



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

Annual Report 2016-17



About This Report

Women's Health East (WHE) is very pleased to present our Annual Report for 2016 – 17. We hope you enjoy reading about the innovative and exciting work to improve women's health and wellbeing in Melbourne's Eastern Metropolitan Region.

This report is a reflection on a very successful year at Women's Health East, featuring our key achievements, activities, projects and financial performance. You can find the complete Women's Health East financial statements for the year ending 30 June 2017 on our website.

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 email to health@whe.org.au.

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

Acronyms

The following acronyms have been used in this report:

EMR	Eastern Metropolitan Region
FGM/C	Female Genital Mutilation/Cutting
PCP	Primary Care Partnership
PVAW	Prevention of Violence Against Women
RFVP	Regional Family Violence Prevention
SRH	Sexual and Reproductive Health
TFER	Together for Equality & Respect
VAW	Violence Against Women
WHAV	Women's Health Association of Victoria
WHE	Women's Health East

**Women's Health East acknowledges the Wurundjeri people,
the traditional owners of the land on which we work.**

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Chair Report

On behalf of the Board of Governance I am pleased to present the Women's Health East Annual Report 2016 – 2017.

This report highlights the many valuable initiatives that have been delivered and supported by Women's Health East in our priority areas of the prevention of violence against women, gender equity for health outcomes and sexual and reproductive health.

It has been an extraordinary year for Women's Health East with a range of state government priorities aligning with those of the organisation. Of note we have seen the release of: the *Safe and Strong; A Victorian Gender Equality Strategy*, the *Women's Sexual and Reproductive Health: Key Priorities 2017-2020*, and *Free From Violence: Victoria's strategy to prevent family violence and all forms of violence against women*.

These policy reforms, and the growing commitment of our partners to these key areas of women's health and wellbeing, has made for an exciting and busy year. The external environment has brought opportunities, but also challenges to Women's Health East, particularly in prioritising our resources to respond to the possibilities that have presented.

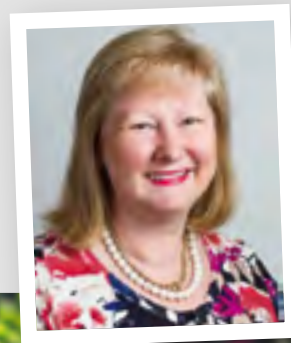
The Board was also pleased to provide its endorsement to our CEO, Kristine Olaris, taking on the role of the Convenor of the Women's Health Association of Victoria (WHAV). WHAV is the peak body for women's health, safety and wellbeing and plays a vital role providing a link between the women's health sector and policy makers. It further supports collaboration between women's health services to make the most of their collective expertise in improving the health and wellbeing of women across the state. We recognise the particular importance of this role during this time of reform and change.

The Board is very proud of the achievements of Women's Health East in the 2016/17 year. The organisation has made significant progress towards the achievement of our strategic directions in this final year of the WHE Strategic Plan 2013–2017. Many thanks to WHE's dedicated and skilled staff, who under the leadership of our CEO have worked hard to make this such a successful year.

Over the year, the Board has invested significant thought, time and effort into the development of its new WHE Strategic Plan 2017–2021. This plan will position and guide us in our work for the next four years.

This past year saw some changes in our Board membership. In October 2016 we farewelled Micaela Drieberg and in April 2017 Nora Lamont, both of whom have made significant and valuable contributions to the governance of the organisation. We have also welcomed new members Kristy McKellar and Dilnaz Billimoria, adding to the diverse mix of skills, experience and expertise held by our Board.

I hope you enjoy reading this report and look forward to your continued support in the year to come.



Dunlop

Lisa Dunlop
Chair

Chief Executive Officer Report

The 2016-17 year was one of solidifying and expanding partnerships and exciting new opportunities.

Leading the Together for Equality and Respect (TFER) partnership continued to be a significant focus of our work. WHE staff and the TFER Evaluation Working Group have been busy gathering partner evaluation data on the TFER Strategy 2013 – 2017. An interim evaluation report was released in December 2016.

Other highlights included the #GE4Me regional social marketing campaign which had an incredible reach, and the 'Creating Confidence' forum, delivered by TFER in partnership with the Eastern Metropolitan Region Regional Family Violence Partnership (RFVP), which promoted inclusive practice and tailoring of prevention activities to immigrant communities.

The Speaking Out program flourished with the growing recognition of the importance of victim survivor voices in family violence reforms and in the prevention of violence against women, and the *Voices for Change* guide was launched. This resource enables other organisations interested in establishing media advocacy programs for the prevention of violence against women to learn from our expertise.

The Increasing the Odds For Safety and Respect project delivered training to Gambling Help services on the co-occurrence of family violence and gambling and produced a video to support gambling counsellors understand the drivers of violence against women.

WHE led the regional community of practice for prevention of violence against women practitioners. We also hosted E-Safety training for family violence workers.

WHE facilitated and joined an exciting partnership with Melbourne University, along with EACH, Monash City Council and Eastern Community Legal Service, to plan longitudinal research into the intersecting impacts of sexism and racism in the workplace and the connection to conflict at home. This research will be the first of its kind and will provide an important contribution to the evidence base.

WHE collaborated on a number of fantastic initiatives including an education forum for parents and teachers entitled 'It's Time to Talk About Porn', gender equality forums for local sporting clubs, and leadership programs for Burmese women and women with disabilities.

WHE delivered organisational training in the prevention of violence and in gender equity, (including to early years providers), and provided support to partners undertaking organisational gender equity audits and developing gender equity plans.

With the EMR SRH Strategic Reference Group, WHE have worked to promote sexual and reproductive health as a priority women's health issue in the region. This has included the development and distribution of written resources and delivery of presentations to health planning committees. We have been pleased to see the issue gaining traction over the year. WHE partnered with Hepatitis Victoria to present HepReady training to health workers in response to particularly high rates of Hepatitis B in the inner east. We also participated in state government SRH consultations to inform the development of the state-wide SRH priorities.

Over the year we bid farewell to project worker Bron Martin, health promotion officer Bronwyn Upston and Administrative Officer Deanna Imbriano. Sarah Italiano and Niwal John joined us in casual administration roles and we welcomed Jayde McBurnie in her move from a volunteer role into a casual health promotion role.

Sincere thanks to our wonderful staff, volunteers and students, for your energy, expertise and commitment which enables Women's Health East to deliver on our strategic directions.

I would also like to acknowledge and thank the Board of Governance for your guidance, wisdom and support in this extraordinary year of change and opportunity.

And as always, thank you to our members and partners for your support and trust, and for your ongoing commitment to the health, safety and wellbeing of women.



Kristine Olaris

Kristine Olaris
Chief Executive Officer

Our People

Board of Governance

Lisa Dunlop Chair
Wendy Roberts Deputy Chair
Yvette Pethebridge Treasurer
Stella Smith Secretary
Dimity Paul
Olive Aumann
Kristy McKellar
Dilnaz Billimoria
Marie Piu

(Current as at 30 June 2017)

Staff

Kristine Olaris Chief Executive Officer
Deanna Imbriano Administration Officer
Sarah Italiano Administration Officer
Niwal John Administration Officer
Melissa Tully Finance Officer
Colleen Russell Quality/Project Officer
Sue Rosenhain Health Promotion Manager
Vanessa Czerniawski Health Promotion Officer
Kate Gibson Health Promotion & Communications Officer
Jill Exon Health Promotion Officer
Bron Martin Health Promotion Officer
Bronwyn Upston Health Promotion Officer
Jayde McBurnie Health Promotion Officer
Rebecca Morgan Health Promotion Officer
Claire Butselaar Health Promotion Officer

Volunteers

Jayde McBurnie
The Speaking Out Program Volunteers (see page 10)

Students

Taylor Nally Deakin University



Back Row L-R: Yvette Pethebridge (Treasurer), Stella Smith (Secretary), Dimity Paul, Olive Aumann
Front Row L-R: Kristy McKellar, Dilnaz Billimoria, Marie Piu, Lisa Dunlop (Chair)
Inset: Wendy Roberts, Deputy Chair (absent)



Back Row L-R: Claire, Kristine, Sue, Kate.
Front Row L-R: Jayde, Jill, Niwal, Melissa, Colleen

During my time at WHE I was provided many opportunities to learn and grow in a supportive environment. The team was welcoming and eager to share their knowledge which made for a wonderful experience.

TAYLOR NALLY STUDENT

Strategic Plan 2013-2017

Purpose

women's Health East acts to improve 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

We have a vision of
equality, empowerment,
health & wellbeing for
all women.

Priorities

Preventing violence against women
Sexual and reproductive health
Promoting gender equity for health outcomes

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 2013 – 2017

As our 2013 – 2017 Strategic Plan comes to a close we reflect on our achievement of the last four years, many of which would not have been possible without our partners.

FOSTERING LEADERSHIP & INNOVATION IN HEALTH PROMOTION

- Together For Equality & Respect Partnership – led this collective impact approach to the prevention of violence against women in Melbourne's East
- Speaking Out program – enabled the voices of women who have experienced violence to be at the forefront of shaping the public discourse and public policy on violence against women
- Voices for Change – a guide to implementing a media advocacy program for the prevention of violence against women, developed in partnership with Our Watch and VicHealth
- 16 Days of Activism Against Gender Based Violence - led regional social marketing campaigns
- Workforce and organisational capacity building – through delivery of PVAW and GE training and resources, support for GE workplace audits and plans, the regional PVAW community of practice
- Women's leadership and financial literacy programs – partnering or leading programs for immigrant women, women with disabilities and candidates for local council elections
- EMR Sexual and Reproductive Health Needs Analysis – highlighted priorities for the region
- Action of SRH in the East – facilitated a regional strategic reference group and action plan

FACILITATING A RESPONSIVE SERVICE SYSTEM

- Gender lens - supported gendered analysis in planning and delivery of services

- Increasing the Odds for Safety & Respect - built an understanding of the links between gambling and violence against women and delivered training and resources
- Research - partnered with Melbourne University to support longitudinal research into sexism and racism in the workplace
- Workforce training - partnered with Hepatitis Victoria in the delivery of training to health professionals, Muslim women's health and wellbeing forum
- Gender equity in the early years - provided training and resources to service providers
- Female genital cutting - advocated for a service response in the EMR
- Policy analysis and advocacy - at a National, Statewide and local level
- Sharing our knowledge and expertise - via conferences and articles

STRENGTHENING OUR DYNAMIC & SUSTAINABLE ORGANISATION

- Quality Improvement – led development and implementation of the Women's Health Services Quality Improvement Framework across the women's health sector, undertook WHE Quality and Gender Equity Audits, and delivered a range of plans, policies and actions.
- Recognition and reputation – refreshing our website, logo, branding, and communications, growing our member base
- Sustainability - secured additional funding in line with WHE strategic directions each year, relocation of office to a more appropriate and cost effective location
- Partnerships - built and diversified partnerships to better meet women's health needs

Integrated Health Promotion

Health promotion is "...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, using a variety of strategies to influence the determinants of health at social, community, organisational and individual levels. By working together we enhance our capacity to bring about effective and lasting change in relation to priority health and wellbeing issues.

At WHE this approach is evident throughout our work. We have worked closely with others from a range of health and community organisations to promote a gendered approach to program planning and service delivery. We have encouraged our partners to address the complex, multidimensional factors that contribute to health outcomes, with a view to women achieving optimal health and wellbeing, and equal access to opportunities and resources.



Preventing Violence Against Women

Priority Area Overview

Violence against women (VAW) is a prevalent and significant issue that has serious short-term and lasting impacts on women's health and wellbeing. The effects of violence are severe, including poor physical and mental health outcomes, social isolation and economic disadvantage. Gender inequality creates the social conditions that support violence against women. We know that for women to live free from gender-based violence we need to achieve gender equality, so this is where our work at Women's Health East is focussed.

Together for Equality & Respect

Women's Health East has continued to provide 'backbone' support for collaborative action to prevent violence against women across Melbourne's Eastern Metropolitan Region. This has been achieved through leadership and management of the regional PVAW partnership, Together For Equality & Respect (TFER).

The role of Women's Health East has included:

- supporting the TFER Leadership Group and the TFER Evaluation Working Group
- ensuring the progress of the coordinated TFER action plan and evaluation framework
- building and supporting partnerships
- providing expertise and support to partner organisations
- hosting the TFER website and circulating a quarterly TFER update
- organising partner forums
- facilitating shared advocacy.

Evaluation

As the first four years of the TFER Strategy come to a close, the TFER Evaluation Working Group collected evaluation data from 25 partner organisations. A range of evaluation methods were employed including surveys, qualitative interviews and focus groups. The data will be analysed, and will contribute to the development of an in-depth evaluation of the work carried out by TFER partners over the past four years. Additionally a regional evaluation of collective impact achieved through PVAW work will be captured. Looking forward, feedback and data collected throughout this process will contribute to the development of the 2017-2021 action plan and evaluation framework.

Early findings from the TFER evaluation 2013-2017 demonstrate:

- Twenty TFER partners have been reviewing organisational systems to promote gender equality
- Six TFER partners have completed gender equity audits
- Changes in attitudes and knowledge about gender equity and prevention of violence against women by training participants
- TFER has strengthened partnerships and promoted efficient use of resources.

Partner Forums

CREATING CONFIDENCE FORUM

The 'Creating Confidence: Working with Culturally and Linguistically Diverse Communities to Prevent and Respond to Violence Against Women' forum was hosted by the TFER Partnership together with the EMR Regional Family Violence Partnership in May 2017. This full day forum brought together approximately 70 response and prevention practitioners from across Melbourne's East to learn about current research and good practice in the provision of inclusive practice, and in the delivery of appropriately tailored and planned prevention activities with immigrant and refugee communities. Guest speakers included Helen Kapalos the Chair of the Victorian Multicultural Commission, Dr Karen Block, Dr Regina Quiazon and Manasi Wagh-Nikam from the Multicultural Centre for Women's Health, Sarah Johnson from Women's Health in the North, as well as Anita Thomas from the Baby Makes 3 project. The forum was well received by partners, with 100% of participants who completed the evaluation survey indicating that they would use learnings from the forum in future practice.

TFER PARTNER CONSULTATION FORUMS

WHE facilitated two workshops in January 2017 to start the consultation process for the next four-year TFER Action plan. From these sessions, two clear priorities for the next four years emerged; strengthening our approach to working with culturally and linguistically diverse communities in the prevention of violence against women, and building partnerships to add value to the Respectful Relationships program in local schools. The outcomes from these sessions were used to inform the TFER application for the Community Partnerships for Primary Prevention grants. Twenty-six people from 18 partner organisations attended the workshops. We were thrilled to receive news that the TFER application "Together For Equality & Respect: Partnering for Sustained Action" was successful.



WHE's leadership freed organisation resources to contribute and engage in the process. The planning work was done within the partnership, allowing agencies the ability to focus on implementation.

TFER PARTNER

RFVP Community of Practice

Average of 16 participants at each session

12 TFER partner organisations represented during the year

- August 2016
Case studies from the EMR
- October 2016
Engaging men in prevention of violence against women
- May 2017
Women in Leadership, Guest Speaker Amy Mullins from Women's Leadership Institute of Australia
- June 2017
Free From Violence – Victoria's Strategy to prevent family violence and all forms of violence against women

Increasing the Odds for Safety & Respect

The Increasing the Odds for Safety and Respect project was a prevention project focusing on the link between family violence and gambling related harm across the northern and eastern metropolitan regions of Melbourne. The overall project aim was to prevent harm to women and their families when gambling and family violence co-occur in their lives. WHE partnered with Women's Health in the North and the North East PCP on this three year project which came to a close in June 2017. The project developed a range of written resources to support workers, and delivered training and professional development for workers in both the gambler's help and family violence sectors.

Participant Feedback

- I feel it's really important for Gamblers Help staff to have ongoing conversations and reflective practice on this topic.
- So complex – the balance between engagement and prioritising safety for client's family members.
- More interaction with other teams and services can enrich perspectives and experiences.
- This [cross-sector training] is wonderful, directly relevant to my practice.



Lesley Harrison (Office of the E-Safety Commissioner) presenting to workshop

E-Safety Forum

WHE hosted an E-Safety forum on 28 June at the Karralyka Centre in Ringwood. The forum aimed to raise awareness of technology as a platform and a tool for violence against women and its prevention. Speaking Out Advocate Rebeca started the afternoon by sharing her lived experience of technology facilitated abuse. Our CEO, Kristine Olaris then gave an overview of the intersections of technology, gender and sexism.

The second half of the forum was a workshop presentation by Lesley Harrison from The Office of the E-Safety Commissioner. The hands-on workshop targeted frontline and specialist staff working with women who are experiencing violence, support workers and PVAW practitioners. It provided participants with practical skills and knowledge about technology facilitated abuse and information to equip participants and their clients to use technology in smarter and safer ways.

A special thankyou to partners Maroondah City Council, the Regional Family Violence Partnership and the E-Safety Commissioner.

WHE and WHIN Increasing the odds project workers present to Gamblers Help staff



WHE thanks project funders, the Victorian Responsible Gambling Foundation.

16 Days of Activism Against Gender-based Violence

This year, WHE once again led a regional social marketing campaign to acknowledge the '16 Days of Activism Against Gender Based Violence' (16 Days). The 16 Days campaign is an annual global event to raise awareness of violence against women and its impacts on women and girls. The campaign runs from 25 November - 10 December each year. In 2016, WHE coordinated #GE4Me - a region-wide social marketing campaign which had a focus on what gender equality means for the many diverse groups that shape Melbourne's East. The campaign deliberately approached community members who were diverse in age, gender identity and cultural background to engage as faces of the campaign. We then took their photo and asked them to share what gender equality meant to them. Their messages were turned into social media memes which were shared throughout the region and beyond!

Leaders across the EMR were sent a #GE4Me mug and asked to take a selfie/photo and post it on social media with a description of what gender equality means to them. The campaign was also promoted on community radio and through Hoyts cinema!

Total exposure of the #GE4Me campaign was huge, reaching over 900,000 people via social media, radio and cinema advertising, and through an interview with our CEO on PBS radio.

WHE would like to acknowledge the RFVP and the Victorian Government for supporting these initiatives.

Kristine Olaris also joined Helen Marcou, music activist and co-founder of the Save Live Australian Music (SLAM) movement, as guests on 3PBS FM's radio breakfast show during the campaign. The topic of discussion was sexism and violence against women at live music venues. Kristine used the opportunity to promote the region's #GE4Me campaign.

The pledges and photos are beautiful and really highlight the diversity of our Victorian community.

STATE GOVERNMENT VICTORIA AGAINST VIOLENCE TEAM

Social marketing campaigns I've seen for both 2015 and 2016 have been very successful and made it easy for local organisations to partake...

EVALUATION RESPONDENT

Well done team at WHE!

EVALUATION RESPONDENT



#GE4Me
Gender Equality for Me

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

Through the Speaking Out program, Women's Health East continued to be a leader in working with, and supporting, women who have experienced violence to speak out about their experiences. This was achieved by working with a variety of media platforms, through public speaking opportunities and involvement with a range of other activities including advisory groups and committees. Women from the Speaking Out program have a wealth of knowledge to share and contribute to the public dialogue around violence against women, and are regular contributors to the EMR's work to prevent violence against women.

Through advocacy engagements with the media, state and local governments, community organisations and business, the Speaking Out program has ensured that women's voices have been heard and valued in initiatives to prevent violence against women and further gender equality.

Speaking Out Advocate Committee

The Speaking Out Advocate Committee is an advocate led committee with volunteers from the Speaking Out program who wish to contribute to the program by building a sense of community and peer support for advocates.

In December 2016, the Speaking Out Advocate Committee held an event called 'Brunch with an Advocate'. Partners and sector representatives were invited to attend, network and to hear from Speaking Out advocate Kristy McKellar who spoke about her advocacy journey with and beyond the program. Kim Arthur from Department of Premier and Cabinet also shared some valuable insights about the co-design work of State Government and the Victim Survivor Advisory Council.

- Advocates attended 30 meetings as ongoing members of committees
- Advocates fulfilled 15 public speaking engagements
- Advocates supported the media to report on violence against women on 8 occasions
- Advocates supported 13 other events or activities

WHE would like to sincerely thank all of the advocates who have been involved in Speaking Out this year for their passion and commitment to preventing violence against women:

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.

Advocates at filming of Busting The Myths by outer East PCP



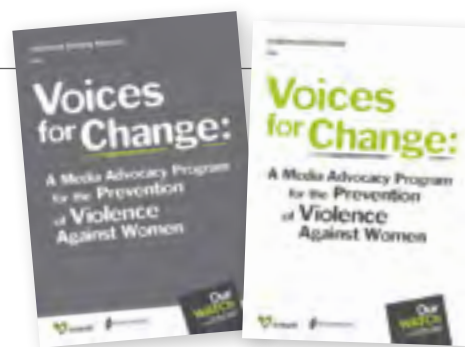
We wish to acknowledge and sincerely thank Speaking Out partners Eastern Health ECASA and EDVOS.



Voices for Change

A Media Advocacy Program for the Prevention of Violence Against Women

WHE were very excited to launch Voices for Change: A Media Advocacy Program for the Prevention of Violence Against Women this year. Voices for Change is a step-by-step guide with resources to enable organisations to plan and develop their own Media Advocacy Program with one unequivocal goal: to end violence against women.



A media advocacy program enables women who have experienced violence to share their stories with the public through the media and community advocacy engagements. The Guide and Manual are available to view and download via the Women's Health East website. WHE undertook this project on behalf of Our Watch and VicHealth.

Sexual & 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 is that 'all women in the EMR enjoy optimal SRH within relationships that are respectful and fulfilling'. In prioritising SRH, we aim to facilitate a coordinated, regional approach to determining and addressing the SRH needs of women in the region.

Poor sexual and reproductive health can have a significant impact on both our physical and mental wellbeing, and residents in the EMR face particular SRH challenges. Our work has included working closely with local governments, both the health and wellbeing and youth service departments, community health services, the Primary Health Network and Primary Care Partnerships and other health and community organisations. Advocacy activities have included the ongoing chairing of the EMR Sexual and Reproductive Health Strategic Reference Group, the dissemination of useful resources (such as Local Government Area specific SRH data) to stakeholders and presenting at health and strategic planning committees.



EMR Sexual & Reproductive Health Strategic Reference Group

It has been wonderful to have continued support and commitment from members of the EMR Sexual and Reproductive Health Strategic Reference Group throughout this year.

The EMR SRH Strategic Reference Group continued to make significant progress in the review and implementation of the *EMR Sexual and Reproductive Health Regional Action Plan*. This plan is based on the recommendations of the *EMR Sexual and Reproductive Health Needs Analysis April 2016*.

Women's Health East and the EMR SRH Strategic Reference Group have worked to promote sexual and reproductive health as a priority health issue in the EMR through the development and distribution of several written resources. These resources included:

- Local Government Area specific SRH infographic data sheets
- A guide for councils providing examples of the inclusion of SRH in Municipal Public Health and Wellbeing Plans and other strategic planning
- A paper exploring potential actions to improve the sexual health of young people in the EMR.

Recommendations of the needs analysis include:

Priorities	Recommendations
1. Representation of SRH issues in Regional Policy and Planning	1.1 Promote the inclusion of sexual and reproductive health as a priority issue at local, regional and state government levels, and in community health, primary care partnerships, primary health network and other relevant health plans
2. Sexually Transmitted Infections	2.1 Improve access to STI information, education, prevention and screening for women, with a focus on those at greater risk
	2.2 Advocate for a national STI screening program
	2.3 Build workforce capacity to prevent Hepatitis B through education, immunization, screening and treatment
3. Reproductive Empowerment, Access and Rights	3.1 Strengthen women's reproductive rights and capacity to make informed choices, through strategies that include education, advocacy and other means, with a focus on those at greater risk
	3.2 Improve access to emergency contraception, medical & surgical abortion
4. Sexualisation and Objectification of Women	4.1 Promote gender equity by advocating for the non-sexualised portrayal of women in the public domain, e.g. the media, pornography and online gaming
5. Sexual and Reproductive Health Literacy	5.1 Improve SRH literacy for all women
	5.2 Ensure access to responsive, culturally and linguistically inclusive healthcare for all women
6. Female Genital Mutilation/Cutting	6.1 Advocate for a preventative and workforce capacity building response to Female Genital Mutilation/Cutting (FGM/C) in the EMR

FGM/C Advocacy

Female genital mutilation/cutting is a violation of human rights. It can have serious impacts on the health and wellbeing of girls and women. Its practice remains largely unaddressed in the EMR. For the last 20 years, the Family and Reproductive Rights Program (FARREP) has been the main prevention and education program through which regions across Victoria have worked to address FGM/C, however the EMR remains the only region in Melbourne not funded to tackle the issue.

Tackling high rates of Hepatitis B in the EMR

In an effort to tackle high rates of Hepatitis B across the EMR, particularly in the Inner East, Women's Health East partnered with Hepatitis Victoria to present a workshop for sector workers called HEPReady. With Monash and Whitehorse seeing Hepatitis B notification rates of more than double the Victorian average in 2015, responding to this potentially deadly viral infection has been a priority. Globally, mother to child transmission is the most common way that Hepatitis B is passed on.

The workshop aimed to provide health care workers with a greater understanding of the stigma and discrimination surrounding viral hepatitis and the ability to appropriately respond, effectively reduce risk, and to increase rates of testing and treatment. Attendees were also given valuable insights into the reality of living with viral hepatitis from the lived-experience of a guest speaker.



“ Globally, mother to child transmission is the most common way that Hepatitis B is passed on.

From L-R: Carolyn Mogharbel (HepVic), Nicole Gunn (HepVic), Claire Butselaar (WHE)

Victorian Women's sexual & reproductive health: key priorities 2017 - 2020

In March 2017 WHE attended the launch of *Women's sexual and reproductive health: key priorities 2017-2020* - the Victorian Government's first ever state-wide strategy for addressing women's sexual and reproductive health needs. The document sets out a strategy and priority action plan for ensuring all Victorian women have access to the information, support and services that they require in order to achieve optimal sexual and reproductive health. For many women in Victoria there remain barriers and service gaps that affect their ability to access affordable, supportive and effective SRH services. Many of the key priorities highlighted by the Victorian strategy align with the priorities identified in the *EMR Sexual and Reproductive Health Needs Analysis April 2016*, and indicates that the work being undertaken in the EMR will help to progress the state-wide action plan.





Promoting 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. It is critical that we 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 gender pay-gap that exists between men and women in Australia, with women being paid 15.3% less for the same work. This gap has been present for decades and persists in 2017.

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.

Enabling Women Leadership Program

Women's Health East provided support to Women with Disabilities Victoria (WDV) to deliver their innovative Enabling Women Leadership Program for the first time in Melbourne's Inner East in 2016. Developed by WDV, Enabling Women is a five day community leadership and mentoring program designed for local women who identify as having a disability. The focus of the program was to provide information, upskill the women around leadership and to introduce them to new networks.

In November 2016, 12 inspiring participants attended their graduation ceremony. The ceremony was a celebration and acknowledgment of the women's new learnings, friendships and skills developed throughout the program. It was a great day with a strong turn-out from friends and family!

WHE acknowledges the great work of WDV and project partners, including Manningham, Monash, Whitehorse and Boroondara City Councils.



Participants of the Enabling Women Leadership Program, 2016



No Limitations

The No Limitations Project: Breaking Down Gender Stereotypes in the Early Years aims to reduce harmful gender stereotypes in the early years setting. This year WHE staff delivered in-house training to two childcare centres and kindergartens which explored what staff could do to break down gender stereotypes in their centres. In 2017, WHE were successful in securing a second grant from Manningham Council to build on this important work. Phase 2 of the project includes the development of a *No Limitations Guide* for early years educators including information, tips and resources to deliver their services in a non-gender stereotypical way in order to enable girls and boys to interact and learn without being constrained or limited by gendered expectations. The *No Limitations Guide* will be launched in October 2017.

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



Gender Equity Training & Gender Equity Audits

As specialists in organisational change for gender equity, WHE has continued to lead and support activities to promote gender equity across Melbourne's EMR. During 2016 our gender equity training package was updated and used as the basis for tailoring sessions to meet the needs of individual organisations. In 2016/17 WHE provided Gender Equity training for EACH, Corning Optical and the City Councils of Monash and Manningham.

With funding support from the Regional Family Violence Partnership, a Gender Equity Audit workshop was held in September for organisations commencing organisational change through the use of the TFER Gender Equity Audit tool. The workshop was attended by 17 participants from RFVP and TFER organisations and was a practical session focussed on applying TFER tools and resources in the workplace.

In addition to this, feedback from the Regional Family Violence Partnerships has helped to inform a Gender Equity Audit Factsheet. The factsheet aimed to garner organisational support for undertaking a Gender Equity Audit and subsequent development of a Gender Equity Plan.

MIC Women's Leadership Program

During 2016-2017 Women's Health East partnered with the Migrant Information Centre (MIC) to develop and deliver three six-week women's financial literacy and leadership programs to women of Burmese ethnic-minority backgrounds. Through improving women's budgeting skills and encouraging participation in community leadership, the program helped to promote gender equality and build migrant families' capacity to adjust to changing family roles and life in Australia.

When asked to name one thing they would do differently as a result of completing the program, responses included: "Not only did I learn how to save money, rather, I will start saving now", and: "To teach our son and daughter about having the same rights".

The three groups included women from Chin, Zomi and Karen backgrounds and each had between six and 12 participants.



Participants of MIC Leadership Program



It's Time We Talked About Porn Forum

Women's Health East were fortunate to work with Maroondah City Council and Eastern Community Legal Centre to jointly deliver 'It's Time We Talked About Porn' - a forum for parents, educators, carers and mentors of young people. Maree Crabbe, community educator on pornography and young people, presented on the challenges of equipping young people for a sexuality that is safe, respectful and fully consenting. The presentation was followed by a panel discussion and Q&A. Our CEO, Kristine Olaris, was the MC for the event which attracted close to 150 attendees. This included educators, professionals from Government and community sectors, and parents of young people.



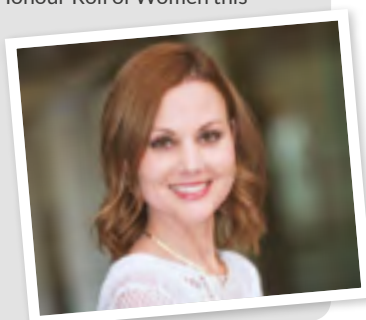
Backrow L-R: Robyn Williams, Sarah Cullen, Jack Mulholland, Vanessa Czerniawski, Cheryl Kane, Maree Crabbe
Front Row: L-R: Kristine Olaris, Jacqui D'Sylva, Belinda Lo

Victorian Honour Roll of Women

The Victorian Honour Roll of Women acknowledges and celebrates the outstanding achievements of women across the state.

Our CEO Kristine Olaris was invited by Minister Fiona Richardson to join the assessment panel for the awards in 2017. Recognising women's achievements aligns well with WHE's commitment to gender equality and Kristine was thrilled to accept this invitation. Kristine also participated in the event to celebrate the new inductees which was held in March 2017.

We were also delighted for Kristy McKellar who was inducted into the Victorian Honour Roll of Women this year. Kristy joined the Speaking Out program in 2014 and has since become a renowned advocate within the family violence sector, both in Victoria and throughout Australia.





Advocacy

Advocating for women's health and equity, within the region and beyond, is an important part of our work at Women's Health East.

WHE staff participated in the following consultations this year:

- Victorian Gender Equality Strategy Consultation – gender equality in the context of women's leadership – Sept 2016
- Victorian Sexual and Reproductive Health Strategy Consultation – Oct 2016

WHE welcomed visits by the Hon Heide Victoria MP, Margaret Fitzherbert MLC, Sean Leane MLC, and Dee Ryall MP.



Letters were written to the Premier and Minister Richardson in support of the Victorian Gender Equality Strategy in the lead up to its release.

WHE provided input into and endorsed the above documents.

Women's Health Association of Victoria

Women's Health East is a member of Women's Health Association of Victoria (WHAV), the peak body for gender equality, women's health and the prevention of violence against women. WHAV represents organisations across Victoria that prioritise gender as a structural determinant of women's health and hold values that align with feminist principles. WHAV has a critical role in ensuring that the voices of women and women's organisations are integral to policy, legislation, and services that affect women's health and wellbeing, and that women's health promotion is coordinated and evidence-informed.

Through WHAV, Women's Health East is provided with a forum to debate policy issues and formulate collaborative responses, share information on women's health, and assist the development of new initiatives and research. In November 2016, Kristine Olaris, WHE CEO, was elected as the Convenor of WHAV.

In this role she has been engaged in significant advocacy for women's health needs on behalf of the sector.



Sharing Our Knowledge

Prevalent & Preventable International Conference on Violence Against Women

The City of Adelaide hosted the 'Prevalent and Preventable' conference in September 2016. Women's Health East presented on the importance of programs such as Speaking Out as a safe and ethical pathway for services and the media to access the voices of women to support prevention work. As a part of the presentation, advocate Daniela spoke to conference delegates about her work as a survivor advocate.



L-R: Kate Gibson (WHE), Vanessa Czerniawski (WHE), Daniela (Speaking Out Advocate)

WHAHV Orientation Day

Arising from the Health Promotion Managers group WHAV trialled a sector-wide orientation session. Attended by workers from all nine regions and state-wide women's health services, this session was designed to orient new workers in the area to health promotion in a feminist context. It also provided the opportunity for people to meet and make links with others in the sector.

WHE contributed to the session by facilitating a discussion on gender as a structural determinant of health and the implications of this for our work as women's health promotion organisations.

World Congress on Public Health

In April we showcased some of the great work that's taking place in the EMR through four presentations made at the World Congress on Public Health, held in Melbourne.

The Increasing The Increasing the Odds for Equality and Respect project officer presented on the high rates of co-occurrence between gambling related harm and family violence, and shared learnings from the project about working with both these sectors to address this in their work.

Speaking Out advocate Liana spoke alongside the Speaking Out coordinator about her experience as a survivor-advocate and encouraged delegates and their affiliated services to recognise the important role that survivors' voices have in working to prevent violence against women.

TFER Evaluation Working Group partners presented 'Developmental Evaluation: Harnessing results to build engagement' describing how the developmental evaluation approach informing the TFER evaluation uses results as a way of generating further engagement with shared actions.

WHE also presented 'Coordinated regional action planning for prevention of violence against women: Women's Health Services Leading Collective Impact for Social Change' on behalf of the Women's Health Association of Victoria. The presentation described how women's health services across the state are harnessing the principles of collective impact in the regional PVAW partnerships and action plans.



L-R: EWG members presenting at the WCPH Sue (WHE), Catherine (EACH), Belinda (Monash University)

Critical Conversations

The 13th Trans-Tasman Community Psychology Conference

In partnership with EACH, Women's Health East presented the paper, *Creating Cultural Change: Addressing the Gendered Drivers of Violence Against Women Within Organisational Systems and Regions* at the 13th Trans-Tasman Community Psychology Conference 'Critical Conversations', held on 21st April 2017.

The presentation was included in the session exploring critical and community perspectives on gender and safety. It reported on the interim results from the TFER mixed method evaluation within the context of the overarching feminist, critical and community psychology theories that inform TFER and other primary prevention work that addresses the social determinants of health.

Other Presentations

WHE partnered with Yarra Ranges Council to present TFER as a demonstration of a collective impact approach at the Department of Health and Human Services 'Metropolitan Population Health Symposium' in November 2016. The symposium was a key DHHS event to showcase and celebrate work responding to the 2011-15 Victorian Public Health and Wellbeing Plan. TFER was invited to present at the symposium as an illustration of collective impact for systemic change.

'VicHealth Regional Roadshow' – December 2016. This event was both an opportunity for regional prevention workers to hear updates from VicHealth in relation to their strategic directions, and an opportunity for VicHealth to hear from regional stakeholders about what is happening in the catchment. WHE was invited to present findings from the interim TFER evaluation as an example of local collective impact work.

International Women's Day



Media: Friend or Foe?

A great morning was had by all at the Women in Rotary and Women's Health East IWD breakfast on 8 March. The theme was "Media: Friend or Foe?", and our panel shared their insightful thoughts and experiences around the topic, while the audience of nearly 300 guests enjoyed a hearty breakfast. The event raised \$10,000 which was donated to Project Respect, an organisation that supports women who have been trafficked for sexual exploitation in the sex industry. Women's Health East would like to thank the fabulous panel members, "Dee Dee" Dunleavy, Amy Mullins, Rebekah Lacy and Melissa Hickey.

Herstory Art Exhibition

International Women's Day ended on a high note for WHE with the HERSTORY exhibition launch. Women's Health East were partners in this wonderful Maroondah Council event which provided a beautiful public space for women-identifying artists in the Maroondah area to exhibit their pieces. Women's Health East spoke about the importance of listening to the voices of survivors in the work to prevent violence against women, and Speaking Out advocate, Liana Papoutsis also gave an uplifting talk about the theme Being Bold for Change, and her work with state government as a member of the Victim Survivor Advisory Council.

Quality Improvement

Intersectionality Training

Another highlight from this year has been the women's health sector's focus on strengthening intersectional practice to ensure that our work is more considerate of the diversity of women and their experiences, and to make sure this is reflected in our work. Three staff and WHE's CEO attended a workshop in June that was presented by the Women's Health Association of Victoria (WHAV).

The speakers were very engaging, representing various cohorts of women from communities across Victoria. They challenged participants thinking and ways of working through the use of case studies and examples of good intersectional practice.

Women's Health East is committed to bringing intersectional practice to our work more consistently and to building the capacity of our partners to do the same.

LGBTIQ Training

On May 16th 2017 Women's Health East staff and board invited Transgender Victoria to deliver training on providing LGBTIQ inclusive services. The training provided staff with a greater understanding of the lived experiences of LGBTIQ people and the stigma and discrimination they face. The training also provided insight into how intersectional organisational policies and processes can have a positive impact on the LGBTIQ people we work with.

Women's Health Quality Framework

WHE continued to lead the implementation of the Women's Health Services Quality Framework across the Victorian women's health sector. Ten organisations are actively applying the standards included in the Framework to assess their systems and processes, and to plan and monitor continuous improvement objectives. Our leadership role is well-supported by the Reference Panel members who meet on a regular basis to monitor and review the Framework's implementation.

This year's achievements included:

- The addition of two new direct service standards to the Framework. These standards have been designed for assessing programs delivered to individuals and small groups which are not subject to external accreditation requirements.
- A successful training forum held in May for participating organisations.
- The establishment of a pool of qualified and experienced quality assessors who may be engaged by individual women's health services to conduct an independent quality review of organisational systems and processes.

Participants of the women's Health Services Quality Framework forum



WHE Gender Audit

In February, WHE completed a gender equity audit using the regional TFER gender equity audit tool and guidelines. As a leading partner in the TFER Strategy to Prevent Violence Against Women in Melbourne's East (2013-17), and as an organisation primarily focussing on promoting gender equity and prevention of violence against women, WHE made a commitment to actively participate in the self-assessment process.

The self-assessment included looking at our internal policies, practices and culture, and externally at how we conduct our business as a women's health service. It provided a process for examining and improving our internal and external practices, activities and communications to ensure the organisation is practising gender equity, promoting gender equality and not reinforcing harmful gender stereotypes.

The audit reinforced the importance of maintaining a strong awareness of gender equity principles and practice, applying a gender equity lens as well as an intersectionality/diversity lens to internal and external practices, broadening awareness of gender diversity, examining unconscious biases, and consistently applying a gender-transformative approach to our work.



The audit reinforced the importance of maintaining a strong awareness of gender equity principles and practice...



Communications & Engagement



Social Media

Thanks to everyone for your ongoing support and engagement with our social media platforms, Facebook and Twitter. These platforms are used to share information, educate and inform the community about latest news and updates on our priority areas.

Facebook

423 followers



5837 People Reached with 201 Reactions, Comments & Shares

eSafetyWomen

Empowering women to take control online - workshop - Technology facilitated abuse



1907 People Reached with 35 Reactions, Comments & Shares

Young Women & Pornography

New Research In Australia



1617 People Reached with 22 Likes, Comments & Shares

Twitter

1491 followers

Top Twitter mention



E-Signatures

We use these to communicate details about important events, significant days and other key messages. Here are some highlights from the past year.



E-News

327 subscribers



If you would like to subscribe to our e-news, please visit our website & click on the E-news icon!

Financial Summary

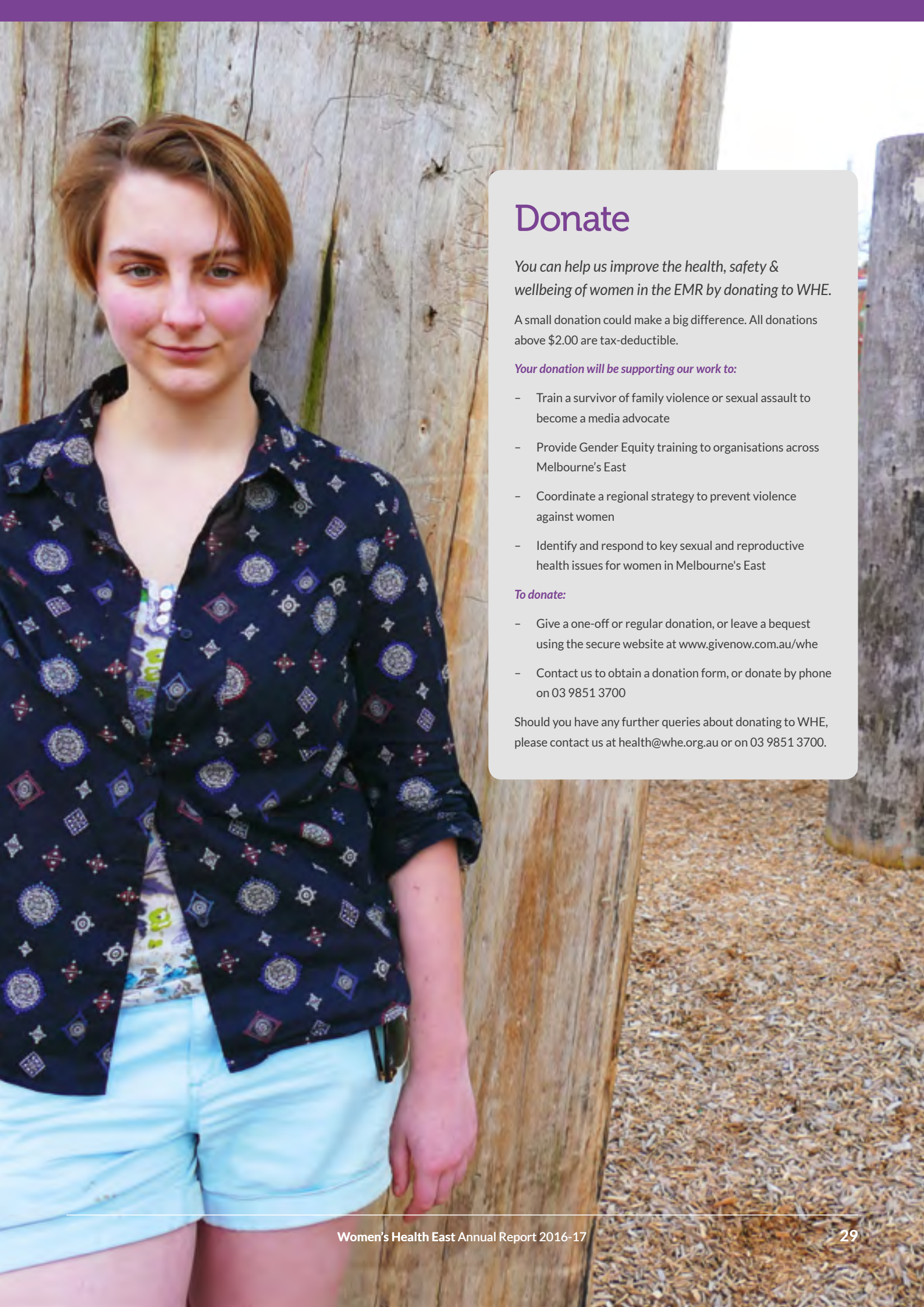
The following information is an overview of the finances of Women's Health East Inc. and should be read in conjunction with the Women's Health East Inc. Financial Statements for Year Ending 30 June 2017 and their accompanying notes (available at www.whe.org.au). WHE prepares the financial statements in accordance with the Australian Accounting Standards as outlined in the Independent Auditor's Report.

Financial Overview

	2017 (\$)	2016 (\$)
SUMMARY INCOME STATEMENT		
<i>Income</i>		
DHHS funding	636,342	613,608
Other	244,943	148,282
Total Income	881,285	761,890
<i>Expenditure</i>		
Employment Expenses	684,816	571,493
Other	154,667	158,250
Total Expenditure	839,483	729,743
Operating Profit/(Loss)	41,802	32,147

SUMMARY BALANCE SHEET		
Cash	848,646	660,304
Receivables	14,910	74,848
Property, Plant & Equipment	36,646	26,752
Total Assets	900,202	761,904
Payables	51,059	45,766
Provisions	88,677	75,479
Accrued Charges	24,432	10,042
Income in Advance	188,550	124,936
Total Liabilities	352,718	256,222
NET ASSETS	547,484	505,682
Current Ratio	2.45 : 1	2.87 : 1

Women's Health East Inc. recorded a surplus of \$41,802 for the 2016-2017 financial year. The increase in total income was predominantly made up of funding from non-recurrent grants. 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. Total expenditure was also higher than the previous year, primarily due to additional employment costs associated with projects delivered with the increased non-recurrent grant income. The current ratio is a calculation performed to assist in determining the financial liquidity of WHE. WHE's ratio of 2.45:1 means that the business has \$2.45 in current assets to meet every \$1 in current liabilities.



Donate

You can help us improve the health, safety & 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 a survivor of family violence or sexual assault to become a media advocate
- Provide Gender Equity training to organisations across Melbourne's East
- Coordinate a regional strategy to prevent violence against women
- Identify and respond to key sexual and reproductive health issues for women in Melbourne's East

To donate:

- Give a one-off or regular donation, or leave a bequest using the secure website at www.givenow.com.au/whe
- 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.

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, using 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 by 1 July.



The staff at WHE

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 Women's Health Network (members)

State

Women's Health Association of Victoria and sub-committees

Victorian Council of Social Services

Women with Disabilities Victoria

Women's Health Victoria

Multicultural Centre for Women's Health

Domestic Violence Victoria

Hepatitis Victoria

EVA Media Action Group

Family Planning Victoria

Domestic Violence Resource Centre Victoria

Regional or subregional

Together For Equality & Respect Leadership and Evaluation Groups

Regional Family Violence Partnership (executive, cultural partnerships working group)

Eastern Melbourne Primary Health Network

Eastern Metropolitan Social Issues Council

Migrant Information Centre

Speaking Out Steering Committee

EMR Sexual & Reproductive Health Strategic Reference Group

Communities Council on Ethnic Issues (Eastern Region) Inc

Community Health Health Promotion Special Initiatives Group (CHHPSIG)

Community & Women's Health Primary Health Manager Network

Inner East Primary Care Partnership

Outer East Health & Community Support Alliance

Population Health Collaborative (Inner East)

Local government area

Boroondara Public Health and Wellbeing Committee

Boroondara Family Violence Network

Knox Community Health and Wellbeing Reference Group

Knox Community Safety Advisory Committee

Knox PLEDGE Steering Committee

Manningham Healthy City Advisory Committee

Manningham Community Services Forum

Manningham Family Violence Reference Group

Manningham Access and Equity Advisory Committee

Monash Health & Wellbeing Partnership Plan 2013-2017 Steering Committee

Monash Young Person's Reference Group

Monash City Council Gender Equity Advisory Committee

Maroondah Council Partners in Community Wellbeing Committee

Whitehorse Municipal Public Health and Wellbeing Plan Advisory Committee

Yarra Ranged 'Be the Change!' Working Group

Yarra Ranges Health and Wellbeing Advisory Group

Yarra Ranges Family Violence and Gender Equality Committee

Other

Inner East Enabling Women Steering Committee

Busting the Myths Steering Committee

Increasing the Odds Project Advisory Committee.

The Enabling Women steering Committee

Proudly designed by  graphic design.



Women's Health East

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