



Women's Health East

Investing in Equality and
Wellbeing for Women

Annual Report 2015/16



ABOUT THIS REPORT

Welcome to the Women’s Health East Annual Report for 2015 – 2016!

It has been another successful year for Women’s Health East, and we’re proud to share this report on our key achievements, activities, projects and other work. We have also provided a summary of the organisation’s financial performance and position. You can find the complete Women’s Health East financial statements for the year ending 30 June 2016 on our website.

For more information on our projects and activities, please visit our website www.whe.org.au or contact us at health@whe.org.au or on 03 9851 3700.

At Women’s Health East we strive to continually improve what we do and how we communicate with our partners, government and the wider audience. We encourage you to share with us your feedback about our work, our organisation and this report. You can do this by speaking to any one of our staff or by sending an email to health@whe.org.au.

Acronyms

The following acronyms have been used in this report:

- CoP Community of Practice
- EMR Eastern Metropolitan Region
- EMR RFVP Eastern Metropolitan Region Regional Family Violence Partnership
- FGM/C Female Genital Mutilation/Cutting
- PCP Primary Care Partnership
- RFVP Regional Family Violence Partnership
- SRH Sexual and Reproductive Health
- TFER Together for Equality & Respect
- WHE Women’s Health East

**WOMEN’S HEALTH EAST ACKNOWLEDGES THE WURUNDJERI PEOPLE,
THE TRADITIONAL OWNERS OF THE LAND ON WHICH WE WORK.**

Front cover: this illustration depicts a ‘woman of the region’ embracing the seven local government areas of the East.

Illustrator: Jacqueline Hay-Elwood, Freelance Illustrator



CONTENTS

CHAIR REPORT	4
CHIEF EXECUTIVE OFFICER REPORT	5
OUR PEOPLE	6
Board of Governance	
Staff	
Students & Volunteers	
WOMEN'S HEALTH EAST STRATEGIC PLAN 2013-2017	8
KEY ACHIEVEMENTS 2015-2016	9
INTERGRATED HEALTH PROMOTION	10
PREVENTION OF VIOLENCE AGAINST WOMEN	11
Together for Equality & Respect	
Speaking Out: Media Advocacy to End Family Violence and Sexual Assault	
16 Days of Activism Against Gender Based Violence	
Increasing the Odds for Safety and Respect	
Voices for Change – A Media Advocacy Program for the Prevention of Violence against Women	
Prevention of Violence Against Women Community of Practice	
SEXUAL AND REPRODUCTIVE HEALTH	18
Sexual and Reproductive Health Needs Analysis: Findings & Recommendations	
EMR Sexual and Reproductive Health Strategic Reference Group	
Sexual and Reproductive Health Planning Forum	
GENDER EQUITY FOR HEALTH OUTCOMES	20
Bringing a Gendered Perspective	
Gender Equity Training	
Breaking Down Gender Stereotypes in the Early Years Project	
Muslim Women's Health & Wellbeing Forum	
SUBMISSIONS AND ADVOCACY	23
WOMEN'S HEALTH SECTOR	25
SHARING OUR KNOWLEDGE	25
INTERNATIONAL WOMEN'S DAY	27
QUALITY IMPROVEMENT	28
COMMUNICATIONS AND ENGAGEMENT	29
FINANCIAL SUMMARY	31
STATEMENT OF PURPOSES	32
MEMBERSHIP	33
DONATE	33
KEY PARTNERSHIPS	34

CHAIR REPORT



On behalf of the Board of Governance I am pleased to present the Women's Health East (WHE) Annual Report 2015 – 2016.

Over the year the staff of WHE have delivered many significant pieces of work under our priority areas of the prevention of violence against women, gender equity for health outcomes and sexual and reproductive health.

The Board is very proud of the work of the staff at WHE under the leadership of our CEO. This organisation has made significant progress towards the achievement of our strategic directions as outlined in this report. WHE has truly become the go to organisation for women's health and wellbeing in Melbourne's East.

The year of course included a strong focus on the prevention of violence against women, with the results of the Royal Commission into Family Violence providing a much needed long term focus on prevention into the future. It was pleasing to see the role of Women's Health Services in leading regional prevention recognised.

The commitment of \$61 million in funding for prevention over the next two years, in response to the Royal Commission's recommendations, is unprecedented and will make for an exciting time.

This past year also saw a number of changes within our Board. At our AGM in 2015 we farewelled two longstanding members of the Board, Judy Flanagan and Tricia Malowney and welcomed Marie Piu. An additional 3 Board members also left to focus on personal interests with Tricia Ong leaving the Board in November 2015, and Annette Rudd and Bharati Susarla in March 2016. We were pleased to have had significant interest in our vacant Board positions, and in April 2016 welcomed new members Olive Aumann, Lisa Dunlop, Stella Smith and Dimity Paul who add a valuable diverse mix of expertise to our Board.

In this, our 25th year as an incorporated organisation, I would like to extend a huge thankyou to everyone who has been involved with, and contributed to, the organisation over this time.

WHE has continued to move from strength to strength since its inception and of course over the last year. I hope you enjoy reading this report and look forward to your continued support in the year to come.

Micaela Driberg
Chair

CHIEF EXECUTIVE OFFICER REPORT



Yet another busy and exciting year at WHE!

Our ongoing leadership and coordination role for the Together for Equality and Respect partnership continues to be a significant focus of our work, and one which is growing as new partners get involved. One of the highlights of the year was the TFER Leader's Breakfast where Minister Fiona Richardson praised the work of the region and encouraged leaders to continue their commitment to the prevention of violence against women.

The Speaking Out program has been busy over the year with the growing focus on violence against women and its prevention. We were very pleased to see the importance of the voices of women who have experienced violence recognised by the Royal Commission into Family Violence and by the State Government in its announcement of a Victim Survivor Advisory Committee.

The Voices for Change: A Media Advocacy Program for the Prevention of Violence Against Women training manual and implementation guide has been completed and is awaiting final design and dissemination.

We strengthened our training packages on the prevention of violence against women, and with other women's health services developed an up to date Gender Equity Training Manual. Demand for our training by existing and new partner organisations has increased.

The launch and promotion of our regional sexual and reproductive health needs analysis was a major highlight of the year. Other key activities included the extension of the Increasing the Odds for Safety and Respect project, a Muslim Women's Health Forum and a focus on supporting women to stand for local government elections.

We have continued our active engagement in a range of networks and partnerships bringing our expertise in gender, and in our priority areas, to work across the region.

Over the year we farewelled project workers Belinda Haydon and Anthea Alexander, in addition to health promotion officer Sue Sharrock. Vivian Yin and Kiri Bear joined us in casual health promotion roles and we welcomed new staff members Bronwyn Upston and Bron Martin.

Sincere thanks to our staff, volunteers and students, who give generously of their knowledge, skills and efforts and produce such high quality work that delivers on our strategic directions.

I would also like to extend my gratitude to the Board of Governance for their direction and dedication to the governance of the organisation and to our vision and strategic directions.

As always, thanks to our growing membership and to our partners for their support, and for their commitment to the health, safety and wellbeing of women.

Kristine Olaris
Chief Executive Officer

OUR PEOPLE

Board of Governance

Current as at 30 June 2016:

Cr. Micaela Drieberg – Chair
Wendy Roberts – Deputy Chair
Yvette Pethebridge – Treasurer
Cr. Nora Lamont – Secretary
Marie Piu
Olive Aumann
Lisa Dunlop
Stella Smith
Dimity Paul

Outgoing members:

Judy Flanagan
Tricia Malowney
Tricia Ong
Annette Rudd
Bharati Susarla



Board Members – June 2016

Back Row left to right: Stella Smith, Yvette Pethebridge, Dimity Paul

Front Row left to right: Marie Piu, Kristine Olaris (CEO), Olive Aumann, Micaela Drieberg, Lisa Dunlop, Wendy Roberts

Absent: Cr Nora Lamont

STAFF

Staff employed at WHE over the year



Kristine Olaris
Chief Executive
Officer



Vanessa Czerniawski
Health
Promotion
Officer



Bronwyn Upston
Health
Promotion
Officer



Sue Rosenhain
Health
Promotion
Manager



Jill Exon
Health
Promotion
Officer



Vivian Yin
Health
Promotion
Officer



Deanna Imbriano
Administration
Officer



Kate Gibson
Health
Promotion and
Communications
Officer



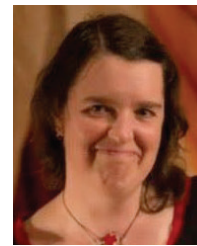
**Anthea
Alexander**
Project Officer



Melissa Tully
Finance Officer



Bron Martin
Health
Promotion
Officer



Kiri Bear
Project Officer



Colleen Russell
Quality Project
Officer



Sue Sharrock
Health
Promotion
Officer



Belinda Haydon
Project Officer

Students

Karly O'Donaghue, RMIT University, July 2015 –
October 2015

Elvina Yaru, Deakin University, November 2015 –
December 2015

Volunteers

Alexandra James, May 2015 – Nov 2015
Speaking Out program volunteers
(see page 14)

“The support I received from WHE staff was amazing. The work environment was awesome and I have really enjoyed my time there.” Elvina Yaru

“My Masters of Public Policy research placement presented many opportunities in further educating myself in the area of women’s health – prevention of violence against women – however it delivered more than that. This first-hand experience enabled me to meet with stakeholders, conduct research, attend one on one meetings and join all the team meetings in a professional yet supportive environment.” Karly O’Donaghue

Vision:
Equality, Empowerment,
Health and Wellbeing for
all Women

PURPOSE

Women's Health East improves women's health, safety and wellbeing through leading, partnering, shaping, informing and delivering responses that address the needs of women

STRATEGIC DIRECTIONS

Fostering leadership and innovation in health promotion
Facilitating a responsive service system
Strengthening our dynamic and sustainable organisation

VALUES

Human rights - Social justice - Diversity -
Collaboration - Innovation - Respect -
Environmental sustainability

GUIDING FRAMEWORKS

Social model of health - Feminism -
Intersectional approach -
Gendered approach - Evidence
informed practice - Health
promotion for population health

KEY ACHIEVEMENTS 2015 – 2016

Fostering Leadership and Innovation in Health Promotion

- Leading an integrated regional effort to prevent violence against women – Together for Equality & Respect (TFER). The number of organisations joining the TFER partnership has continued to grow. With this has come an ongoing focus on increasing organisational and workforce capacity to deliver effective action. Our highly successful forums included the Leaders' Breakfast, the Change the Story update and Gender Equality Strategy consultation. WHE led the #HandsUp for Gender Equality regional social marketing campaign over the 16 Days of Activism.

- Partnering to make a difference in preventing violence against women and promoting gender equity through active participation in committees and steering groups, and through the Go Women LG in the East partnership to encourage more women to stand for upcoming local government elections.

- Partnering to influence sexual and reproductive health (SRH) outcomes for women through the Eastern Metropolitan Region (EMR), SRH Strategic Reference Group and the launch of the EMR Sexual and Reproductive Health Needs Analysis.

- Shaping the public discourse and social policy on violence against women and its causes through the highly in demand Speaking Out program, and the Voices for Change media advocacy guide.

- Informing a broad audience on violence against women through avenues such as the Together for Equality & Respect website and communiques.

- Delivering Media Advocacy training to women who have experienced family violence (in partnership with Eastern Domestic Violence Service), and Prevention of Violence Against Women and Gender Equity training, and Gender Audit support to partner organisations.

Facilitating a Responsive Service System

- Partnering with Women's Health in the North, the Inner East and the North East Primary Care Partnerships in Increasing the Odds for Safety &

Respect Project to investigate the links between problem gambling and family violence, and the service response to these dual issues.

- Partnering with Benevolence Australia to host a forum on Muslim Women's Health and Wellbeing.

- Shaping policies, plans and practice by participation in planning networks, through advocacy regarding the need for a service response to FGM/C in the EMR and gendered responses to consultations.

- Informing stakeholders about the importance of gendered approaches to health and wellbeing issues through updated women's health fact sheets.

- Delivering training to early years' service providers in Manningham to support non gendered service delivery to preschool children.

Strengthening our Dynamic and Sustainable Organisation

- Leading initiatives that build our credibility such as the ongoing implementation of the Quality Improvement Framework for Women's Health Services and the Women's Health Association of Victoria's Communications Sub Committee.

- Shaping organisational identity and communications resulting in a significantly increased member base.

- Informing knowledge and practice through presentations at an array of forums including the Population Health Congress.

- Delivering organisational plans, policies and practices that align with our values and strategic directions including our Environmental Sustainability Plan, Aboriginal Strategy, Quality Improvement Plan and Communications Strategy.

- Delivering actions that build organisational efficiency, effectiveness and sustainability including securing a range of additional grants in line with WHE priorities.

INTEGRATED HEALTH PROMOTION

At the core of our business is an integrated approach to health promotion. While health promotion is about “...the process of enabling people to increase control over, and to improve, their health” (Ottawa Charter 1986), integrated health promotion is about working in collaboration – across a range of sectors – with a focus on building organisational capacity to deliver quality health promoting programs. In so doing, we seek to avoid duplication and fragmented service responses, but rather facilitate a strengthened, collective voice for influencing change.

At WHE this approach is widely evidenced throughout our work. We work closely with others in the health and community sector to promote a gendered approach to program planning and service delivery, and encourage our partners to address the complex, multidimensional factors that contribute to health outcomes. We do this with a view to women achieving optimal health, wellbeing and equal access to opportunities and resources.

The World Health Organisation identifies gender as a fundamental cause of health disparities between men and women. Challenging and addressing these societal norms, values and behavioural expectations in order to progress gender equality is the major focus of our work.

At WHE our health promotion priority areas are:

- Prevention of violence against women
- Sexual and reproductive health
- Gender equity for health outcomes

Gender

Change the Story:

A shared framework for the primary prevention of violence against women and their children in Australia (Our Watch 2015), defines gender as: “the socially learnt roles, behaviours, activities and attributes that any given society considers appropriate for men and women”. It also intersects with a range of other factors, including ability, ethnicity, age, education, spirituality, socioeconomic standing, sexuality, and Aboriginality to influence the lives of women and their health outcomes.



Picture: Our Values

PREVENTION OF VIOLENCE AGAINST WOMEN

PRIORITY AREA OVERVIEW

Violence against women is a pervasive, significant and unacceptable issue in our society. The impact of violence on women's health and wellbeing can result in short and long-term effects, including poor physical and mental health outcomes, gender inequality, social isolation and economic disadvantage. While violence against women is prevalent, it is also preventable. The key to ending violence against women is in achieving gender equality, which is where our PVAW work is focused.

Together for Equality & Respect

Together for Equality & Respect (TFER) is a regional partnership that works to prevent violence against women in Melbourne's East. The TFER Strategy 2013-2017 guides the work of the partnership. Along with the corresponding action and evaluation plans, the Strategy provides partner organisations with a platform that enables a collaborative approach across the EMR.

As the lead organisation, WHE coordinates TFER partnership initiatives which include the Leadership Group, the Evaluation Working Group, communications, submissions and regular partner forums. TFER partners include all seven local governments, the community health services, the Inner East Primary Care Partnerships, the Outer East Health and Community Services Alliance, Eastern Health, Eastern Melbourne Primary Health Network, the Regional Family Violence Partnership, the Outer East Child Youth Area Partnership and a range of other community organisations and groups.

Action and Evaluation Plan

The TFER Action Plan outlines six regional objectives. The Action Plan has an accompanying Evaluation Framework designed to capture information about achievements towards the prevention of violence against women across the region. Both the Action Plan and the Evaluation Framework are updated annually.

Partners can access the Action Plan, the Evaluation Framework and evaluation tools from the TFER website. The website also provides case studies, partner profiles and TFER communiques to help keep people abreast with what is happening across the region. The website can be accessed at www.whe.org.au/tfer

Forums

As part of our role in leading an integrated approach to the prevention of violence against women, WHE holds two regional TFER forums each year.

In December 2015 over seventy Mayors, CEO's, Directors, Councillors, School Principals and Managers from across the EMR attended a Leaders' Breakfast. The focus of the morning was to build on the already strong commitment to the prevention of violence against women.

Participants heard presentations from The Honourable Minister Fiona Richardson, Minister for the Prevention of Family Violence and Minister for Women, Ms Catherine Andrews, ambassador for the Stella prize for women's literature, Dr Victor Sojo, Research Manager from the Centre For Ethical Leadership at the University of Melbourne and Daniela, advocate with the Speaking Out program.



In February 2016 Kim Webster, researcher and policy adviser, spoke about Change the Story: A Shared Framework for the Primary Prevention of Violence against Women and their Children in Australia.

It provided an opportunity for partners to gain a better understanding of the new national framework and its implications for their work. This forum was also an opportunity for TFER partners to provide input into a shared regional submission in response to the proposed Victorian Gender Equality Strategy.

A special thanks to the Outer East PCP and Inner East PCP for generously supporting our forums.



Attendees at the December and February TFER Forums

TFER Achievements

There have been a number of outstanding achievements for TFER over the last year that reflect the commitment by regional partners to the TFER partnership:



Following the release of the findings and recommendations from the Royal Commission into family violence, WHE has experienced an increased demand to support regional partners in building gender equality to prevent violence against women.

*TFER Gender Audit Seminar
Left to right: Dr Victor Sojo (Melbourne University), Catherine D'Arcy (EACH), Jo Van Dort (Manningham CHS), Kristine Olaris & Bronwyn Upston (WHE).*

A key achievement this year was the EMR Family Violence Partnership (RFVP) identifying a target of 50% of RFVP organisations to complete a gender equity audit by the end of 2017. The RFVP funded WHE this year to deliver a program over two years to support the uptake of gender audits by these organisations. This gives participating agencies:

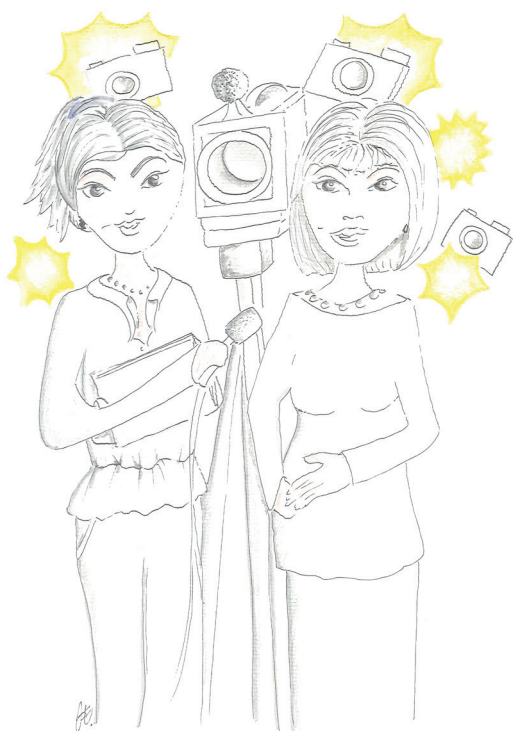
- Access to preliminary consultations
- Individualised in-service sessions
- Regional workshops about the specifics of gender auditing.

As part of this program, a regional seminar to enthuse and support agencies to undertake a gender audit, focussing on the TFER Gender Audit Guidelines and Tool, was held late in May. Attracting 25 people from 17 different agencies, participants valued learning from presenter Dr Victor Sojo about the role of the gender audit process in tackling unconscious gender bias in the workplace. Another highlight was hearing from others who had lived the experience of doing an audit within their organisation. Participants left with a clearer idea of what they need to do next in their gender audit work



Speaking Out: Media Advocacy to End Family Violence and Sexual Assault

WHE would like to acknowledge Speaking Out partners, Eastern Domestic Violence Service and Eastern Health's Eastern Centre Against Sexual Assault.



Picture: Media Advocacy Roles

Throughout the year Speaking Out has continued to contribute to the dialogue around the issue of violence against women. Speaking Out is a media advocacy program to end family violence and sexual assault. Women who have experienced family violence and/or sexual assault are supported to share their stories, provide insight into how to prevent violence against women and highlight the need for systemic change.

In August 2015 Speaking Out recruited and trained seven women who have experienced family violence to become advocates for the program. The women attended an intense 3-day training program that covered a range of topics including family violence, prevention, public speaking and working with the media. They are now active volunteers for the program.

Highlights for the year include an invitation to Minister Richardson's 'The Listening Project' in November. The Listening Project was an opportunity for victims and survivors of family violence to share their stories, and provide advice on how to improve current systems. It formed part of the inaugural Victoria Against Violence campaign to

end family and gender violence. Speaking Out advocates also received an invitation to attend the 'lock-in' for the release of the Royal Commission into Family Violence Report and Press Conference.

We would like to acknowledge the funding contributions from our partners and the RFVP.



Speaking Out Advocate Training

Back Row (left to right): Anna (media facilitator), Gabi (EDVOS), Libby, Liana, Nicole, Rebeca, Melissa, Daniela, Lesley (EDVOS)

Front Row (left to right): Annie (media facilitator), Lily

WHE would like to thank all Speaking Out volunteers for their commitment to preventing violence against women in our community. WHE is very proud of the work they are doing.

Ka, Christine, Ellen, Faliana, Gee, Jane, Jennifer, Kim, Kristy, Linda, Megan, Mim, Natalie, Pamela, Sally, Tammy, Vanessa, Wendy, Kate, Liana, Daniela, Rebeca, Lily, Nicole, Libby, Melissa & Gerdina

16 Days of Activism Against Gender Based Violence



Left to right: Toby and Rachel from Inspiro

Sixteen campaign messages were developed and shared as a form of activism to promote gender equality and end violence against women.

WHE shared the campaign messages through daily updates on Facebook and Twitter. We also had some messages broadcast on community radio! The campaign was picked up by many partner organisations, and also spread across other regions of Victoria via a number of Women's Health Services.

WHE would like to acknowledge the EMR RVFP and Minister Richardson's office for supporting these initiatives.

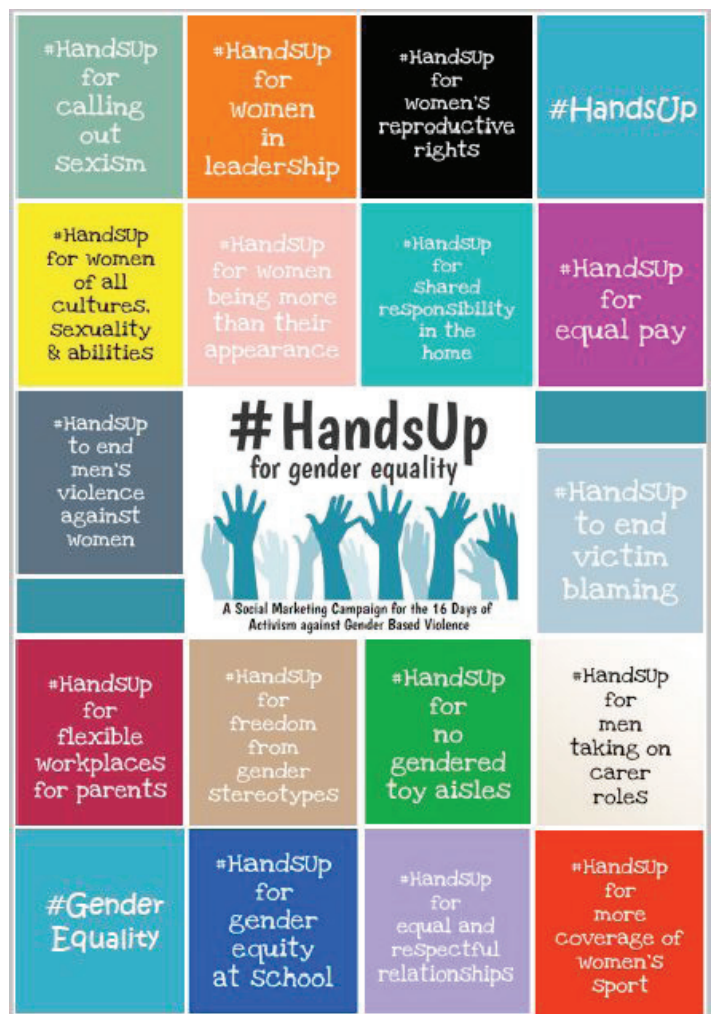
The 16 Days of Activism Against Gender Based Violence is an annual global campaign to raise awareness of violence against women and its impacts on women and girls. The campaign runs from 25 November – 10 December.

For the 16 Days 2015, WHE coordinated a region-wide social marketing campaign – #HandsUp for Gender Equality, which advocated for gender equality in our communities and encouraged individuals to put their 'hands up' for the change they would like to see to achieve gender equality.



Right: #HandsUp for Gender Equality campaign messages.

Left: #HandsUp for Gender Equality workshop at Rowville Neighbourhood Learning Centre



Increasing The Odds For Safety and Respect

Increasing the Odds for Safety and Respect is a prevention project addressing the link between family violence and gambling-related harm. After securing a second round of funding from the Victorian Responsible Gambling Foundation, Phase II of this project commenced in 2016 with a stronger focus on primary prevention. The project is based in the Eastern and Northern Metropolitan Regions of Melbourne. WHE and Women's Health In the North (WHIN), supported by Inner East PCP and North East PCP, are working with family violence services, Gambler's Help services and other health and human services partners to improve capacity to address this link. The overall project aim is to prevent harm to women and their families when gambling and family violence co-occur in their lives.

The project evolved from research indicating that family violence is three times more likely to occur in families in which there is significant harm from gambling than in families in which there is no harm from gambling. Although the link between these

issues is acknowledged within Australian and international literature, it is not yet well understood, nor is it comprehensively addressed at the prevention or response levels. This project aims to work with both the family violence and gambling services to strengthen early identification and improved formal referral processes.

Achievements to date include:

- Detailed planning and some delivery of professional development packages for both the family violence and Gambler's Help sectors.
- Preparation for development of a digital resource and accompanying written guide, including identifying the target audience and key messaging.
- Initial development phase for community education and awareness-raising regarding the link between family violence and gambling component.



Left to right: Louise Purcell (Victorian Responsible Gambling Foundation), Bron Martin (WHE), Chandana Rao (Whittlesea Community Connections Inc), Monique Keel (WHIN).

Voices for Change – A Media Advocacy Program for the Prevention of Violence Against Women

WHE are very excited to lead the development of the Voices for Change media advocacy implementation guide and training manual. Funded by Our Watch in partnership with VicHealth, Voices for Change provides organisations with a step-by-step guide to plan and develop their own Media Advocacy Program to prevent violence against women. This resource will help organisations support women who have experienced violence to safely share their stories with the media and wider community. The guide and manual will be published soon and will be available nationally.

Prevention of Violence against Women Community of Practice



Pictured: Attendees at the CoP sessions.

WHE facilitates this Community of Practice (CoP) on behalf of the Regional Family Violence Partnership. The CoP brings together people from across the EMR, who are working in the PVAW, to reflect on their work, share learnings and resources and discuss ideas for addressing challenges. The CoP is aligned to the TFER partnership Strategic Direction 3 – Invest in workforce development.

The CoP complements other initiatives for partnership and capacity building such as the TFER partner forums, the TFER communique and regional campaigns such as the #HandsUp for Gender Equality for the 16 Days of Activism against Gender Based Violence.

The objectives of the CoP were to:

- Maintain and build commitment to the prevention of violence in the EMR
- Increase the confidence, skills and knowledge in the prevention of violence against women in practitioners in the EMR in line with TFER objectives.

This year's session topics included:

- Preventing violence against women and Gender Equality – Making the link
- Responding to challenging questions/situations
- Challenging gender stereotypes
- The F(eminism) Word: to use or not to use

Thank you to those that co-facilitated the sessions with Sue Rosenhain (WHE) – Bronwyn Upston (Link Health and Community), Maureen D'Arcy (Whitehorse City Council), Rebecca Morgan (Inner East PCP) and Dr Amy Webster (Women's Health Victoria).

SEXUAL AND REPRODUCTIVE HEALTH

PRIORITY AREA OVERVIEW

Good Sexual and Reproductive Health (SRH) is fundamental to a positive identity and the enjoyment of social relationships at all stages of women's lives. Our goal for this priority area is that 'all women in the EMR enjoy optimal SRH within relationships that are respectful and fulfilling'. In prioritising SRH, we aim to undertake a coordinated, regional approach to determining and addressing the needs of women in the region.

Sexual and Reproductive Health Needs Analysis: Findings & Recommendations

The EMR Sexual and Reproductive Health (SRH) Needs Analysis: Findings and Recommendations was launched in April 2015 at the SRH planning forum. The needs analysis identified barriers for women in achieving optimal SRH and was the culmination of a literature review, data collection and much consultation at the local, regional and state levels.

Six health issues were identified as requiring priority action:

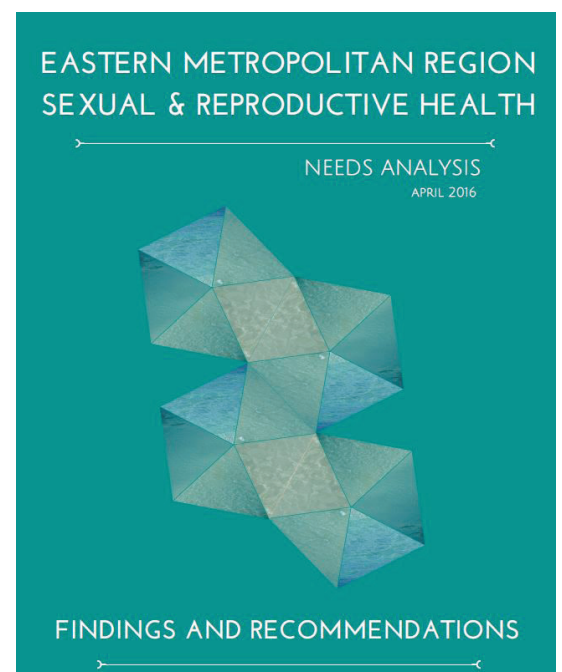
- Representation of SRH issues in regional policy and planning
- Sexually transmitted infections
- Reproductive empowerment, access and rights
- Sexualisation and objectification of women
- Sexual and reproductive health literacy
- Female genital mutilation/cutting

WHE would like to thank all the individuals and organisations who contributed to the consultations that informed the needs analysis.

EMR Sexual and Reproductive Health Strategic Reference Group

The EMR SRH Strategic Reference Group was established in July 2015 and includes membership from Family Planning Victoria, Eastern Metropolitan Primary Health Network, Department of Health and Human Services, Multicultural Centre for Women's Health, Secondary School Nursing Program, Mullum Mullum Indigenous Gathering Place, Manningham City Council, Headspace Hawthorn, Deakin University, EACH Health and Community, Yarra Valley Community Health, Jean Hailes and Monash City Council.

The purpose of the Regional Strategic Group is to provide strategic direction and leadership to promote the sexual and reproductive health and wellbeing of women in the EMR.



Sexual and Reproductive Health Planning Forum

The SRH planning forum was held on 27 April 2016 at the Manningham Function Centre. The forum was an opportunity to launch the needs analysis and share the findings and recommendations. A number of organisations from across the region and further afield were in attendance to hear about the sexual and reproductive health needs of women in the East. Highlights of the forum included:

- Key note speaker Meredith Temple-Smith, Director of Research Training in the Department of General Practice at the University of Melbourne, who presented facts and trends around sexual and reproductive health.
- The launch of the needs analysis paper by Sandy Austin, Director Health, Eastern Division Department of Health and Human Services.
- Findings and recommendations of the Eastern Metropolitan needs analysis, presented by Sue Sharrock from WHE.
- Examples from practice:
 - o Western Metropolitan regional strategy 'Action for Equity' – Elly Taylor from Women's Health West and Sarah Edwards from Moonee Valley City Council
 - o Bass Coast condom vending machine project – Selena Gillham from Gippsland Women's Health.

WHE would like to thank Manningham City Council for supporting this event by providing a wonderful venue and afternoon tea!



Pictured: Attendees at the SRH Planning Forum.

GENDER EQUITY FOR HEALTH OUTCOMES

PRIORITY AREA OVERVIEW

The World Health Organisation identifies gender as a factor most likely to dictate your position or status in society, and therefore one of the most powerful indicators of your health and wellbeing. Gender inequality is so ingrained in our society that sometimes we don't even notice it.

We need to start redressing these inequalities that have a significant negative impact on the health and wellbeing of women. One of the most striking inequalities is the 16.2% difference in the average full time pay of men and women.

At WHE we promote a gender equity approach to addressing inequality. A gender equity approach recognises that women and men experience different benefits, barriers, access to power, resources and responsibilities, and goes about trying to rectify these imbalances to ensure equal outcomes for all.



Picture: Our Values

Bringing a Gendered Perspective

The promotion of gender equity underpins all of WHE's work, including our engagement with partner organisations. This work takes a range of forms, such as facilitating an understanding of the importance of gender in infrastructure, community safety and project planning or in responding to specific health issues. A gender equity focus is essential to achieving full and equal participation for both men and women in all spheres of life.

As a part of this commitment to gender equity, WHE participates in many planning committees, ranging from Municipal Public Health & Wellbeing Committees, Safety Committees, Health Promotion Working Groups and steering committees for individual projects. WHE provides additional support by providing sex disaggregated data at the local government area level in relation to our priority areas via the Women's Health Atlas. WHE also provide resources on a range of health related topics.

This year we also organised a consultation session around the proposed Victorian Gender Equality Strategy.

In January 2016 WHE CEO, Kristine Olaris, was invited by Victoria Police to join their Independent Advisory Board. This Board was being formed in response to the findings of the Victorian Equal Opportunity and Human Rights Commission Independent Review into sex discrimination and sexual harassment, including predatory behaviour in Victoria Police. Its role is to provide expert advice, and support the implementation of some of the recommendations of the review, with a particular focus on the establishment of workplace models to prevent and respond to workplace harm.

Gender Equity Training

It has been a very busy year for WHE, with an increased demand for gender equity training from organisations across the region. WHE put considerable effort into updating our training content and packages in order to ensure our training is relevant and responsive to our partner's needs.

A highlight from the last year was the comprehensive gender equity training program delivered to EACH Social and Community Health. A total of five Introduction to the Prevention of Violence Against Women and Gender Equity workshops were delivered in 2015 and, in the second round, six advanced workshops, Embedding and Championing Gender Equity, were conducted in 2016. The training was delivered by WHE in partnership with representatives from EACH, with a total of 164 participants from diverse parts of the organisation. The training was designed to best meet the needs of each group.

WHE also delivered gender equity training and consultative support for Corning Optical Pty Ltd, a corporate business based in Clayton. WHE introduced a core group of workplace gender equity champions at Corning to valuable knowledge, skills and resources. WHE look forward to providing further support to Corning during 2016.

Picture: Working within a Feminist Framework

Breaking Down Gender Stereotypes in the Early Years Project

The No Limitations: Breaking Down Gender Stereotypes in the Early Years Project aims to reduce gender stereotypes in the early childhood education setting. Over the year WHE worked with staff from pre-schools, kindergartens and childcare centres in Manningham to inform the development and delivery of training for early years educators. A training workshop was presented at Manningham Kindergarten Teacher's Network meeting in May 2016. The workshop looked at gender stereotypes and their impacts on young people, and what staff can do in their centres to break down harmful gender stereotypes. Staff were also provided with a resource pack to support the training information. Attendees found the session informative and helpful for their work in this area.



This project was proudly supported by Manningham City Council's Community Grant Program

Muslim Women's Health & Wellbeing Forum

In August 2015 Women's Health East, in partnership with Benevolence Australia, held a Muslim Women's Health and Wellbeing Forum. The Forum was the culmination of the Health Literacy for Muslim Women Project which aimed to investigate and improve health outcomes for Muslim women aged 18 – 40 years in the Inner East Melbourne Metropolitan Region.

Service providers and Muslim women gathered to hear the outcomes from the project. Keynote speakers addressed two of the major themes of

the project's findings – Islamophobia and the need for more sensitive and responsive service delivery. This included a presentation from cross-cultural consultant, curator and activist, Tasneem Chopra, who discussed Islamophobia and its impact on Muslim women's health and wellbeing. Saara Sabbagh, founding Director of Benevolence Australia, instructor in ethics and spirituality in the modern world, and consultant to government departments on Islamic affairs addressed the question 'How can health services be more responsive?' Seventy-five people attended the

event. Feedback from the event was very positive and even though it was held on a wintery Friday afternoon participants lingered into the early evening, long after the refreshments had been consumed.



Pictured: Attendees at the Muslim Women's Health & Wellbeing Forum

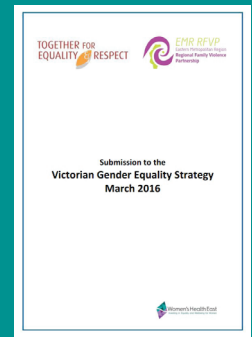


Picture: House of Change

SUBMISSIONS AND ADVOCACY

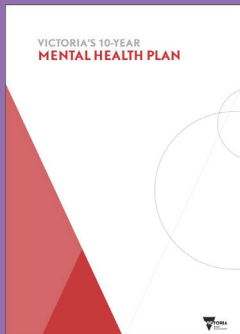
Victorian Gender Equality Strategy

In November 2015 the Victorian Government announced that it would be developing a Gender Equality Strategy and released a paper to guide the consultation process. WHE facilitated a discussion on the Strategy with partners at the TFER Forum in February 2016 and developed a written response incorporating ideas that arose from the day. This response was submitted on behalf of TFER and the Regional Family Violence Partnership. Some partner organisations also used the results of this session to develop individual submissions.



Victorian Mental Health Plan

In September 2015, WHE provided input into the development of the Victoria's 10-Year Mental Health Plan. The WHE submission emphasised the need for a gendered approach to the development, implementation and evaluation of the plan and for an understanding of intersectionality to underpin the plan. We also specifically raised the issue of Islamophobia and its impact on the mental health and wellbeing of Muslim Women. The plan was launched in November 2015.



Australian Network for Universal Housing Design

During the year WHE signed up as a supporter of the Australian Network for Universal Housing Design. This network promotes accessible housing for all, and its position statement highlights the need for regulation to ensure that all new and extensively modified housing include minimum accessibility features.



People's Climate March

Climate change is one of the greatest public health issues of our time and the issue has many gendered overlays (see our Climate Change Fact Sheet for further information). WHE staff participated in the Melbourne People's Climate March in November 2015 along with many other health organisations and alliances. Similar Marches were held across the country and across the globe in the prelude to the Paris Climate Summit.



Left to right: WHE staff members Sue Sharrock and Sue Rosenhain at the People's Climate March

Article - Let's talk about Sex(ual) Assault

In the lead up to the release of the Royal Commission into Family Violence Report, WHE CEO Kristine Olaris wrote an article for Croakey, which highlighted the need for a continued focus on violence against women across its many forms and contexts. With insights from Speaking Out advocates, the article focused on the prevalent issue of sexual violence as a pervasive part of the everyday lives of women. The piece covered topics such as street harassment, workplace sexual harassment, and sexual violence in social situations and in online environments.



Royal Commission into Family Violence: Findings and Recommendations

The landmark report of the Royal Commission into Family Violence was launched in March 2016. The report's 227 recommendations provide a strong framework for future action, particularly given the Victorian Government's commitment to implement them in full. The unprecedented investment of \$572 million, including \$61 million for prevention by the state government over the next two years, will provide a great start to enabling the change that is needed to ensure the future safety of women and children in Victoria.

The Royal Commission has clearly put the prevention of violence against women on the agenda. The report recommended the development of a long term, evidence informed, primary prevention strategy that addresses gender inequality. It highlighted the need for dedicated funding for this work. These are all points which WHE had put forward in its own submission to the Royal Commission.

The Commission also emphasised the need for leadership and coordination of prevention efforts at a state wide, regional and local level. It is very pleasing to see that the Commission recognised the role of Women's Health Services in building partnerships, and in developing and leading regional action. It also reinforces the important role that local governments play at a local level.

WHE is pleased that the Commission identified the importance of survivors' voices in policy and service design, with specific reference being made to the Speaking Out program in the report. We are encouraged by the announcement to establish a Victim Survivors' Advisory Council.

WHE looks forward to working with the Victorian Government, our key partners, and women who have experienced violence to shape what the recommendations look like in practice.



Picture: Royal Commission into Family Violence

WOMEN'S HEALTH SECTOR

Women's Health Atlas and the Equality and Safety for Women Guide



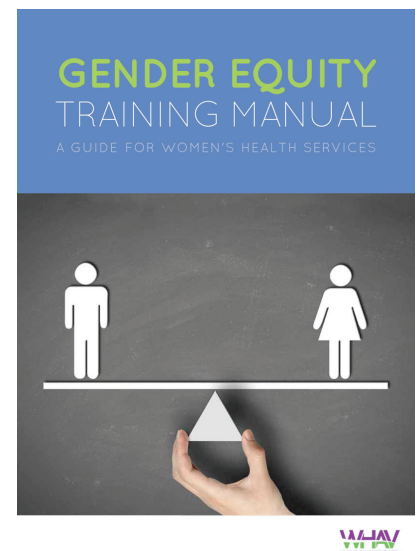
WHE was a member of the steering committee for both of these state-wide projects.

The Women's Health Atlas is an online tool designed to increase the availability of reliable data for evidence based decisions about service design, emerging priorities and program planning. It is focused on key health areas affecting women in Victoria and aims to assist in the identification of gender impacts in these health areas. The Women's Health Atlas provides a coordinated state approach to support Women's Health Services and other health planners, to enable comparison between local government areas, regions and the state.

Equality and Safety for Women is a practice-informed and accessible online planning guide focused on the primary prevention of men's violence against women. The guide is designed to support and further strengthen the work of Women's Health Services and their partners to achieve equality and safety for all Victorian women.

Gender Equity Training Manual

The Women's Health Association of Victoria Gender Equity Training Manual was published this year after thorough consultation with, and contributions from, women's health services across Victoria. The manual has been designed for Victorian Women's Health Services to use in work with their partners, such as local government and community health, in the promotion of gender equity in service development and delivery. It provides Women's Health Services across Victoria with up to date, evidence informed training resources.



SHARING OUR KNOWLEDGE

Victorian Healthcare Association Forum: A System-wide Response to Family Violence

In April 2016, WHE CEO Kristine Olaris was invited to speak at the Victorian Healthcare Association forum on 'The Role of the Health Sector in the Primary Prevention of Violence against Women'.

Kristine spoke of the responsibility of all professionals in health and related sectors to promote gender equity in their functions as employers, and as planners and deliverers of services. She highlighted partnerships and resources that can assist health services in this work. Kristine also spoke of WHE's experience leading Together for Equality & Respect. Carolyn Poljski from Link Health and Community co-presented with Kristine, using their work as a case study to illustrate what a community health service can achieve in prevention, early intervention and response to violence against women.

Population Health Congress

Speaking Out advocate Gee joined Kate Gibson (program coordinator) in a presentation to conference delegates on WHE's media advocacy program, Speaking Out, at the Population Health Congress in Hobart in September 2015. The presentation highlighted the importance of including women's voices in work to prevent and/or respond to violence against women. It also emphasised that providing a safe and supported environment for women to do so is an essential element of any media advocacy program.



Left: Kate Gibson, WHE
Right: Gee, Advocate

Left to right: Rebecca Morgan (IEPCP),
Sue Rosenhain (WHE), Ruth Klein (EACH)



WHE also presented a poster on the Together for Equality & Respect Strategy evaluation.

The TFER poster presentation contributed to building the evidence base for the prevention of violence against women. This is particularly important in this relatively new health promotion arena, as the evidence base for effective practice is still small. The TFER Evaluation Working Group, chaired by WHE, adopted a participatory, developmental approach for the evaluation framework. The resulting framework is sufficiently flexible to reflect the dynamic nature of the work and enables contributions from diverse partner organisations.

Other Presentations

- Boroondara Family Violence Forum – July 2015
- Aquinas Parent Forum – October 2015
- Manningham Community Safety Event, Council Chambers – October 2015
- Manningham White Ribbon Day Event – November 2015
- Manningham Interfaith Network – November 2015
- Knox Business Leaders Breakfast – November 2015
- Regional Family Violence Partnership's FV Induction Forums – November 2015 & May 2016
- Rowville Community House – December 2015
- SRH Planning Forum – April 2016
- Zonta: Community Conversation - Family Violence Prevention: Changing Attitudes, Changing Behaviour panel – May 2016

INTERNATIONAL WOMEN'S DAY

Go Women LG 2016 in the East

At the last local government elections in 2012, the average representation of female candidates in each local government area was 34% - in the EMR it was 35%. The Victorian Local Government Association, with the support of the Victorian Government, local governments and community organisations (including WHE), aim to build the number and diversity of female candidates in the upcoming October 2016 local government elections through the Go Women LG campaign.

The Go Women LG 2016 in the East regional forum was hosted by Maroondah Council at the Karalyka Centre on 9 March in partnership with all the local governments in the EMR, the Rivers and Ranges Community Leadership Program and WHE. Female councillors from all seven local governments presented their perspective on being a councillor and responded to questions from the floor. MC Nelly Thomas ensured the evening was informative and also entertaining. The forum was attended by more than 50 women from a mix of ages and cultural backgrounds from across the region.

A follow up session was hosted by WHE in June, where facilitator Leonie Morgan, on behalf of the Victorian Local Government Association, provided more detailed information relating to campaign development. This session was designed for women who had decided to nominate and covered topics such as preferencing, message development, the do's and don'ts of campaigning, and campaign budgets. The session was well received. Participants indicated that "it helps to get ideas from other women", and stated that "answers to the questions were to the point and lots of helpful information".



Pictured: Attendees at the March and June GO Women LG events.

QUALITY IMPROVEMENT

WHE has continued to lead the implementation of the Women's Health Services Quality Framework, a quality assurance system developed by and for the women's health sector in Victoria. Over the past year, we established a Reference Panel with representatives from metropolitan and rural Women's Health Services to support the implementation and monitoring of the Framework within the sector, and held a successful training forum in April for organisations using the Framework. WHE gratefully acknowledges the commitment and valuable contribution of skills and knowledge made by all Reference Panel members and the financial support by the sector to lead this work.



Left to right: Quality Framework Reference Panel members - Deb Pugsley (Women's Health in the South East), Robin Wall (Gippsland Women's Health), Linda McCrorey (Quality Consultant), Colleen Russell (WHE)

Throughout the year, WHE has applied the Quality Framework to our own organisational systems and processes, identifying and implementing a range of improvements at both governance and operational levels. As part of our Quality Improvement Plan, the Board's Finance Sub-Committee's role was expanded to include Risk Management oversight, strengthening our overall risk management approach; WHE's Communications Strategy was reviewed and updated; staff and Board members participated in Aboriginal Cultural Awareness training; and a gender equity audit commenced in April to assess our organisational application of gender equity principles and practices.

WHE Gender Audit

This year WHE commenced its own gender audit using the TFER guidelines, looking both at our internal policies, practices and culture, and externally in how we conducted our business as a women's health service. The gender audit involved key informant input from each part of the organisation, including document reviews. We have a clear commitment to gender equality and continuous quality improvement. The gender audit process will continue into the new financial year for completion.

Cultural Awareness Training

In November 2015, WHE staff and board enjoyed an Aboriginal Cultural Awareness training session. Karen Milward, a Yorta Yorta woman who was born and raised in Melbourne, delivered the full day training. The training highlighted past and current issues which have had an impact on the lives of Aboriginal and Torres Strait Islander people, and increased our understanding of how these are still influencing the lives of Aboriginal and Torres Strait Islander people today. The day strengthened the confidence and capacity of the WHE staff and Board in working with Aboriginal people and their families and organisations.

COMMUNICATIONS & ENGAGEMENT

Social Media

We hope you've enjoyed engaging with our social media this year! One of our social media highlights was the 16 Days of Activism Against Gender Violence social marketing campaign, #HandsUp. It was exciting to see so many of our TFER partners sharing, liking and engaging with the campaign through their social media platforms.



'Women do not equal wallet' social media post



Woman Card: top performing Facebook post

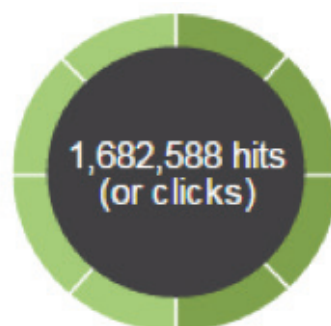
Facebook & Twitter

Our top Facebook post for this year was the 'woman card', with a total of 2587 reaches. Close behind was a meme that we created following comments made by a media personality that equated women to men's wallets. This post reached 2237 people and had 156 reactions, comments and shares. The 'Women do not equal wallet' meme also topped our tweet list with 2889 impressions (number of times users saw the tweet).

Website

Women's Health East has continued to have a strong online presence. Over the year our website received 82,997 individual visits and 1,682,588 hits (or clicks). Whilst most of our visits are from Australia, we regularly receive visits from countries all over the world, including Ukraine, Russia, Brazil, Vietnam and Sweden.

Popular pages on the website included the Sexual & Reproductive Health Needs Analysis, the TFER Infographic, TFER Strategy and TFER Action Plan.



E-News

The WHE e-news is a quarterly publication that provides our members and subscribers with up to date information on WHE news, activities and events. This year open rates for our e-newsletter (the measure of subscribers who engaged with the newsletter by opening it) have remained steady at 40.5 %. This is a great result for open rates - well above the industry average of 21.73%

Email Signatures

Email signatures are one of many WHE strategies to communicate details about important events, activities and messages.

Here are some samples of our email signatures for the past year - you may remember these!



We all Stand on Sacred Ground:

Learn, Respect & Celebrate

5 - 12 JULY 2015

Active April

This year WHE staff members joined the Premier's Active April. In case you're wondering, the Premier's Active April encourages all Victorians to do 30 minutes of physical activity a day during April and is part of the Victorian Government's commitment to get more people active and healthy. We took advantage of the sunny weather, and our location right next to Ruffy Lake Park, to participate in lunchtime walks and walking meetings.



Left to right: Vanessa Czerniawski, Bron Martin, Bronwyn Upston, Sue Rosenhain



Picture: Umbrella

FINANCIAL SUMMARY

The following information is an overview of the finances of Women's Health East and should be read in conjunction with the WHE Financial Statements for Year Ending 30 June 2016 and their accompanying notes (available at www.whe.org.au). WHE prepares the financial statements in accordance with the Australian Accounting Standards as outlined in the Independent Auditor's Report.

FINANCIAL OVERVIEW

	2016 \$	2015 \$
Summary Income Statement		
<i>Income</i>		
DHHS funding	613,608	587,923
Other	148,282	155,818
Total Income	<u>761,890</u>	<u>743,741</u>
<i>Expenditure</i>		
Employment Expenses	571,493	560,342
Other	158,250	135,195
Total Expenditure	<u>729,743</u>	<u>695,537</u>
Operating Profit/(Loss)	<u>32,147</u>	<u>48,204</u>
Summary Balance Sheet		
Cash	660,304	604,674
Receivables	74,848	10,829
Property, Plant & Equipment	26,752	23,833
Total Assets	<u>761,904</u>	<u>639,336</u>
Payables	45,766	26,270
Provisions	75,479	68,969
Accrued Charges	10,042	24,960
Income in Advance	124,936	45,604
Total Liabilities	<u>256,222</u>	<u>165,802</u>
NET ASSETS	<u>505,682</u>	<u>473,534</u>
Current Ratio	2.87 : 1	3.71 : 1

Women's Health East recorded a surplus of \$32,147 for the 2015-2016 financial year. Income remained relatively stable compared to the previous year. The small increase in income from the Department of Health and Human Services was due to indexation of our grant and support to cover salary increases in line with the Equal Remuneration Order made by the Fair Work Commission. There was a minor decrease in funding from other sources and this was predominantly one off grant income. Expenditure was up due to a small increase in staffing costs including training, and increased spending primarily on consultancy and events. The current ratio is a calculation performed to assist in determining the financial liquidity of WHE. WHE's ratio of 2.87:1 means that the business has \$2.87 in current assets to meet \$1 in current liabilities.

STATEMENT OF PURPOSES

1. WHE is a health promotion organisation working collaboratively to address disease prevention and control, health inequities and disadvantage for women.
2. WHE, uses a social model of health and a holistic approach, aims to prevent illness, disease and injury and promote the independence, health and wellbeing of women through a range of strategies and interventions.
3. WHE engages in and facilitates health promotion activities through:
 - a) Community education, research, information sharing, awareness raising and action on women's health issues
 - b) Education and training for health professionals concerning women's health issues
 - c) Health programs aimed at improving women's health and wellbeing
 - d) Participation of women in health networks at regional, state-wide, national and international levels
4. WHE aims to actively involve and empower women in seeking:
 - a) Ultimate choice, responsibility and control over their own health
 - b) Equity and access to women-sensitive health care options, recognising a woman's whole life-span and various roles
 - c) Dignity and respect for women, with sensitivity towards those physically, emotionally or educationally disadvantaged
 - d) A holistic approach to health care and wellbeing and a broadening of options
 - e) Decision making input into planning and development of health care organisations and the influencing of policy and practices
5. WHE engages in charitable and/or benevolent activities concerning women's health which are consistent with these purposes.

The WHE Statement of Purposes has been taken from the WHE Constitution.
Please see our website to download the complete WHE Constitution.

MEMBERSHIP

WHE's membership is free and open to any woman who lives, works or studies in the EMR and to organisations whose target groups include women in the EMR. We encourage you to become a member!

Why Become a Member?

As a member of WHE you will:

- Receive invitations to attend all WHE events, including our Annual General Meeting
- Be eligible to stand for election to the WHE Board of Governance
- Have voting rights at WHE member meetings and Board of Governance elections
- Be regularly informed on issues impacting women and receive regular updates via e-news
- Be invited to participate in community consultations from time to time
- Support WHE and our work to improve women's health, safety and wellbeing
- Join a community committed to equality, empowerment, health and wellbeing for all women

How to Become a Member

If you would like to become a member, submit your application via our website www.whe.org.au, or for any further information contact us at health@whe.org.au or on 03 9851 3700. Membership is subject to Board approval and is renewed every three years.

DONATE

You can help us improve the health, safety and wellbeing of women in the EMR by donating to WHE. A small donation could make a big difference. All donations above \$2.00 are tax-deductible.

Your donation will be supporting our work to:

- Train and support a survivor of family violence or sexual assault to become a media advocate
- Coordinate a regional strategy to prevent violence against women
- Identify and respond to sexual and reproductive health issues for women in Melbourne's East
- Share our knowledge at public events and activities

To donate:

- Give a one-off or regular donation, or leave a bequest using the secure website at www.givenow.com.au/whe or
- Contact us to obtain a donation form, or donate by phone on 03 9851 3700

Should you have any further queries about donating to WHE, please contact us at health@whe.org.au or on 03 9851 3700.

KEY PARTNERSHIPS

As a small organisation with a region-wide mandate, WHE's greatest strength in achieving equity and justice for women in the east is through robust partnerships. WHE would like to acknowledge and thank all partner organisations that have collaborated with us and supported our organisation over the past 12 months.

National

- Australian Health Promotion Association
- Australian Women's Health Network
- Voices for Change Steering Committee

State

- Centre for Ethical Leadership
- Domestic Violence Resource Centre Victoria
- Domestic Violence Victoria
- EVA Media Action Group
- Gender Equity in Local Government working group
- Municipal Association of Victoria Prevention of Violence Against Women Network
- Victorian Council of Social Services
- Victorian Responsible Gambling Foundation's Gambling Harm & Family Violence Strategy Steering Group
- Women with Disabilities Victoria
- Women's Health Association of Victoria (WHA) and its subcommittees and communities of practice
- Women's Health Victoria Data Atlas Steering Committee

Regional

- Baby Makes 3 Steering Committee
- Community Health Health Promotion Special Initiatives Group (CHHPSIG)
- Community Health Alliance CEO Network
- Community & Women's Health Primary Health Manager Network
- Eastern Metropolitan Social Issues Council (EMSIC)
- EMSIC Violence in Vulnerable Communities Advisory Committee
- Eastern Metropolitan Region Sexual and Reproductive Health Strategic Reference Group
- Go Women LG in the East Working Group
- Increasing the Odds for Safety & Respect Steering Committee

- Inner East Primary Care Partnership
- Muslim Womens Health Literacy Project Steering Committee
- Outer East Child and Youth Area Partnership
- Outer East Health & Community Support Alliance
- Population Health Collaborative (Inner East)
- Regional Family Violence Partnership & its subcommittees and community of practice
- Speaking Out Steering Committee
- Together for Equality & Respect Partnership
- TFER Leadership Group
- TFER Evaluation Working Group

Local Government Area

- Boroondara Public Health & Wellbeing Committee
- Knox Community Health and Wellbeing Reference Group
- Knox Community Safety Advisory Committee
- Knox PLEDGE Steering Committee
- Manningham Municipal Public Health & Wellbeing Plan Steering Committee
- Manningham Community Services Forum
- Manningham Family Violence Reference Group
- Manningham Access & Equity Advisory Committee
- Monash Health & Wellbeing Partnership Plan 2013-2017 Steering Committee
- Monash Council Gender Equity Advisory Committee
- Maroondah Council Partners in Community Wellbeing Committee
- Maroondah Young People and Pornography Group
- Whitehorse Prevention of Violence Against Women Working Group
- Whitehorse Municipal Public Health & Wellbeing Plan Advisory Committee
- Yarra Ranges Health & Wellbeing Advisory Group
- Yarra Ranges Community Safety Steering Committee



Women's Health East acknowledges the support of the Victorian Government



Women's Health East
Investing in Equality and Wellbeing for Women

Celebrating 25 Years



Women's Health East

Investing in equality and wellbeing for women

Women's Health East
1/125 George Street
Doncaster East VIC, 3109

E health@whe.org.au

P (03) 9851 3700

www.whe.org.au