

# Annual Report

2017-18



# About This Report

*Women's Health East (WHE) is pleased to present our Annual Report for 2017-18. 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 2018 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](mailto:health@whe.org.au).

For more information on the projects and activities contained in this report, please visit our website [www.whe.org.au](http://www.whe.org.au) or contact us at [health@whe.org.au](mailto:health@whe.org.au) or on 03 9851 3700.

## Acronyms

The following acronyms have been used in this report:

|                |                                                         |
|----------------|---------------------------------------------------------|
| <b>ECASA</b>   | Eastern Centre Against Sexual Assault                   |
| <b>EDVOS</b>   | Eastern Domestic Violence Service                       |
| <b>EMR</b>     | Eastern Metropolitan Region                             |
| <b>FGM/C</b>   | Female Genital Mutilation/Cutting                       |
| <b>GEN VIC</b> | Gender Equity Victoria                                  |
| <b>IEPCP</b>   | Inner East Primary Care Partnership                     |
| <b>LGBTIQ</b>  | Lesbian, Gay, Bisexual, Transgender, Intersex and Queer |
| <b>MCWH</b>    | Multicultural Centre for Women's Health                 |
| <b>MTOP</b>    | Medical Termination of Pregnancy                        |
| <b>OEPCP</b>   | Outer East Primary Care Partnership                     |
| <b>PVAW</b>    | Prevention of Violence Against Women                    |
| <b>RFVP</b>    | Regional Family Violence Partnership                    |
| <b>SRH</b>     | Sexual and Reproductive Health                          |
| <b>TFER</b>    | Together for Equality & Respect                         |
| <b>VAW</b>     | Violence Against Women                                  |
| <b>WHE</b>     | 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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# Chair Report

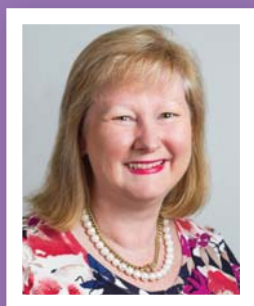
*On behalf of the Board of Governance I am delighted to present the Women's Health East Annual Report 2017-2018.*

This year marked the commencement of the WHE Strategic Plan 2017-2021. The Plan outlines four strategic directions which will be the focus of WHE's efforts over the next four years. These are to:

- Advance gender equality;
- Prevent violence against women;
- Improve women's sexual and reproductive health; and
- Strengthen our dynamic and sustainable organisation.

While not significantly different to the priorities in our last Strategic Plan, the Board is confident that these represent the key issues for women and for the organisation.

The WHE Annual Report 2017-2018 highlights the many successful initiatives within these strategic directions that have been delivered and supported by WHE over the year. These are made possible by the passionate and skilled staff, led by our dedicated CEO Kristine Olaris. Their commitment to our vision of equality, health and wellbeing for all women underpins everything they do.



The WHE Board of Governance has maintained its dedication to quality governance. The Board undertook an externally facilitated self-assessment of its performance of its key responsibilities during the year and undertook a review of the organisation's risk management policy and practices.

The Board saw some changes to its membership over the year. In July 2017 we farewelled Yvette Pethebridge who had filled the role of Treasurer since October 2012, and in October 2017 Marie Piu, who had been on the Board for two years. We thank Yvette and Marie for their valuable contributions to the governance of the organisation. New members of the Board welcomed this year are Leanna Marinucci who joined in September 2017 and Christabelle Adjoyan in March 2018.

The Board was also pleased to support the launch in April 2018 of Gender Equity Victoria, a new peak body for gender equity, women's health and the prevention of violence against women. We are proud of the role Kristine Olaris has played in providing leadership to this new peak. This peak will support the work of WHE and various others to improve the health and wellbeing of women and to achieve gender equality across Victoria.

I hope you enjoy reading WHE's Annual Report 2017-2018 and look forward to your continued support in future.

**Lisa Dunlop**  
Chair

# Chief Executive Officer Report

*Over the year 2017-2018 WHE has continued to improve the health and wellbeing of women in our region and beyond. As always, we have undertaken this work in partnership, and with the support of a great many other people and organisations.*



We are very fortunate to have so many trusting relationships across the region and I would like to take this opportunity to thank you all for your ongoing commitment to the health and wellbeing of women and girls.

This report outlines the considerable program of work undertaken by the organisation this year. The launch of the *Together for Equality & Respect Strategy 2017-2021* was a highlight of the year with leaders and key personnel from across the region attending and adding their support to continue to work together towards ending violence against women in our region. Over the year we also released a report on the achievements of the first four years of this partnership – *Together for Equality & Respect Evaluation 2013-2017: Results at a Glance*.

WHE continued to support our partners in a range of ways including the delivery of training and a range of resources. Some key new publications include the *No Limitations: Breaking down gender stereotypes in the early years* guide, and the *Women Online: The intersection of technology, gender and sexism* paper. Other highlights include our research project investigating the sexual and reproductive health of young LGBTIQ women and our involvement in women's leadership programs, including for women with disabilities and Burmese women.

Over the year we were extremely pleased to secure two years of funding for our Speaking Out Program, and a four-year commitment of funding for our role in leading the Together for Equality & Respect Partnership.

We experienced some movement in the staff team as outlined in the staff page of this report. This was partly as a result of two staff taking parental leave, and growth in the team due to the new funds we received. Of note, in April 2018 we bid farewell to Dr Sue Rosenhain. Sue had been with the organisation for four years and over that time played an important role in the implementation of the first Together for Equality & Respect Strategy, building of new partnerships, and also in supporting the work of our partners and of our own health promotion team.

I would like to take this opportunity to acknowledge the incredible commitment, positive energy and considerable expertise of the staff and Board of Governance of Women's Health East. I feel truly privileged to work with such amazing women.

The team at WHE is excited about the year ahead and looks forward to building on this year's achievements towards equality, empowerment, health and wellbeing for all women.

*Kristine Olaris*

**Kristine Olaris**  
Chief Executive Officer

# Our People



1

1 (left to right back):  
Melissa, Amy, Jayde, Taylor.

2

3

4

1 (left to right front):  
Ari, Autumn, Colleen, Kristine, Claire, Lara.  
2: Vanessa 3: Liana 4: Jill

## Board of Governance

Current as at June 30 2018:

- Lisa Dunlop – Chair
- Wendy Roberts – Deputy Chair
- Stella Smith – Secretary
- Leanna Marinucci – Treasurer
- Olive Aumann
- Dimity Paul
- Kristy McKellar
- Dilnaz Billimoria
- Christabelle Adjoyan

Outgoing:

- Yvette Pethebridge
- Marie Piu

1

1 (left to right):

Olive, Wendy, Lisa, Dimity, Leanna, Christabelle.

2: Kristy 3: Stella 4: Dilnaz

2

3

4

## Staff

Current as at June 30 2018:

- Kristine Olaris, Chief Executive Officer
- Amy Kendall, Executive Officer
- Colleen Russell, Quality/Project Officer
- Melissa Tully, Finance Officer
- Autumn Pierce, Health Promotion Manager
- Ari Milecki, Speaking Out Program Coordinator
- Liana Papoutsis, Speaking Out Coordinator/Officer
- Claire Butselaar, Health Promotion Officer
- Jill Exon, Health Promotion Officer
- Lara Gerrand, Health Promotion Officer
- Jayde McBurnie, Health Promotion Officer
- Taylor Nally, Health Promotion Officer
- Vanessa Czerniawski, Health Promotion Officer

Short term:

- Matylda Buczko, Communications Officer (Jul 2017 to Mar 2018)
- Rebecca Morgan, Health Promotion Officer (Jan 2017 to Aug 2017)
- Sarah Italiano, Administration Officer (Jul 2016 to Nov 2017)
- Niwal John, Administration Officer (Jun 2017 to Oct 2017)

Outgoing:

- Sue Rosenhain, Health Promotion Manager (until Apr 2018)
- Angela Walsh, Together for Equality & Respect Manager (until Apr 2018)
- Kate Gibson, Health Promotion & Communications Officer (until Aug 2017)

## Volunteers

- Emily Loughnan (Oct 2017)
- Zoe Dragwidge (Nov 2017 to Dec 2017)
- Speaking Out Advocates (Ongoing)

# Strategic Plan 2017-2021

## Our Purpose

*Women's Health East 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 addresses 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 2017-2018





## Advance Gender Equality

- No Limitations: Breaking down gender stereotypes in the early years – A resource developed for early years educators and training provided to service providers.
- Women's leadership and financial literacy programs – Capacity building training series delivered in partnership, targeting Burmese women (Hakha Chin and Falam Chin communities) and women with disabilities.
- Gender equity in sport – The participation of women and girls in all aspects of club activities was promoted through workshops and audits.
- Gender equity audits – Organisational audits completed with individual support from WHE staff and the delivery of two regional workshops.
- Gendered planning – All WHE staff continued to participate in health and wellbeing planning across the region.



## Prevent Violence Against Women

- Together for Equality & Respect (TFER) Partnership – This collective impact approach to the prevention of violence against women in Melbourne's East continued to progress with the launch of the TFER Strategy 2017-2021 and the release of the TFER Evaluation 2013-2017.
- Capacity building – Training and learning opportunities delivered included a series of workshops, a regional community of practice and regional forums.
- Women Online: The intersection of technology, gender and sexism – Publication completed and launched, and Tech Savvy Women Workshop held.
- Speaking Out Program – Media advocacy training delivered to women who are survivors of violence.



## Improve Women's Sexual and Reproductive Health

- Regional Sexual and Reproductive Health (SRH) Action Plan – Led the SRH Strategic Reference Group and oversaw the implementation of the Action Plan.
- Sexual and reproductive health resources – Developed to support municipal public health planning.
- Medical Termination of Pregnancy Forum – Partnered in the implementation of a forum for doctors, pharmacists and practice staff.
- Young and Queer in Melbourne's East – Led a research project exploring the SRH needs of LGBTIQ identifying women.



## Strengthen our Dynamic and Sustainable Organisation

- WHE Strategic Plan 2017-2021 – Completed and disseminated.
- Quality Improvement – Continued to lead the implementation of the Women's Health Services Quality Improvement Framework.
- Risk Management – Victorian Managed Insurance Authority was engaged to support the risk register update process.
- Internal capacity – WHE's organisational structure was reviewed to support growing demands on the organisation, and ongoing commitment to staff development.
- Financial sustainability – WHE secured four years funding to continue leading the TFER Partnership, two years funding for the Speaking Out Program and was awarded several grants to pursue various other projects.
- Shared knowledge – Delivered presentations at conferences and produced updated fact sheets on key health issues.



# Advance Gender Equality

*The World Health Organization (2017) identifies gender as a key factor influencing social position, and therefore health and wellbeing.*

The evidence tells us that addressing discrimination based on gender leads to improved health outcomes for women. Gender inequality is the driver of violence against women; thus, promoting and normalising gender equality in public and private lives is essential.

At WHE we recognise that the 'playing field' is not equal for men and women. We aim to redress this through action to advance gender equality. We also recognise that many women experience multiple, intersecting forms of discrimination and disadvantage, and are committed to progressing gender equality for all women. We lead and support the delivery of programs that progress gender equality, including in areas such as women's leadership, women's financial and economic security, and increasing women's participation and inclusion across settings where women live and work.

## Gender Equity Audits and Action Planning

WHE has continued to provide support to organisations across the region undertaking organisational change for gender equity, with funding support from the EMR Regional Family Violence Partnership (RFVP). This included individual support for organisations and the delivery of two well attended workshops for those undertaking gender equity audits and action planning.



As of June 2018, 40% of TFER Partners and 26% of the RFVP member organisations had completed a gender equity audit. Well done to everyone in the region participating in this incredible work.

## Women's Leadership Programs

### Women's Financial Literacy and Leadership Program

WHE was proud to work with Eastern Melbourne Migrant Information Centre on their *Women's Financial Literacy and Leadership Program*. WHE co-facilitated sessions with two groups of women from Hakha Chin and the Falam Chin women's groups. Sixteen women were engaged in these sessions. Outcomes from the program included increased understanding of respectful relationships, equal 'ownership' of family money, banks loans and interest rates.

### Enabling Women

WHE, along with Knox City Council, Yarra Ranges Council and Coonara Community House, supported the planning of Women with Disabilities Victoria's program *Enabling Women* – a six-week program which provided the opportunity for women with disabilities to come together to share their lived experiences, expand community networks, find solutions to address social issues and achieve their true leadership potential. Twelve women participated in and successfully completed this year's program; this included a graduation session to celebrate the participants and their achievements throughout the program.

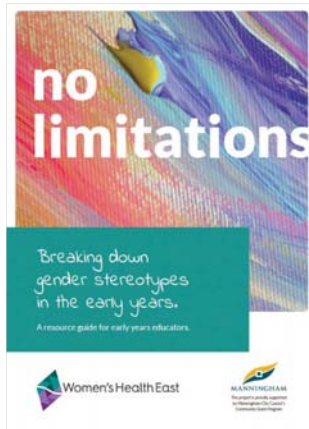
## Gender Equity in Sporting Clubs

WHE was involved in exciting initiatives in sporting clubs over the year. Manningham City Council, Doncare and WHE delivered a pilot program to clubs in Manningham to promote gender equality and build female participation. This included planning and facilitating sessions with two clubs who welcomed the opportunity to discuss the practicalities of action for gender equality in their setting.

WHE, along with Monash City Council, also facilitated a self-assessment with a local Hockey club using the *Creating a Place for Women in Sport* tool developed by Yarra Ranges Council, Inspiro and EACH. This tool enabled examination of the club's leadership, culture, facilities and membership engagement. This self-assessment assisted club representatives to identify strengths and opportunities for improvement to promote gender equality.

## Gender Equity in the Early Years

### No Limitations Guide



WHE launched *No Limitations: Breaking down gender stereotypes in the early years*. Developed with funding support from Manningham City Council, the No Limitations Guide promotes gender equality in early childhood settings and provides practical tools, tips and resources for early educators with an organisational focus and those working with families.

Consultation with early years educators provided invaluable guidance on the content and format of the No Limitations Guide.

### Early Years Workshops

WHE delivered a number of training sessions to early years providers to build organisational capacity in gender equity. This included training for 25 providers at the EACH Childcare Service, as well as a workshop facilitated with Ringwood Uniting Preschool for educators and representatives from the Maroondah Educators Network. Sessions focused on breaking down stereotypes in the early years and supporting participants to identify practices they could implement in their services and share with families to enhance gender equality.

Participants engaging in activities during the workshop.



Jill Exon and Sue Rosenhain (WHE) at the workshop.



Participants at workshop.



# 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.*

VAW includes physical, sexual and psychological harm and threats, and can be experienced in a range of settings such as in the home, workplace, school and online. To prevent violence against women we need long-term, coordinated action to advance gender equality across all levels of our society.

WHE is committed to its leadership role in building action to prevent violence in our region and beyond, including through our work in and coordination of the Together for Equality & Respect Partnership, bringing women's voices to the forefront in our *Speaking Out Program*, and raising awareness in the annual *16 Days of Activism Against Gender-based Violence* campaign.

Left to right: Sex Discrimination Commissioner Kate Jenkins, Auntie Joy Murphy wandin, Kristine Olaris (WHE), and Jacky Close (OEPCP/TFER Chair).



## Together for Equality & Respect

WHE has 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 relevant activities, funding, innovative practice, training opportunities and progress on the TFER Action Plan;
- Orient new members to primary prevention and to the TFER Partnership; and
- Coordinate the development and review of the four-year TFER Action Plan.

WHE acknowledges the support of the Victorian government through the Community Partnerships for Primary Prevention Grants Program which enabled numerous TFER activities documented in this report, including action planning and the intersectionality workshop series.

### TFER Strategy 2017-2021 Launch

The *TFER Strategy 2017-2021* was launched in early December 2017 at an event coinciding with the *16 Days of Activism Against Gender-based Violence*. The event included a keynote address from Sex Discrimination Commissioner Kate Jenkins, and premiere viewing of *Busting the Myths*, introduced by Speaking Out Advocate Nicole Simpson.

Seventy five leaders from organisations in the EMR attended the event. Attendees enjoyed having the opportunity to show their support for the second phase of TFER, hearing about future directions of the Partnership and celebrating past accomplishments.



Attendees celebrating the launch of the new Strategy.

## TFER Evaluation 2013-2017



The *TFER Evaluation 2013-2017* was informed by the Regional Evaluation Framework and led by a small team of Partners known as the Evaluation Working Group. The purpose of the evaluation was to assess the collective impact of the TFER Partnership, and document enablers, challenges and learnings to inform TFER 2017-2021.

Findings from the final TFER Evaluation 2013-2017 demonstrated:

- 100% of Partners attribute involvement in the TFER initiative to increased capacity to do primary prevention work.
- Formal training reached, on average, 50% of the given workforce, and 100% of TFER Partner practitioners attended capacity building opportunities.
- 90% of Partners demonstrated commitment to the Vision and Strategy, and collaboration on shared, mutually reinforcing activities to build prevention infrastructure.
- 53% of TFER Partners identified some form of engagement with diverse communities.
- 374,000 people were reached by TFER activities.

The evaluation demonstrated that being part of the TFER Partnership has supported organisations to progress PVAW work through access to shared resources and information, coordinated planning and a culture of collaboration. Learnings have been embedded in the next phase of TFER and have been published in *Evaluation 2013-2017: Results at a Glance*.

WHE would like to acknowledge the specific funding support from the Department of Health and Human Services, as well as funding from the Inner East Primary Care Partnership (IEPCP) and Outer East Primary Care Partnership (OEPCP), and significant in-kind staffing support from IEPCP, OEPCP and EACH.

## TFER Action Plan 2017-2021 Co-design

To inform the development of the *TFER Action Plan 2017-2021*, WHE implemented a co-design process involving all TFER partner organisations and engaging consultant Kiri Bear. Four workshops were held, allowing reflection on the past phase of TFER and thorough discussion regarding future directions of the Partnership. TFER Partners were actively involved in the workshops. This process supported the identification of future directions of the TFER Partnership and mutually reinforcing activities to be implemented by partner organisations as outlined in the Action Plan.

### Partner Forums

#### *Intersectionality Workshop Series*

WHE delivered an intersectionality workshop series with support from the Multicultural Centre for Women's Health (MCWH) and Eastern Melbourne Migrant Information Centre. This included three workshops and one community of practice session. Twelve partner organisations participated in the workshop series which aimed to increase the knowledge and confidence of TFER Partners to embed intersectionality across their prevention practice.

Monique Hameed (MCWH) presenting at one of the workshops.



Left to right: Monique Hameed (MCWH), Jill Exon and Colleen Russell (WHE) presenting at a workshop.



### Gender Equality in Action Forum

The *Gender Equality in Action Forum* showcased gender equality initiatives in sporting settings in the EMR and wider Victoria. The forum was held in partnership with OEPCP and VicHealth. Highlights of the forum included an overview of Gender Equity Victoria (GEN VIC) from GEN VIC Manager, Jacinta Masters; introduction to the *This Girl Can* campaign from VicHealth CEO Jerril Rechter and ambassador Dinasha Wimalasari; and the launch of *Creating a Place for Women in Sport*, a resource to support sport and recreation clubs to identify opportunities for gender equality, developed by Yarra Ranges Council, Inspiro and EACH.

The forum offered an exciting opportunity for TFER Partners to share their work with representatives from outside the region and to celebrate achievements in sporting settings.

66 I enjoyed learning the different perspectives of women participating or trying to participate in sport... equality must be reinforced on and off the field.

FORUM ATTENDEE

So glad to see VicHealth out in the region – they are learning just as we are. As always feeling energised by TFER!

FORUM ATTENDEE



Left to right: Kristine Olaris (WHE), Jacky Close (OEPCP/TFER Chair) and Jerril Rechter (VicHealth).



Left to right: Jayde McBurnie (WHE), Dinasha Wimalasari (This Girl Can Ambassador), Taylor Nally (WHE) and Jacinta Masters (GEN VIC).

Forum attendees enjoying the event.



## 16 Days of Activism Against Gender-based Violence

WHE led the annual regional social marketing campaign to acknowledge the *16 Days of Activism Against Gender-based Violence* (16 Days). The 16 Days is a global campaign which runs from 25th November to 10th December to raise awareness about violence against women and its impact on women and girls. In 2017, WHE coordinated #GE4Us (Gender Equality for Us) which explored what gender equality collectively looks like in our workplace, family, school, and daily lives. The campaign shared the stories of eight Gender Equality Ambassadors who were featured on posters with key messaging that could be shared through social media. A link to the WHE webpage, where the full stories could be read, was also provided.

Eight TFER partner organisations were involved in the development of the campaign resources and webpage, which could be accessed by TFER Partners. A total of 26 organisations participated in the #GE4Us campaign. The #GE4Us campaign messages were incorporated into the launch of the *TFER Strategy 2017-2021*, with 75 leaders from the EMR attending this combined event. This campaign continues to play an important role in raising awareness and generating conversation about the prevention of violence against women and gender equality.

WHE acknowledges the Victorian Government for supporting these initiatives as a part of the Victoria Against Violence campaign.

It was great once again to see the EMR come together on a campaign. We appreciated the easy to use resources which we were able to share.

**TFER PARTNER**

It was a fantastic collaboration particularly between WHE and local councils. Thank you for inviting [us] to be involved and for all your resourcing and support!

**TFER PARTNER**





## Speaking Out Program

The *Speaking Out Program* trains and supports women who have experienced family violence and sexual assault to speak out about their experiences. WHE continues to run the program with the support of Eastern Domestic Violence Service (EDVOS) and Eastern Centre Against Sexual Assault (ECASA). Excitingly, after many years of advocating for the program, WHE received 2 years' worth of funding to ensure the program can continue to run in a coordinated and effective way.

Speaking Out Advocates have participated in media interviews, research projects and committees, and presented at many events across the region and beyond. The following table provides a breakdown of the opportunities engaged in by Speaking Out Advocates in the last year.

|                      |    |
|----------------------|----|
| Committee membership | 8* |
| Media interview      | 9  |
| Public Speaking      | 10 |
| Other/Research       | 6  |

\*most of these are regular recurring engagements

“This program changed my life; I learnt about what had happened to me and why, how I see the world around me and a desire to be part of the changes needed; it ignited a passion in me to promote, educate and empower within the gender equality and PVAW sector.

NICOLE SIMPSON, SPEAKING OUT ADVOCATE

I have lost so very much but through being an advocate I feel I'm being truly heard.

MIM, SPEAKING OUT ADVOCATE

### Speaking Out Training

Ten passionate new advocates participated in the Speaking Out training. Advocates came from diverse backgrounds and shared their experiences of family violence and sexual assault. These women incorporated their personal experiences with new skills in media engagement and public speaking, and knowledge about gender equality and the link to violence against women, to share their stories with others.

The training was highly successful. On average, following the completion of the training, Advocates rated their confidence in their advocacy role at 8.35 out of 10. All Advocates strongly agreed that the training was well facilitated and that their personal experiences of violence were validated and represented.

“[Being part of the program] was the first time I had really dealt with being a survivor of family violence and it was really eye opening.

MARTINA EATON, SPEAKING OUT ADVOCATE

I learnt more about myself through participating in the program, I felt validated, I can contribute, I can help others, I am strong, I am not ashamed or scared, I have a voice, thank you.

SPEAKING OUT ADVOCATE

The Speaking Out training has been a life changing and empowering experience.

AGNES UMUTONI, SPEAKING OUT ADVOCATE

A true highlight of my professional year has been participating in the Speaking Out training with WHE and ECASA. The group of survivor advocates were absolutely incredible to spend time with, and were so diverse in their backgrounds, experiences and perspectives.

GABRIELLE, SPECIALIST FAMILY VIOLENCE ADVOCATE EDVOS

## Tech Savvy Women Workshop

WHE was excited to partner with Maroondah City Council and Girl Geek Academy to deliver the *Tech Savvy Women Workshop* to 75 enthusiastic participants. The workshop unpacked how the online environment can contribute to a culture of gender inequality and violence against women, and supported women to feel confident navigating online spaces. The workshop included a presentation from Monash Leadership Program youth speakers Tino and Jazzy who shared their experiences as young women navigating online spaces. This was followed by the launch of WHE's discussion paper *Women Online: The intersection of gender technology and sexism*, an overview of cyber security information and a practical introduction to coding from Girl Geek Academy.

Upon workshop completion, 90% of participants who completed the feedback survey reported an increase in confidence using online spaces and 78% rated the workshop 'excellent' or 'very good'. Attendees commented that they loved the opportunity to connect with one another as well as learn something new, and that content was delivered in a positive and inspiring way.

This forum was made possible by a Westpac Community Grant.

66

Was a great event - extremely interesting and I feel a lot more confident with the Internet.

WORKSHOP PARTICIPANT

Well done and thank you very much! I greatly enjoyed it, commend your effort to find funding and make it accessible to a hodgepodge of women in the Outer East. This is needed and valuable.

WORKSHOP PARTICIPANT

Great to see many older women having a go.

WORKSHOP PARTICIPANT

Ari Milecki and Taylor Nally (WHE) at the workshop.

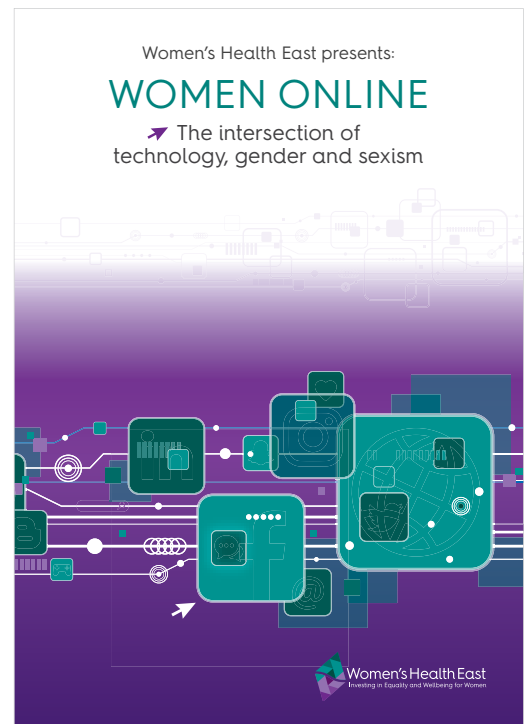
Participants and staff at the workshop.





## Women Online

WHE published *Women Online: The intersection of technology, gender and sexism*. This paper explores the key drivers of violence and how these interact with the online environment to enable cyber violence against women and girls. Using the primary prevention framework, *Change the Story* (Our Watch, Australia's National Research Organisation for Women's Safety and VicHealth 2015), the paper presents a case for action to prevent cyber violence through recommendations for change at individual, organisational and societal levels. Launched at the *Tech Savvy Women Workshop*, the paper has since been widely disseminated. It is available on the WHE website.



“This is one of the best resources of its kind – I spent the morning reading it and am so impressed by the unwavering feminism in this document. It’s so articulate and succinct. I kept stopping to read sections aloud to others in my office.”

ADA CONROY, NORTHERN INTEGRATED FAMILY VIOLENCE SERVICES



# Improve Women's Sexual and Reproductive Health

*Sexual and reproductive health (SRH) has significant impacts on women's physical, mental, emotional and social wellbeing. Optimal SRH includes access to accurate information and safe, effective and affordable health services, and exists when women have autonomy, control and choice.*

WHE is committed to improving SRH by working across six priorities for action: 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. WHE supports the EMR Strategic Reference Group and other partners to address these priority areas.

## EMR SRH Strategic Reference Group

The EMR SRH Strategic Reference Group has had another successful year providing direction and leadership to promote the SRH and wellbeing of women in the EMR. This group has supported an increased interest in SRH by partners and a greater focus on SRH in organisational plans. Outcomes this year included the facilitation of the *Medical Termination of Pregnancy Forum*, survey and focus groups for the *Young and Queer in Melbourne's East* project, and the development of a project exploring the SRH concerns of young people in the Yarra Ranges.

“The discussions and ideas that come from the group frequently lead to the development of exciting projects which work to improve the SRH of women in the EMR.”

CLAIRE BUTSELAAR, WHE

Thank you to the Multicultural Centre for Women's Health, Eastern Melbourne Primary Health Network, Family Planning Victoria, Hepatitis Victoria, Access Health and Community, Manningham City Council, Yarra Ranges Council, and the School Nurses Program for working with us and supporting this year's achievements. This group continues to provide strategic direction for SRH work in the region.

## Medical Termination of Pregnancy Forum

Responding to an identified need to increase access to medical termination of pregnancy services in the region, WHE partnered with Family Planning Victoria and the Eastern Melbourne Primary Health Network to run a workshop for health practitioners on the process of Medical Termination of Pregnancy (MTOP) and how to become providers. Fifteen General Practitioners, two nurses and one pharmacist attended the workshop.

Feedback from workshop participants responding to the question 'list one way I will change my practice as a result of participating in this activity' included:

- Being able to give information to patients about MTOP.
- Improved my ability to counsel women regarding MTOP as an option. More able to discuss pros and cons of MTOP vs surgical TOP.
- Increased awareness.
- To be more aware of the option of MTOP as a form of accessing a termination of pregnancy.

In addition, one attendee said they would plan to set up MTOP at their clinic and two others would consider it.

**Medical Termination of Pregnancy Forum**

Agenda Feb 2018

6:30am - Registration and light refreshments

**Medical Termination of Pregnancy**

Dr Kathy McNamee (Family Planning Victoria), Tabitha Baca (MS Health) and Dr Malcolm Barnett (Box Hill Hospital)

Women's Health East, Family Planning Victoria and the Eastern Melbourne PHN invite you to attend the Medical Termination of Pregnancy (MTOP) information night facilitated by Dr. Kathy McNamee from Family Planning Victoria. Tabitha Baca from MS Health will also be presenting an overview of the MS-2 Step website and certification process and Dr. Malcolm Barnett from Eastern Health.

MTOP is the preferred method of termination of nearly 50% of women worldwide who experience an unwanted pregnancy. The procedure is as simple and safe as a surgical termination. However, despite the legal status of abortion in Victoria there remains limited access to MTOP.

**Key Outcomes**

- An overview of GP training requirements for providing MTOP.
- An update on MTOP procedures, GP practice experiences, and support and referral pathways for GPs who provide MTOP.

Thursday, 22 February 2018  
6:30pm Registration  
7:00pm - 9:00pm Program

Light refreshments will be provided.  
RSVP by: 20 Feb 2018  
Bookings are essential.

**Venue**  
Helmat Centre, 125 George St  
Dorchester East, VIC. 3109

For more information contact:  
lgerrand@whe.org.au or  
call (03) 9651 3700

Parking available onsite

Yes, I would like to Register! [Click to REGISTER ONLINE](#)



## Young and Queer in Melbourne's East

The aim of this project was to assess the inclusivity of SRH services in the EMR for Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ) young women. Information was collected from LGBTIQ young women via an online survey and three focus groups – two in the City of Whitehorse and one in the Shire of Yarra Ranges. Project lead Lara (WHE) described the project as one that “enabled us to understand the unique SRH needs of LGBTIQ young women in the EMR. The data we collected backed up current research findings while giving a local perspective, and in our final report we were able to include recommendations that services and government can take up to improve inclusivity and accessibility of services that support LGBTIQ young people.”

The project was informed by consultant Dr Philomena Horsley from the University of Melbourne, along with representatives from Family Planning Victoria, Yarra Ranges Council, Family Access Network and the team at WHE. This project would not have been possible without the involvement of numerous young people who generously shared their experiences and insights on this critical issue. We look forward to launching this report.



Women's Health East supports the LGBTIQ community and is committed to prioritising the needs and experiences of all women, including transgender and gender diverse women, in our work. WHE proudly gave our support to marriage equality over the year, although we recognised the harm that this debate had on many in the LGBTIQ community. We were thrilled to see marriage equality formalised in legislation in December 2017.

Lara Gerrand and Autumn Pierce (WHE) celebrating IDAHO BIT Day.



## Awareness First Forum

WHE were invited by the Communities Council on Ethnic Issues and Women's Friendship Group to support the planning of a forum for 110 community members on female genital mutilation/cutting (FGM/C) and forced marriage. The speakers included representatives from Multicultural Centre for Women's Health, Family and Reproductive Rights Education Program, The Royal Women's Hospital, Victoria Police, Federal Police and Red Cross. Numerous women presented as part of the forum and spoke of the personal impact that their experiences of FGM/C and forced marriage had on their psychological, physical and sexual health. The forum highlighted the need for a funded response to FGM/C and forced marriage in the EMR. The quotes below have been taken from the *Awareness First: A CALD Health and Human Rights Forum* report produced as a result of this forum.

“Fantastic! Insightful! Excellent presentations!”

FORUM PARTICIPANT

“Quite confronting but relevant to emphasise issues and concerns.”

FORUM PARTICIPANT

Steering Committee for Awareness First Forum.



Claire Butselaar (WHE) receiving a copy of the evaluation report for her input in the Steering Committee.



## Strengthen Our Dynamic and Sustainable Organisation

*WHE aims to respond to the many opportunities to expand our work and have a significant impact on the health and wellbeing of women.*

As our reputation and reach continues to grow, we are seeing an increase in demand for our leadership and expertise. As such, we have made specific efforts to invest in our staff, maintain high quality work, value our partnerships, maintain a strong focus on sustainability, and pursue new opportunities as they arise.

### 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 participate in a range of events. You will note a focus on the Yarra Ranges this year!

### Press for Progress and Leave No Woman Behind Event

WHE and Yarra Ranges Council proudly partnered to present the 2018 International Women's Day event – *Press for Progress and Leave No Woman Behind*. The event was attended by over 100 people. Our CEO, Kristine Olaris, was the MC for the event and gave an introductory speech highlighting both the challenges and the growing momentum for gender equality locally and across the globe. Christine Nixon gave a fascinating presentation on the challenges and opportunities associated with being the first female police commissioner in Australia and reflected on how she pressed for progress within a long-standing male dominated institution. This was followed by a panel discussion with Julie Kitto, Wurundjeri Woman and advocate for Aboriginal women's rights, and Dr Nouria Salehi, Founder of Australian Afghan Development Organisation, Physicist and Victorian Senior of the Year 2012.

Left to right: Julie Kitto, Christine Nixon, Kristine Olaris (WHE) and Ali Wastie (Yarra Ranges Council).



## Press for Progress – Yarra Ranges Community Event

WHE also partnered on a community event in the Yarra Ranges municipality hosted by local services. Angela Walsh, TFER Manager, was one of the MCs for this event. The event was an exciting community celebration of inspiring women. The women in attendance explored the theme 'Press for Progress' and what gender equality in the Yarra Ranges looks like to them. Key themes from this discussion were captured in a visual representation. Some of these images are featured below.

Advisory Group for Press for Progress - Yarra Ranges Community Event.



**PRESS** for *progress* IN THE YARRA RANGES...  
LEAVE NO WOMAN BEHIND ♥ ♥ ♥ ♥ ♥ ♥ ♥



## Healesville Women 4 Women Event

Organised by the Strengthening Women in Healesville network of local service providers and community members, *Healesville Women 4 Women* was a celebratory event which included speakers, activities, information and even free massages! Our CEO Kristine Olaris spoke at the event on the topic of achieving gender equality.

## Why Equality Matters – Leading Change in the Workplace

Kristine Olaris was invited to participate in *Why Equality Matters – Leading Change in the Workplace* – a Melbourne University, Centre for Workplace Leadership event. Author and journalist Catherine Fox facilitated a panel discussion on the most pressing and strategic actions for gender equality in the workplace. Other panel members included Professor Cordelia Fine (University of Melbourne), Mr Jason Chuen (member of the Victorian Regional Committee at Royal Australasian College of Surgeons), and Dr Victor Sojo (Centre for Workplace Leadership).



## Professional Development

WHE provides substantial support for our staff to attend external training and undertake further studies. This year this included supporting two staff to commence a Certificate 4 in Training and Assessment, and one staff member to undertake a Masters in Public Health. WHE also provides regular staff support and a range of in-house training opportunities. This year this included a workshop on dealing with disclosures delivered by the Eastern Centre Against Sexual Assault, two social media training sessions by Girl Geek Academy, and inclusive leadership training by the Centre for Workplace Leadership. We also engaged Nikki Madgwick, from Healesville Indigenous Community Services Association, to lead WHE staff through cultural competency guidelines and an audit process to inform our Reconciliation Plan.

WHE staff with Sarah Moran, co-founder and CEO of Girl Geek Academy, at social media training.



## Women's Health Quality Framework

Ten women's health services across Victoria contribute annually to support WHE to coordinate the implementation of the *Women's Health Services Quality Framework*. The Quality Framework provides a set of standards for assessing organisational quality improvement systems and processes specific to the gendered health promotion work of the sector. Participating women's health services have demonstrated a strong ongoing commitment to using the Quality Framework to maintain an active organisational focus on continuous improvement.

This year, four qualified and experienced quality assessors were recruited to form a pool of independent assessors available to undertake reviews of individual organisations' quality systems and processes. An induction training session for the assessors was held, and a range of templates were developed to support internal and external organisational review processes. WHE implements and monitors the Quality Framework with the ongoing support and guidance of the Reference Panel, which includes Quality Consultant Linda McCrorey and representatives from the women's health sector.

WHE continued to apply the Quality Framework standards to our own work by regularly updating our organisational systems and processes, including scheduled policy reviews, improving administrative processes, the development of a business continuity plan, and revision of our Risk Register.

WHE staff at our annual planning day.



## Financial Sustainability

We were thrilled to have Minister Natalie Hutchins at WHE to announce \$3.8 million in funding for Victorian women's health services over four years to support regional PVAW partnerships. This was great recognition of the important role we play in building the PVAW and gender equality capacity of our partner organisations.



Attendees at the launch of the first Free from violence Action Plan and announcement of funding.



## Gender Equity Victoria Launch

WHE 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. Launched in April 2018, 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.

Kristine Olaris is the Convenor of GEN VIC. Kristine's opening speech from the launch can be found published in Croakey: <https://croakey.org/introducing-gender-equity-victoria/>



Kristine Olaris (WHE) and Jacinta Masters (GEN VIC) at the launch.



## Sharing Our Knowledge

### Conferences

Over the year, WHE staff presented at a range of forums, workshops and conferences. Some highlights are outlined below.

#### *Not for Profit People Conference – November 2017*

Kristine Olaris co-presented with Dr Victor Sojo (Research fellow, Centre for Workplace Leadership, University of Melbourne) on the topic of 'How leaders can create inclusive and healthy organisations'. The presentation was well received, with lots of questions asked by the audience of interested and engaged leaders from a range of not for profit organisations.

#### *Stop Domestic Violence Conference – December 2017*

TFER Manager, Angela Walsh presented with Anthony Raitman (Department of Education and Training) and Gina Kennard (EDVOS) on 'Resilience, rights and respectful relationships – Providing a continuum of support through schools'. The presentation highlighted the leading partnership work going on in the EMR to support and strengthen the *Resilience, Rights and Respectful Relationships Program*.



#### *State-wide Respectful Relationships Workshop – March 2018*

Angela Walsh presented with regional *Resilience, Rights and Respectful Relationships Program* staff about the regional approach to supporting partnerships between TFER partner organisations and local schools. This 'critical friends' approach is seen as one which could be implemented in other regions.

## Fact Sheets

WHE is committed to sharing the most up-to-date information available about key issues impacting women's health. One way in which this is achieved is by developing fact sheets on a range of topics, which includes an explanation of the topic, key statistics from the EMR, Victoria and/or Australia, and a gender analysis of the issue. In the last year WHE has updated fact sheets exploring topics such as: gender equity, substance use, alcohol, tobacco, violence against women, climate change, crime, financial security, mental health, homelessness, and sexual and reproductive health.

These fact sheets are available on our website.

## Communications

WHE uses our communications channels to promote our values, share information about key health and wellbeing issues for women, 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:

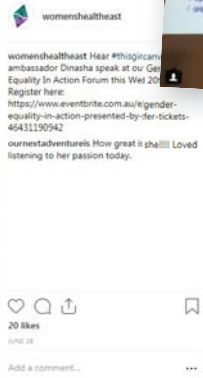
- **Website** – House resources and information about activities occurring under priority areas.
- **E-news** – Provide quarterly updates on activities, staffing and events.
- **Email Signatures** – Communicate about important activities, events and messages.
- **Social Media** – Inform audiences about issues affecting women, share learnings and promote activities via Facebook, Twitter and Instagram.

WHE 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.



Kristine Olaris and Dr Victor Sojo presenting at the conference.

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



EUREKASTREET.COM.AU  
**Trickle-down white feminism doesn't cut it**  
#MeToo, a movement founded and nurtured by Tarana Burke (a civil rights...



SMH.COM.AU  
**Men could be key to vaginal infection cure**  
A Monash University trial is seeking to prove that bacterial vaginosis is...



**Women's Health East @WHEast**  
It is critical to recognise the difference between the gendered drivers of violence against women and reinforcing factors. @NatHutchins @dvrcv @NellyThomas16 reminding us that reinforcing factors become more significant in the context of gendered drivers #PAWcon18 pic.twitter.com/EEJvNAid7L



**Women's Health East @WHEast**  
Our champion sexual and reproductive health promotion officer Lara attended the #ChangeTheRules rally today with over 120,000 people. 40% of people are in insecure work and wages have flat-lined, and this disproportionately affects women. Change the rules! pic.twitter.com/5t7wunYLZC



Trained and supported advocates who have experienced family violence and/or sexual assault are available for:

- Public Speaking at all events
- Media interviews (print, TV & Radio)
- Committee participation
- Meeting with politicians
- Corporate engagements
- Campaign work
- Conferences

Our Advocates have worked with:  
The Age  
Victorian Equal Opportunity & Human Rights Commission  
ABC  
Yarra Ranges Council  
Department of Education and Training  
SES  
Adult Parole Board Victoria  
The Guardian  
Monash University  
ViceHealth  
Congress on Public Health  
And more...

TO BOOK AN ADVOCATE CONTACT  
ARI ON 03 9851 3700  
OR AMILLECKI@WHE.ORG.AU



**BECAUSE OF HER, WE CAN!**

8-15 JULY 2018

# 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 2018 and their accompanying notes (available at [www.whe.org.au](http://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

|                                 | 2018<br>\$       | 2017<br>\$     |
|---------------------------------|------------------|----------------|
| <b>Summary Income Statement</b> |                  |                |
| <b>Income</b>                   |                  |                |
| DHHS funding                    | 662,638          | 636,342        |
| Other                           | 304,915          | 244,943        |
| <b>Total Income</b>             | <b>967,553</b>   | <b>881,285</b> |
| <b>Expenditure</b>              |                  |                |
| Employment Expenses             | 766,000          | 684,816        |
| Other                           | 228,071          | 154,667        |
| <b>Total Expenditure</b>        | <b>994,071</b>   | <b>839,483</b> |
| <b>Operating Profit/(Loss)</b>  | <b>(26,518)</b>  | <b>41,802</b>  |
| <b>Summary Balance Sheet</b>    |                  |                |
| Cash                            | 998,862          | 848,646        |
| Receivables                     | 34,237           | 14,910         |
| Property, Plant & Equipment     | 47,082           | 36,646         |
| Term deposit 15mths             | 124,154          | -              |
| <b>Total Assets</b>             | <b>1,204,335</b> | <b>900,202</b> |
| Payables                        | 63,017           | 51,059         |
| Provisions                      | 148,318          | 88,677         |
| Accrued Charges                 | 1,983            | 24,432         |
| Income in Advance               | 470,051          | 188,550        |
| <b>Total Liabilities</b>        | <b>683,369</b>   | <b>352,718</b> |
| <b>NET ASSETS</b>               | <b>520,966</b>   | <b>547,484</b> |
| Current Ratio                   | 1.53 : 1         | 2.45 : 1       |

Total income for 2017-2018 financial year was higher than the previous year and consisted of a small indexation increase in DHHS core funding and an increase in funding from non-recurrent grants. Total expenditure was also increased as a result of higher employment and consultancy costs for the year in response to the additional project funds. There was further one-off spending for the year in areas including Communications, Health Promotion staffing and additional administrative support in order to progress our strategic priorities.

As a result, Women's Health East Inc. recorded a deficit of \$26,518 for the 2017-2018 financial year. WHE's current ratio of 1.53:1 means that the business has \$1.53 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 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.
- Deliver leadership training to women in Melbourne's East.
- 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](http://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](mailto: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 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

*WHE Membership is free, and open to anyone who identifies as a woman and lives, works or studies in the Eastern Metropolitan Region, and to organisations whose target groups include women in the EMR. WHE 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.
- 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](http://www.whe.org.au), or for any further information contact us at [health@whe.org.au](mailto:health@whe.org.au) or on 03 9851 3700.

Membership is subject to Board of Governance approval and is renewed every three years.

# 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. WHE 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

## State

- Climate and Health Alliance
- Domestic Violence Resource Centre Victoria
- Domestic Violence Victoria
- EVA Media Action Group
- Family Planning Victoria
- Family Violence Industry Taskforce & Implementation Working Group
- Gender Equity Victoria
- Girl Geek Academy
- Hepatitis Victoria
- Multicultural Centre for Women's Health
- Municipal Association of Victoria
- Prevention Structures and Systems Working Group
- Prevention Taskforce
- Victorian Council of Social Services
- Victorian Hepatitis B Alliance
- Women with Disabilities Victoria
- Women's Health Victoria

## Regional or Subregional

- Brighter Futures Steering Group
- Busting the Myths Steering Committee
- Communities Council on Ethnic Issues (Eastern Region) Inc
- Community Health, Health Promotion Special Initiatives Group (CHHPSIG)
- Eastern Elder Abuse Network Reference Group
- Eastern Melbourne Primary Health Network
- EMR SRH Strategic Reference Group
- Enabling Women Steering Committee
- Family Access Network
- Gender Equality and Social Inclusion in Sporting Clubs Group
- Healesville Indigenous Community Services Association
- Inner East Primary Care Partnership Executive
- LGBTIQ Family Violence Steering Committee
- Migrant Information Centre (Eastern Region)
- Outer East Primary Care Partnership Executive
- Q-East Alliance
- Regional Family Violence Partnership Executive
- Intersectionality and Inclusion Working Group
- Social Inclusion Community of Practice
- Speaking Out Steering Committee
- SRH Literacy Working Group
- Together for Equality & Respect Partnership
- Together for Equality & Respect Leadership and Evaluation Working Groups
- Women's Health Services Managers Meeting

## 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 Community Services Forum
- Manningham Gender Equity Working Group
- Manningham Health Cities Advisory Group
- Maroondah Partners in Community Wellbeing Committee
- Monash Gender Equity 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
- Yarra Ranges Gender Equity Executive
- Yarra Ranges Gender Equity in the Early Years Working Group
- Yarra Ranges Integrated Health Planning
- Yarra Ranges Health and Wellbeing Advisory Group

“I feel like my participation in Women's Health East's committees and activities have made me far more aware of gender equity... as a result I've been a far better citizen and feminist by being able to recognise the actions and attitudes of myself and others, and able to respond in an affirming and informed way. Keep up the great work.”

DEBBIE MARS, EASTERN MELBOURNE PRIMARY HEALTH NETWORK



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



**Women's Health East**

1/125 George Street, Doncaster East VIC 3109

(03) 9851 3700 | (03) 9848 3160

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