise money for a teaching resource about sexism.

Mary (Executive Director, VWT) was the keynote speaker that year. We were introduced and had a chat about the work of the High School Feminist Collective, which she was really supportive of.

Later, I contacted the Trust to see if they would have any leads on where I might be able to find somewhere to work on the teaching resource, and they offered me an office space! Within a couple of days, I'd gone from a busy school environment into this incredibly supportive, stimulating and peaceful environment at the Victorian Women's Trust.

I can't imagine a world in which the Trust didn't exist. I think it's always been really important, because the Trust has been across so many incredible projects for women and such an advocate for women, but I think particularly now—and certainly my students feel this—we're in the throes of what feels like a little bit of a change, a little bit of a revolution, in terms of the way people think about gender equality. I think this is a real moment to act and make change."

In 2017, VWT commissioned Briony to create teaching materials for secondary teachers, titled *Rosie in the Classroom*. This free resource is a companion piece to our Rosie.org.au videos for young people on topics like mental health, sexting, and relationships. Read more on page 26.



RESEARCH & ADVOCACY

2017/18

Measuring the impact of inequality is a critical step towards imagining a brighter future for women and girls.

At the Victorian Women's Trust, we have been uncovering hidden truths about gender equity since 1985. We are continuously funneling our critical thinking and learnings into policy submissions and large-scale research projects to show a better way forward for women, girls – everyone. Here's a snapshot of the last 12 months:

Policy Submissions

We continued our public policy work this year across our three focus areas of women's health & safety; economic security and equal representation. Every submission to government and leadership institutions in Victoria and Australia articulates a better world for women and girls.

VWT volunteers and staff members contributed to our 2011/2018 submissions, mentored by Research & Advocacy Officer Casimira Melican and ED Mary Crooks AO.

AUGUST 2017

Setting the Agenda

In this submission, we wanted to share our learnings on what it will take to achieve true gender equality in this country. We chose to go back and reflect on the 1943 Women's Charter. This Charter was the culmination of a conference of 91 women's organisations around the country coming together as architects of post-war Australia, articulating their vision for the future.

More than sixty years later, we are provided with a stark reminder that we have not yet achieved many of the Charter's resolutions, despite the fact and that the reforms featured in the Charter 'will benefit not only women, but every man and child.'

In the submission we argued that a substantial narrative shift and policy response is required to engender change and new ways of thinking about those thorny issues that have persisted despite women's best efforts. We believe Labor has a unique opportunity in Setting The Agenda to build momentum and a political appetite for bold, sophisticated and measured policies which lead to gender equality and to real and lasting and positive change.

OCTOBER 2017

Delivery of National Outcome 4 of the National Plan to Reduce Violence Against Women and Their Children (1800 RESPECT)

This Senate inquiry focused on the 1800 RESPECT Domestic and Sexual Violence National Counselling Service, and submissions were asked to consider whether the 1800 RESPECT service is meeting the needs of women and their children experiencing violence.

Project Officer Grace Mountford and Mary Crooks AO identified four operating principles which they believe are non-negotiable in the review and ongoing operation of an effective, responsive national counselling service:

1. The service must at all times be underpinned by deep conceptions or understandings of people's actual lived experiences; how these can vary profoundly; and how some groups of women are 'multiply burdened' due to a compounding interplay of gender, race, ethnicity, class, disability and/or geography,
2. Callers must at all times receive a high quality, trauma informed response,
3. Callers must at all times be safe using the service and trust that their privacy is not at risk,
4. Call operators must be guaranteed occupational health and safety.

VWT concerns about how the triage service model provided by MHS has been anecdotally found not to be in line with best practice service models and didn't adequately address the vulnerability and life situations of callers to the 1800 RESPECT service who are at a greater risk of violence, mental health issues and violence who need to speak to a trauma specialist counsellor at the first point of contact was recorded in the Final Report.

JANUARY 2018

Electoral Amendment Bill (Electoral Funding and Disclosure Reform) Bill 2017 Inquiry

On the 25th of January, Isabelle Hughes, our Policy Intern, produced a policy submission in response to the proposed changes contained in the *Electoral Funding and Disclosure Reform Bill 2017*. In this submission we focused on the role that our current donation laws play in maintaining Australia's masculinist political culture and in weakening the central democratic principle of serving all citizens.

LORRAINE BALOYI CHANGEMAKER

Lorraine is co-director of African Family Services (AFS) alongside Kapambwe Mumba. AFS works with individuals or families to link them to appropriate services and bridges gaps between the community and mainstream services.

"In 2012, I was working at a law firm when I met social worker, Kapambwe, through mutual friends. Together we began identifying challenges that Africans and migrant community members face when they settle in Australia, particularly in the workforce.

We realised that there were no organisations out there that specifically address these challenges in a culturally sensitive and holistic way. Kapambwe and I were passionate about these issues and decided to set up our own organisation. We wanted to empower our own people and be empowered ourselves. That's how African Family Services (AFS) came about.

We met Duré Dara OAM (Board Member, VWT) through Global Reconciliation and she introduced us to Mary (Executive Director, VWT). We explained

our work and proposed that maybe the Victorian Women's Trust could support us somehow. Mary agreed. Networking and conversations with like-minded people – that's how we got to where we are today.

A partnership with the Victorian Women's Trust is like a mentorship relationship for us. It is a powerful thing to be around a diverse network of women who are thriving, who are influential and who are not afraid to question when things are not being done the right way. Drawing on strength and advice from Mary especially has helped us to really think through how we want to present ourselves as an organisation and how to do that in a very authentic way.

My hope comes from knowing that there is power in one voice, and there is power in standing up for what you believe in and standing up for gender equality. Once you start doing that, there's a ripple effect into everything you do."

In 2017, African Family Services started their two-year incubation period at the VWT. Read more about AFS and their work on page 31.

We argued that significant reform will be required to restore trust in Australia's parliamentary system and ensure that our democracy is healthy. We highlighted that the proposed changes in the *Bill* were not enough to ensure that Australia's democracy was representative, diverse, transparent and robust. We also advocated on behalf of the charity and not-for-profit sector, which was unfairly targeted by the proposed changes under the guise of 'reducing foreign influence'.

We were quick to highlight that the *Bill* worked to silence organisations that often advocate on behalf of society's most vulnerable rather than target the powerful individuals and corporations who exploit our current laws to wield disproportionate political influence.

We concluded that in order to end Australia's self-perpetuating masculinist political culture, and to ensure that women, ethnic minorities, average income earners, and young Australians feel represented by their leaders, significant reforms must be implemented to prevent powerful lobbies from skewing policy outcomes.

FEBRUARY 2018

Family Law Amendment (Family Violence and Other Measures) Bill 2017

In our submission, we discuss the scourge that domestic violence constitutes in our society and the legislative and policy intervention vacuum that has persisted in Australia since federation which has ensure the deeply embedded, systemic and wicked nature of this problem.

Against this historic family violence policy and legislative context, many of the proposed amendments to the *Bill* are welcomed as they ensure that the courts are prioritising the needs of the victim-survivors and their children, sending strong messages to perpetrators and the wider community that violence is unacceptable and that perpetrators will be held responsible for their decision to use violence.

Thirdly, we consulted with safe steps Family Violence Response Centre and endorsed their opinion that these legislative amendments need to be supported by adequate resourcing of courts, legal centres as well as training of judicial officers to ensure the intention of these legislative amendments are being achieved in practice. The Committee recommended that the *Bill* be passed, as recommended in our submission.

MAY 2018

Electoral redistribution (naming) process objection

The Australian Electoral Committee is undertaking redistribution (changing names) of federal electorates in Victoria and our Policy Intern Megan Rosato produced this submission. Below is an excerpt from our submission.

"Overall, we do not believe that the proposed naming changes sufficiently recognised the contributions made by women within Victoria. The public 'suggestions' and 'comments' identified fourteen women who had made impactful differences within the community, yet only two women, May Cox and Dame Annie McNamara, have been successfully selected for this honour. While another woman, Lady Gladys Nicholls, will be honoured alongside her husband Sir Douglas Nicholls, this "joint recognition" will not affect the rate of individual women who are honoured by this process, nor contribute to closing the gap between male and female representation."

In our submission we discussed how the processes of naming electorates has systematically overlooked the achievements of women, and outline how these proposed changes fail to rectify the disparity between the representation of men and women within electoral names.

On the 19 June 2018, the Trust received a letter from the Federal Minister for Women Hon. Kelly O'Dwyer MP commending us on our submission 'to ensure that prominent Australian women are sufficiently represented in the names of federal electorates.

If you would like to download a copy of any of our policy submissions please go to: vwt.org.au/policy-advocacy/

Research Reports

In her capacity as Research & Advocacy Officer, Casimira Melican has produced reports for both internal and external use which included:

AUGUST 2017

Defining the crime

This 6,000 word report sought to act an overview for the primary legal instruments used in Australia for defining the crime of family violence and how police and the courts system responds to the current definitions of family violence.

How many women? Australian data on domestic homicides

This 7,000 word report gathered together information about intimate partner/domestic homicides and assaults to attempt to paint a clear picture of the breadth and depth of the family violence issue in terms of physical violence which is likely accompanied by psychological, financial and other actions which seek to coerce and control the victim.

This report also sweeps across the variety of homicide and assault databases used to record family violence showing that there is yet to be a centralised, national database with which to accurately record and capture the issue in Australia.

Breakthrough

Since our two-day gender equality event in November 2016, we are continuing to deep dive into a number of major areas which go to the heart of women's safety, economic security and political representation.

We are aiming to identify, and flesh out, a series of major ideas for action which would make a serious contribution to debate and action around equality for women. Mindful that we only really get one chance to do this, and do it well, we have proceeded carefully and thoroughly – establishing strong research understandings and engaging with others with specific experience and expertise in the areas of focus.

We held an initial Equal Representation Roundtable at the VWT office in October 2017; and we would love to acknowledge here the time, effort and valuable contributions made by Dr Ken Coghill, Sophie Arnold, Dr Wayne Chamley, Mike Salvaris and Venny Smolich. Venny has also played an invaluable volunteer role supporting this special exploration. We have cracked open a very big nut and are likely to bring some new thinking on this question in the first few months of 2019.

In order to bust open the vexed question of women's economic security (or lack thereof!), we scheduled a Summer Intensive which took place at the VWT late January 2018. We were fortunate indeed to secure the involvement of Professor Marilyn from New Zealand, who served as the anchor for the Intensive.

Over a three-day period, we were privileged to have around the table with us Professor Ruth Fincher, Dr Richard Denniss (Chief Economist The

Australia Institute), Angela Priestly (Women's Agenda), Professor Lyndall Strazdins (ANU College of Health and Medicine), Mary Delahunty (former MP), Jacinta Carboon (CEO Squareweave), Billie Oroz, Ruth Owens, and our own Alana Johnson (Chair VWT). Billie Oroz has also played an invaluable role giving us many, many volunteer hours as a quality researcher.

With this extraordinary external collaboration and input, we envisage a raft of powerful ideas and initiatives coming forward in 2019.

African Family Services

African Family Services (AFS) started a two year incubation period at the Victorian Women's Trust at the start of 2017. Co-founded by Kapambwe Mumba and Lorraine Baloyi, AFS provides early prevention and intervention support services through educational workshops, outreach programs and case management.

AFS also provide cultural awareness training for workplaces, helping businesses and organisations to become more culturally aware and better prepared to assist CALD employees or clients integrating into Australian society.

"It is fabulous to be able to work side by side with African Family Services. Their incubation with us so they grow and develop as a service provider, is enriching the life and work of the Victorian Women's Trust as well." said Mary Crooks AO.

If you are interested in finding out more, please contact 9602 5160.

Read more about Lorraine and AFS on page 28.



African Family Services **Breeana Dunbar**

REAL STORIES / WORKING TOGETHER FOR AN EQUAL FUTURE

AS TOLD TO **ESTHER DAVIES-BROWN & JESS NAYLOR**

Our work couldn't have its impact if it weren't for the tireless effort of our staff & volunteers.

Here's just a few of our nearest and dearest, helping spread a message of gender equality day in and day out.

CASEY DUONG UNI STUDENT

Casey especially loves two things: a good story and her grandma's spring rolls. In between volunteering at VWT, Casey is studying Bachelor of Arts and Law, majoring in Literature.

"I had a teacher in year 12, Ms Wadden, who introduced the idea of gender equality to my entire class. It was the first time that I really had contact with it. She told us about her past work in advocating for women, and we learnt about the gender pay gap and sexual harassment. It had a big impact on me. For one of my last essays I wrote about feminism and intersectionality. Gender equality, to me, means recognising that everyone doesn't have the same starting point in life. As a result of that, not everyone is given certain opportunities like education or the freedom to walk without fear at night.

My mum and my grandma have really influenced me. I wouldn't say that they're really into feminism, they don't call themselves feminists, but they're resilient and powerful women. They don't care about anyone else's opinion, and because of that I think they're really cool.

My mum and my family came to Australia from Vietnam as refugees, so knowing their story and all of the sacrifices they made for me has really had an impact. Since I get all of these privileges from them coming over here, I really want to make a difference.

Sometimes I feel overwhelmed with everything in the world, including gender equality. I can feel kind of helpless and find myself asking, 'well what can I do about this?' Volunteering at the Trust has allowed me to do a tiny bit to help the cause. I really felt an itch to do something, and I feel like I've learnt a lot."

JESS NAYLOR UNI STUDENT

Jess is a born communicator, who recently graduated from a Bachelor of Arts, majoring in Politics and Journalism. She started volunteering at VWT in 2018, writing articles for the Trust Women Journal about *Club Respect*.

"Growing up, I was lucky to be in an environment where my parents were very equal. I have my mum's last name, because my dad's last name is Smith and he thought that there were too many Smiths in the world.

When I started school, people were always so shocked. I remember thinking, 'why is it weirder if I have my mum's last name? Why is it always assumed that people will take their dad's last name?' That was definitely one of the things that first made me start thinking about gender inequality.

Two years ago when I was in America, I went to the Women's March in D.C. I remember being so amazed at how many people had mobilised; there was the most joyful solidarity at the event.

These days, young people are so much more aware than even I was when I was in high school, which wasn't even that long ago! I see teenagers in Year 10 and I'm amazed at how politically aware they are.

Obviously, there's still so far to go in terms of gender equality. But something that's really important to me is telling stories of how gender inequality has affected different people. I think the Trust does important work and are really spreading the message. It's all about educating more people and getting more people involved in the cause."

BREEANA DUNBAR PHOTOGRAPHER

Bree is a photographer known for her work with women-led projects and businesses, whose chosen career path fully emerged after coming into contact with VWT.

"I think I became a woman at a time when it was really not cool to be a feminist. I always felt that I was a feminist and I would read books about feminism and talk about feminist ideas. I remember one close family friend saying to me that it wasn't

Left page: Casey Duong and Jess Naylor **Breeana Dunbar**

“They really gave me my chance. I had really no portfolio or nothing to show them, but they just gave me a chance. I really owe everything to the Trust, pretty much.”

attractive to men to be a feminist. As a young woman, I was like, “f*** that!”

I always had a dream to make my hobby of photography into a career, but never had the guts to do it. After my son was born, I wasn't able to go back to the job that I'd had, so I thought it was probably my one chance to make a go of photography.

A friend of mine knew that the Trust was looking for a photographer for Rosie.org.au, a new website they were creating for teenage girls, so she gave them my details. I went in for a meeting, and I think they just liked that I was a young mum, giving it a go. I told them that I would take photographs pro-bono because it was my first commercial job; I just wanted to do it for experience.

I still remember getting a call from them a few weeks later. They loved the photos and wanted to pay me for them. That was the first time that I'd been paid for my photography. It was just amazing; I feel emotional thinking about it. They really gave me my chance. I had really no portfolio or nothing to show them, but they just gave me a chance. I really owe everything to the Trust, pretty much.

The work that I did for the Trust really dictated the path of my career from then on, and I became a commercial photographer. I work with a lot of women's organisations, women in small business and women-led projects — that's all because of the Trust.”

Bree has taken loads of photographs for VWT since 2014 and her handiwork can be found throughout this Annual Report.

More info: www.breeanadunbar.com

WILFREDO ZELADA VWT STAFF

Wilfredo is one of our longest serving staff members. A very warm and caring member of the team, he began working at the Trust in May 1999 as part of VWT project,

Business Matrix. Since then, Wilfredo has become an integral part of the Victorian Women's Trust, and currently holds the position of Finance and I.T. Manager.

He is a strong believer in social justice and gender equality, and embraces all of the work the Trust does.

“In 1999, I applied for a position advertised by the Victorian Women's Trust to provide financial support for one of their projects, *Business Matrix*. This project was oriented to support women starting their own business. The environment was different for me and it was my first experience working in a philanthropic organisation with a feminist focus. I find that working with a team of women is rewarding and I've been at the Trust ever since.

In a society as modern and rich as Australia, gender equality is relevant, even fashionable. I think that new generations will bring a more balanced society open to full participation of all members of the Australian society, independent of their gender identification.

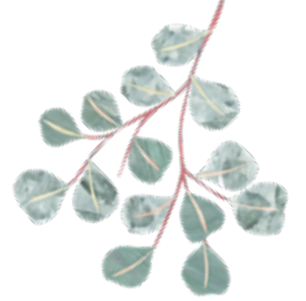
In third world countries, such as El Salvador in Central America where I come from, they're fighting for basic human rights. People sacrifice their lives for social justice with a hope that gender equality will also be reached.

In my personal life, I've been fortunate to know a number of women who have had a great impact on me. Firstly, my mother, Maria Amelia, for her teachings has guided me to be the person I am now. Secondly, my wife, Ana Concepcion, who has shared my life and the responsibility of raising our family of four kids as equal parents. Thirdly, my daughter, Ana Lissette. She has blossomed as a sister, wife and mother with great principles of social justice and equality.

More broadly, I also admire Julia Gillard for her example of leadership of a great country. Finally, but not least, Maria, Mother of Jesus, for the legacy of the faith my family believes and practices.”

Right page: Breeana Dunbar **Sophie**
Timothy Wilfredo Zelada **Breeana Dunbar**





"...one of the thing I've learnt from being in parliament is to change the language, so that the next feminist coming along can get their shoulders in and start working."



Top: (clockwise) aerial view of Taupiri **Lloyd Homer**; Sue Dahn, Jenny Florence and Marilyn Waring at VWT in 1989 **Trust Archives**; Esther Davies-Brown with Marilyn at the VWT office in 2017 **Breeana Dunbar**; Back row (left to right): Alana Johnson, Professor Lyndall Strazdins, Ally Oliver-Perham, Casimira Melican, Maria Chetcuti, Jacinta Carboon, Angela Priestly; Front row: Professor Ruth Fincher, Billie Oroz, Dr Richard Denniss, Mary Crooks AO, Marilyn Waring, Mary Delahunty, Ruth Owens **Breeana Dunbar** Marilyn at her parliamentary office door **Trust Archives**



MARILYN WARING ON THE "CARE ECONOMY"

AS TOLD TO **ALLY OLIVER-PERHAM**

We've long admired the work of political economist, Marilyn Waring. In 1975, at just 22 years of age, Marilyn was elected to the Parliament of New Zealand, becoming one of the few female candidates and one of the youngest representatives in NZ history.

She soon became known for her unwavering moral compass, famous for publicly opposing her own party with what Prime Minister Rob Muldoon called her "feminist anti-nuclear stance". To Marilyn's credit, NZ remains one of the few nuclear free nations today. After leaving politics, Marilyn put a magnifying glass to the seemingly invisible work that women do. Her seminal book, *Counting for Nothing: What Men Value and What Women are Worth* (1988) demonstrated that the world runs on unpaid work — predominantly that of women.

In 2018, Marilyn undertook an Economic Security Policy residency at VWT. We used the opportunity to find out what continues to drive her to shake up the way we think about our work and time.

MARILYN: "I grew up in a little village called Taupiri in the Waikato region and my senses about unpaid work were very influenced by that in a number of ways. I saw all the unpaid work both my grandmothers did. My maternal grandmother spent her life bringing up three children on a very large farm. On the paternal side, my grandmother was one of the focal points of all the voluntary community work that went on.

Taupiri is the burial ground for the Tainui people. I was very influenced by the Indigenous values of New Zealand and how Indigenous people view land, forest, rivers. The kind of lingo we kids yelled at each other as we tore around the place had loads of Māori words in it. It never occurred to me that it was a different language.

Taupiri was beautiful. There were smoggy days because we had peak fires, but it was beautiful. The holism of my childhood influenced me enormously.

In academia, we call it our anthology and epistemology, 'how do you know what you know?' That was hugely influential to me and you don't recognise how different it is until you start to travel. When I was there, I took it for granted. I went to Victoria University in Wellington in 1970 — I was the first member of my family on either side to have the opportunity to go. I found it quite a culture shock; it was very white. I loved it, but it was really different. At the time, I was involved in the Women's Electoral Lobby (WEL). One of the things that people talked about — and what

women in particular talked about — was the lousy number of women in parliament. New Zealand had the suffrage since 1893 and yet, only 12 women had ever been elected.

I can remember a discussion one night after a WEL meeting when the political parties were saying, 'we'd all love women candidates, but they don't offer themselves'. A group of us said, 'we'll offer ourselves, and of course we won't get picked, but at least we'll take that excuse away'. I thought I was doing my feminist activity and it wasn't going to be serious but mine backfired.

I suddenly found myself in this place where most people were two generations older than me. The kinds of criticism that I attracted from the male stream, whether it was from my colleagues or the media, I thought was levelled at me personally and that I was the problem. Then slowly other women's stories showed me that, no, this was happening to all of us. It took a while for that to get through and I realised it wasn't me, this is how they're behaving all around the world.

More recently, I've been nursing my dad for the last 14 months with brain cancer. My mum has memory issues, so I have both of them in the home. What happens to your life and health, as the months go on? You start feel your own health deteriorating; the stress is phenomenal. I was thinking to myself, 'I'm an articulate, skilled, resourced woman and this is breaking me.'

Every single thing that a 24/7 institution has to do, I have to do in microcosm. I'm not the 40 hour a week carer — I'm everything. I'm the manager, the treasurer, the nurse, the everything...it's exhausting. I don't know how less resourced people manage. Some women do this for their whole lives.

What's happened now is a whole lot of economists have hopped off to write the so-called "care economy" and it drives me nuts. I say it's unpaid work, it's not the "care economy". A whole lot more than just caring goes on there and you're sticking us in the the minimum wage stereotypical women's role stuff. It's a major problem. But one of the thing I've learnt from being in parliament is to change the language, so that the next feminist coming along can get their shoulders in and start working."

During her time at VWT, Marilyn looked deep into equal pay in Australia. Her residency included a three day intensive with prominent experts such as Prof. Lyndall Strazdins (ANU), economist Dr Richard Denniss (The Australia Institute), and others, culminating in a sold-out Trust event, *Ideas to Action*, featuring Marilyn in conversation with Richard Denniss. Read more on page 31.

JOYCE & THE MILLION DOLLAR APPEAL

Every year we pay homage to respected businesswoman and tireless Trust donor, Joyce Thorpe Nicholson. Here's why:

Joyce Thorpe Nicholson (1919 – 2011) was a leading figure in Australian publishing world; a significant contributor to the Women's Electoral Lobby (WEL); and a renowned philanthropist with a distinctly feminist outlook. Reflecting on her involvement with the women's lib movement in 1970s, Joyce once said, "I just became a different person through talking and laughing and working with women."

Throughout her career, Joyce was a guiding force for women with ambition. Author of more than 25 books (with titles like *What Society Does to Girls*) Joyce also ran her own highly successful publishing company. In 1979, Joyce banded together with iconic Australian literary figures Di Gribble, Hilary McPhee, Anne O'Donovan and Sally Milner to create Sisters Publishing, an independent home for books written by women, for women and about women.

Although it only lasted a number of years, Sisters Publishing gave feminist writers a platform and women responded with gusto. "It seemed as though every woman who had ever written anything got it out of her bottom drawer and sent it to us," Joyce later wrote.

As a philanthropist, Joyce sought to make an impact felt throughout the generations. When the Victorian Women's Trust was established in 1985, Joyce quickly became a steadfast supporter, deeply committed to the values of the organisation and its long term success.

In 1988, she led the Victorian Women's Trust Million Dollar Appeal, kick starting proceedings with her own gift of \$25,000. From her living room, Joyce sent out hundreds of appeal letters to her networks; hosted fundraiser events; spoke to media; and rallied community support, calling on members of the public to stand with her in support of the Victorian Women's Trust.

Thanks to her hard work and dedication, the Victorian Women's Trust is still standing tall today. In 2011, Joyce Thorpe Nicholson was recognised posthumously for her contribution to the community, and was awarded the Changing Face of Philanthropy Award by the Women's Funding Network in New York.

We proudly renamed the Million Dollar Appeal after Joyce. This fund remains a crucial part of our general grants program each year. Women like Joyce Thorpe Nicholson are rare indeed, and we are immensely grateful to have had such a strong advocate on our side.

We extend our deepest thanks to all those who donated to the Joyce Thorpe Nicholson Fund.



A PERSONAL STATEMENT



For many years I have wanted to do something for women, something to repay what I feel women have done for me.

It was working and talking and laughing with women that caused me to see myself as a new person. I felt a stronger, more capable woman, able to fill positions which I had never thought possible.

I also believe I have been a lucky woman. I was in the right place at the right time, and was given the opportunity to build up a small ailing company into a profitable enterprise. I worked hard and long, but so do many other women. Without my luck, they have not been able to achieve my degree of financial security. I have looked at many ways I could help other women, with the same aspirations that I had, but not the same luck. After considering many ideas, I have decided the Victorian Women's Trust most closely helps women in the way I want to.

Therefore, I have decided to help the Trust as much as possible, with donations, voluntary labour, and in my will, and I hope enough women will feel the way I do and show it by donating large or small sums.

Finally, one special thing I like about the Victorian Women's Trust is that all the money it receives is invested and only the interest accrued is spent. I feel good about the idea that my hard earned money will stay there forever, helping women for many years.

Joyce Nicholson
JOYCE NICHOLSON

Joyce Thorpe Nicholson Trust Archives



VALE MIRKA MORA

Beloved French-Australian artist Mirka Mora passed away in 2018. We pay our respects to her memory and vivid cultural legacy.

Mirka Mora (1928-2018) arrived in Australia with her husband Georges Mora, in the 1950s as a survivor of the Holocaust. She gifted her adopted home with new, bohemian ways of experiencing food, art and community, helping people to take themselves a little less seriously. Mirka was a prolific maker, her art spanning soft sculpture, drawing, painting, and large scale murals, such as the iconic Flinders Street Station artwork (pictured bottom left).

In 1988, the Victorian Women's Trust called on Mirka to support our Million Dollar Appeal, led by philanthropist Joyce Thorpe Nicholson (read more on page 38). Mirka gave a one-off illustration (pictured above) for the invitations to the 1 Million Dollar Appeal launch event. She attended the launch as our guest of honour, and in typical Mirka fashion, told the 200 strong audience that, "she had worn her cape to scoop up all the donations for women".

Mirka Mora passed away in 2018 at the age of 90, leaving an enduring mark on the Melbourne's cultural identity.

Mirka Mora and Mandy Solomon at the Million Dollar Fundraising Appeal, 1988 **Trust Archives** Leanne Miller and Duré Dara at the Mirka Mora mural, 2018 **Breeana Dunbar**



Artist, Mirka Mora, and Comedienne, Mandy Solomon, at the Launch of the \$1M Fundraising Appeal.



TRUST NEWS
2017/18

New additions to the Victorian Women's Trust Board

We are fortunate to welcome Azmeena Hussain, Sheree Rubinstein, Leena van Deventer and Ruth McGowan to the VWT board. Each have wide-ranging skill sets and experience, and we look forward to their ongoing guidance as part of our Board of directors.

Azmeena Hussain is a Senior Associate at Maurice Blackburn Lawyers, Sheree Rubenstein is the Co-founder and CEO of One Roof, Leena van Deventer is a game developer, educator, and activist; and Ruth McGowan is a Trainer Consultant and Coach to Local Government. Welcome one and all!

External Boards

CENTRE FOR STUDENT LEADERSHIP

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

FITTED FOR WORK

Mary Crooks AO also continues to serve as Chair of Fitted For Work. Since 2005, Fitted for Work has been dedicated to helping women experiencing disadvantage to get work, keep work and navigate their world of work. Their vision is financial independence and positive change for women.

Trust Women Journal

Every month we feature a guest writer on the Victorian Women's Trust blog, affectionately called the Trust Women Journal. Amplifying women's voices has always been an important part of the Trust's ethos, and we will continue to strive to showcase an array of feminist thinkers from around Australia.

Guest Writers

JULY 2017
Real Talk: We need to get better at Intersectionality
Jax Jacki Brown

It's time for change: greater diversity will benefit us all
Debbie Blakey

SEPTEMBER 2017
The real life effects of a media-consumed world
Stella Bridie

Make the connection: Gender pay gap + race
Santilla Chingaipe

Solving the case of the missing women Tracey Spicer

OCTOBER 2017
Find your super power Annie Hall

Journeying towards Pride Jordan Raskopoulos

NOVEMBER 2017
Five years on, I'm ready for the joy Jessica Friedmann

FEBRUARY 2018
Three things I'd tell my 16 year old self Carly Findlay

MARCH 2018
What makes me a woman? Madison Griffiths

Feminists resolutions that will last Clem Bastow

Zelda D'Aprano was a feminist trailblazer
Leena van Deventer

APRIL 2018
Ride or die Lucille Cutting

Teaching girls about money is a super idea! Jan Fran

Zelda's work as a progressive woman will continue to live on Dr. Clare Wright

Mary Montgomerie Bennett: Forgotten activist for Indigenous justice Sue Taffe

MAY 2018
Surprise, surprise Rosemary Geer

JUNE 2018
Unpacking the big conversations Brodie Lancaster

Tax time looms: 10 ways to boost your refund
Nicole Pedersen-McKinnon

Head to the Trust Women Journal for more:
vwt.org.au/blog/

Speaking Engagements

4 JULY 2017
Carolyn Munckton, *Leading Women* book launch by Christine Nixon and Amanda Sinclair

9 AUGUST 2017
Mary Crooks AO in conversation with Gail Kelly at Readings, Hawthorn

7 SEPTEMBER 2017
Mary Crooks AO co-presented at the Women's Funding Network, along with Wendy Doyle, on our respective initiatives, *Here She Is!* and the *Appointments Project*

21 SEPTEMBER 2017
Mary Crooks AO, *How to be a Super Smart Woman* book launch by Pauline Taylor

13 OCTOBER 2017
Mary Crooks AO, Call to Action Panel, Melbourne Women Funders Network

24 OCTOBER 2017
Mary Crooks AO, AGM of the Union of Australian Women

25 OCTOBER 2017
Mary Crooks AO, Volunteering Victoria Conference

26 OCTOBER 2017
Mary Crooks AO, Guest panellist for Essential Media twenty years in business celebration

2 NOVEMBER 2017
Mary Crooks AO, pannelist on Networking for the Joan Kirner Scholarship recipients

9 NOVEMBER 2017
Mary Crooks AO, *We Revolt at Dawn* event

13 NOVEMBER 2017
Mary Crooks AO in conversation with Richard Denniss, Readings Foundation event

23 NOVEMBER 2017
Mary Crooks AO, AGM of the Centre Against Violence, Benalla

24 JANUARY 2018
Mary Crooks AO, moderator at Ideas to Action event with Marilyn Waring and Richard Denniss

10 FEBRUARY 2018
Mary Crooks AO, panellist on Democratic state of play for the Sustainable Living Festival, alongside with John Hewson and Chloe Aldenhoven

20 FEBRUARY 2018
Mary Crooks AO, Umina CWA Branch, Lansell Rd Toorak

27 FEBRUARY 2018
Mary Crooks AO, *Here She Is* re-launch event

2 MARCH 2018
Mary Crooks AO, interview with Elle Steele for CBA's Melbourne IWD celebration

5 MAY 2018
Mary Crooks AO, Panel on Superannuation at the Gold Coast Pharmacy Congress

8 MAY 2018
Mary Crooks AO interviewed by Marcia Kwaramba, Postdoctoral Research Fellow, Dept. Marketing and Management Swinburne University on responsible leadership

11 MAY 2018
Mary Crooks AO, Mural launch on women's suffrage, Warrnambool Art Gallery

17 MAY 2018
Mary Crooks AO conducted a conversation with first time novelist, Mira Robertson, around her work *The Unexpected Education of Emily Dean*

28 MAY 2018
Mary Crooks AO, *Eggshell Skull* book launch

2 JUNE 2018
Mary Crooks AO, *Voices 4 Indi* weekend conference on democratic engagement and politics

24 JUNE 2018
Mary Crooks AO, Inaugural forum of the AFL Fans Association, Richmond Football Club

20 JUNE 2018
Mary Crooks AO, panelist for Leadership Victoria with Jim Carroll, head of SBS News

Media

The Grapevine, *3RRR*, 18 September 2017, Mary Crooks AO Interview

Facebook ad ban over nude artwork shocks women's not-for-profit, *Guardian*, 13 October 2017, Melissa Davey

News Ltd Liz Burke, 23 January 2018, Mary Crooks AO interview on the Summer Intensive

Zelda D'Aprano fought for equality all her life. The fire in our bellies is her legacy, *Guardian*, 23 February 2018, Leena van Deventer

The Grapevine, 3RRR, 5 March 2018, Mary Crooks AO Interview

We must put a dollar value on the unpaid work disproportionately done by women, Women's Agenda, 5 March 2018, Angela Priestley

Calls for an end to 'manels' and conference gender imbalance, as research shows depth of discrimination against women in STEM, Healthcare IT News, 8 March 2018, Lynne Minion

Dr Melissa Petrakis: "I'm pleased to be a part of a fabric of diversity", Neoskosmos, 9 March 2018, Nikos Fotakis

We hide this thing that everybody knows is happening, The Age, 29 March 2018, Clementine Ford

Sexting, abusive relationships and mental health: What needs to change in Aussie sex education, Mamamia, 28 June 2018, Ally Oliver-Perham

Events 2017-2018

21 SEPTEMBER 2017

How to Be a Super Smart Woman - Book Launch

Author Pauline Taylor at the Welsh Church.

9 OCTOBER 2017

Equal Representation Roundtable

Dr Ken Coghill, Sophie Arnold, Dr Wayne Chamley, Mike Salvaris and Venny Smolich the Victorian Women's Trust. Read more on page 31.

9 NOVEMBER 2018

We Revolt at Dawn

Bea Campbell, Karen Pickering and Santilla Chingaipe at Upstairs at the Athenaeum. Sold-out event (venue capacity 230).

13 NOVEMBER 2017

Curing Affluenza - Book Launch

Author Richard Denniss with Mary Crooks AO at Church of All Nations, Carlton. Partner event with the Readings Foundation with over 100 attendees.

15-25 JANUARY 2018

Marilyn Waring Economic Security Policy Residency

17-19 JANUARY 2018

Economic Security Summer Intensive

Professor Marilyn Waring, Professor Ruth Fincher, Dr Richard Denniss, Angela Priestly, Professor Lyndall Strazdins, Mary Delahunty, Jacinta Carboon, Billie Oroz, Ruth Owens, and our own Alana Johnson the Victorian Women's Trust. Read more on page 31.

24 JANUARY 2018

Ideas to Action

Marilyn Waring in conversation with Dr Richard Denniss, with an introduction from Chris Gordan and Mary Crooks AO, at the Church of All Nations, Carlton. Partner event with the Readings Foundation with over 240 attendees.

2 FEBRUARY 2018

Here She Is Relaunch Party!

Victorian Minister for Women, The Hon. Natalie Hutchins, Executive Director, Mary Crooks AO and Convenor Alana Johnson at the Queen Victoria Women's Centre, with an audience of over 160 people.

1 MARCH 2018

Mary Bennett: A White Hot Flame

Dr. Jackie Huggins AM, writer and historian Sue Taffe the ACMI Cinema One, sold out event (venue capacity 170).

14 MARCH 2018

Unfk Your Finances - Book launch**

Featuring author Melissa Browne, with introduction by the Victorian Women's Trust, at Readings Bookstore, Hawthorne. Partner event with the Readings Foundation.

28 MARCH 2018

City of Melbourne Lunchbox Session: Celebrating Women in History

Maria Chetcuti and Megan Rosato at the City of Melbourne.

19 APRIL 2018

Humanitas Sub-Fund Launch

Newest addition to the Victorian Women's Benevolent Trust Sub-Funds. Speakers and performers included Dr Mimmie Claudine Ngum Chi Watts, Lorraine Baloyi, Prue Brown and Mary Crooks AO at the Footscray Community Arts Centre. Read more on page 19.

28 MAY 2018

Eggshell Skull - Book Launch

Featuring author Bri Lee in conversation with Clementine Ford at the Church of All Nations, Carlton. Partner event with the Readings Foundation.



CHRIS GORDON READINGS

Chris is a champion of women's voices and we're so proud to work alongside Chris and the team at Readings bookstore.

"If you start reading books, you are opening yourself up to a whole entire world of possibilities, of politics, and of equality.

I've worked with the Victorian Women's Trust for a couple of decades, even before I started working at Readings Bookshop. The partnership between Readings and the Trust first started around the *Watermark Australia* book in 2007, when we stocked it at the Readings.

Partnering with VWT is a win-win situation for everyone. It brings a new audience to Readings, and a new audience to the Victorian Women's Trust. Our politics are completely aligned with one another. We also have the Readings Foundation and 10% of the Readings profits goes to different community organisations, concentrating on literacy programs.

A few years into my role as the Events Manager at Readings, we started doing International Women's Day events. One of these events was all about who

gets critiqued and why. We had a panel of women speakers, who were publishers or editors, and we talked about the Miles Franklin Award being the most prestigious award at that time in Australia, and how, at that time, women hadn't won it for six years. After that, we decided to create our own literary prize, and it's called the Stella Prize.

The Stella Prize came out of women just being pissed off and talking together. I think if you talk to anyone about the feminist movement in Australia, particularly in Melbourne, it's always started with a whole lot of women getting together in a pub or a kitchen, and being angry, and then going, "What can we do about that? What can we do with that anger?" I think that's where all good work starts, to be honest.

If we didn't have organisations that provide alternative ways of thinking, and of being active within the community, then we are lesser people for it. I think that all of us need to be team players, and the Victorian Women's Trust gives so many people opportunities to be that."

Over the last few months, we've had the pleasure of partnering with Readings on book launches for Clem Ford, Dr Clare Wright, Bri Lee and others, with many more to come. To be the first in the know about Trust events, sign up to our mailing list: www.vwt.org.au

Chris Gordon **Breeana Dunbar**

KOORIE WOMEN MEAN BUSINESS: EXECUTIVE DIRECTOR'S REPORT

LEANNE MILLER



Koorie Women Mean Business (KWMB), focus on ensuring Aboriginal women's voices were present in policy and development research, policy and consultations. Looking back on the year, we continue to advocate and provide input through various channels in the following instances:

Women's Leadership Programs, VicGov

KWMB worked with both the Joan Kirner Leadership Program and the Women's Board Leadership Program. There is a desire to have a more strategic plan to increase the number of Aboriginal women who apply for these Programs in any year which can give them a number of opportunities. KWMB advocated for ensuring Aboriginal people are engaged as part of the processes, not just as a participant target. We also discussed audience distribution and Aboriginal community controlled organisation's and media.

Reconciliation Action Plan (STRETCH), Melbourne City Council (MCC)

The KWMB ED attended various roundtable consultations this year, giving feedback on new MCC RAP drafts. As MCC is our local council, we continue to build our relationship towards some exciting milestones.

Treaty Consultations, Aboriginal Victoria

Whilst Treaty is not new for Aboriginal people this process has certainly produced wide ranging conversations. At this point in time Treaty consultations and administering operations are being driven by and through the Victorian Government. We welcome the appointment of Jill Gallagher AO, as the first Victorian Treaty Advancement Commissioner and we look forward to hearing about the challenges as the processes build an interesting public momentum around a number of fundamental Aboriginal cultural pillars.

Gender Equality Bill Exposure Draft, VicGov

Everyone – every one of us, regardless of cultural or economic background - is affected by gender inequality: women, men, trans and gender diverse people, children and young people. It impacts people of all ages and backgrounds. KWMB worked towards identifying key touch points for Aboriginal and Torres Strait Islander community engagement in Victoria.

Australian NGO Coalition Submission to the United Nations Committee on Economic, Social and Cultural Rights (UN ECOSOC): Review of Australia Fifth Periodic Report under the International Covenant on Economic, Social and Cultural Rights.

We called out the country develop a framework for self-determination, outlining consultation and protocols, roles and responsibility, and strategies for increasing Aboriginal and Torres Strait Islander participation in all institutions of democratic governance. The submission included a framework to implement and raise awareness about the Declaration on the Rights of Indigenous Peoples (UNDRIP).

International Activism and Advocacy Week, Victoria University

The KWMB ED delivered a session on Aboriginal people and the United Nations Assembly. She touched on defending Aboriginal women's rights to land and our very way of life. Aboriginal activists have learnt the systems of appeal from the first days of the colony as these petitions to Kings, Parliaments and other sources have not been given their due response. Aboriginal people have built international networks to develop their knowledge of international law and influence. Leanne gave insights into local to global advocacy; roles around the UN CEDAW, Convention on the Status of Women; UN Permanent Forum on Indigenous Issues, UN ECOSOC; UNDRIP recognition of the rights of Indigenous Peoples; and how Indigenous People themselves are bringing their grassroots aspirations of communities to this international forum.



"...every one of us, regardless of cultural or economic background - is affected by gender inequality: women, men, trans and gender diverse people, children and young people. It impacts people of all ages and backgrounds. We identified and support Aboriginal and Torres Strait Islander community consultations. "

Atlantic Fellows for Social Equity Program

KWMB board recognises and congratulates Leanne Miller and Jody Barney who were accepted as Inaugural Atlantic Fellows for Social Equity program delivered through University of Melbourne.

The program is empowering a new generation to advance fairer, healthier, more inclusive societies. Atlantic Fellows are dynamic emerging leaders - activists, artists, journalists, health professionals, entrepreneurs, researchers, teachers, lawyers and others - with innovative ideas and the courage, conviction and capacity to bring lasting improvements to their communities and the world. Fellows work together across disciplines and borders to tackle some of today's most pressing issues: systemic inequality and racial equity; barriers to full participation in democracy. The Atlantic Fellows for Social Equity program will develop up to 500 Atlantic Fellows who will lead transformative social change.



Image (left to right): Roxanne Bainbridge, Michelle Craigie, Maggie Kavanagh, Damien Miller, Jody Barney, Ariadne Gorrington, Associate Professor Faye Mcmillan, Dean Parkin, Sean Gordon, Nicole Jenkins, Leanne Miller, Durkhanai Ayubi, Mickey Kovari, Inala Cooper, Nick Eakin, Marcus Akuhata-Brown.



OUR BOARD 2017-18



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Naida Beltrame



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Ruth McGowan

Padmini Sebastian
OAM

Ella Hooper



Leena van Deventer



Patrica ni Ivor

LEANNE MILLER

Leanne is a descendant of the Dhulanyagen Ulupna Clan, Yorta Yorta nation; she is the Executive Director of Koorie Women Mean Business. An Atlantic Fellow for Social Equity (Inaugural cohort), she has provided leadership support to corporates on Indigenous workforce development and engagement. She has an extensive advocacy background working in Indigenous, legal and women's sectors, and has represented Australian Indigenous Women at the United Nations, New York, as well as undertaking UN Fellowships in New York and Geneva. She was selected as the community representative, Australian Government delegation to the 54th Session on the Commission on the Status of Women, United Nations, New York.

MARY CROOKS AO

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 (AO), for her distinguished services to public policy and advocacy for the advancement of women. In 2016, Mary won the Public Policy category as part of the *AFR/Westpac's* 100 Women of Influence for her years of work in shaping public policy in Australia.

DURÉ DARA OAM

Equality for women, Indigenous people and environmental sustainability are issues high on Duré's agenda. Duré worked in youth welfare before focusing on music and developing restaurant ventures. VWT Director since 1991 and Convenor from 1993-2015. Duré also joined staff for a two-year period to develop the Trust's fundraising capacity. Duré was awarded the Order of Australia Medal for her service to the community in 1997. In addition to this she received the Vida Goldstein Award for Excellence and made the Inaugural Women's Honour Roll in 2001.

LEENA VAN DEVENTER

Leena van Deventer is an award-winning writer, game developer, and educator. She has taught interactive storytelling at RMIT and Swinburne Universities and the Victorian College of the Arts. In 2016, Leena published her first book *Game Changers: From Minecraft to Misogyny, the fight for the future of video games* with Dr Dan Golding (Affirm Press). Leena is co-founder and Director of WiDGET (Women In Development, Games & Everything Tech), a grassroots intersectional not-for-profit organisation supporting women and non-binary game developers. She is the Chair of the Games and Interactive committee for the Australian Writers Guild.

ALANA JOHNSON

Alana is renowned nationally and internationally for her work in rural women's development. She is a fifth generation farmer, founding member of Australian Women in Agriculture and former Rural Woman of the Year. Alana is a cofounder and past President of the democracy project *Voices for Indi*, is an advisor to the nationwide *Invisible Farmer Project*, the re-established Victorian Rural Women's Network, and a member of the Ministerial Council for Women's Equality. Alana was listed in the inaugural *AFR/Westpac's* 100 Women of Influence in Australia and this year was inducted onto the Victorian Women's Honour Roll.

PADMINI SEBASTIAN OAM

Padmini Sebastian is Director, Civic and Community Engagement with the University of Melbourne. She previously led the award-winning Immigration Museum and established it as an internationally recognised dynamic cultural centre. Padmini serves on Boards and Committees including the Board of the Islamic Museum of Australia and is Co-Chair (Culture and Community) of the ADC Rwanda Advisory Committee. She is a Churchill Fellow and was awarded the Order of Australia Medal for services to multiculturalism and the community. Padmini retired as a director on 8 September 2017.

"Women from culturally diverse backgrounds are no doubt the most vulnerable members of our community, and fighting to ensure every woman has an equal platform to be heard and contribute to society is the easiest reason to get out of bed each morning."

Azmeena Hussain, Board Director

NICKY FRIEDMAN

Nicky is the Director of Community Engagement at the law firm, Allens. Nicky is focused on leveraging the resources of the private legal profession to enable disadvantaged people to gain greater access to justice. She is also a director of pro bono clearinghouse Justice Connect. Nicky has a background in social justice work and law reform, focusing on women's rights. She was a recipient of a 2017 scholarship within the Department of Premier and Cabinet - Women's Board Leadership Program.

TERESA TJIA

Teresa is a senior executive in higher education, with extensive management experience in team and organizational transformation, service and technological innovation, and stakeholder engagement. Born in Indonesia and raised in Perth, Teresa is passionate about contributing to her local community including as elected Presidents of representative educational organisations. Teresa retired as a director on 5 December 2017.

NAIDA BELTRAME

Naida is a senior tax adviser whose career has focused on supporting high net wealth individuals with tax advice, and securing funding for companies ranging from startups to multinationals for their investments in research and development. Former roles have included 11 years at Deloitte and Ernst & Young. Passionate about human rights, Naida has been board member of a number of community organisations, such as East Timor Hearts Fund and Diaspora Action Australia. Naida currently provides tax advice at Beltrame Consulting.

ELLA HOOPER

Ella Hooper is a musician, mentor, radio and TV presenter. Bursting into the scene at 16 with her rock band Killing Heidi, Ella released *Reflector* (2000), an album chock full of angsty anthems sung with gusto which made her a household name and an unlikely teen icon. Ella has since gone on to record multiple records with various musical projects, toured the world, branched out into media, hosting a variety of shows and mentoring other young artists along the way. She has recently joined the board of Creative State, advising the state government on the concerns of the Victorian music scene.

SHEREE RUBINSTEIN

Sheree Rubinstein is a former corporate lawyer and the Founder and CEO of One Roof, Australia's leading co-working space dedicated to women-led businesses. Sheree regularly speaks on the topic of what women need to succeed in entrepreneurship in Australia. Sheree is a 2017 Telstra Business Women's Award Finalist, was awarded the 2016 Victorian Young Achiever's Leadership Award and was nominated by the Foundation for Young Australians as one of Australia's top young innovators in 2015.

AZMEENA HUSSAIN

Azmeena Hussain is a Senior Associate at Maurice Blackburn Lawyers. She an Accredited Specialist in Personal Injury Law and a Graduate of the Australian Institute of Company Directors. She is a Board member of Intouch Multicultural Centre against Family Violence and the Islamic Museum of Australia. She is an AFL Multicultural Ambassador and former Advisor to Victoria Police, Chief Commissioner's Human Rights Strategic Advisory Committee.

PATRICIA NI IVOR

Patricia is an experienced executive with achievements in complex social policy, regulatory reform and technological change. She is Managing Director of Word Map Projects, a specialist project management practice focused on feasibility, governance, planning and review. Patricia is an industry advisor to RMIT University, where she is completing a PhD in the use of intuition and emotional intelligence by project teams. Patricia retired as a director on 31 July 2017.

RUTH MCGOWAN OAM

Ruth McGowan runs her own consultancy as a trainer consultant and coach to local government. Building on her experience as a past councillor in local government, Ruth is passionate about supporting women as active citizens and for many years she has been involved in campaigns to encourage more women to stand for council elections, and more recently to improve recognition of women in the Australian Honours system. Trained as an agricultural scientist, Ruth has lived most of her life in rural Victoria and is a mother of three adult children.

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Esther Davies-Brown
Project Officer,
Here She Is



Lieu Le
PA to ED & Administration Officer



Jane Bennett
Principal Project Consultant
Waratah Project

We would also like to thank Christine Cummings and Tamduer Ali for their time with us.

FRANCES CANNON ARTIST

Melbourne artist Frances Cannon makes feminist illustrations that remind us that all bodies are good bodies, your gender is your business, and being nice to one another is, well, nice. We were fortunate to work with Frances on a VWT tote bag, that celebrated feminism and friendship, whilst raising funds for VWT. We spoke to Frances about what inspires her art practice:

Your work has a strong feminist ethos, what has influenced that? I grew up with pretty limited access to anything about feminism because I grew up in quite a religious family. Feminism was like the F-word; we didn't talk about it, it was bad. I moved back to Australia for uni a few years ago, started meeting people, discussing these kinds of things and having difficult conversations — well, difficult at first, because I didn't get it. It was just so different to anything I had been taught and it was hard to grapple with. But soon it made sense and then it just *clicked*.

I was like, 'why have I been living my life like this, despising my body and putting men before women?' It's just so crap! It was so freeing when I discovered feminism and opened my mind. I've been trying to learn more ever since.

Can you remember when you first noticed gender inequality? In Christian circles, man is always the head and the woman is second and I saw that in my everyday interactions. I guess as an adult, the best example I see in my everyday life now is in the art world. It's a really big issue that male artists tend to get more shows, more sponsorship and big galleries showing their work. Go into any gallery that has a lot of money and most of the artwork in there will be created by male artists. Smaller artist run spaces are more even.

The art world still has a lot of work to do in terms of representation, and not just gender — race, everything.

What sustains your feminism? I think my art and my feminism sustain each other. Sometimes I make drawings without properly thinking about it and then later I look at it and realise, 'oh, I need to do that! I need to think that about myself.'

Featuring illustrations of nude dancing figures (gasp!), our Frances Cannon totes caused an unintended stir upon release, resulting in our adverts being banned on Facebook. *Guardian Australia* later published an article about the ban. Thanks to the unexpected publicity, our totes sold like hot cakes! For more VWT merch visit: www.vwt.org.au/shop



Heartfelt Thanks

Thank you for being with us every step of the way.

Big thanks to our team of amazing volunteers, who donate their time all year round. Your generosity means we can aim high.

We would especially like to thank Isabelle Hughes, Megan Alexa Rosato, Sophie Grant-Foale, Colleen Ivory, Jessica Naylor, Sanduni Sithara Hewa Katupothage, Ebony Westman, Heather Boundy, Casey Duong, Bree Whiting, Angelica Carmen Vaira, Bianca Whiteside, Jan Browning, Pam Carty-Salmon, Denise Keighery, Hilary Irwin, Susan Powell, Kerry Moylan, Billie Oroz, Amanda Barbour, Emmanuela Noi, Emily Holding, Venny Smolich, Alice Claire Chambers, Queenie Chung, Shanira Idrus, Martha Clarke.

We would also like to acknowledge and thank our donors, who continue to fund and support our work; our Board; each of our partners for their ongoing support; the members of our Waratah Project Advisory Group; the members of our Club Respect Critical Friends group; Alice Macdougall (Herbert Smith Freehills) for her pro bono legal support; our brilliant photographers, Ponch Hawkes and Breeana Dunbar; and Squareweave, our website developers for their amazing work on the development of the new *Here She Is* and *Club Respect* digital platforms.

Finally, thank you to everyone who shared their story.

HEARTFELT THANKS

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SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2018 (Australian Dollar A\$)

	2018	2017
Revenue	307,993	408,435
Employee benefits expense	(156,264)	(182,818)
Depreciation and amortisation	(19,508)	(15,405)
Grants expense	(1,000)	(1,000)
Occupancy expense	(19,314)	(19,456)
Other operating and program costs	(105,779)	(513,119)
Project expenses allocated to related entities	21,229	325,987
Total Comprehensive Income for the year	27,357	2,624

SUMMARY STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2018
(Australian Dollar A\$)

	2018	2017
CONTRIBUTED EQUITY	12	12
RESERVES		
Balance at beginning of financial year	243,949	248,325
Transfer (to)/from accumulated/operations funds - net	28,357	(4,376)
Balance at end of financial year	272,306	243,949
ACCUMULATED FUNDS		
Balance at beginning of financial year	17,930	10,930
Total Comprehensive Income for the year	27,357	2,624
Transfer from/(to) capital reserves/accumulated/operations fund - net	(28,357)	4,376
Balance at end of financial year	16,930	17,930
Equity at end of financial year	289,248	261,891

SUMMARY STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2018 (Australian Dollar A\$)

	2018	2017
CURRENT ASSETS		
Cash and cash equivalents	398,821	310,491
Trade and other receivables	114,457	165,006
Other receivables	4,534	6,211
TOTAL CURRENT ASSETS	517,812	481,708
NONCURRENT ASSETS		
Property, plant and equipment	70,100	47,007
Other	7,466	-
TOTAL NONCURRENT ASSETS	77,566	47,007
TOTAL ASSETS	595,378	528,715
CURRENT LIABILITIES		
Trade and other payables	97,066	95,165
Provisions for employee benefits	185,821	152,226
TOTAL CURRENT LIABILITIES	282,887	247,391
NON-CURRENT LIABILITIES		
Provisions for employee benefits	23,243	19,433
TOTAL NON-CURRENT LIABILITIES	23,243	19,433
TOTAL LIABILITIES	306,130	266,824
NET ASSETS	289,248	261,891
EQUITY		
Issued capital	12	12
Reserves	272,306	243,949
Accumulated funds	16,930	17,930
TOTAL EQUITY	289,248	261,891

SUMMARY STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2018 (Australian Dollar A\$)

	2018	2017
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from donors	-	-
Payments to suppliers and employees	(164,821)	(452,154)
Interest received	2,915	2,418
Other Income received	299,625	583,565
Grants paid	(1,000)	(1,000)
Net cash from operating activities	136,719	132,829
CASH FLOWS FROM INVESTING ACTIVITIES		
Net payments for property, plant and equipment	(42,600)	(10,021)
(Loan to)/repayments of loan due from other related parties	(5,789)	6,287
Net cash used in investing activities	(48,389)	(3,734)
Net increase in cash held	88,330	129,095
Cash and cash equivalents at beginning of financial year	310,491	181,396
Cash and cash equivalents at end of financial year	398,821	310,491



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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 2018, 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 2018. We expressed an unmodified audit opinion on that financial report in our report dated 30 October 2018. 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 2018 are consistent, in all material respects, with that audited financial report.

BDO East Coast Partnership

BDO

Richard Dean
Partner

Melbourne, 30 November 2018

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VICTORIAN WOMEN'S BENEVOLENT TRUST AND CONTROLLED ENTITIES

ABN 80 989 689 839

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2018 (Australian Dollar A\$)

	Consolidated		Trust	
	2018	2017	2018	2017
Revenue	2,110,286	1,627,993	644,753	261,694
Other income	180,594	223,545	180,594	223,545
Net fair value gains on financial assets	100,263	90,115	100,263	90,115
Employee benefits expense	(1,183,809)	(1,052,672)	(344,235)	(407,663)
Depreciation and amortisation	(19,508)	(15,405)	-	-
Grants expense	(221,204)	(215,360)	(220,204)	(214,360)
Occupancy expense	(193,004)	(194,203)	(57,897)	(87,367)
Professional fees	(234,747)	(547,337)	(8,737)	(39,194)
Other operating and program costs	(347,592)	(488,372)	(146,658)	(169,337)
Project expenses allocated by related entities	-	-	-	(5,000)
Total Comprehensive Income for the year	191,279	(571,696)	(147,879)	(347,567)

SUMMARY STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2018 (Australian Dollar A\$)

	Consolidated		Trust	
	2018	2017	2018	2017
CURRENT ASSETS				
Cash and cash equivalents	757,538	635,599	178,031	177,435
Trade and other receivables	113,272	168,803	74,886	111,611
Other receivables	4,534	6,211	-	-
Financial assets at fair value through profit or loss	3,378,120	3,241,389	3,378,120	3,241,389
TOTAL CURRENT ASSETS	4,253,464	4,052,002	3,631,037	3,530,435
NON CURRENT ASSETS				
Property, plant and equipment	70,100	47,007	-	-
Other receivables	7,466	-	-	-
TOTAL NON CURRENT ASSETS	77,566	47,007	-	-
TOTAL ASSETS	4,331,030	4,099,009	3,631,037	3,530,435
CURRENT LIABILITIES				
Trade and other payables	103,206	102,225	6,553	56,186
Provision for employee benefits	214,596	178,645	28,775	26,419
TOTAL CURRENT LIABILITIES	317,802	280,870	35,328	82,605
NON-CURRENT LIABILITIES				
Provision for employee benefits	23,243	19,433	-	-
TOTAL NON-CURRENT LIABILITIES	23,243	19,433	-	-
TOTAL LIABILITIES	341,045	300,303	35,328	82,605
NET ASSETS	3,989,985	3,798,706	3,595,709	3,447,830
EQUITY				
Settled capital	1,100	1,100	1,000	1,000
Reserves	377,246	332,846	-	-
Accumulated Funds	3,611,639	3,464,760	3,594,709	3,446,830
TOTAL EQUITY	3,989,985	3,798,706	3,595,709	3,447,830

VICTORIAN WOMEN'S BENEVOLENT TRUST AND CONTROLLED ENTITIES

ABN 80 989 689 839

SUMMARY FINANCIAL STATEMENTS

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Financial Statements

SUMMARY STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2018 (Australian Dollar A\$)

	Consolidated		Trust	
	2018	2017	2018	2017
CAPITAL	1,100	1,100	1,000	1,000
RESERVES				
Balance at beginning of financial year	332,846	563,975	-	-
Transfer (to)/from accumulated/operations fund - net	44,400	(231,129)	-	-
Balance at end of financial year	377,246	332,846	-	-
ACCUMULATED FUNDS				
Balance at beginning of financial year	3,464,760	3,805,327	3,446,830	3,794,397
Total Comprehensive Income for the year	191,279	(571,696)	147,879	(347,567)
Transfer (to)/from capital reserves/operations funds - net	(44,400)	231,129	-	-
Balance at end of financial year	3,611,639	3,464,760	3,594,709	3,446,830
Equity at end of financial year	3,989,985	3,798,706	3,595,709	3,447,830

SUMMARY STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2018 (Australian Dollar A\$)

	Consolidated		Trust	
	2018	2017	2018	2017
CASH FLOWS FROM OPERATING ACTIVITIES				
Receipts from donors	2,328,393	1,943,176	861,484	541,878
Payments to suppliers and employees	(1,908,028)	(2,345,377)	(605,216)	(707,476)
Interest received	7,636	9,240	1,000	4,979
Grants paid	(221,204)	(215,360)	(220,204)	(214,360)
Net cash from/(used in) operating activities	206,797	(608,321)	37,064	(374,979)
CASH FLOWS FROM INVESTING ACTIVITIES				
Net payments for property, plant and equipment	(42,601)	(10,021)	-	-
Net disposals/acquisitions/valuations JBWere investment portfolio	(36,468)	68,294	(36,468)	68,294
(Loan to)/repayments of loan due from other related parties	(5,789)	6,287	-	-
Net cash (used in)/provided by investing activities	(84,858)	64,560	(36,468)	68,294
Net increase/(decrease) in cash held	121,939	(543,761)	596	(306,685)
Cash and cash equivalents at beginning of financial year	635,599	1,179,360	177,435	484,120
Cash and cash equivalents at end of financial year	757,538	635,599	178,031	177,435

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Financial Statements



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

The accompanying summary financial statements, which comprise the summary statement of financial position as at 30 June 2018, the summary statement of comprehensive income, summary statement of changes in equity and summary cash flow statement for the year then ended are derived from the audited financial report of Victorian Women's Benevolent Trust for the year ended 30 June 2018. We expressed an unmodified audit opinion on that financial report in our report dated 30 October 2018. 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.

Trustee'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 2018 are consistent, in all material respects, with that audited financial report.

BDO East Coast Partnership

Richard Dean
Partner

Melbourne, 30 November 2018

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SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2018 (Australian Dollar A\$)

	2018	2017
Revenue	1,307,540	1,107,864
Employee benefits expense	(683,311)	(462,192)
Occupancy expense	(115,794)	(87,379)
Professional fees	(190,849)	(234,269)
Other operating and program costs	(301,543)	(247,776)
Project expenses allocated to related entities	-	(303,000)
Total Comprehensive Income for the year	16,043	(226,752)

SUMMARY STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2018 (Australian Dollar A\$)

	2018	2017
CURRENT ASSETS		
Cash and cash equivalents	180,687	147,673
Trade and other receivables	9,798	13,600
TOTAL CURRENT ASSETS	190,485	161,273
TOTAL ASSETS	190,485	161,273
CURRENT LIABILITIES		
Trade and other payables	85,456	72,287
TOTAL CURRENT LIABILITIES	85,456	72,287
TOTAL LIABILITIES	85,456	72,287
NET ASSETS	105,029	88,986
EQUITY		
Settled capital	100	100
Capital reserves	104,929	88,886
TOTAL EQUITY	105,029	88,986

SUMMARY STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2018
(Australian Dollar A\$)

	Settled Capital	Capital Reserves	Operating Fund	Total Equity
Balance at 1 July 2016	100	315,638	-	315,738
Comprehensive income for the year	-	-	(226,752)	(226,752)
Transfers from Capital Reserve – Public Fund	-	(226,752)	226,752	-
Transfers to Robyn Mason Sub-Fund	-	-	-	-
Balance at 30 June 2017	100	88,886	-	88,986
Comprehensive income for the year	-	-	16,043	16,043
Transfers (to)/from Capital Reserve – Public Fund	-	28,794	(28,794)	-
Transfers from/(to) Capital Reserve – General Fund		(13,226)	13,226	
Transfers (to) Robyn Mason Sub-Fund	-	475	(475)	-
Balance at 30 June 2018	100	104,929	-	105,029

SUMMARY STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2018 (Australian Dollar A\$)

	2018	2017
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	1,307,835	1,107,564
Payments to suppliers and employees	(1,274,821)	(1,473,735)
Net cash from operating activities	33,014	(366,171)
CASH FLOWS FROM FINANCING ACTIVITIES		
Net cash provided by financing activities	-	-
Net increase/(decrease) in cash held	33,014	(366,171)
Cash at beginning of financial period	147,673	513,844
Cash and cash equivalents at end of financial year	180,687	147,673



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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 2018, 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 2018. We expressed an unmodified audit opinion on that financial report in our report dated 30 October 2018. The 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.

Trustee'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 2018 are consistent, in all material respects, with that audited financial report.

BDO East Coast Partnership

BDO

Richard Dean
Partner

Melbourne, 30 November 2018

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MADISON GRIFFITHS MAKER

Madison makes lots of things. Art. Poems. Podcasts. Everything she puts out into the world reflects her feminist values – and in turn, strengthens our community.

“I feel like I’ve always been acutely aware of gender inequality. I imagine that for a lot of women, it starts in the family home, where you can see the praise your father gets versus what your mother does and sacrifices for the family. My mother’s always written letters for my father and signed off in his name, so it seems more reputable and more official, which I always found hilarious and also incredibly sad.

I don’t even know how I got involved with the Trust. I was always kind of aware of their pursuits and their endeavors in local feminism, so it seems like a natural progression that I became a Trust Friend. For me, it was a symbolic gesture, first and foremost, that I really backed organisations that are unapologetically there for women. I love feeling part of the Trust and part of the community.

These days, feminism dictates my work almost entirely. Whilst I speak from a personal place, I’ve really tried to make sense of my thoughts, my feelings and my creations as a product of my gendered environment. I’m a feminist full time freelancer. All of my written work revolves around women’s issues, faith, mental health awareness or stigma.

I think it can be really overwhelming in a globalised post-modern world to feel a part of a group, and it’s taken for granted that we feel a part of a group, be it women or ethnic minorities, racial minorities, based on our experiences of oppression.

Madison is the editor of Voiceworks, co-host of Pedestrian podcast, *No Chill*, and regularly speaks on issues that women and girls face.

We recently commissioned Madison to write a poem that reflects the gender equality movement today.

Madison is also an official Friend of the Trust. To find out how you can become a Trust Friend, head to: www.vwt.org.au/TrustFriend

Madison Griffiths **Breeana Dunbar**



THE FIRST SUPERHERO WAS A WOMAN.

ASK HER ABOUT INVISIBILITY CLOAKS, AND SHE’LL TELL YOU: IN EVERY MOTHER’S LINEAGE, VEILED MAGICIANS CACKLE, ROAM AND GATHER. THERE ARE SORCERERS IN US, EXPECTED TO SCRUB THE PRIDE FROM OUR SPECTACULAR CAPES.

THE FIRST SUPERHERO WAS A WOMAN.

NIGHT-VISION WARRIOR, WHO LISTENS FOR DEAD-OF-NIGHT RUSTLES, HER FINGERS MUFFLING SHARPENED KEYS.

A WOMAN STRONGER, MORE POWERFUL, THAN MILLENNIUMS OF INJUSTICE—STILL WITH SPACE FOR HOPE, WANT AND DEODORANT IN HER CARRY BAG.

WOMEN HEAL:

SOME HAVE CONCOCTIONS OF LIFE THAT STIR AND LEAK FROM THEIR BUSTS, AND OTHERS HAVE OPEN ARMS. HEARTS AND HANDKERCHIEFS TO PASS AROUND. THE FIRST SUPERHERO WAS A WOMAN, BESTOWED WITH STUPENDOUS FORTITUDE.

WATCH AS SHE PICKETS AS THE WORLD WATCHES: A FORCE WITH STAYING POWER AND SIGNPOSTS.

The First Superhero Was A Woman
Written by Madison Griffiths (2018)
Commissioned by the Victorian Women’s Trust

