



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

Annual Report

2018-2019



About This Report

Women's Health East (WHE) is pleased to present our Annual Report for 2018-19. We hope you enjoy reading about our exciting work to improve women's health and wellbeing in Melbourne's Eastern Metropolitan Region (EMR).

This report presents a summary of our key achievements, activities, projects, and financial performance. You can find the complete WHE financial statements for the year ending 30 June 2019 on our website.

At WHE we strive to continually improve what we do and how we communicate with our partners, government and wider audience. We encourage you to share your feedback about our work, our organisation and this report. You can do this by speaking to one of our staff or by emailing 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
GE	Gender Equality
LGBTIQ	Lesbian, Gay, Bisexual, Transgender, Intersex and Queer
MTOP	Medical Termination of Pregnancy
PVAW	Prevention of Violence Against Women
SRH	Sexual and Reproductive Health
TFER	Together for Equality & Respect
VAW	Violence Against Women
WHE	Women's Health East



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

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Gender Equity Victoria

Women's Health East is a member of Gender Equity Victoria (GEN VIC), the peak body for gender equity, women's health and the prevention of violence against women. GEN VIC works with organisations across Victoria to advance a shared vision of equality, wellbeing, and freedom from violence for every woman and girl in every community of Victoria. Through GEN VIC, WHE is better able to advocate, influence and collaborate to improve outcomes in gender equity, women's health and in the prevention of violence against women at a state wide level.

Chair Report

At the half way mark of our four year strategic plan, the Board of Governance is extremely pleased with the progress Women's Health East is making to improve health and wellbeing for women in Melbourne's East.

On behalf of the Board, I am delighted to present this year's achievements in the Women's Health East Annual Report 2018 – 2019. The Report outlines the array of initiatives that have been delivered and supported by Women's Health East over the past year toward the achievement of our strategic directions.

With stellar leadership from Chief Executive Officer, Kristine Olaris and Managers, Autumn Pierce and Jayde McBurnie, the team at Women's Health East has delivered many innovative and effective health promotion initiatives. In addition, the organisation's capacity building role was strengthened with the delivery of an expanded suite of training packages for our partners.

Being an election year, the organisation's advocacy focus was heightened as the team sought to ensure that the needs of women, as identified in our strategic plan, were highlighted to politicians of all persuasions.

We also made time to celebrate. We participated in and supported activities for NAIDOC week this year with its focus on celebrating Aboriginal women through the 'Because of Her, We Can' campaign. We also celebrated the many achievements of our staff, partners and of women more

generally, and there is, of course, no better day to do that than International Women's Day. This year we had a gathering to thank our partners for their commitment to women's equality over the year, and to together applaud our shared achievements.

The Board was thrilled that Women's Health East received a second year of funding for the Speaking Out program, to support the impressive advocacy delivered by women with a lived experience of family violence or sexual assault who participate in this program. These women are truly making a difference to the understanding of violence by the general public and by decision makers and service deliverers across Victoria.

We were also extremely pleased with Women's Health East's success in securing funds for a first of its kind project focused on family violence prevention for young LGBTIQ people.

The Board of Governance at Women's Health East comprises a diverse group of women with a shared commitment to women's health and wellbeing, and good governance.

Over the year, the Board farewelled Stella Smith and Kristy McKellar. We also welcomed new member Deepthi Iyer.

I trust you will enjoy reading Women's Health East's Annual Report 2018-2019.



Lisa Dunlop
Chair



Chief Executive Officer Report

This year has been one of deepened and sustained action in some of our ongoing programs, and of innovation and renewal in others.

The Together for Equality & Respect Partnership, led by Women's Health East, entered its sixth year of collaborative work to prevent violence against women in Melbourne's East. The longevity of this partnership has created welcome challenges for Women's Health East in our capacity building role, with new partners seeking support with initial engagement, and more experienced members seeking to increase their focus on intersectionality and deepen their impact.

WHE has also delivered new and/or refreshed training packages across all of our priority areas. This included an updated 'Introduction to the Prevention of Violence Against Women' and 'Active Bystander Intervention' training and 'Leading Change' modules for organisational leaders. WHE became an Our Watch endorsed training organisation with three staff being approved to deliver their workplace training packages.

In partnership with others, we also delivered training for early years educators on breaking down gender stereotypes, women's leadership and financial literacy programs and, for the first time, Sexual and Reproductive Health Training to health planners and health promotion workers. In addition, we facilitated a workshop for general practitioners on medical termination of pregnancy.



Other highlights included participating in the 'Liwurruks in the Hood' young Aboriginal women's leadership project led by Boorndawan Willam Aboriginal Healing Service, and #MissMakesCode sessions with Girl Geek Academy, which taught code to primary school girls and their mums.

We had a significant focus on research this year. We released the Young and Queer Report which explored LGBTIQ young women's access to sexual and reproductive health services, and commenced an action research project to contribute to the evidence base on family violence prevention for young LGBTIQ people. We also commenced a research based project to investigate ways to shift harmful social norms in a secondary school setting.

Other new focuses of our work included bringing an intersectional gender lens to the issues of open space planning, and social inclusion and ageing.

Finally, we started our very own Sexual and Reproductive Health Week and led a regional campaign to highlight it! We hope this will be the first of many to follow in future years.

I would like to acknowledge the amazing team of Board, staff and volunteers at Women's Health East who put their all into their work to ensure positive outcomes for women in our region and beyond.

Thank you, as always, to our dedicated partners without whom we could not do the work we do. We look forward to continued engagement with you all in the upcoming year in our quest for equality, empowerment, health and wellbeing for all women.

Kristine Olaris

Kristine Olaris
Chief Executive Officer

Our People



ABOVE - Board of Governance from left to right: Stella Smith, Lisa Dunlop, Leanna Marinucci, Dimity Paul, Wendy Roberts, Olive Aumann, Christabelle Adjoyan, Dilnaz Billimoria.

Board of Governance

Current as at June 30 2019:

- Lisa Dunlop – Chair
- Wendy Roberts – Deputy Chair
- Leanna Marinucci – Treasurer
- Dimity Paul – Secretary
- Olive Aumann
- Dilnaz Billimoria
- Christabelle Adjoyan
- Deepthi Iyer (not pictured)

Outgoing:

- Stella Smith
- Kristy McKellar (not pictured)

BELOW - Staff from left to right: Melissa Tully, Emily Kate Cowan, Dima Al Tarsha, Colleen Russell, Taylor Nally, Claire Butselaar, Autumn Pierce, Lara Gerrand, Kristine Olaris, Arielle Milecki, Jayde McBurnie, Vanessa Czerniawski, Luisa Salvo.

Staff

Current as at June 30 2019:

- Kristine Olaris, Chief Executive Officer
- Emily Kate Cowan, Executive Assistant
- Colleen Russell, Quality/Project Officer
- Melissa Tully, Finance Officer
- Jayde McBurnie, Together for Equality & Respect Manager
- Autumn Pierce, Health Promotion Manager
- Claire Butselaar, Health Promotion Officer
- Lara Gerrand, Health Promotion Officer
- Vanessa Czerniawski, Health Promotion Officer
- Ari Milecki, Speaking Out Program Coordinator
- Dima Al Tarsha, Health Promotion Officer
- Katie McKee, Health Promotion Officer (not pictured)
- Georgina Nix, Health Promotion Officer (not pictured)
- Luisa Salvo, Health Promotion & Training Officer

Short term:

- Nicole Simpson, Health Promotion Officer (Jan 2019 to Jun 2019) (not pictured)

Outgoing:

- Jill Exon, Health Promotion Officer (until Sep 2018) (not pictured)
- Amy Kendall, Executive Assistant (until Nov 2018) (not pictured)
- Taylor Nally, Health Promotion Officer (until Feb 2019)
- Liana Papoutsis, Speaking Out Officer (until Oct 2018) (not pictured)

Volunteers

- Georgina Nix (Oct 2018 to Jan 2019)
- Sarah Osborne (Jan 2019 – Apr 2019)
- Rhiannon Taggart (Apr 2019 – Jun 2019)
- Speaking Out Advocates (Ongoing)

Students

- Ivy Chen (Sep 2018 to Dec 2018)
- Toni Allen (Jul 2018 to Sep 2018)



Strategic Plan 2017-2021

Our Purpose

Women’s Health East (WHE) drives action to build an equitable society. Guided by evidence and informed by women’s lived experiences, we strengthen the capacity of the community to improve women’s health and wellbeing.

What We Do

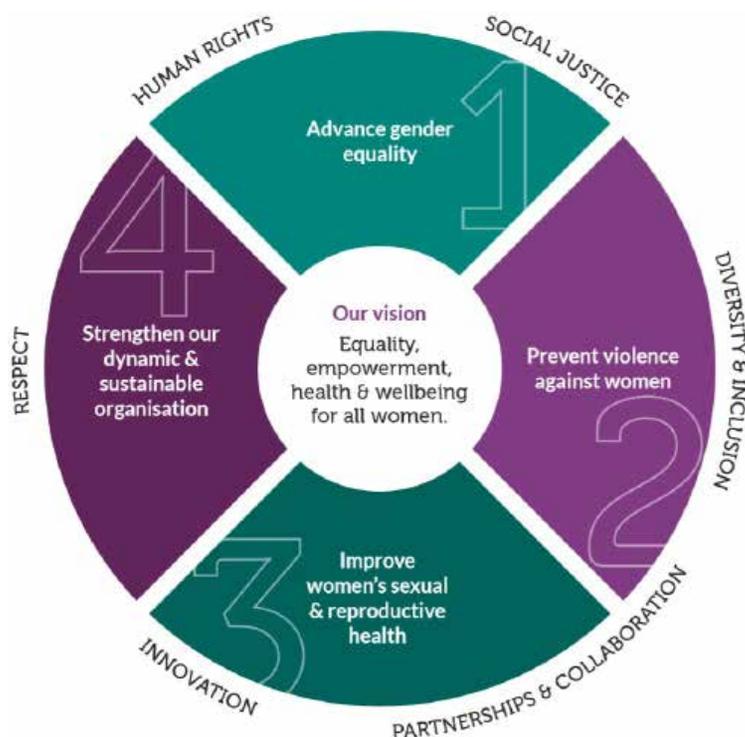
Working within a feminist framework, WHE address the social, cultural, economic, political and environmental factors impacting on the health, safety and wellbeing of women in the region.

We build the capacity of organisations, services and programs in the region to optimally address issues affecting women.

To achieve this, we partner with state and local governments, health and community organisations, and others with a role in improving health outcomes for women.

With a focus on our region we:

- Provide leadership, expertise and support to initiatives addressing our key priorities;
- Facilitate collaborative, integrated responses to our key priorities;



- Implement and support an intersectional approach to women’s health promotion;
- Enhance the capacity of our partners to improve service system access and responsiveness for all women;
- Shape responses to women’s health and wellbeing needs through the translation of evidence into practice, advocacy, consultancy and research;
- Influence public policy and public discourse on issues relevant to improving health outcomes for women; and
- Deliver training and education programs, opportunities for collective learning, resources and support to build workforce and organisational excellence in women’s health and wellbeing.

Key Achievements

Advance Gender Equality

- Women and Open Spaces – commenced a discussion paper to inform safe and inclusive public spaces.
- Women, Ageing and Social Inclusion – identified opportunities to improve workforce understanding of the intersections of gender, ageing and social inclusion.
- #MissMakesCode – partnered with Girl Geek Academy to deliver a coding workshops for women and girls.
- Women's Leadership Programs – partnered to co-deliver programs for Iranian women, young women with disabilities, and Aboriginal young women.
- Gender Equity Audits and Training – reviewed the regional gender equity audit manual and tools, delivered gender equity training to a range of providers.
- Gendered Planning – informed planning forums across the region.

Prevent Violence Against Women

- Together For Equality & Respect – provided backbone support to the TFER Partnership and delivered capacity building regional forums, Community of Practice sessions and Introductory PVAW training.
- Speaking Out – delivered training to a new group of survivor advocates for the prevention of violence against women.
- 16 Days of Activism – coordinated the regional #Together4GE campaign.
- Voices for Equality and Respect – led this ground breaking project to investigate prevention of family violence for LGBTIQ young people.
- Social Norms – led this project in partnership with EACH to develop and trial a kit for supporting a school based approach to shifting harmful social norms.
- Training – became an Our Watch endorsed training organisation with three staff becoming qualified trainers. Delivered other new training packages, including Active Bystander training.



Improve Women's Sexual and Reproductive Health

- Regional Sexual and Reproductive Health Action Plan – led the strategic reference group overseeing this plan.
- Sexual and Reproductive Health Week – led the inaugural SRH week campaign in the EMR
- Medical Termination of Pregnancy forum – partnered to implement a forum for doctors, pharmacists and practice staff.
- Young and Queer in the East – launched a report into the SRH needs of LGBTIQ young women.
- SRH Health Promotion Training – delivered training to practitioners in partnership with other members of a regional strategic SRH group.

Strengthen our Dynamic and Sustainable Organisation

- Quality Improvement – continued to lead the Women's Health Services Quality Improvement Framework across the women's health sector.
- Internal Capacity – provided internal training on LGBTIQ responsiveness, women with disability, and health promotion planning and evaluation.
- Sharing our Knowledge – presented at a range of state wide, national and international conferences.
- Partnerships – continued focus on partnership development. Celebrated International Women's Day with a thank you event for our partners.
- Financial Sustainability – secured various project grants.
- Regional Leadership – advocated for women's health and wellbeing priorities in the lead up to the state election.



Advance Gender Equality

Women’s Health East recognises the significant influence of gender inequality on the social status of women and the impact this has on their health and wellbeing.

Additionally, evidence consistently tells us that gender inequality is the core driver of violence against women.

In light of this, WHE places substantial importance on advancing gender equality. WHE also recognises that many women experience multiple, intersecting forms of discrimination and disadvantage, and is committed to progressing gender equality for all women.

Women’s Health East supports other organisations to bring an intersectional gender lens to their work, both leading and supporting the delivery of initiatives that strive to advance gender equality. Women’s Health East activities over the year have sought to increase women’s social inclusion, women’s leadership and women’s access to knowledge and skills.

Gender Equity and Open Spaces

Women’s Health East partnered with Access Health and Community to investigate how gender influences women’s experience in and around public open spaces, and the role that urban planning plays in developing safe and inclusive public spaces. Local councils across the East were consulted to gauge awareness of gender considerations when designing public spaces, and inform the development of a discussion paper further exploring this topic. The paper will be disseminated in the coming months.

Women, Ageing and Social Inclusion Project

Women’s Health East, in partnership with the Inner East Primary Care Partnership, explored the intersection of gender, ageing and social inclusion through the Women, Ageing and Social Inclusion Project. As well as completing a review of key social inclusion and healthy ageing literature, WHE set up a steering group to provide guidance on the project, and facilitated two focus groups with workers from the EMR. The focus groups provided insight into workers’ levels of understanding of the intersection of gender, ageing and social inclusion, and how best to support practitioners to improve practice in these intersecting areas. WHE looks forward to sharing the full discussion paper in coming months.



“It has been really interesting to discover the barriers that older women face to being fully engaged and valued in our community”

- Project Lead Claire Butselaar, WHE

NAIDOC Week

Women's Health East were pleased to participate in and supported activities for NAIDOC week this year with its focus on celebrating Aboriginal women through the 'Because of Her, We Can' campaign. As well as sharing campaign posts from Aboriginal people on social media, we also supported a NAIDOC afternoon tea held at the Memo Hall in Healesville. The event was hosted by Healesville Indigenous Community Services Association (HICSA), Boorndawan Willam Aboriginal Healing Service, Women's Health East, Yarra Ranges Council and Eastern Community Legal Centre. It was a vibrant celebration of local Aboriginal and Torres Strait Islander women who have paved the way. WHE staff member Jill Exon also attended the NAIDOC conference in Sydney and represented the organisation at the EMR NAIDOC ball.



Women's Financial Literacy and Leadership Program

Women's Health East was excited to work with the Migrant Information Centre (Eastern Melbourne) to deliver the Women's Financial Literacy and Leadership Program to 10 women of Iranian background. WHE co-facilitated a 6-week program with the aim of enhancing women's money management skills, improving their understanding of gender equality and increasing female participation in leadership within their community.

Beyond Sparkles and Superheroes

Women's Health East was proud to be part of the Beyond Sparkles and Superheroes initiative, promoting gender equality and celebrating children's individuality through books. The booklist launch was held in October, facilitated by Maroondah City Council, with support from WHE, EACH, Knox City Council, Yarra Ranges Council and Eastern Regional Libraries. Author and advocate for empowering children through books, Jayneen Sanders, spoke at the event, sharing tips around use of language to break down gender stereotyping in early years.



“It is important that girls and boys are given equal opportunities to develop their full potential and have options to choose their future path based on their individual interests and skills, not on the expectations for their sex.”

**- No Limitations Guide,
Women's Health East**

Girl Geek Initiative

Women's Health East was involved in an exciting initiative, led by Girl Geek Academy, delivering a series of technology-focused workshops to women and girls. Recognising the gender imbalance in science, technology, engineering and mathematics careers, the workshops aimed to promote gender equality by building young girls' confidence with technology, as well as problem solving, communication skills and creativity. Monash Council, Yarra Ranges Council and Whitehorse Council supported delivery of 12 #MissMakesCode workshops in their regions.



Gender Equality workshops for Arabic Speaking Group

Women's Health East was delighted to be invited by the Migrant Information Centre (Eastern Melbourne) to speak about gender equality to members of the Arabic speaking community. The workshop was a success with 17 participants attending. The evaluation of the session showed attendees had an increased knowledge of gender equality.

“As an Arabic speaking person I enjoyed working with my community to raise their awareness about a culturally sensitive issue, in a culturally accepted way, in their language”

– Dima Al Tarsha, WHE



Women in Leadership

Enabling Women Program

Led by Women with Disabilities Victoria, the *Enabling Young Women Leadership Program* aimed to deepen the understanding of issues affecting young women with disabilities, empower women with disabilities to lead in their own communities and build partnerships. Women's Health East was pleased to partner with Women with Disabilities Victoria, Yarra Ranges Council, Knox City Council and the Outer East Local Learning and Employment Network to deliver this program. Through a series of six sessions, focusing on topics such as self-esteem, identifying strengths, advocacy, community development and increasing understanding of local government, 12 young women with disabilities took part in the program.



Prevent Violence Against Women

Violence Against Women (VAW) is a prevalent and serious issue that has significant short and long term impacts on women's health and wellbeing. The evidence tells us gender inequality sets the necessary social context in which VAW occurs.

However it is important to recognise that other intersecting forms of inequality and discrimination, such as racism, colonialism, ableism, ageism homophobia and transphobia, influence and compound women's experiences of equality and of violence. Women's Health East is committed to an intersectional approach to the primary prevention of violence against all women. We promote an integrated understanding of the factors that affect women's experiences of inequality and violence through all of our work.

Together for Equality and Respect

Women's Health East continued to support collaborative action to prevent violence against women across Melbourne's EMR by providing 'backbone' support for the Together for Equality & Respect (TFER) Partnership. The role of WHE has been to:

- Support the Leadership Group and Evaluation Working Group;
- Provide resources and expertise to facilitate evidence-based practice and evaluation;
- Build capacity of organisations to implement actions to improve gender equity;
- Coordinate advocacy activities;

- Act as a communication conduit by providing partners with up-to-date information on funding, innovative practice, training and progress on the TFER Action Plan
- Orient new members to primary prevention and the TFER Partnership; and
- Coordinate the development and review of the four-year TFER Action Plan.



TFER Community of Practice

TFER Community of Practice bring together PVAW practitioners to learn from each other's challenges and successes, and to hear from experts, to inform our regional work. Topics this year have included:

- Evaluation – Outcomes and Measures – informing the development of the TFER Evaluation Plan for 2017-2021;
- Managing Resistance and Responding to Backlash;
- Evaluate Work in Setting and Community Groups; and
- Organisational Change.

TFER Forums

Expanding Knowledge in PVAW: LGBTIQ Women, Women Online and Older Women

The forum aimed to provide insight and practice learnings about the different intersections of violence against women including elder abuse, violence against LGBTI women, and violence against women online. The forum featured a range of academics and experts from the region and beyond. WHE would like to thank Eastern Community Legal Centre, Dr Philomena Horsley and Dr Lauren Gurrieri.



**“The expertise and knowledge of speakers.
Very insightful and valuable”**

– Participant

“Working in the PVAW space, practical suggestions of where to take action in each space mentioned by each presenter was very useful”

– Participant

Responding to Disclosures: A Prevention Practitioner Event

The Responding to Disclosures Forum built PVAW practitioners’ awareness around supports available for women who have experienced violence in the EMR, and provided techniques for handling disclosures. Emphasis was placed on the importance of self-care when working in this space. Speaking Out Advocate, Nicole, spoke to her personal experiences on responding to disclosures. Other presenters included Victoria Police, Eastern Centre Against Sexual Assault, Doncare, Boorndawan Willam Aboriginal Healing Service, Eastern Community Legal Centre, Migrant Information Centre and Eastern Domestic Violence Service.

TFER Evaluation Plan 2017-2021

The Evaluation Working Group was pleased to release the TFER Evaluation Plan 2017 – 2021 which sits alongside the TFER Strategy and Action Plan 2017-2021. The document was designed to assess the impact of a collective effort approach to the primary prevention of VAW. It will further assist TFER partners to gather shared evaluation data across the region.

“The highlight for me has been honing my research skills and learning about the experiences of other TFER partners – what their challenges have been, what has supported their work, and how I can learn from their experiences”

**– Bonnie Coogan,
Access Health & Community, Evaluation Working
Group Member**

“I have learned so much from each and every member of the Evaluation Working Group. Their passion for their work and shared desire to understand the contribution we are all making to the prevention of violence against women and support of gender equity is energising”

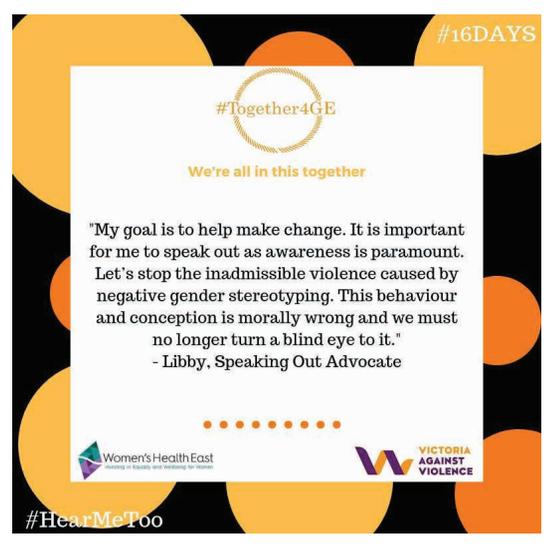
– Sophie Allen,
Inner East PCP, Evaluation Working Group Member

16 Days of Activism Against Gender Based Violence

Women’s Health East led the annual regional 16 Days of Activism campaign. The 16 Days campaign (25th November to 10th December) aims to raise awareness about violence against women and its connection to gender inequality. This year’s campaign #Together4GE, emphasised the importance of partnerships and collective action to advance gender equality.

Every day during the campaign, WHE shared content showcasing gender equality initiatives from across the region on our social media platforms in order to highlight that we need to work together to achieve gender equality.

WHE partner organisations were also invited to share WHE-created content on their own social media platforms, promote the campaign through their own events, and by use of the hashtag #Together4GE on their social media posts.



Speaking Out Program

The Speaking Out Program trains and supports women who have experienced family violence and/or sexual assault to become advocates for change. WHE leads the program with the support of Eastern Domestic Violence Service and Eastern Centre Against Sexual Assault. Seven passionate new advocates participated in the Speaking Out Program intensive training this year. The women built new skills, including public speaking and media engagement, advocating within meetings and workshops, and increasing their knowledge of the social contexts of violence prevention. Advocates learnt how to incorporate their personal experiences with their newfound skills to share their stories with others in order to create change.

“I felt really validated and supported.”

– Speaking Out Advocate

Women’s Health East held three professional development sessions for Speaking Out participants. These provided an opportunity for the women to come together, further develop their confidence and update their skills and knowledge in their advocacy roles. A highlight was the intimate ‘An Hour with Rosie Batty’, where Rosie shared her journey with advocates and answered their many questions.

“In only 2 sessions our group appears to have shared so much and grown so much – the power of women is astounding.”

– Speaking Out Advocate



Speaking Out advocates were involved in a multitude of advocacy opportunities including media interviews, public speaking, and participation in family violence/prevention reforms through working groups and codesign activities. This program has statewide reach with many engagements occurring outside of the region.



A highlight media event of the year was the appearance of two Speaking Out Advocates on the ABC program, ‘You Can’t Ask That’. Another was the growing demand for the voices of women to inform changes within business and essential services. This began with the Teachable Moments Family Violence Co-Design Workshop hosted by the Thriving Community Partnership. Thirteen Speaking Out Advocates participated along with more than 170 representatives from business, community and service organisations, government regulators, ombudsmen and others working towards a greater understanding of family violence, its prevention and the role they can play.



Liwurruk's (Sister's) in the Hood Project

Women's Health East was thrilled to be involved in the Liwurruk's (Sister's) in the Hood Project, led by Boorndawan Willam Aboriginal Healing Service in partnership with EACH and The Healesville Indigenous Community Services Association (HICSA). The project supported young Aboriginal women to become advocates for change within their respective communities by building their capacity to start conversations about gender equality and healthy, respectful relationships. A significant component of this project was the creation and distribution of hoodies, designed by the young women, promoting gender equality, anti-violence, self-love and empowerment messaging, to encourage community wide conversations about preventing violence against women.



Voices for Equality and Respect Project

Women's Health East welcomed funding from the Victorian government to deliver a ground-breaking participatory research project to build knowledge about preventing family violence for LGBTIQ young people. It aims to support LGBTIQ young people to recognise and develop healthy, equal and respectful relationships. It will also encourage local service providers to identify and respond to the discrimination and violence faced by LGBTIQ young people.

WANTED: YOUNG LEADERS

We need Young Leaders in the LGBTIQ community to lead the creation of a resource on equal and respectful relationships. In your role as a Young Leader you will gain valuable **project planning, facilitation, communication and leadership** skills!

Key responsibilities:

- Sharing your knowledge and experiences in meetings.
- Developing of content for recruitment and workshops.
- Attending workshops.
- Supporting the development of the resource.

Edibility criteria:

- Identify as LGBTIQ
- Be aged 20 to 25 years old
- Live/work/study in the Eastern Metropolitan Region of Melbourne

You will be reimbursed for your contribution to the project.

Please contact Lara Gerrand at Women's Health East on (03) 9851 3706 or lgerrand@whe.org.au for a full position description and expression of interest form.

Applications close 9th April 2019.

Women's Health East
Ethics ID Number: 1853347

WHE has been working with researcher and consultant Dr Philomena Horsley, and an informed steering committee of agencies who bring their expertise and support to the work. Ethics was approved through The University of Melbourne. To ensure young people were central to this project, WHE ran a series of workshops with young LGBTIQ people to capture their thoughts on and experiences of building safe and equal relationships. The project is continuing and will result in a research report and a resource for workers on family violence prevention for LGBTIQ young people.

Social Norms Project

Women's Health East was thrilled to receive funding from the Bank of Melbourne to support a first of its kind Social Norms Project. The project aims to support secondary schools to promote and model respectful relationships through identifying and shifting harmful social norms which enable disrespectful behaviours. A series of focus groups were held with students of Norwood Secondary College to gather their understanding of social and gender norms within a school context. The next stage of this project will include development of the 'Shifting Social Norms for Equal and Respectful Relationships' toolkit.

Women's Health East would like to acknowledge the support of partners of the project including EACH, the Department of Education and Training, Inspiro and Norwood Secondary College. WHE looks forward to seeing further work in this space.

Training

Introduction to Prevention of Violence Against Women Training

Women's Health East ran two interactive Introduction to PVAW Training sessions over the year. One session was open to any new workers or organisations commencing work in PVAW. The other was run specifically for the Inner East Neighbourhood Houses Network. There was overwhelming positive feedback from the sessions. In response to demand, the training will now be a regular feature of the WHE training calendar, and upon request can be tailored to audience need.

100% of training participants agreed the training increased their understanding of the gendered drivers of violence against women and primary prevention as an approach to PVAW.

“Activities were interesting [to] me. This session gave me lots of ideas and information.”

– Participant

Active Bystander Training

In response to partner-stated need, WHE developed Active Bystander Training. It was designed to increase understanding of the link between gender equality and PVAW, support the development of practical tools to be an active bystander and increase practitioners' skills and confidence to challenge attitudes and behaviours that support inequality and disrespect. This training was provided to the Pledge Network. WHE looks forward to delivering more Active Bystander training in the future.

71% of participant agreed they developed new skills to be an active bystander.

Leading Change for Gender Equity

Women's Health East, with support from Melbourne University and Women's Health Goulburn North East, delivered the Leading Change for Gender Equity Training to 56 corporate staff of the North Eastern Victorian Region of Department of Education and Training. The aim of this training was to increase participant's awareness of the links between gender equity and PVAW, and the role workplaces and individuals have in advancing GE.

This training was deemed as a great success, with participants stating the training was engaging, informative and useful. The evaluation report further supports this, with 91% of participants reporting the training increased their understanding of the link between gender inequality and violence against women, and 98% of participants agreed that the training increased their understanding of their role in promoting gender equity within the workplace.



Improve Women's Sexual and Reproductive Health

Sexual and reproductive health (SRH) has significant impacts on women's physical, mental, emotional and social wellbeing.

Our goal is that 'all women in the EMR enjoy optimal Sexual and Reproductive Health within relationships that are respectful and fulfilling'. WHE is committed to improving SRH by working across six priority action areas: representation of SRH issues in policy and planning; sexually transmitted infections; reproductive empowerment, access and rights; sexualisation and objectification of women; SRH literacy; and female genital mutilation/cutting.

The Victorian government's Public Health and Wellbeing Plan tells us that the burden of disease associated with poor sexual and reproductive health continues to increase, despite being preventable. In response, we work closely with partner organisations to build the capacity of health promotion workers and service providers to address the key sexual and reproductive health issues for women in the EMR.

EMR Sexual and Reproductive Health Strategic Reference Group

The EMR SRH Strategic Reference Group had another successful year, providing direction and leadership to promote the sexual and reproductive health and wellbeing of women in the EMR. Outcomes this year included the facilitation of GP training on the provision of the Medical Termination of Pregnancy (MTP), supporting the promotion of the Young and Queer in Melbourne's East: Exploring LGBTIQ Young Women's

Access to Sexual and Reproductive Health Services report, the completion of a sexual health literacy survey for health promotion workers, the development of a SRH literacy training workshop, as well as supporting SRH Week 2018.

Women's Health East appreciates the support of our regional partners as well Multicultural Centre for Women's Health, for their ongoing involvement in this work.



“The [Strategic Reference Group] allows for collaboration and group effort among [Strategic Reference Group] members to implement projects to improve SRH in the EMR.”

– Claire Butselaar, WHE

Sexual and Reproductive Health Week 2018

ENDOMETRIOSIS

WHAT IS IT?

Endometriosis is a condition where the lining of the uterus (the endometrium) grows outside the uterus and throughout the pelvis. These tissue deposits can cause a number of symptoms such as pelvic pain and infertility. There is no known cure for endometriosis.

SYMPTOMS

- Fatigue.
- Pain that stops you on or around your period.
- Pain on or around ovulation.
- Pain during or after sex.
- Pain with bowel movements.
- Pain when you urinate.
- Pain in your pelvic region, lower back or legs.
- Heavy bleeding or irregular bleeding.

FACTS

- 1 in 10** women in Australia has endometriosis.
- 7-10** average number of years it takes for endometriosis to be diagnosed.
- \$7.7 BILLION** annual average cost of endometriosis in Australia due to lost productivity and direct healthcare.

REALITY

Endometriosis is often misdiagnosed as normal menstrual symptoms by medical professionals, leading to delays in diagnosis.

Endometriosis can impact every aspect of a woman's life, her physical and mental health, her relationships and her financial security.

In 2018 Australia launched the first National Action Plan for Endometriosis to improve awareness and understanding of endometriosis, to speed up diagnosis, develop better treatment options and to ultimately find a cure.

Endometriosis can only be correctly diagnosed via surgical intervention.

Endometriosis does not always cause infertility.

Hysterectomy does not cure endometriosis.

Getting pregnant does not cure endometriosis.

Women's Health East believes in the benefit that investment in research and awareness raising in the community, health system and workplace will have on the Australian community. Greater investment and awareness around endometriosis will see a reduction in the overall burden of disease, lower healthcare costs and absenteeism rates, and an increase in the social and economic participation of people affected by endometriosis.

Women's Health East is proud to have developed a five day Sexual and Reproductive Health (SRH) social media campaign to raise awareness around lesser known reproductive issues affecting women. The campaign was designed to fall across two internationally significant days: World Contraception Day and International Safe Abortion Day.

MENOPAUSE

The word 'menopause' comes from the Greek words 'menos' meaning month and 'pause' meaning to cease. Menopause means the monthly period stops.

For centuries, menopause was viewed as a 'disease' that needed to be cured and the women 'afflicted' with it were subjected to horrific treatments and medical procedures in order to make these women 'much more pleasant to live with'.

The 20th century saw the discovery of the effectiveness of hormone replacement therapy (HRT) on menopausal symptoms, leading to frequent prescribing of HRT to all postmenopausal women regardless of their needs, wishes or health status.

MENOPAUSE BY NUMBERS

- 51** average age of menopause in Australia.
- 67 PERCENT** women experience problematic symptoms of menopause.
- 5-10** average number of years women experience symptoms of menopause.
- 73 PERCENT** workforce participation rate of women aged 50-59 years.
- 2 MILLION** post-menopausal women in Australia.

Common symptoms of menopause

- Hot flushes
- Sleeping problems
- Joint pain
- Vaginal dryness
- Urinary problems
- Anxiety
- Mood swings
- Tiredness
- Forgetfulness
- Lack of concentration

Today, people remain reluctant to discuss menopause. There remains a level of secrecy and embarrassment around a normal life stage that up to 50% of the Australian population will experience.

In the workplace, many women feel that organisational expectations require them to 'hide' any evidence of their 'hormonal bodies' and the uncomfortable symptoms they are experiencing.

Menopause is a time when women can feel vulnerable and embarrassed. Health care providers need to offer personalised healthcare according to individual needs, preferences and expectations.

Women's Health East believe that we need greater understanding of menopause. It's management and women's experiences among the medical profession, politicians, the community and especially among employers.

Women's Health East created its own social media content to promote SRH issues such as menopause, endometriosis and polycystic ovary syndrome. WHE partner organisations, as well as organisations beyond the EMR, got involved in the campaign by using the hashtag #srhweek2018, posting their own content, as well as sharing WHE content.

Polycystic Ovary Syndrome

Polycystic ovary syndrome (or polycystic ovarian syndrome – PCOS) is a complex hormonal condition. 'Polycystic' literally translates as 'many cysts'. Women with PCOS often have enlarged ovaries and their ovaries may have many cysts on them.

WOMEN WHO HAVE PCOS MAY EXPERIENCE:

- irregular menstrual cycles or no periods (amenorrhoea)
- excessive facial or body hair growth (or both)
- acne
- scalp hair loss
- reduced fertility (difficulty in becoming pregnant)
- mood changes – including anxiety and depression
- obesity
- sleep apnoea

PCOS has reproductive, metabolic and psychological features which often means diagnosis is delayed, treatment is often not holistic and opportunities for prevention, treatment and improved health outcomes are missed.

PCOS is one of the leading causes of infertility and women with PCOS are at greater risk of other health problems such as obesity, type 2 diabetes, cardiovascular disease and endometrial cancer.

PCOS BY NUMBERS

- 1 in 5** women of reproductive age have PCOS.
- 70%** of women with PCOS remain undiagnosed.
- \$400** average healthcare costs of PCOS in Australia each year.
- 60%** of women with PCOS can become pregnant naturally.
- 4-7** times increased risk of pre-diabetes and Type 2 diabetes for women with PCOS.

In 2018 the NHMRC Centre for Excellence in PCOS launched the Australian led global guidelines for the diagnosis and treatment of PCOS.

With the introduction of these guidelines it is hoped that women with PCOS will benefit from timely diagnosis, reduced variation in care and optimised prevention of complications.

Women's Health East believe that women with PCOS deserve enhanced health and wellbeing through improved medical, social and workplace support.

Sexual and Reproductive Health Promotion Training

In partnership with Multicultural Centre for Women's Health, Access Health and Community and Family Planning Victoria, WHE delivered a Sexual and Reproductive Health Prevention Planning Training to 24 health promotion and health planners working in the EMR. The training was designed to develop knowledge and skills around planning and implementing sexual and reproductive health projects. The session involved hearing from speakers working in SRH, networking opportunities, and a chance to develop a greater understanding of sexual and reproductive health within a prevention context.

Medical Termination of Pregnancy Forum

Women's access to both surgical and medical termination of pregnancy (MTP) services in the EMR has been an ongoing concern, with limited access in the region. For this reason, WHE has invested in substantial advocacy with other organisations in the region, to state politicians and bureaucrats, in relation to the need for a SRH Hub in the east. We were very pleased when in May 2019 the state government announced the establishment of a SRH Hub at EACH Ringwood.



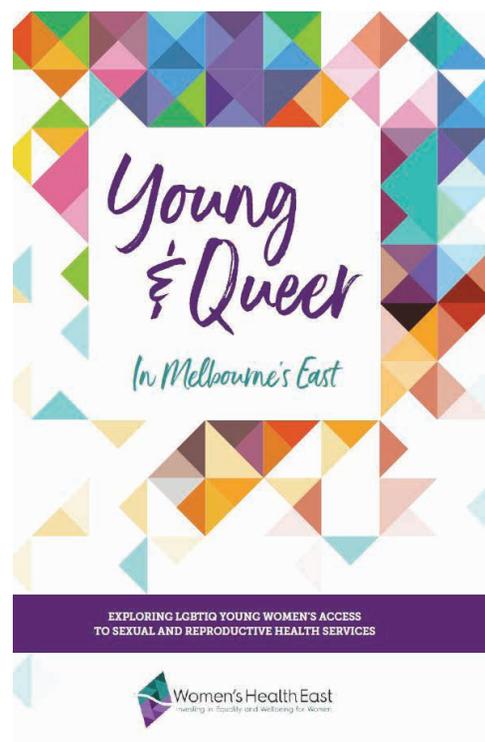
Additionally, WHE and Family Planning Victoria hosted an information evening for GPs working in the EMR, to provide an overview of GP training requirements for providing MTP, the MTP procedure and the support services available.

The forum included expert speakers from Family Planning Victoria, 1800 MY OPTIONS, and a member of MS Health, the pharmaceutical company that manufactures the medical abortion in Australia. It also provided WHE with the opportunity to increase understanding around barriers GPs face in their ability to provide MTP services. This information will help WHE to work towards increasing access to medical abortion for women in the EMR.

Young and Queer in Melbourne's East: Exploring LGBTIQ Young Women's Access to Sexual and Reproductive Health Services

Women's Health East was thrilled to deliver the Young and Queer in Melbourne's East report this year. Young and Queer is the culmination of analysis of available literature, an online survey and a series of focus groups with young LGBTIQ people who identify as women. The report explores LGBTIQ young women's access to sexual and reproductive services in the region and makes a series of recommendations on how to build inclusive and accessible services.

The report is available to read on our website.





Strengthen Our Dynamic and Sustainable Organisation

Women’s Health East prides itself on being an ethical and dynamic organisation and employer, committed to quality and innovation. As thought leaders in women’s health in the east, we recognise that our staff and our partnerships are our greatest enablers to attainment of equality, empowerment, health and wellbeing for all women.

Women’s Health Service Quality Framework

Women’s Health East continues to lead the implementation of Women’s Health Services Quality Framework, with the active engagement of nine other women’s health services across Victoria.

This year saw the first peer review process undertaken using the Quality Framework standards, with Women’s Health Goulburn North East reviewed by WHE’s Quality Project Officer. The peer review process facilitates information sharing and skills development across the sector to support continuous quality improvement.

Women’s Health East continued to apply the Quality Framework standards to our own work by undertaking a comprehensive self-assessment of our systems and processes and developing a new two-year Quality Improvement Plan for the period 2019-2021.

Professional Development

Women’s Health East is committed to the ongoing training and development of our staff, as we respond to a rapidly evolving social and policy context. In response to the increasing focus on understanding women’s experiences through an intersectional lens, WHE staff have undergone LGBTIQ Cultural Sensitivity and Awareness training delivered by Thorne Harbour Health as well as Gender and Disability Workforce Development training with Women with Disabilities Victoria.

TFER Manager Jayde McBurnie was one of few women whom was accepted to take part in the Joan Kirner’s Young and Emerging Women Leaders Program. The program has enabled Jayde to further build her leadership skill set from this program.



To strengthen internal planning and evaluation processes, health promotion staff participated in training sessions with programming and evaluation expert Wei Leng Kwok. As a part of these sessions a program logic model framework, and a template for

implementation and evaluation plans was developed for use by the WHE health promotion team. This year Women's Health East also supported three staff members to undertake Our Watch training. WHE is now an endorsed Our Watch training organisation, equipped to deliver 'Putting the prevention of violence against women into practice: How to Change the Story' and 'Workplace Equality & Respect.'

Sharing Our Knowledge

Conferences

Women's Health East staff presented at a range of local, statewide, national and international events. Some highlights are outlined below.

Women Leading Change Forum (EFL and AFL)

The Women Leading Change Forum brought together women leaders from health, business, sport and government to hear about and discuss how to promote gender equality in Melbourne's east. The event was led by journalist Lauren Wood, and our CEO Kristine Olaris provided a key address on Gender Equality in the East. Other speakers included Melbourne Football Club player Katherine Smith, the Hon Heidi Victoria MLA and Cr Marijke Graham from Maroondah Council. The room was packed for this event and many ideas were formed about how to continue to promote women's leadership and gender equality.

Australian Health Promotion Symposium

TFER Manager Jayde McBurnie presented with the Outer East Primary Care Partnership at the Australian Health Promotion Symposium in Canberra. This presentation was a fantastic opportunity to share TFER learnings with a national audience. The presentation was well received and many learnings were taken from this event, including the need for more PVAW conversations to take place within a national health promotion context.

Responsible Leadership in the #MeToo Era – Future of Work Conference



Kristine Olaris was an invited panellist for a lively, informative and well attended session on Responsible Leadership in the #MeToo Era at this Melbourne University led conference. Co-panellists included; Justice Chris Maxwell, President Court of Appeal; Megan McCracken, Chair National Association of Women in Operations; and Victor Sojo, lecturer in leadership and Research Fellow at the Centre for Workplace Leadership.

IUHPE2019 World Conference on Health Promotion



Jayde McBurnie and Kristine Olaris were thrilled to speak at this global health promotion conference in Rotorua, New Zealand on the topic of Together for Equality & Respect – a region wide framework for advancing gender equality in order to prevent violence against women. We were very pleased to share our knowledge and experience with an audience from varied countries across the world.

Youth Health Conference 2018

Lara Gerrand was invited to speak at the Youth Health Conference held in Queensland this year. A major theme of this event was sexual health and its influence on health and wellbeing for adolescents. This was a great opportunity to showcase and share learnings from the WHE Young and Queer in Melbourne's East: Exploring LGBTIQ Women's Access to Sexual and Reproductive Health Services, to a national audience.

Articles

Health Promotion Manager Autumn Pierce authored an article published in Croakey titled, 'Why we need to keep the gender focus on elder abuse'. The article outlines the evidence on the gendered nature of elder abuse and highlights that without this focus we will miss an opportunity to unpack the complexities that could help us better understand and prevent elder abuse.

“The manifestations and implications for women of gender inequity in Australia – the wage gap, lower superannuation balances and greater vulnerability to sexual and physical violence and workplace harassment, to name a few– aren't exchanged for your Seniors Card.

If anything, where these experiences of discrimination intersect with ageism, their effects are further compounded.”

– Autumn Pierce , WHE

International Women's Day



International Women's Day is a global celebration of the social, economic, cultural and political achievements of women and a call to action for accelerating gender equality. Every year WHE staff actively hold and participate in a range of events.

Women's Health East held an evening event, inviting partner organisations to celebrate our shared achievements toward gender equality in the east. It was also an opportunity for WHE to thank our partners for their ongoing commitment to this important priority issue for women. Guests enjoyed great food, entertainment, and great company! The successful Liwurruk's in the Hood Project was particularly highlighted and hoodies developed through this work were distributed to guests.



Advocacy

In an election year, much attention was given to advocating for the needs of women on behalf of our region. Our CEO had many meetings and conversations with local and statewide MP's of all persuasions, both in her role at WHE but also as the Chair of Gender Equity Victoria. WHE also actively participated in the #VicVotesEquity campaign as did many of our partners and MPs. This campaign, led by Gender Equity Victoria, urged support for the vision of equality, wellbeing and freedom from violence for every woman and girl in every community in Victoria through a commitment to advance equity, promote health and prevent violence.



Women's Health East made a number of submissions in response to important issues for women at a policy, legislative and practice level. These included regional responses to Gender Equality Legislation Consultation and the Human Rights Commission's inquiry into Sexual Harassment in Australian Workplaces (on behalf of the TFER Partnership), and a WHE submission to the Royal Commission into Mental Health.

Women's Health East contributed on behalf of the region to a submission led by Women's Health Victoria, providing feedback on Hidden Forces, Marie Stopes Australia's draft white paper on reproductive coercion.

Inner East Primary Care Partnership recognition of Kristine Olaris

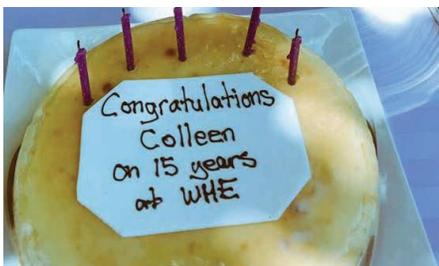
At their partner breakfast in 2018, the Board of the Inner East Primary Care Partnership recognised Kristine Olaris for 'outstanding achievement in partnership advancement'. In making this recognition, they highlighted Kristine's key role in the development of the longstanding Together For Equality & Respect Partnership, her role on the Ministerial Council on Women's Equality and her leadership in the development of Gender Equity Victoria, the statewide peak body for gender equity, the prevention of violence against women and women's health.



Colleen 15 Years

This year we were pleased to celebrate 15 years of Colleen Russell's employment with Women's Health East. Colleen joined WHE in December 2003 in a part time capacity, initially to provide administrative support to the organisation as it underwent a significant restructure.

Her role has evolved over time to include developing and reviewing policies and procedures, assisting with compliance activities and risk management, and coordinating quality improvement processes.



Colleen has also been responsible for developing and coordinating the Women's Health Services Quality Framework, a set of standards and assessment tools tailored specifically for the Victorian women's health sector. WHE continues to lead this project on behalf of the sector.

Women's Health East is extremely fortunate to have Colleen as a part of our team.

Communications

Women's Health East uses a range of communications channels to promote our values, share information about key health and wellbeing issues for women of the EMR, and increase the visibility of our organisation and health promotion activities to individuals, communities, partner organisations and a wide range of external stakeholders.

Our key communication channels include:

Website – Learn more about resources, information and current activities under our key priorities
www.whe.org.au

E-news – subscribe to our quarterly E-news through our website www.whe.org.au

Email Signatures – via our email communications we promote our upcoming events and activities

Social Media – Follow us on Twitter (@WHEast), Instagram (@womenshealtheast) and Facebook (facebook.com/WomensHealthEast)

Women's Health East staff have had a lot of fun over the last year engaging with our online audiences. On the next page is a sample of our communications from the last year.

Thank you to all our online followers for your ongoing support and engagement!

womenshealtheast

HAVE YOUR VOICE HEARD!

We want young people in the LGBTIQ community to help with the creation of a resource on equal and respectful relationships!

What is involved?

- Attend one Equal and Respectful Relationships Workshop.
- You will receive \$20 gift voucher for your contribution.

Eligibility criteria:

- Identify as LGBTIQ
- Be aged 16 to 19 years old
- Live/work/study in the Eastern Metropolitan Region of Melbourne

Workshop details:

Sat 11th May, 1pm - 4:30pm, Lilydale

For more information about participation and to register your attendance at workshop please contact Lara Gerrard at Women's Health East on (03) 9851 3706 or lgerrard@whe.org.au

WomensHealthEast
© 2018 ID number: 1022487

Liked by familyplanningvictoria and others

Women's Health East @WHEast - Apr 4

If you missed this episode of #YouCantAskThat on FV here it is vimeo.com/241111111. Thrilled that it included women from our #SpeakingOut program which trains & supports victim survivors to share their powerful stories for change @ShaunLeaneMP @DanielAndrewsMP @GabbyWilliamsMP



womenshealtheast



Liked by farehafeez and others

womenshealtheast Standing ovation for the women on the Aboriginal Voices panel! Good on @thorneharbour & @aconhealth for prioritising this discussion session. Closing out Day 1 with a little 🍊 #LGBTIQWHC18 #naidoc2018

womenshealtheast
Ruffey Lake Park



Liked by australianhealthindustrygroup and others

womenshealtheast WHE enjoyed the today on lunchtime walk through Ruffey Lake Park. We value being active, breathing fresh air, patting local 🍌 and catching up on each other's lives. 😊 Happy Tuesday!!

womenshealtheast



Liked by nataliehutchinsmp and others

womenshealtheast The WHE team celebrated Halloween today by dressing up, eating candy corn and making s'mores!

Women's Health East @WHEast - Mar 7

Check out our amazing #InternationalWomensDay2019 party spread!!! We'll be tweeting live tonight. Stay tuned 🍌🍌🍌



womenshealtheast
Women's Health East



Liked by safestepsv and others

womenshealtheast We are well underway in our planning for the 16 Days of Activism against Gender Based Violence. 🍌🍌🍌 Link to more info in our bio #HearMeToo #Together4GE #orangetheworld

Women's Health east @WHEast · Feb 20

Check out Jayde McBurnie, WHE TFER Manager, talking about a great initiative we are running with @GirlGeekAcademy. Together we're working to address the under-representation of women in STEM by running coding workshops for girls and their mums.



Girls and their mums learning coding for equality
A new workshop teaching girls and their mums to code has the broader aim of promoting gender equality.
theage.com.au

Women's Health East @WHEast · Oct 8, 2018

Our HP Manager and CEO with Auntie Nellie contemplating their own Tree of Life stories. WHE is looking forward to engaging more with the young Aboriginal women in Boordawan William Aboriginal Health Service's, Liwurruk's in the Hood program. #GE #PVAW



Women's Health East @WHEast · Apr 3

Speaking Out Advocate Libby is being interviewed on @triplej with Ben and Liam speaking about her experience of violence. Tune in now!!!



womenshealtheast



Liked by gippslandwomenshealth and others

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 2019 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

	2019 \$	2018 \$
Summary Income Statement		
Income		
DHHS funding	684,823	662,638
Other	452,942	304,915
Total Income	1,137,765	967,553
Expenditure		
Employment Expenses	981,806	766,000
Other	221,011	228,071
Total Expenditure	1,202,817	994,071
Operating Profit/(Loss)	(65,052)	(26,518)
Summary Balance Sheet		
Cash	879,328	998,862
Receivables	9,820	34,237
Property, Plant & Equipment	36,256	47,082
Term deposit 15mths	-	124,154
Total Assets	925,404	1,204,335
Payables	39,326	63,017
Provisions	145,319	148,318
Accrued Charges	22,412	1,983
Income in Advance	242,433	470,051
Total Liabilities	469,490	683,369
NET ASSETS	455,914	520,966
Current Ratio	1.89 : 1	1.53 : 1

Total income for 2018-2019 financial year was \$1,137,765 compared to \$967,553 in the previous year. This includes an increase of 48.5% in non-recurrent grants and a 1.7% indexation increase in DHHS core funding. Total expenditure was also higher than the previous year, primarily due to an increase in employment expenses for the year. This increase was in response to the additional project funding and an increase in Health Promotion staffing to progress our strategic priorities.

The final result for the 2018-2019 financial year was a deficit of \$65,052. This was in line with approved budgeted projections. Women's Health East's current ratio of 1.89:1 means that the business has \$1.89 in current assets to meet every \$1 in current liabilities. The current ratio is a calculation performed to assist in determining financial liquidity.

Donate

You can help us improve the health, safety & wellbeing of women in the EMR by donating to Women's Health East.

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;
- Deliver leadership training to women in Melbourne's East; and
- 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.

Key Partnerships

Women's Health East understands the importance of collaborative effort to achieve improved outcomes for women, and demonstrates this by nurturing our National, State and Regional partnerships. Women's Health East would like to acknowledge and thank all partner organisations that have collaborated with us and supported the work of our organisation. The following is an overview of partner organisations and networks we have engaged with over the past 12 months.

National

Australian Health Promotion Association
Australian Network for Universal Housing Design
Australian Women's Health Network
Our Watch
Climate and Health Alliance

State

Domestic Violence Resource Centre Victoria
Domestic Violence Victoria
EVA Media Action Group
Family Violence Industry Taskforce & Implementation Working Group
Gender Equity Victoria
GEN VIC Communications Community of Practice
GEN VIC PVAW Community of Practice
GEN VIC SRH Community of Practice
Girl Geek Academy
Multicultural Centre for Women's Health
Municipal Association of Victoria
Victorian Council of Social Services
Victorian Hepatitis B Alliance
Women with Disabilities Victoria
Women's Health Services Quality Framework Reference Panel
Women's Health Victoria

Regional or Subregional

Community Health, Health Promotion Special Initiatives Group
Creating a Place For Women in Sport Scale Up Working Group
Department of Education and Training
Department of Health and Human Services

Eastern Elder Abuse Network Reference Group
Eastern Melbourne Primary Health Network
EMR SRH Strategic Reference Group
Enabling Women Steering Committee
Family Access Network
Healesville Indigenous Community Services Association
Inclusive Clubs Project Working Group
IHP Leadership Group
Migrant Information Centre (Eastern Melbourne)
Norwood Secondary College
Older People: Equity, Respect & Ageing Steering Committee
Regional Family Violence Partnership Systems Leadership Group, Implementation Committee, and Intersectionality and Inclusion Working Group
Outer East Primary Care Partnership Executive
Promoting Healthy Masculinities in the East Steering Group
Q-East Alliance
Rainbow Formal Committee
Refugee and Asylum Seeker Partnership Program
Ringwood Secondary College
Social Norms Steering Group
Speaking Out Steering Committee
SRH Literacy Working Group
Together for Equality & Respect Partnership
Together for Equality & Respect Leadership, Evaluation and Action Working Groups
Voices for Equality and Respect Steering Committee
Women, Ageing and Social Inclusion Steering Group

Local Government Area

Boroondara Public Health and Wellbeing Advisory Committee
Knox Community Safety, Health and Wellbeing Advisory Committee
Knox PLEDGE Steering Committee
Manningham Access and Equity Advisory Committee
Manningham Gender Equity Working Group
Manningham Health Cities Advisory Group
Maroondah Partners in Community Wellbeing Committee
Monash Gender Equity Advisory Committee
Monash Health and Wellbeing Partnership Plan Steering Committee
Upper Yarra Youth Gender Equity Advisory Committee
Whitehorse PVAW Working Group
Yarra Ranges Gender Equity Partnership and Executive
Yarra Ranges Gender Equity in the Early Years Working Group
Yarra Ranges Integrated Health Planning
Yarra Ranges Health and Wellbeing Advisory Group

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, statewide, 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 all 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.

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

Membership

Women's Health East Membership is free, and open to anyone who identifies as a woman and who lives, works or studies in the Eastern Metropolitan Region, and to organisations whose target groups include women in the EMR. Women's Health East had 106 members at the completion of this year.

Why become a member?

As a member of WHE you will gain:

- Eligibility to stand for election to the Women's Health East Board of Governance.;
- Voting rights at Women's Health East member meetings and Board of Governance elections;
- Access to up to date issues impacting women and receive regular updates through the Women's Health East E-news.;
- Invitations to participate in community consultations from time to time;
- Help to improve women's health, safety and wellbeing; and
- Inclusion in a community of women committed to equality, empowerment, health and wellbeing for all women!

How to become a member

If you would like to become a member, please 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 of Governance approval and is renewed every three years.



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