



VICTORIAN
WOMEN'S TRUST



Annual Report 2024-25



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

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

Everything we do is made possible thanks to our passionate supporters, donors, partners, student interns and volunteers, who share our vision for an equal future for all.

THANK YOU ALL – WE ARE DEEPLY GRATEFUL.



Organisational Structure

We are made up of three essential components:

VICTORIAN WOMEN'S TRUST PTY LTD

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

ABN 20 006 403 256

DUGDALE TRUST FOR WOMEN & GIRLS (DWTG)

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

ABN 45 242 265 341

VICTORIAN WOMEN'S BENEVOLENT TRUST (VWBT)

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

ABN 80 989 689 839

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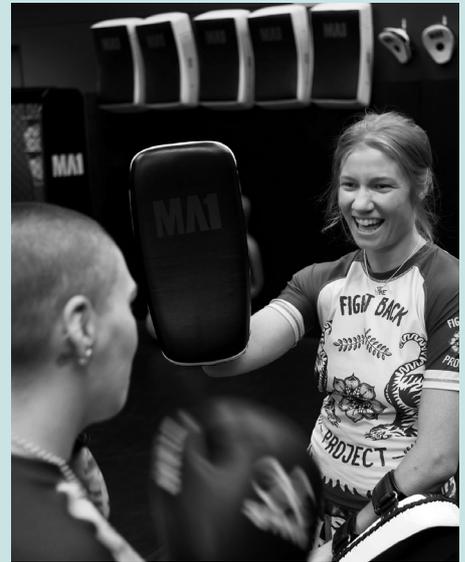


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Image by Jason Robins, Rural Women Online



Executive Director's Report



Mary Crooks AO

Thank you all for enabling VWT to do this kind of work, year in, year out – our donors, supporters, partners, Board members, staff and volunteers. It has been such a pleasure and such a privilege.

This is my last piece for the Annual Report, as I depart at the end of July 2025 after twenty-eight years as Executive Director.

Bookends spring to mind. And what better way to identify some of the imaginative gender equality work by VWT over this time than to link the Trust's exhibition in 2001, *Ordinary Women Extraordinary Lives*, with our more recent initiative, *Madam Speaker*.

In designing the exhibition twenty-five years ago, we understood that women's efforts and achievements were largely unheralded and rendered invisible within a patriarchal culture. We delivered a unique touring exhibition with a powerful message – day after day, year after year, women make an immeasurable contribution to our economy and society – one that is still not adequately acknowledged by conventional history or the wider public record. Acclaimed historian Marilyn Lake AO said at the time that the remarkable evidence presented in the exhibition suggested the need to radically rethink our understandings of history, politics, citizenship and community.

Flash forward to 2020. I found myself dipping into my copy of Michael Fullilove's tome, *Men and Women of Australia: Our Greatest Modern Speeches*, published a few years before. Thumbing through the contents, and doing some quick arithmetic, only ten out of ninety speeches were made by women. Not surprisingly, Julia Gillard's world-famous 'misogyny speech' was included (but not her moving, profound and historic speech apologising to mothers forced to give up their babies for adoption). I felt a surge of anger at this persistent invisibility on the public record. It was not that women failed to make great

speeches, and stake their claims in the world of ideas, civil society and nation-building. It was simply that they were not even noticed. They didn't rate.

This flash of anger became the impetus for our *Madam Speaker* initiative. It's an old rule and a good one – anger is a valid emotion but it is best translated into action. We had no budget. But over the next four years, we enjoyed wonderful sleuthing support from two Trust volunteers, Robyn French and Ruth Fincher, who chased down hundreds of women's speeches. Other volunteers came on board, including Angie Hill and Nicky Fincham. Our esteemed digital agency, Your Creative gave us their expertise pro bono to develop the website and digital archive. Ally Oliver-Perham and I, as we have often done so over many years, wrestled with the key concepts and words:

"We grow up mainly hearing male voices in our society. We come to associate power, leadership and authority with masculinity. Women have always spoken out, yet their voices have not been amplified. We can change this."

These two major initiatives bookend an important journey by VWT to recognise and ascribe value to women in society, placing women's struggles and achievements on the public record, and challenging the public record which remains a false one if it continues to overlook and neglect, women's contribution to building a better and more just world.

Chair's Report

Alana Johnson AM



For much of history, hierarchical and patriarchal institutions dominated. At their best they acted for the common good, but too often they centred only on power and control. Citizens, and especially women, were positioned as passive recipients of rules and programs. Decisions were made for us, not with us.

My own journey with the Trust began in the 1990s with the Purple Sage Project. This initiative created a new people's movement, offering an alternative to top-down decision making. It empowered ordinary Victorians to be heard, respected, and actively involved in shaping the state's future.

That principle of empowerment has underpinned the Trust ever since. Most recently, it was central to the Rural Women Online project. In recognising that many rural and regional women were being left behind in the digital world, the project worked to bridge the divide and support women to gain the skills they need to thrive.

As the Victorian Women's Trust enters its 40th year, I find myself reflecting on the women's movement and the lessons that continue to guide us.

The great social changes of the 20th century were won by people forming movements and taking action outside of traditional political and power structures. The women's movement, Black power, workers' rights, the Aboriginal Tent Embassy, LGBTQIA+ rights and the environmental movement all show that progress comes from collective action.

Many organisations deliver programs for women. What distinguishes the Trust is our commitment to designing with women, with communities – not for them. Rural Women Online was co-created through extensive discussions with women, local groups and service providers to ensure it reflected real needs and local knowledge. This commitment to inclusion, listening, and respecting people as the experts of their own lives defines the Victorian Women's Trust. It is how women are empowered to take action, how communities are strengthened, and how new movements take root.

People have always acted to shape their world, but today's technology allows ideas about change to travel globally and instantly.



Feminist Projects for Social Change

Our 2024-2025 grants support a range of projects that are testament to the transformative power of community-led outcomes.

Funded through 17 named Sub-Funds, each grant shares a central core mission: fostering resilience, inclusion, and equity for all women and gender-diverse people across Victoria.

From trauma-informed kickboxing scholarships and creating bush nurseries to empowering young girls in trade pathways, we're proud to support organisations breaking boundaries and making a real impact. This financial year, we have invested \$143,500 in causes that range from addressing homelessness in the "missing middle" to supporting young women to enter male dominated professions. Here's to shaping a future where every individual has the opportunity to thrive and live with dignity.



Women's Property Initiatives

COMMUNITY GRANTS 2024-2025

The Con Irwin Sub-Fund

Project: Trauma-informed Kickboxing Scholarships
Organisation: Conscious Combat Club
Amount: \$10,000

Conscious Combat Club will provide victim-survivors of family violence with a trauma-informed kickboxing program. Designed specifically for women and LGBTIQ+ people, Conscious Combat Club supports resilient mental and physical health through movement, and intends to deliver 50 scholarships for victim-survivors, aiming for an 80% completion rate. Through this grant, Conscious Combat Club will reduce economic barriers that prevent women and gender-diverse people from accessing trauma-informed health and fitness programs. Based on feedback to date, Conscious Combat Club anticipates a measurable increase in confidence, body connection, grounding skills, boundary setting, and mindfulness.

The Jean McCaughey Sub-Fund

Project: The Missing Middle Women: A Burning Issue
Organisation: Women's Property Initiatives (WPI)
Amount: \$6,600

Women aged 55-74 who seek support from specialist homelessness services are known as the "missing middle". Often, they do not qualify for social housing but also have low incomes, making homeownership unattainable. Women in this demographic spend a large portion of their income on rent, and their struggles are frequently overlooked in data collection, obscuring the true scale of the problem. Women's Property Initiatives (WPI) previously piloted a shared equity scheme which provided affordable homes for women who had the capacity to invest \$150,000 in a secure home, designed to support them as they age. WPI maintained the properties, and the women's investments could be accessed with interest in the future. Following the successful pilot and evaluation, with this grant WPI will expand this model with two new projects in the City of Whitehorse and on the Mornington Peninsula.

The Loula Rodopoulos Sub-Fund

Project: Life After Loss – Supporting Women Following the Death of a Partner
Organisation: Hope Bereavement Care
Amount: \$5,000

The program consists of four 2-hour sessions, each focused on a key theme. Each session includes an introduction by a specialist bereavement counsellor followed by facilitated group discussion. Two facilitators are present at all times to provide additional support and ensure a safe, well-managed group environment.

Barwon Health



The Joan Hudson Sub-Fund

Project: Calmbirth Educators for Public Patients
Organisation: Barwon Health
Amount: \$9,600

\$4,653 from Joan Hudson Sub-Fund. \$4,947 from VWBT General Fund.

Barwon Health aims to train two midwives at University Hospital Geelong as Calmbirth educators who can offer Calmbirth courses to pregnant women within the public system. Currently, Calmbirth is only privately available. Courses cost approximately \$550, which is unaffordable for many new parents. Calmbirth focuses on non-pharmacological and relaxation techniques for pain management during labour and is recognised by the Australian College of Midwives. Calmbirth is known for its evidence-based approach to childbirth education, with proven benefits including reduced medical interventions, decreased use of pain relief and epidurals, lower rates of perinatal anxiety and postnatal depression, and more positive birth experiences. Barwon Health's initiative to train midwives in Calmbirth aligns with their goals of improving birth outcomes, supporting women during childbirth, and empowering them through the process.

The Fay Marles Sub-Fund

Project: You Can't Be What You Can't See

Organisation: Tradeswomen Australia
Community Foundation

Amount: \$7,000

*\$5,064 from Fay Marles Equal Opportunity Sub-Fund.
\$1,936 from VWBT General Fund.*

Young women who do not see or engage with female tradies are less likely to see trades as a viable career pathway. Through working with schools, training, and employment partners, Tradeswomen Australia Community Foundation (TACF) aims to educate girls and non-binary young people, so they can make informed choices about their future and career goals.

In 2025, TACF will reach 4000 young people during four full day secondary school career events across Greater Dandenong, Melbourne, and the Shires of Bendigo and Swan Hill. TACF will showcase successful female tradies and their stories, while providing opportunities for girls to take part in hands-on activities with trade tools. After each session, TACF collaborates with partners to offer students further exploration through work experience, industry insights, or pre-apprenticeship training at a local TAFE.

Project: Identifying Gendered Loopholes and Gaps in Victorian Legislation

Organisation: WIRE (Womens Information and Referral Exchange Incorporated) acting as an Auspice for Gender Equity Victoria

Amount: \$7,000

With support from WIRE, Gender Equity Victoria will conduct an environmental scan of gendered loopholes and gaps in Victorian legislation to advocate for system improvement and policy change. Current data on gender representation – such as candidate nominations and elected officials – is insufficient or non-existent. By identifying loopholes in legislation and policies across Victorian portfolios, gaps can be addressed, and solutions proposed and actioned. This work can be replicated nationally, facilitating the inclusion of data that can be measured, monitored, and ideally, managed.



WIRE (Womens Information and Referral Exchange Incorporated)

The Prue Myer Sub-Fund

Project: The Girls' Circle Project

Organisation: Banksia Gardens Community Services

Amount: \$10,000

The Girls' Circle Project creates learning opportunities for migrant and refugee girls, supporting participants as they navigate a range of cultural challenges. Led by bilingual female staff, Girls' Circle offers social activities, open discussions, and education on topics like gender equality and mental health. It empowers girls to make informed life choices and pursue their personal goals. Conducted at Kenley Court Neighbourhood House in Meadow Heights, the sessions run after school, holds end of term excursions for girls, and provides an end of year family get-together. The Girls' Circle Project builds girls' confidence in their academic ability, fosters leadership skills, and helps all girls attending the sessions learn about gender equality and respectful relationships in a safe and inclusive environment.

Project: Raise Youth Mentoring Program – Creating life changing outcomes for our girls

Organisation: Raise Foundation

Amount: \$10,000

As experts in youth mentoring, the Raise Youth Mentoring Program is a 20-week early intervention initiative designed for at-risk students in years 7-9, focusing on young people who have been identified as disadvantaged or vulnerable. Working with school partners and wellbeing teams, the program matches students with trained volunteer mentors, who use an evidence-based curriculum to improve mental health, social and emotional wellbeing, and school engagement. Each week, mentors spend one hour with their mentee and another hour with a Program Counsellor for debriefing and skill development. This grant will support 12-15 teenage girls to participate in the 2025 mentoring program scheduled for Terms 2 and 3.

The Jan Webster & Sue Peterson Sub-Fund

Project: Women in Recovery
Organisation: Prison Network Ltd
Amount: \$7,600

*\$2,671 from Jan Webster and Sue Peterson Sub-Fund.
\$4,929 from VWBT General Fund.*

Women in Recovery will support women leaving prison to recover from addiction and past traumas through empowering social inclusion activities. Delivered by Prison Network, the project aims to build strong, safe and non-judgemental community networks, building a bridge from marginalisation into community connectedness. Fortnightly online sessions will be offered, plus 10 day outings to be held monthly for 25-40 women. Outings will include fun, recreational activities, without using substances, a dining experience, and chance for women to socially engage. In addition, two retreats will be held over a weekend in regional Victoria.

The retreats will include recreational activities, as well as support group sessions which focus on empowering women to create positive change by building resilience; developing positive peer networks; identifying strengths; and life skills. The outings and retreats will be supervised by a Senior Support Worker and supported by two trained and experienced volunteers. Funding will cover the costs of the activities, transport, accommodation, and provisions.

The Fleur Spitzer Sub-Fund

Project: Financial Wellbeing for Ageing Women in Victoria
Organisation: WIRE (Womens Information and Referral Exchange)
Amount: \$6,500

\$4,506 from Fleur Spitzer Sub-Fund. \$1,994 from VWBT General Fund.

WIRE will develop a suite of workshop tools focused on financial wellbeing for Victorian women, aged 50 years and over. Using WIRE's renowned training methodology, Skilled Aware Resourceful Active (SARA), the project will share learnings and insights from SARA through workshops that will build women's financial wellbeing and capability. Workshop participants will deepen their knowledge of abuse (specifically financial abuse), develop a confident understanding of available support services, learn how to plan for their financial future, and increase awareness of credible financial information and their rights.



The Social Studio

The Alma and Albert Tivendale Sub-Fund

Project: Access to Women's Circus Program for Girls
Organisation: Women's Circus
Amount: \$3,600

Women's Circus will support girls experiencing disadvantage to participate in physical activities, promoting wellbeing and exposure to positive role models. Available opportunities will include 12 free circus workshops places for girls aged 6-17 years. As a women's only performing arts organisation that has been in operation for over 30 years, the Women's Circus is uniquely placed to provide an empowering program for young girls. By offering participation at no cost, this grant will ensure that financial barriers do not prevent girls from engaging in physical activities that benefit their wellbeing.

The Essie Burbridge Sub-Fund

Project: Multicultural Women Fashion
Organisation: Multicultural Women Victoria
Amount: \$8,300

\$6,319 from Essie Burbridge Sub-Fund. \$1,981 from VWBT General Fund.

Multicultural Women Victoria (MWV) in partnership with The Social Studio presents Multicultural Women Fashion, a community project for migrant and refugee women.

This pilot program will support women from Greater and Inner Melbourne to engage with positive mentors and professional development opportunities in the fashion and textile industry. Participants will learn how to transform textiles into garments, from concept identification to design illustration, and receive guidance on collaborating with pattern makers and producers. Participants will produce clothing designs that will be of high quality, model fitted and photoshoot ready. These designs are intended to be showcased during the Melbourne Fashion Week (Oct 2025) promoting gender equality and inclusivity of CaLd women within the textile profession.

The Ruth Owens & Kevin Lynch Sub-Fund

Project: The Emerge Program Expansion

Organisation: Fitted for Work

Amount: \$7,400

\$3,423 from Ruth Owens and Kevin Lynch Sub-Fund. \$3,977 from VWBT General Fund.

Fitted for Work supports all women to gain skills so they can step into the workforce with confidence, and thrive. The Emerge Program Expansion by Fitted for Work will focus on helping women pursue their future and career goals through the study of four key modules. Delivered online, the program rolls out at the participant's desired pace. The goal is to support all participants through the program in a way that suits their needs. Emerge focuses on disadvantaged women, including those long-term unemployed or experiencing domestic violence, empowering them with the tools, skills, and confidence needed for secure employment.

The Humanitas Sub-Fund

Project: Zero Tolerance for FGM

Organisation: East African Women's Foundation

Amount: \$9,200

East African Women's Foundation (EAWF) is dedicated to improving women's lives by focusing on ending Female Genital Mutilation/Cutting (FGM/C). EAWF has created the Network to End FGM/C in Australia (NEFA) to drive grassroots efforts and support national action against FGM/C. NEFA will foster cooperation among health professionals, social workers, child protection officers, and affected community members.

NEFA will campaign for a 'day of action and awareness' in February 2025, the International Day of Action for Zero Tolerance of FGM/C. The key message for this day of action will be celebrating survivors and advocating for change, and will include a large-scale community event with hundreds of attendees, including MPs and community leaders, featuring traditional food, keynote speeches, personal stories, and updates on campaign progress. By raising awareness, EAWF seeks to eradicate FGM/C by 2030.

Fitted for Work



WIRE (Womens Information and Referral Exchange Incorporated)

The Union of Australian Women (VIC) Sub-Fund

Project: Bush Nursery Pathways

Organisation: Willum Warrain Aboriginal Association

Amount: \$4,200

Willum Warrain Aboriginal Gathering Place (WWAGP) serves Aboriginal people and families on the Mornington Peninsula, offering cultural programs and events, and charitable support. It operates a Bush Nursery specialising in Indigenous plants. It is the only 100% Aboriginal-run nursery south of Melbourne. The nursery shares cultural knowledge about plants from Country and encourage people to plant the plants that have always been here.

The nursery currently employs five women, three of whom are Aboriginal. With this grant, WWAGP will train two young Aboriginal women (16-18 years old) for three days a week over three weeks in January, 2025. Following the training program, one of the participants will be employed for two days a week over 12 months, while undertaking a full-time Certificate III in Horticulture at Chisholm TAFE in Frankston. The grant will also cover enrolment costs for the course. WWAGP will offer secure, ongoing full-time employment in the Bush Nursery after training, creating a pathway for skilled Aboriginal horticultural employees at Willum Warrain.

The Christine Friday & Kathleen Pooley Sub-Fund

Project: Yarning Up Strong Lil Sis Retreat
Organisation: Weenthunga Health Network
Amount: \$8,200

\$3,184 from the Christine Friday and Kathleen Pooley Sub-Fund. \$5,016 from VWBT General Fund.

Yarning Up Strong Retreat is part of Weenthunga's Nyarrngakgo mangkie (meaning, 'hear within' in Woi Wurrung). Created by First Nations young women, Lil Sis Space is especially for First Nations young women who are passionate about pursuing health, wellbeing, and healing careers. Nyarrngakgo mangkie celebrates the strengths of First Nations young women, deeply grounded in First Nations health, wellbeing and healing knowledge and practice. The Yarning Up Strong Retreat will bring together 25 First Nations young women in Years 10-12 of High school who have health, wellbeing, and healing career aspirations. Participation will facilitate opportunities, experiences and connections that will nourish and nurture social and emotional wellbeing, and back young women on their health career journeys.

The Supriya Singh Sub-Fund

Project: Culturally Informed Solutions
Organisation: Wellsprings for Women
Amount: \$7,700

\$2,709 from Supriya Singh Sub-Fund. \$4,991 from VWBT General Fund.

Wellsprings for Women is located in Dandenong, one of the most ethnically diverse areas in Victoria with a high population of refugees and migrants. Wellsprings will convene safe and culturally appropriate conversations with local women from diverse communities where forced marriage occurs. Through Culturally Informed Solutions, Wellsprings for Women will build a shared understanding of forced marriage as a form of family violence; identify solutions using a codesigned approach; address risks and barriers for people at risk or in a forced marriage; enhance service response; deliver of an impactful prevention program; and enhance education and awareness raising.



The Nancye & John Cain Sub-Fund

Project: Tech Skills for Women Intellectual Disability
Organisation: Wavlink Community House
Amount: \$5,900

\$2,868 from the Nancye & John Cain Sub-Fund. \$3,032 from VWBT General Fund.

Wavlink is a Community House that offers creative, social and skills development group activities for people with an intellectual disability. Wavlink is one of the few neighbourhood houses to provide a full range of activities for adults with mild to moderate intellectual disabilities. Community members are predominantly female, and include participants, staff, volunteers, carers, and support workers. With this project, Tech Skills for Women with Intellectual Disability, Wavlink aims to provide skills and development programs for women with mild intellectual disability, and support female community members who work alongside them, by providing subsidised access to tuition and digital devices.

The Deborah Ganderton & John Henry Sub-Fund

Project: Strategy Planning Summit
Organisation: Early Pregnancy Loss Coalition
Amount: \$9,700

\$2,675 from the Deborah Ganderton & John Henry Sub-Fund. \$7,025 from VWBT General Fund.

The Early Pregnancy Loss Coalition (EPLC) is the inaugural grant recipient of The Deborah Ganderton & John Henry Sub-Fund. With this funding, EPLC will stage a Strategy Weekend for the EPLC volunteer executive board in September, 2025. The aim of this strategy weekend will be to devise a 3-5 year strategic plan for the organisation. This will include a plan for a national priority-setting partnership for medical and psycho-social research, using an international case study as a framework, and also feed into a national miscarriage strategy. The Strategy Weekend will take place in Melbourne and bring together all board members (including those interstate) in person for the first time, and also fund a facilitator and guest speakers.

MAKE YOUR MARK:

Leave a gift to the Victorian Women's Trust in your Will.



Leaving a bequest is a powerful statement of values and intention. With your gift to the Victorian Women's Trust, you will be uplifting future generations, ensuring that gender equality continues to progress, benefitting the entire community.

HOW TO MAKE A GIFT TO THE VICTORIAN WOMEN'S TRUST IN YOUR WILL:

01 REFLECT ON YOUR VALUES

A Will is so much more than a legal document. It's your opportunity to recognise your loved ones and the values that you hold dear. Take time to reflect on what would be meaningful for you.

02 TALK TO LOVED ONES

Share your decision with your friends and family.

03 SELECT THE GIFT THAT SUITS YOU BEST

There are a few ways you can include the Victorian Women's Trust in your Will. You may choose to give part of your estate; select a percentage amount; specify a gift amount; or you may wish to make a residuary gift.

If you are considering including a gift for the Victorian Women's Trust in your Will, we encourage you to speak with Dr. Kirsten Abernethy (Executive Director, Victorian Women's Trust).





Major

Projects

Rural Women Online



**An inclusive digital skills
platform and program made
by women for women.**

Rapid advances in digital technology bring new opportunities, through automation, connectivity, and information sharing. However, research shows that a significant number of people are being left behind. Australian women in regional and rural areas are particularly at risk of digital isolation.

This 'digital divide' has serious consequences for women's social connections, employment opportunities, and safety.

To address this, the Victorian Women's Trust established Rural Women Online (RWO), a digital skills program and platform supporting women across regional, rural, and remote Victoria. Through ruralwomenonline.org.au, women can access judgement-free instructional videos, how-to guides, and digital safety resources to build confidence in their digital skills.

In 2024, RWO delivered two Digital Intensives – a week-long series of events in Shepparton and Yackandandah. Each included workshops, expert talks, and free one-on-one tech support, as well as tea, coffee, and soup. Programs were tailored to local needs: Shepparton offered sessions in multiple languages to reflect its diverse community, while Yackandandah focused on disaster preparedness and the role of digital tools in emergencies.

Workshops covered a wide range of topics, from using Canva and social media for business, to spotting scams, online banking, and digital safety for families. The Intensives were specifically crafted to support women to strengthen their own digital capacity, empowering them to share skills within their communities.



Each Intensive closed with a public keynote on New Perspectives on Digital and the Social Divide. At Shepparton, RMIT academic Professor Julian Thomas (Director of RMIT's ARC Centre of Excellence for Automated Decision-Making and Society) outlined the depth of digital exclusion in Australia. In Yackandandah, journalist and writer Anna Krien explored the environmental and social costs of exponential technological growth, underscoring the purpose of Rural Women Online: *connection*.

LOOKING AHEAD

RWO is shifting focus to sharing learnings with regional communities. The team has produced a series of videos with program staff, now available online. By equipping communities to run their own digital skills programs, RWO continues to turn technology into a tool for connection, opportunity, and resilience.

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

LEARN MORE: WWW.RURALWOMENONLINE.ORG.AU

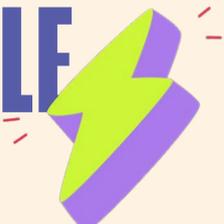


“ Digital inclusion means that everyone has the ability to make full use of digital technologies and the benefits they bring, while avoiding their potential negative consequences. ”



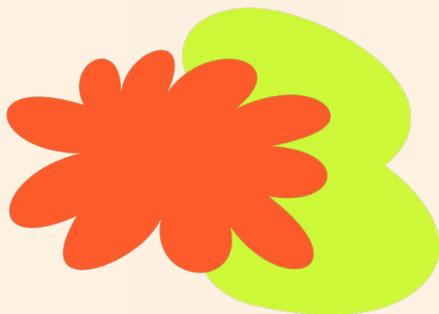
Rosie

DIGITAL FEMINIST RESOURCE FOR YOUNG PEOPLE



Created in 2014, Rosie.org.au is a digital resource for young feminists.

Rosie provides curated, reliable and relevant information, ensuring girls and gender diverse young people are well-equipped to navigate adolescence. Promoting inquiry-based learning, Rosie's articles cover a diverse range of topics that expand the reader's perspective, while providing access to helpful tools that inspire feminist action.



In 2022, Rosie underwent an extensive rebrand with support from web design agency, Your Creative. So Rosie continues to be relevant to young people today, a dedicated team of volunteers and staff finessed and updated hundreds of Rosie articles, blog pieces, and resources. This phase was completed at the end of 2024. Since then, the website has been relaunched and continues to be consistently updated to cover pressing feminist topics.

In 2025, the Rosie Instagram page was relaunched, translating reliable resources into attention-grabbing social media posts. Coupled with the digital newsletter, the team is committed to continually expanding the Rosie community. Rosie also nurtures young writers with paid writing opportunities.



Rosie.org.au acts as an essential tool-kit for growing minds, fostering the agency and resilience of young people by kickstarting their journey of self-discovery.

Rosie is a national harm prevention initiative by the Dugdale Trust for Women and Girls.

Share Rosie with the young feminists in your life!

VISIT: WWW.ROSIE.ORG.AU

FOLLOW @ROSIERESPECT



Club Respect



A national harm-prevention initiative of the Dugdale Trust for Women & Girls, Club Respect began in 2018 with foundational support from the William Buckland Foundation and Edward Wilson Trust.

Club Respect helps grassroots sports clubs foster cultures of respect, safety, fairness and equality, reducing violence and abuse from the ground up. Its digital resources guide clubs to set standards and address common issues with integrity. Club Respect also delivers gender equity sessions with clubs nationwide, building leadership and equality.

Launched in September 2022, Club Respect's podcast Smart Plays tackles tough topics in Australian sport, promoting respect across fans, parents, coaches, players and officials. Listen now wherever you get your podcasts.

LEARN MORE: WWW.CLUBRESPECT.ORG.AU



Madam Speaker

Launched in late 2024, Madam Speaker is a digital speech archive born from a collaboration between the Victorian Women's Trust and Your Creative. The first of its kind in Australia, the archive exists to end the invisibility of women's voices, ensuring society embraces their authority.

By centralising access to women's words, ideas, and opinions, Madam Speaker dismantles the outdated notion that authority is inherently male.

The launch event on 20 Nov, 2024 at the Victorian Women's Trust, featured Diana Bryant AO KC, Former Chief Justice of the Family Court of Australia. She remarked, "This will be an excellent resource for academics involved in women's studies and for young women simply looking for words of inspiration from other women will, for the first time, be given a voice."

"I congratulate the Victorian Women's Trust and particularly Mary Crooks and Your Creative on this overdue and very important initiative."

With this archive of hundreds of diverse speeches by Australian women across history, we have the ability to correct the public record and platform women's vital contributions. **Our goal is to reshape perceptions of authority and leadership, creating space for future women leaders, confident in their own voices.**



OUR MISSION

Amplify the voices of women and gender-diverse people. Centralise access. Platform women's critical roles throughout history.

OUR VISION

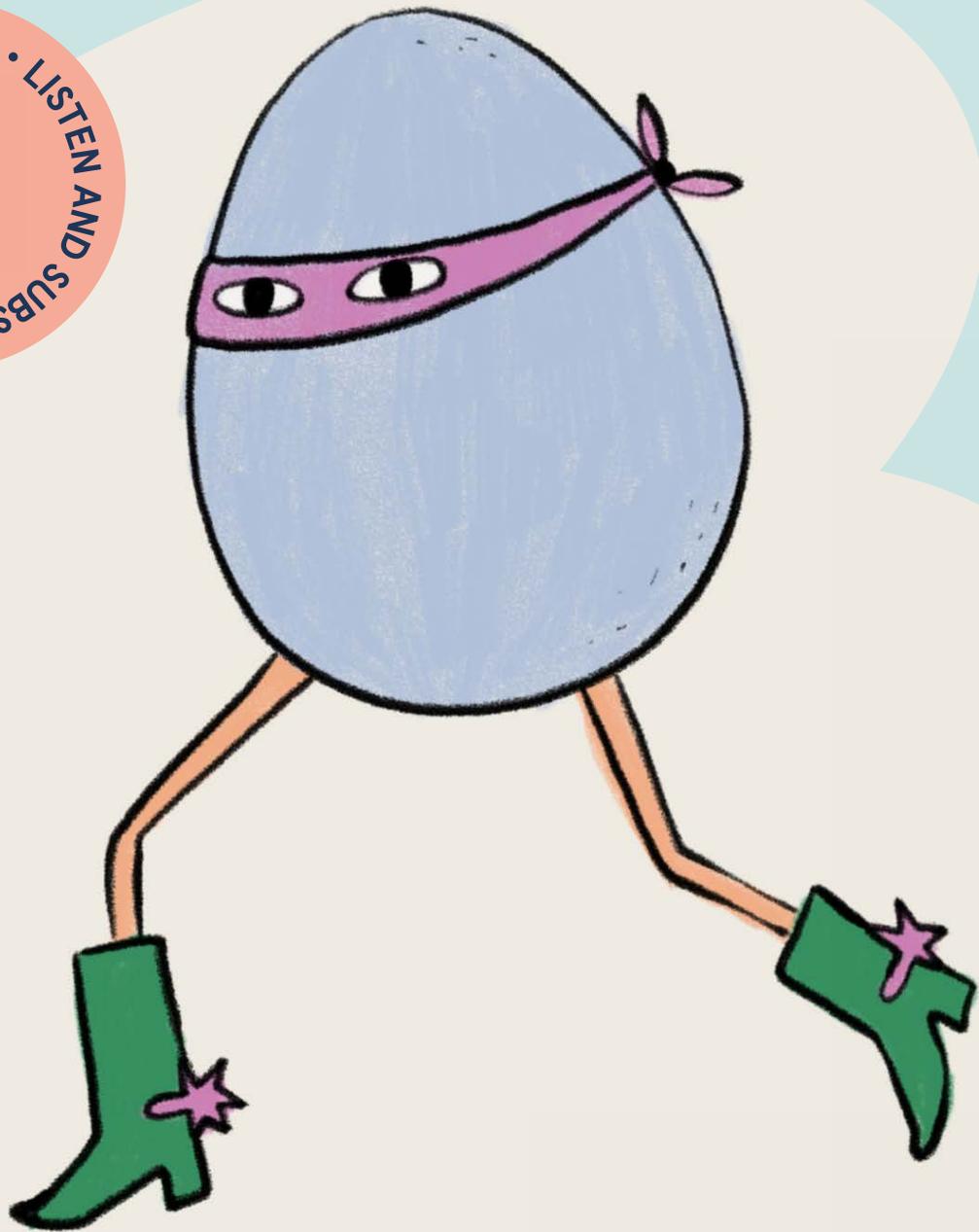
Set the record straight. End the invisibility. Learn from our collective history. Shape the future. A legacy for all women.



VISIT THE ARCHIVE: WWW.MADAMSPEAKER.ORG.AU

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The Dilemma Podcast

Journalist Gina Rushton grapples with the mother of all questions – should we become parents? – in The Dilemma, a six-part podcast series proudly supported by the Victorian Women’s Trust. Speaking candidly with psychologists, political observers, activists, philosophers and fertility specialists, Gina attempts to untangle the gendered dimension of parenthood in a time of great uncertainty.

THE DILEMMA IS AVAILABLE NOW ON ALL GOOD PODCAST PLATFORMS.



SUPPORT THE WOMEN AND GIRLS OF TOMORROW

Give to the Equal Futures Fund



Optimism and action.

That's what your gift to the Equal Futures Fund makes possible.

In 1985, when the Victorian Women's Trust was founded, no woman had ever been appointed as a High Court judge or Governor General. Australia had never had a female Prime Minister.

Today, women hold positions of power across society – proof of the progress we've made together.

But equality is not yet won. Digital technology is being weaponised, threatening women's safety. Violence against women and girls persists. The gender pay gap and entrenched cultural bias continue to hold women back. Housing scarcity weighs heavily on women and girls. Structural barriers remain, limiting opportunity and our collective potential.

With your support, we can change this story. Help us continue to stand up for women, girls and gender diverse people for the next 40 years. Donate to the Equal Futures Fund and be part of a movement for respect, safety and equality for all.

SUPPORT THE EQUAL FUTURES FUND: WWW.VWT.ORG.AU/DONATE



Trust

News

TRUST EVENTS:

5-9 AUGUST, 2024

Rural Women Online Digital Intensive, Shepparton

11-15 SEPTEMBER, 2024

Rural Women Online Digital Intensive, North East Victoria

Series of events, including workshops, expert talks, and free one-on-one tech support.

18 OCTOBER, 2024

The Second Spring: Navigating Perimenopause and Menopause (Virtual)

An expert discussion to mark World Menopause Day, featuring Jane Bennett (Menopause Educator and Facilitator, WorkCycle); Prof Jayashri Kulkarni (Professor of Psychiatry, The Alfred and Monash University); moderated by journalist Gina Rushton.

20 NOVEMBER, 2024

Madam Speaker Launch, Victorian Women's Trust

An informal celebration to officially launch the digital archive of women's speeches with Diana Bryant AO KC, Former Chief Justice of the Family Court of Australia.

25 FEBRUARY, 2025

Energy: Is Nuclear an Option for Australia? (Virtual)

Featuring Wendy Farmer (Community Organiser, Voices of the Valley and Friends of the Earth), Alex Engel-Mallon (Advocacy Director, Climate Council), moderated by Mary Crooks AO.

18 MARCH, 2025

Early Childhood Education and Care: Making a Fairer System for Families and Children (Virtual)

Featuring Maddy Butler (Campaign Director, The Parenthood), Luara Ferracioli (Associate Professor, University of Sydney), moderated by Mary Crooks AO.

8 APRIL, 2025

Reproductive Justice: Abortion Access in Australia (Virtual)

Featuring Dr Pallavi Desai (Obstetrician and Gynaecologist, RANZCOG), Prof Sandra Creamer (CEO, Australian Women's Health Alliance), moderated by Madison Griffiths (author, podcaster, and artist).

30 APRIL, 2025

Fearless Beatrice Faust: Sex, Feminism and Body Politics with Judith Butler and Sally Warhaft

Featuring author Judith Brett AM (Emeritus Professor of Politics, La Trobe University) in conversation with Sally Warhaft (broadcaster, anthropologist and writer). The Victorian Women's Trust was proud to support the production of this important work.

6 MAY, 2025

Housing Security: Navigating the Crisis in 2025 (Virtual)

Featuring Roberta Buchanan (CEO, Women's Property Initiatives), Kate Whittle (General Manager of Advocacy and External Affairs, YWCA), moderated by Mary Crooks AO.

27 MAY, 2025

Youth Mental Health: How Can We Better Support Teens? (Virtual)

Featuring Dr Lou La Sala (Research Fellow, Orygen), Christine Grove (Educational and developmental psychologist, Fulbright Scholar, Monash), moderated by Elfy Scott (author and journalist).

2 JUNE, 2025

All Women Want with Alyx Gorman and Georgia Grace (Virtual)

Featuring author Alyx Gorman (journalist and Guardian Australia Lifestyle Editor) in conversation with Georgia Grace (sexologist and author).

17 JUNE, 2025

AI and Tech-Facilitated Abuse: What Does the Future Hold? (Virtual)

Featuring Bec Martin (Facilitator & Director, Evolve), Ani Lamont (Assistant Manager, Gender & Technology team, eSafety Commission), moderated by Emma McNicol (VWT Board member, Feminist Philosopher and Researcher).



SPEAKING ENGAGEMENTS:

Mary Crooks AO (Executive Director, VWT) appearances:

1 JULY, 2024

Spoke alongside Lauren Crystal, founder, Your Creative for Folio Conversations, led by Matthew Taylor, East Melbourne Library. The focus was on civic engagement, VWT's Together, Yes campaign, and the health of our democracy.

5 JULY, 2024

Moderated Q&A session with Kathleen Maltzahn and cast, after a performance of *The Long Game* at The Explosives Factory, St Kilda.

16 JULY, 2024

Online interview with Researcher at Central University Prague on VWT's advocacy work on menstruation and menopause.

COMMUNITY CONNECTIONS:

School of Student Leadership

Mary Crooks AO, the Executive Director of VWT, maintained her role on the school council for the School of Student Leadership program. This initiative provides Year 9 students with a distinctive residential and educational experience. The curriculum emphasises personal growth and team-based learning projects relevant to the students' local areas, and is offered across three campuses in Victoria: Dinner Plain, East Gippsland, and Mount Noorat.



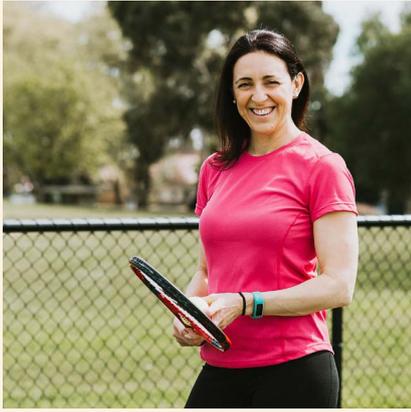


Image by Max Roux



Image by Jason Robins



29 AUGUST, 2024

Presentation to Board members of the Wood Foundation.

15 SEPTEMBER, 2024

Opening remarks for Anna Krien's Keynote Address at the Rural Women Online Digital Intensive, Yackandandah.

16 OCTOBER, 2024

Interviewed author Kate Fitz-Gibbon about her new book, *Our National Shame Violence against Women*, at Readings in Carlton.

20 NOVEMBER, 2024

Spoke at the Launch of Madam Speaker, Victorian Women's Trust.

29 NOVEMBER, 2024

Delivered a eulogy for Fay Marles, Victoria's first Equal Opportunity Commissioner, Wilson Hall, Melbourne University.

25 FEBRUARY, 2025

Moderated panel discussion, *Energy: Is Nuclear an Option for Australia?*, as part of VWT webinar series: Trust Women: Lunch Break Sessions.

3 MARCH, 2025

Spoke at an International Women's Day function on gender equality in the hospitality industry at the Pearl Diver Oyster Bar, Melbourne. Profits were donated to the Victorian Women's Trust.

6 MARCH, 2025

Hosted gender equality discussion group with Year 9 students from Fitzroy High at the Victorian Women's Trust.

18 MARCH, 2025

Moderated panel discussion, *Early Childhood Education and Care: Making a Fairer System for Families and Children*, as part of VWT webinar series: Trust Women: Lunch Break Sessions.

20 MARCH, 2025

Hosted gender equality discussion group with Year 9 students from Fitzroy High at the Victorian Women's Trust.



Image by Jason Robins



TRUST MEDIA:

20 NOVEMBER, 2024

'Rights Are Not Handed On A Platter': You Can Now Read 200 History-Making Speeches By Australian Women
Crikey

4 APRIL, 2025

What Is Menstrual Leave? Gen Z Thinks Companies Should Consider Offering It
Newsweek

7 APRIL, 2025

Social Media Ignites New Conversations Around Zambia's Menstrual Leave Policy
The Star

7 MAY, 2025

The Impact Of Reproductive Health Needs On Women's Employment: A Qualitative Insight Into Managing Endometriosis And Work
BMC Women's Health

24 JUNE, 2025

Dr Kirsten Abernethy Appointed Executive Director Of The Victorian Women's Trust
Women's Agenda

TRUST JOURNAL:

JULY, 2024

Explainer: What Is The Digital Divide, And How Does It Impact Women?
Kieran Hegarty

Rural Women Online Invites Women Of Greater Shepparton To Five Days Of Free Digital Skills Workshops And One-On-One Tech Support

Is The Online World Just A Tool, Or A Human Right?
Prof Julian Thomas Weighs In

AUGUST, 2024

Revisiting 'The Trap': Love, Abuse And Power, Three Years On
Jacinta Parsons

The Woman Behind Our Vaccine Revolution
Christina Cheers

SEPTEMBER, 2024

From Misogyny To Connection: Acclaimed Author Anna Krien To Deliver Keynote On The Complexities Of Digital Life
Ella Hughes

Can Feminism And Romance Peacefully Co-Exist? We Ask Nina Kenwood, Author Of Rom-Com Novel, 'The Wedding Forecast'
Ally Oliver-Perham

OCTOBER, 2024

So Hot Right Now: Authors Taking On Perimenopause And Menopause
Ally Oliver-Perham and Freya Bennett

One Year On From The Voice Referendum, Thomas Mayo Asks: What About The Uluru Statement From The Heart Now?
Thomas Mayo

Rural Women Online: Looking Back On Two Empowering Regional Digital Intensives
Freya Bennett

Webinar | The Second Spring: Navigating Perimenopause And Menopause

NOVEMBER, 2024

Vale Fay Marles Am, Pioneering Feminist Trailblazer
New Perspectives On Digital And The Social Divide: Rmit Academic
Prof Julian Thomas And Acclaimed Writer Anna Krien

Watch | Keynote Address: 'Challenges And Opportunities Of The Digital Era'
Anna Krien



**Watch | Keynote Address:
'Challenges And Opportunities Of
The Digital Era'**
Prof Julian Thomas

**Madam Speaker Emerges, Australia's
First Digital Archive Of Women's
Speeches**

DECEMBER, 2024

**Sexism At School: Educator Survey
Results**

**The Feminist Legacy Of Fay Marles
Ao: A Eulogy**
Mary Crooks AO

**"There's Something Missing; The
Voices Of Women" Diana Bryant AO
KC On The Need For Madam Speaker**

FEBRUARY, 2025

**Four Diverse Changemakers Join The
Victorian Women's Trust Board**

**Carly Findlay OAM On The Power Of
Speech**
Carly Findlay

**Introducing Trust Women: A Webinar
Series On The Policy Issues That
Matter**

**Chernobyl And Fukushima: A Stark
Warning Against Nuclear Risks**

**Watch | Energy: Is Nuclear An Option
For Australia?**

**Trust Women: Lunch Break Sessions
| Policy Takeaways – Nuclear Power
In Australia [Webinar]**

MARCH, 2025

**Our Executive Director, Mary Crooks
AO, Is Set To Pass The Baton**

**IWD: The Top Five Speeches Of The
Past Year**

**Stella Young's Story: Help Make This
Film Happen**

**Watch | Early Childhood Education
And Care: Making A Fairer System
For Families And Children**

**Trust Women: Lunch Break
Sessions | Early Childhood Education
And Care Takeaways – Making A
Fairer System [Webinar]**

APRIL, 2025

**Trust Women: Feminist Book Club –
Free Literary Events Presented By
The Victorian Women's Trust**

**Watch | Reproductive Justice:
Abortion Access In Australia**

MAY, 2025

**Watch | Fearless Beatrice Faust Book
Launch**

**"Join Us In Honouring Mary And Her
Feminist Legacy."**
Alana Johnson AM

**Watch | Housing Security: Navigating
The Crisis In 2025**

**Why A Return To Traditional
Masculine Values Will Make Men
Worse In Bed**
Alyx Gorman

JUNE, 2025

**In Its 40th Year, The Victorian
Women's Trust Appoints A New
Executive Director**

**Watch | Youth Mental Health: How
Can We Better Support Teens?**

**Watch | AI And Tech-Facilitated
Abuse: What Does The Future Hold?**



Koorie Women Mean Business

Koorie Women Mean Business (KWMB) has proudly operated for 32 years, since its establishment in 1992 by a collective of Aboriginal women working in the public sector. Their vision was to empower Aboriginal women to build sustainable livelihoods and wellbeing for themselves, their families, and their communities.

Koorie Women Mean Business remains steadfast in its mission to empower Aboriginal women, strengthen cultural identity, and foster leadership across diverse sectors. Through partnerships, advocacy, and community-led initiatives, KWMB continues to build pathways for economic independence, cultural revitalisation, and collective wellbeing.

Melbourne Awards – Ganbu Guljin Judging Panel

KWMB was honoured to participate in the **Melbourne Awards**, now in its 24th year. These awards celebrate inspirational Melburnians who make the city a unique place to live, visit, and do business.

Leanne Miller AM, Executive Director of KWMB, contributed as a member of the **Ganbu Guljin Judging Panel**. Ganbu Guljin means “one mob” in Woi Wurrung language, reflecting the spirit of unity and collective recognition.

Warrior Woman Lane Public Art Commission

KWMB continues its work on the **Warrior Woman Lane Public Art Commission**, honouring the legacy of Lisa Belleair. This project, funded by the City of Melbourne, will be located in Carlton.

The working group comprising Leanne Miller (KWMB Executive Director) and Kim Kruger (Lecturer & Researcher, Moondani Balluk, Victoria University) – appointed curator Dr Paola Balla to lead the artist selection process.

The chosen artist is **Tarryn Love**, a proud Gunditjmarra Keeray Woorroong woman, born and raised on Wadawurrung Country. As an emerging artist and curator, Tarryn’s practice embodies creative cultural expression under the collective Koorroyarr (granddaughter). Her work honours Gunditjmarra ways of Knowing, Being, and Doing, exploring identity in the present while centring language, remembrance, reclamation, regeneration, and revitalisation.

The launch of Warrior Woman Lane is proposed for **2026**.

FemTech Project

KWMB is a proud partner in the **FemTech Project**, which supports recruitment, education, professional development, and workplace safety for women and girls – including non-binary and transgender women – in Australia’s digital and technology industries.

This collaboration brings together:

- **Professionals Australia** – industry expertise and workplace advocacy
- **TAFE Queensland** – educational excellence and industry connections
- **Girl Geek Academy** – gendered approaches to digital and technology education
- **Women’s Agenda** – media reach to women’s audiences
- **Gender Lens Australia** – workplace cultural change expertise
- **Telstra Foundation** – community leadership and employer connections

- **KWMB** – practical support for Indigenous women pursuing economic independence

Research reports, including *Women Staying in the STEM Workforce: An Economic Imperative* (Professionals Australia) and *Enough Talk: Girl Geek Solutions for Action and Investment in Gender Equity in STEM/Technology* (Girl Geek Academy), highlight widespread gendered discrimination, sexual harassment, and violence in the sector. KWMB’s involvement ensures that Indigenous women’s experiences and aspirations are central to solutions.

First Nations Women Farmers Project

KWMB partnered with **Outback Academy Australia** to bring together First Nations women farmers in face-to-face gatherings. These sessions build upon transformative online conversations, amplifying voices and aspirations within the regenerative farming sector.

The project collaborates with **10–12 Aboriginal women elders** who are farmers, ensuring their perspectives shape pathways for sustainable agriculture and community empowerment.

Panel Engagements

KWMB contributed to several significant panels and case studies in 2024/2025:

- **Aboriginal Community-Led Responses to Suicide: Centering Culture, Connection, and Collective Healing** – featuring KWMB’s Getting Together for Life project.
- **Digital Gender Divide: Prevention, Regulation, Empowerment** – a side event co-convened by the ARC Centre of Excellence for the Elimination of Violence Against Women (CEVAW) and the eSafety Commissioner, held during the Asia-Pacific Ministerial Conference on the Beijing +30 Review in Bangkok.

KWMB continues to hold a strong and enduring partnership with the Victorian Women’s Trust (VWT). This alliance grows in reciprocal strength, grounded in shared understandings and a commitment to advancing Aboriginal women’s voices and leadership.



Our People

BOARD:



Mary Crooks AO

Executive Director

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



Mudiwa Chipungu

Mudiwa Chipungu leads supply chain strategy and transformation at a large retailer, overseeing major projects, automation, and AI integration. She played a pivotal role in sustaining Australia’s food supply during COVID-19 and launching its first fully automated distribution centres. With experience in consulting, manufacturing, and transport, Mudiwa excels in leading high-performing teams. She holds an MBA from Melbourne Business School and a Masters in Engineering from the University of Melbourne and is dedicated to advancing women in leadership through NAWO, Wayfinder, and board roles with Respect Victoria and Spectrum Victoria.

Neha Samar

Neha Samar, graduate of the Australian Institute of Community Directors, is an experienced educator and leader in vocational education and training (VET). As a vocational specialist in youth mental health, she empowers young people to navigate the job market and achieve sustainable career goals. Her board director roles, with a focus on governance, risk, and strategy, have honed her strategic leadership skills. She also founded The Flamingo Project, a mentorship program fostering personal and professional growth for women in the Goulburn Valley.



Nicky Friedman

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

Nicky is the Director of Community Engagement at the law firm, Allens. Nicky is focused on leveraging the resources of the private legal profession to enable disadvantaged people to gain greater access to justice. Nicky has a background in social justice work and law.

Fleur Katsmartin

Fleur is the Chief Legal Officer and Corporate Secretary at The Royal Melbourne Hospital (RMH). Innately understanding that legal services are essentially human services that need to be delivered with curiosity, humility, and empathy, Fleur has dedicated her career as an experienced governance and legal professional in the health law sector in order to make the greatest impact she can for her community. Fleur previously served as Chair and Board member of Sisters Housing Enterprises Inc in Wagga Wagga, is currently the Gender Equity Executive Sponsor at the RMH and has been a finalist as Corporate Counsel Healthcare Lawyer of the Year in 2023 and 2024.





Leanne Miller AM

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

Leanne is a woman of the Dhulanyagen Ulupna Clan, Yorta Yorta nation and Executive Director of Koorie Women Mean Business. She has an extensive advocacy background working in Indigenous, legal and women’s sectors, and has represented Australian Indigenous Women at the United Nations, Geneva and New York. She is a Lifelong Atlantic Fellow for Social Equity, and Chairperson of the Aboriginal Women’s Leadership program Advisory Group by the Minister for the Office of Women. In 2019, Leanne was elected as the Inaugural North East Region representative of the First People’s Assembly of Victoria. In 2021, Leanne was appointed to the Ministerial Taskforce on Workplace Sexual Harassment. Leanne was awarded the Member of the Order of Australia in the Australia Day 2023 Honours List for significant service to women’s affairs, and to the Indigenous community.

Christine Gordon

Member, Grants Committee

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



Dr Emma McNicol

Emma is a feminist philosopher and researcher at Monash University, and an expert on intersectional feminist theory. Her recent work explores grassroots initiatives across Australia, including the radical roots of Australia’s family violence movement and working with First Nations community leaders to explore changing connection(s) to Country in the context of climate crisis. Emma continues her research at the Indigenous Future Lives Stream at the ARC Centre for the Elimination of Violence Against Women (CEVAW).

Alana Johnson AM

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

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





Rana Hussain

Member, Grants Committee

Rana Hussain is an Inclusion and Belonging leader making important inroads into Australian sporting culture, media culture and the community at large. One of a handful of women of colour working in sports administration and media, Rana is a pioneer and a passionate advocate for social inclusion, cultivating belonging and reducing discrimination. Rana's driving passion is to foster a sense of belonging and connection, particularly for those who feel on the margins of society. This has led Rana to zero in on the spheres of sport, media and organisational culture. Rana has worked in sports administration for several years, developing culture, inclusion and promoting diversity. She is also a regular commentator in the media, and has spent several years podcasting, presenting and broadcasting with the ABC. While applied empathy, critical thinking and inclusive leadership are Rana's superpowers, her daughter is her favourite and best part of her life and work.

Leena van Deventer

Chair, Governance Committee

Leena is the Creative Producer and Writer at Reuben Games (formerly known as Team Fanclub) on the upcoming indie survival horror driving game, Dead Static Drive. Among other publications, Leena has written for The Guardian, Crikey, The Shot, The Big Issue, Kotaku, and Metro Magazine. In 2016 she co-authored Game Changers: From Minecraft to Misogyny, the fight for the future of videogames for Affirm Press. She sat on the Narrative Jury of the Independent Games Festival Awards in 2020 and 2021. In 2015 Leena won the inaugural Pioneer Award for Women In Games, presented by Xbox and MCV Pacific for her work paving the way for women working in games in Australia and New Zealand, through her work co-founding "WIDGET", a support group for women in tech. Leena taught interactive storytelling at various universities for six years, and graduated with distinction from RMIT University in 2019 with a Masters in Arts Management.



Sheree Rubinstein

Member, Grants Committee

Sheree is a former lawyer and Founder of One Roof, a community driven all-in-one platform supporting entrepreneurial women to start, grow and stay in business. One Roof offers everything from virtual masterclasses to in-person bootcamps and has designed the platform to suit every stage of the business journey. Sheree successfully pivoted the business from co-working to digital through the pandemic and has onboarded over 1500 members across Australia. She has been recognised for her work supporting women in entrepreneurship. She is an Australian Financial Review 100 Women of Influence, Telstra Business Women's Award Finalist, AusMumpreneur Award Winner, Women's Agenda Leadership Awards Finalist and a Victorian Young Achievers Award Winner.

OUR STAFF:



Ally Oliver-Perham

Communications Manager



Ava Wansbrough

Project Officer



Gillian Barnes

Accounting Officer



Janice Powell

Board Executive Support



Jess Dugdale-Walker

Project Support Officer



Lieu Le

PA to Executive Director & Administration Officer



Mary Crooks AO

Executive Director



Rachael Imam

Communications Officer



Tarik Bayrakli

Manager, Club Respect



Wilfredo Zelada

Finance Manager & IT Co-ordinator

Rural Women Online Project Staff

Leanne Mulcahy
Bim Rutherford
Mandy Girvan



Financials &

Acknowledgements

Victorian Women's Trust Ltd

ABN 20 006 403 256

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2025 (AUSTRALIAN DOLLAR A\$)

	2025 \$	2024 \$
Revenue	205,654	168,220
Other income	189,070	140,355
Interest revenue	872	4,516
Expenses		
Employee benefits expense	(163,216)	(166,916)
Depreciation expense	(10,209)	(10,413)
Occupancy expenses	(5,405)	(7,639)
Printing and stationery expense	(2,088)	(1,856)
Marketing and merchandise expense	(123,313)	(79,571)
Other Expenses	(42,834)	(51,680)
Profit/(loss) for the year attributable to the members of Victorian Women's Trust Ltd	48,531	(4,984)
Other comprehensive income for the year	-	-
Total comprehensive income for the year attributable to the members of Victorian Women's Trust Ltd	48,531	(4,984)

Victorian Women's Trust Ltd

ABN 20 006 403 256

SUMMARY FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2025

	2025 \$	2024 \$
Assets		
Current Assets		
Cash and cash equivalents	204,406	227,980
Trade and other receivables	589,499	803,395
Other	2,943	-
Total Current Assets	796,848	1,031,375
Non-Current Assets		
Property, plant and equipment	14,599	23,902
Total Non-Current Assets	14,599	32,518
Total Assets	811,447	1,055,277
Liabilities		
Current Liabilities		
Trade and other payables	55,109	78,502
Employee benefits	133,015	288,288
Other	20,574	209,644
Total Current Liabilities	208,698	576,434
Non-Current Liabilities		
Employee benefits	104,150	28,775
Total Non-Current Liabilities	104,150	28,775
Total Liabilities	312,848	605,209
Net Assets	498,599	450,068
Equity		
Issued capital	12	12
Reserves	484,657	436,126
Accumulated funds	13,930	13,930
Total Equity	498,599	450,068

Victorian Women's Trust Ltd

ABN 20 006 403 256

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2025

	Issued Capital \$	Capital Reserves \$	Accumulated Funds \$	Operating Fund \$	Total Equity \$
Balance at 1 July 2024	12	436,126	13,930	-	450,068
Profit for the year	-	-	-	48,531	48,531
Other comprehensive income for the year	-	-	-	-	-
Total comprehensive income for the year	-	-	-	48,531	48,531
Transfer between funds	-	48,531	-	(48,531)	-
Balance at 30 June 2025	12	484,657	13,930	-	498,599

Victorian Women's Trust Ltd

ABN 20 006 403 256

SUMMARY FINANCIAL STATEMENTS

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2025

	2025 \$	2024 \$
Cash flows from operating activities		
Interest received	872	4,516
Operating revenue received	223,866	522,219
Payments to suppliers and employees (inclusive of GST)	(443,090)	(291,769)
Net cash from/(used in) operating activities	(218,352)	234,966
Cash flows from investing activities		
Payments for property, plant and equipment	(906)	(1,864)
Net cash used in investing activities	(906)	(1,864)
Cash flows from financing activities		
Repayment of loan due from/(loan to) other related parties	195,684	(178,120)
Net cash used in financing activities	195,684	(178,120)
Net increase/(decrease) in cash and cash equivalents	(23,574)	54,982
Cash and cash equivalents at the beginning of the financial year	227,980	172,998
Cash and cash equivalents at the end of the financial year	204,406	227,980



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 2025, 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 2025. We expressed an unmodified audit opinion on that financial report in our report dated 20 November 2025. 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 2025 are consistent, in all material respects, with that audited financial report.

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

A handwritten signature in dark ink, appearing to read 'Loren Datt'.

LOREN DATT
Audit Partner

Signed at Melbourne on 20 November 2025
Liability limited by a scheme approved under Professional Standards Legislation

Lowe Lippmann
Chartered Accountants
& Business Advisors

Business name licensed to
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Mark Saltzman
Joseph Kalb
Daniel Franck
Richard Horvath



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Standards legislation

Victorian Women's Benevolent Trust and Controlled Entities

ABN 80 989 689 839

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2025 (AUSTRALIAN DOLLAR A\$)

	CONSOLIDATED		PARENT	
	2025 \$	2024 \$	2025 \$	2024 \$
Revenue	2,308,227	1,551,489	370,811	376,125
Interest revenue	7,537	11,063	5,217	6,507
Expenses				
Management fees	-	-	(75,000)	(75,000)
Grant expense	(143,500)	(117,501)	(143,500)	(117,501)
Employee benefits expense	(1,088,953)	(1,225,066)	(210,269)	(223,260)
Occupancy expenses	(36,340)	(41,460)	(7,963)	(12,091)
Depreciation and amortisation expense	(77,934)	(78,138)	-	-
Printing and stationery expenses	(20,536)	(19,259)	(4,503)	(3,872)
Marketing and merchandise expense	(233,237)	(262,175)	(10,650)	(14,927)
Other expenses	(169,026)	(176,067)	(48,083)	(48,092)
Finance costs	(23,955)	(21,068)	-	-
Surplus/(deficit) for the year	522,283	(378,182)	(123,940)	(112,111)
Other comprehensive income for the year	-	-	-	-
Total comprehensive income for the year	522,283	(378,182)	(123,940)	(112,111)

Victorian Women's Benevolent Trust and Controlled Entities

ABN 80 989 689 839

SUMMARY FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2025

	CONSOLIDATED		PARENT	
	2025 \$	2024 \$	2025 \$	2024 \$
Assets				
Current Assets				
Cash and cash equivalents	576,295	478,730	285,445	221,060
Trade and other receivables	58,824	92,222	50,348	59,810
Financial assets at fair value through profit or loss	2,909,324	2,781,268	2,909,324	2,781,268
Other	2,943	-	-	-
Total Current Assets	3,547,386	3,352,220	3,245,117	3,062,138
Non-Current Assets				
Property, plant and equipment	1,541,569	1,618,597	-	-
Total Non-Current Assets	1,541,569	1,618,597	-	-
Total Assets	5,088,955	4,970,817	3,245,117	3,062,138
Liabilities				
Current Liabilities				
Trade and other payables	61,841	84,989	564,949	258,030
Borrowings	-	300,000	-	-
Employee benefits	236,891	288,288	-	-
Other	20,574	321,673	-	-
Total Current Liabilities	319,306	994,950	564,949	258,030
Non-Current Liabilities				
Borrowings	300,000	-	-	-
Employee benefits	274	28,775	-	-
Total Non-Current Liabilities	300,274	28,775	-	-
Total Liabilities	619,580	1,023,725	564,949	258,030
Net Assets	4,469,375	3,947,092	2,680,168	2,804,108
Equity				
Settlement capital	1,000	1,000	1,000	1,000
Reserves	484,668	436,136	-	-
Accumulated Funds	3,983,707	3,509,956	2,679,168	2,803,108
Total Equity	4,469,375	3,947,092	2,680,168	2,804,108

Victorian Women's Benevolent Trust and Controlled Entities

ABN 80 989 689 839

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2025

CONSOLIDATED	Settlement Capital \$	Capital Reserves \$	Accumulated Funds \$	Total Equity \$
Balance at 1 July 2024	1,000	436,126	3,509,956	3,947,092
Surplus for the year	-	-	522,283	522,283
Other comprehensive income for the year	-	-	-	-
Total comprehensive income for the year	-	-	522,283	522,283
Transfer between funds	-	48,531	(48,531)	-
Balance at 30 June 2025	1,000	484,668	3,983,707	4,469,375

PARENT	Settlement Capital \$	Accumulated Funds \$	Total Equity \$
Balance at 1 July 2024	1,000	2,803,108	2,804,108
Deficit for the year	-	(123,940)	(123,940)
Other comprehensive income for the year	-	-	-
Total comprehensive income for the year	-	(123,940)	(123,940)
Balance at 30 June 2025	1,000	2,679,168	2,680,168

Victorian Women's Benevolent Trust and Controlled Entities

ABN 80 989 689 839

SUMMARY FINANCIAL STATEMENTS

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2025

	CONSOLIDATED		PARENT	
	2025 \$	2024 \$	2025 \$	2024 \$
Cash flows from operating activities				
Interest and other finance costs paid	(23,955)	(21,068)	-	-
Receipts from operations	2,499,858	1,739,963	254,877	178,385
Payments to suppliers and employees	(2,238,809)	(1,707,589)	(500,029)	(376,846)
Interest received	7,537	11,063	5,217	6,507
Grants paid	(143,500)	(117,501)	(143,500)	(117,501)
Net cash from/(used in) operating activities	101,131	(95,132)	(239,935)	(309,455)
Cash flows from investing activities				
Payments for property, plant and equipment	(906)	(1,864)	-	-
Net disposals/acquisitions/valuations JB Were investment portfolio	(2,660)	120,969	(2,660)	120,969
Net cash used in investing activities	(3,566)	119,105	(2,660)	120,969
Cash flows from financing activities				
Net movement on related party loans	-	-	306,980	179,170
Net cash used in financing activities	-	-	306,980	179,170
Net increase/(decrease) in cash and cash equivalents	97,565	23,973	64,385	(9,316)
Cash and cash equivalents at the beginning of the financial year	478,730	454,757	221,060	230,376
Cash and cash equivalents at the end of the financial year	576,295	478,730	285,445	221,060

SUMMARY FINANCIAL STATEMENTS



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

The accompanying summary financial statements, which comprise the summary statements of financial position as at 30 June 2025, the summary statements of comprehensive income, summary statements of changes in equity and summary cash flow statements for the year then ended are derived from the audited financial report of Victorian Women's Benevolent Trust for the year ended 30 June 2025. We expressed an unmodified audit opinion on that financial report in our report dated 21 November 2025. That financial report, and the summary financial statements, do not reflect the effects of events that occurred subsequent to the date of our report on that financial report.

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

Director's Responsibility for the Summary Financial Statements

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

Auditor's Responsibility

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

Opinion

In our opinion, the summary financial statements derived from the audited financial report of Victorian Women's Benevolent Trust for the year ended 30 June 2025 are consistent, in all material respects, with that audited financial report.

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

A handwritten signature in black ink, appearing to read 'Loren Datt'.

LOREN DATT
Audit Partner

Signed at Melbourne on 21 November 2025

Liability limited by a scheme approved under Professional Standards Legislation

Lowe Lippmann
Chartered Accountants
& Business Advisors

Business name licensed to
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ACN 074 625 371

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Dugdale Trust for Women and Girls

ABN 45 242 265 341

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2025 (AUSTRALIAN DOLLAR A\$)

	2025 \$	2024 \$
Revenue	1,692,692	1,016,790
Interest revenue	1,448	40
Expenses		
Occupancy expense	(22,972)	(21,730)
Printing and stationery expense	(13,946)	(13,532)
Employee benefits expense	(715,468)	(834,890)
Depreciation expense	(67,725)	(67,725)
Marketing and merchandise expense	(99,080)	(166,821)
Management fees	(75,000)	(75,000)
Other expenses	(78,302)	(77,152)
Finance costs	(23,955)	(21,068)
Surplus/(Deficit) for the year attributable to the beneficiaries of Dugdale Trust for Women and Girls	597,692	(261,088)
Other comprehensive income for the year	-	-
Total comprehensive income for the year attributable to the beneficiaries of Dugdale Trust for Women and Girls	597,692	(261,088)

Dugdale Trust for Women and Girls

ABN 45 242 265 341

SUMMARY FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2025

	2025 \$	2024 \$
Assets		
Current Assets		
Cash and cash equivalents	86,449	29,694
Trade and other receivables	3,704	9,429
Total Current Assets	90,153	39,123
Non-Current Assets		
Property, plant and equipment	1,526,970	1,594,695
Total Non-Current Assets	1,526,970	1,594,695
Total Assets	1,617,123	1,633,818
Liabilities		
Current Liabilities		
Trade and other payables	26,511	528,869
Other	-	112,029
Borrowings	-	300,000
Total Current Liabilities	26,511	940,898
Non-Current Liabilities		
Borrowings	300,000	-
Total Non-Current Liabilities	300,000	-
Total Liabilities	326,511	940,898
Net Assets	1,290,612	692,920
Equity		
Settled capital	100	100
Reserves	105,759	105,759
Retained surpluses	1,184,753	587,061
Total Equity	1,290,612	692,920

Dugdale Trust for Women and Girls

ABN 45 242 265 341

SUMMARY FINANCIAL STATEMENTS

SUMMARY STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2025

	Settled Reserves \$	Capital Reserve Public Sub-Fund \$	Operating Fund \$	Total Equity \$
Balance at 1 July 2024	100	105,759	587,061	692,920
Surplus for the year	-	-	597,692	597,692
Other comprehensive income for the year	-	-	-	-
Total comprehensive income for the year	-	-	597,692	597,692
Balance at 30 June 2025	100	105,759	1,184,753	1,290,612

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2025

	2025 \$	2024 \$
Cash flows from operating activities		
Receipts from customers	1,586,388	1,189,361
Payments to suppliers and employees	(1,004,462)	(1,190,026)
Interest received	1,448	40
Interest and other finance costs paid	(23,955)	(21,068)
Net cash from/(used in) operating activities	559,419	(21,693)
Cash flows from investing activities		
Net cash used in investing activities	-	-
Cash flows from financing activities		
Net movement on related party loans	(502,664)	-
Net cash used in financing activities	(502,664)	-
Net increase/(decrease) in cash and cash equivalents	56,755	(21,693)
Cash and cash equivalents at the beginning of the financial year	29,694	51,387
Cash and cash equivalents at the end of the financial year	86,449	29,694



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 2025, 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 2025. We expressed an unmodified audit opinion on that financial report in our report dated 20 November 2025. That financial report, and the summary financial statements, do not reflect the effects of events that occurred subsequent to the date of our report on that financial report.

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

Director's Responsibility for the Summary Financial Statements

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

Auditor's Responsibility

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

Opinion

In our opinion, the summary financial statements derived from the audited financial report of Dugdale Trust for Women and Girls for the year ended 30 June 2025 are consistent, in all material respects, with that audited financial report.

LOWE LIPPMANN
CHARTERED ACCOUNTANTS
Level 7, 616 St Kilda Road
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A handwritten signature in black ink, appearing to read 'Loren Datt'.

LOREN DATT
Audit Partner

Signed at Melbourne on 20 November 2025
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Partners

Heartfelt Thanks



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TOGETHER,
WE CAN MAKE
THE FUTURE



EQUAL



VICTORIAN
WOMEN'S TRUST

WE WANT A FUTURE
WHERE WOMEN &
GIRLS CAN THRIVE.



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