



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

Annual Report

2019-2020



About This Report

Women's Health East (WHE) is pleased to present our Annual Report for 2019-2020. 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 2020 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, Inter-sex and/or Queer
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

Acknowledgement of Country

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

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Gender Equity Victoria

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. 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 statewide level.

Chair & Chief Executive Officer Report

We are delighted to present the Women's Health East (WHE) Annual Report 2019 – 2020. We think you will all agree that the 2019 – 2020 year is one which will be remembered.

Concerns about climate change grew in the community, and we saw the school strikes across the globe, led in no small part by young women and girls. We experienced the devastation of the summer bushfires, and although our region was fortunate to escape the direct force, we were all impacted in a variety of ways, including by the thick smoke filled air which we breathed. And then of course came the pandemic.

With COVID-19 impacting on us all from early March, it is gratifying to reflect on the amazing achievements of our work at WHE both before the pandemic, but also in the weeks and months that have followed.

This Report outlines the many initiatives that have been delivered and supported by WHE over the past year towards the achievement of our strategic directions. From mid-March this work was delivered by our WHE staff, who were working remotely, from their homes, but continuing to function as a team and adapt and respond to the changing environment.

This meant doing some things differently – remote work, online meetings, zoom coffee breaks and other ways of keeping connected as a staff team. New online processes for things like timesheets and financial approvals were developed. New and effective ways to deliver our work in the community were implemented – including online communities of practice, workshops and training. It also meant that a couple of things we had planned for the year had to be cancelled as we could not implement them effectively without face to face contact. It necessitated

a quick change in focus in line with the growing realisation of the significant impact of COVID-19 on women's health and wellbeing including: impacts on mental health; financial insecurity, with women being more highly represented in nonsecure employment; increases in family violence; and women juggling home schooling, sharing a home office with family and increased pressure to 'do it all'.

COVID-19 will of course be around for some time yet, but the nimble and dedicated staff at WHE quickly refocused the organisation's work.

This included partnering with others in the region in the #TogetherForRespectAtHome campaign and its messages relating to gender equality and the prevention of violence against women during the pandemic. Our staff wrote blogs and posts published on our website and in external publications on the impacts of COVID-19 on sexual and reproductive health, gender equality and on violence prevention for women and for LGBTIQ people. We delivered the lunch time Money Talks sessions, which had been planned but were refocused with COVID-19 in mind, and delivered via Zoom. Supported by a grant from the State government, planning commenced in the area of women's mental health.

In the midst of all of this change the Margins to the Mainstream program got off the ground. This is a 2.5 year initiative to prevent violence against women with disabilities using a community led model. The WHE team and our partners were not going to let a pandemic stand in the way of this important work.

Similarly a partnership with the Commonwealth Bank of Australia led to WHE commencing work to develop a series of financial wellbeing fact sheets for women for the CBA website, and to women from our Speaking Out program supporting the development of financial programs for women who have experienced family violence.

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 to good governance. The Board similarly had a shift in how it functioned and its focus. Meetings quickly moved to an online environment. The Board became very focused on their role to ensure support and oversight of the operational management at this challenging time. The Board was pleased to recommend and review actions such as the development of a pandemic policy and a specific coronavirus policy, the review of WHE's business continuity plan, and commencement of a COVID-19 safe recovery plan.

There are also many other highlights that occurred prior to COVID-19, and they are none the less important. For example the publishing of the ground

breaking (Re)shaping Respect research report and Step Up practice guide, which made a valuable contribution to the prevention of violence against LGBTIQ young people. And the ever strong work of the Together For Equality & Respect Partnership which we lead. We encourage you to read the entire annual report!

We would like to acknowledge the agility, skill and determination of the staff, volunteers and Board over this unexpected and challenging period and indeed throughout the year. This commitment has resulted in an impressive array of projects and programs that are truly contributing to the achievement of our strategic priorities.

We would also like to thank our many partners without whom we could not do the work we do. We look forward to continued engagement with you in the upcoming year, which we know will continue to provide many challenges to our quest for equality, empowerment, health and wellbeing for all women. Challenges that can only be addressed together.

We trust you will enjoy reading Women's Health East's Annual Report 2019-2020.



Dunlop

Lisa Dunlop
Chair



Kristine Olaris

Kristine Olaris
Chief Executive Officer

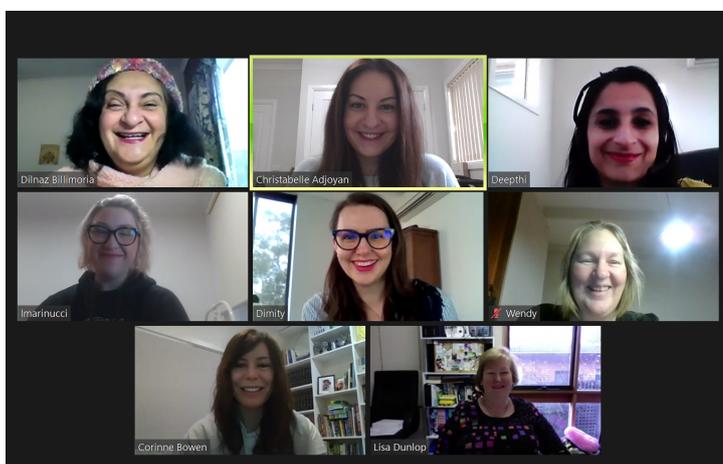
Our People

Board of Governance

Current as at June 30 2020:

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

BELOW - Board of Governance from left to right: Dilnaz Billimoria, Christabelle Adjoyan, Deepthi Iyer, Leanna Marinucci, Dimity Paul, Wendy Roberts, Corinne Bowen, Lisa Dunlop.



BELOW - Staff from left to right, top to bottom: Autumn Pierce, Katie McKee, SJ Matthews, Emily Kate Cowan, Vanessa Czerniawski, Colleen Russell, Georgina Nix, Melissa Tully, Kristine Olaris, Rachel Soh, Samantha McGuffie, Laura Riccardi.



Staff

Current as at June 30 2020:

- Kristine Olaris, Chief Executive Officer
- Emily Kate Cowan, Executive Assistant
- Colleen Russell, Quality/Project Officer
- Melissa Tully, Finance Officer
- Autumn Pierce, Health Promotion Manager
- Samantha McGuffie, Manager Prevention of Violence Against Women
- Claire Butselaar, Health Promotion Officer (not pictured)
- Vanessa Czerniawski, Health Promotion Officer
- Katie McKee, Health Promotion Officer
- Georgina Nix, Health Promotion Officer
- Rachel Soh, Health Promotion Officer
- Laura Riccardi, Health Promotion Officer
- SJ Matthews, Communications Coordinator
- Annette Rudd, Project Lead, Women's Financial Independence (not pictured)

Short term:

- Rhiannon Taggart, Project Officer (Jun 2019 to Dec 2019)

Outgoing:

- Ari Milecki, Speaking Out Program Coordinator (until Feb 2020)
- Jayde McBurnie, Together for Equality & Respect Manager (until July 2019)
- Luisa Salvo, Health Promotion & Training Officer (until Jul 2019)
- Lara Gerrand, Health Promotion Officer (until Jul 2019)
- Dima Al Tarsha, Health Promotion Officer (until Oct 2019)

Volunteers

- Ingrid Dudink (Nov 2019 - Feb 2020)

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 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

Advance Gender Equality

- *Creating Safe & Inclusive Public Spaces for Women* – produced a discussion paper to inform a gendered approach to urban design.
- *The Unheard Story: The impact of gender on social inclusion for older women* – published a report, informed by a literature review and focus groups, exploring how the lifelong impacts of gender inequality are further compounded in later years.
- Gender Equity Training - supported bystander action and workplace change for gender equality through training delivery and implementation support.
- Gendered Planning – informed planning committees and processes across the region.
- Women's Financial Independence – partnered with the Commonwealth Bank of Australia to develop fact sheets on women's financial wellbeing and the prevention of financial abuse for CBA's use.
- Money Talks – delivered an online series of financial wellbeing workshops for women.
- International Women's Day – celebrated women's achievements through a movie night with an advocacy focus on climate change.

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 training for practitioners new to the sector.
- Speaking Out – supported 30 women in their roles as change agents for the prevention of violence against women.
- 16 Days of Activism against Gender Based Violence – coordinated the regional #TotesGE campaign including distribution of 2500 tote bags across the region.
- Margins to the Mainstream: Preventing Violence Against Women with Disabilities – secured funding to address the intersections of ableism and sexism through a regional community led project over 2.5 years.
- Voices For Equality & Respect – added to the evidence base and built intersectional practice capacity in the prevention of family violence for LGBTIQ young people and women, with deliverables including the *(Re)shaping Respect* research report, the *Step Up* guide and capacity building workshops.
- PVAW training - delivered Putting Prevention of Violence Against Women into Practice training.

Improve Women's Sexual and Reproductive Health

- Regional SRH Leadership – provided direction and leadership to the promotion of sexual and reproductive health through the EMR SRH Strategic Reference Group
- Women's SRH strategy – commenced planning and consultation for a regional women's SRH strategy.
- Superheroes of SRH social media campaign – profiled women in the region working to support women's sexual and reproductive health.
- LGBTIQ cultural awareness and trans affirmative training for health professionals – hosted sessions to support safe and inclusive environments to improve delivery of healthcare to LGBTIQ people.
- Viral hepatitis training – facilitated training for dental professionals at LinkHC to improve delivery of care and to bring awareness to the gendered nature of viral hepatitis.
- #WomenRepresent social media campaign – promoted and advocated for realistic, diverse, positive and gender equitable representation of women in the media, online and in popular culture free from stereotypes and sexualization.

Strengthen our Dynamic and Sustainable Organisation

- Quality Improvement – continued to lead the Women's Health Services Quality Framework across the women's health sector.
- Coronavirus Response – established the WHE Coronavirus Taskforce to review the business continuity plan, implement policy and practice to ensure OH&S including a rapid move to remote work, address risk, and support our ongoing work to address key issues for women.
- Internal Capacity – held internal training on women with disability and PVAW, working in a feminist organisation and social media.
- Sharing our Knowledge – via blog posts, articles for publication and meetings with MPs and policy makers.
- Partnerships – continued focus on partnership development. New partnerships included the Commonwealth Bank of Australia.
- Financial Sustainability – secured various project grants some of which continue into subsequent years.
- Regional Leadership – advocated for a gendered understanding of COVID-19 impact, response and recovery.

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 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

Good design is key to creating public spaces that are inclusive, accessible and safe for everyone in the community, in particular for women and girls. The *Creating Safe and Inclusive Public Spaces for Women* report examines the impact of public spaces on health and wellbeing, and applies a gendered lens to urban planning. It also looks at women's experience of public spaces, and highlights the importance of women's

voices and expertise in creating spaces that are safe and inclusive for everyone.

WHE would like to acknowledge the support of Access Health and Community and the local councils across the EMR who helped inform the report. We would also like to thank Nicole Kalms and Gill Matthewson from Monash University for their valuable input.



The Unheard Story: The Impact of gender on social inclusion for older women

Women's Health East continued our focus on the intersection of gender, ageing and social inclusion in partnership with the Inner East PCP. Based on findings from worker focus groups and a review of key social inclusion and healthy ageing literature, *The Unheard Story: The Impact of gender on social inclusion for older women* discussion paper was published.

The *Unheard Story* highlights how current narratives continue to disadvantage women by failing to recognise the lifelong impacts of inequality that are further compounded in later years. The report includes recommendations for organisations, groups and practitioners to address the unique needs of older women.

Enhancing Women’s Financial Independence – Commonwealth Bank of Australia

Women’s Health East was proud to partner with the Commonwealth Bank of Australia (CBA) to support their commitment to addressing financial abuse and women’s financial independence. WHE commenced development of a series of plain language factsheets on women’s financial wellbeing for the CBA’s intranet and website.

Providing a feminist perspective in developing financial wellbeing information for the CBA’s communication channels and website was an exciting and rewarding venture for WHE.

Money Talks sessions

The Money Talks series of online workshops aimed to improve women’s financial wellbeing and independence. The four sessions and accompanying handouts provided practical tips on budgeting and saving, financial pressures and getting help, investing and starting a business, and understanding superannuation.

“Working with a large bank has been very interesting and rewarding. It allows an understanding of the amount of work that occurs behind the scenes to support women; especially women in hardship due to financial abuse and family violence.”

**– Annette Rudd,
Project Lead, WHE**

Money Talks was funded by Monash City Council and was supported by a partnership with Monash University and the Monash Network of Inner East Community Houses Network.

Initially planned as face to face sessions, this project was redeveloped to an online platform, and attracted 29 women from the Monash municipality. Women who attended the sessions reported improved understanding of the various financial topics, and increased confidence in making financial decisions.



“I actually feel more confident to take more control... I attended all four sessions, took lots of notes and have printed off all the handouts. I’m also implementing some ideas for my 21yo daughter.”

– Workshop participant



Together for Respect at Home – Social Media Campaign

In a rapid response to COVID-19, members of the TFER partnership, including Women’s Health East, developed a social media campaign to promote ways to stay safe, healthy, connected and respectful while at home. The Together for Respect at Home campaign involved nine social media tiles with messages promoting respectful relationships and positive mental health and wellbeing strategies, along with a communications guide to support partner organisations in sharing the messages across their social media channels.



The campaign messages were shared by over 80 organisations across the EMR and statewide. The campaign continued to evolve during 2020, with community posters for public display planned, along with producing the messages in accessible formats. Women’s Health East acknowledges the leadership

of EDVOS on this project, and the hard work of the campaign working group; the Outer East Primary Care Partnership, Inspiro, Eastern Health, Yarra Ranges Council, Maroondah City Council and Department of Education and Training.

Active Bystander Training

Women’s Health East welcomed the opportunity to deliver active bystander training this year. These sessions aimed to increase participant understanding of gender inequality and its link to violence against women, awareness of their role in calling out inequality and disrespect, and confidence in doing so.

One session was held with 18 community members at the Louise Multicultural Community Centre, in partnership with Whitehorse Council. At the end of the session, 94% of participants reported an increase in their knowledge of bystander action and 87% reported having increased confidence to take action to be an active bystander.

“Interesting and informative session. Great job!”

– training participant





An active bystander half day session was also delivered to the Country Fire Authority (CFA) workforce. Forty-one CFA employees and volunteers from across the state participated in the training, representing a cross-section of roles and levels within the CFA. Participants were actively involved in whole group and small group discussions throughout the training.

Evaluation results found that 100% of participants would recommend the training to their colleagues and 100% indicated that they would apply the learning in a real world situation.

“I think this training should be given at every Regional Leadership team and then to every District team.”

– training participant

Workplace Equality and Respect Training

Manningham Council engaged Women’s Health East to deliver whole of organisation Workplace Equality and Respect training sessions including to Manningham City Council executive and senior leaders, managers and coordinators, and the Diversity and Inclusion working group. The sessions were very well attended by 89 participants from a range of leadership levels and departments across Manningham Council, and three of the five sessions were successfully delivered online.

The training aimed to increase Manningham Council’s staff knowledge of the importance of gender equality

for the prevention of violence against women, and to equip them with the skills to drive positive change across the organisation.

The training facilitated some great conversations between departments about how they could apply their learnings. The sessions will form a base for Women’s Health East to support Manningham Council to continue their work in promoting GE and PVAW across a range of internal, external and settings based projects and initiatives.

Women’s Health East commend Manningham Council for their commitment to organizational change in this important areas.



“Very professional, tailored the session to the time and people present and worked well together”

– Diversity and inclusion WG training participant

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. Other intersecting forms of inequality and discrimination, such as racism, colonialism, ableism, ageism homophobia and transphobia, influence and compound women's experiences of inequality 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 & Respect

Women's Health East continued to support collaborative action across Melbourne's EMR by providing 'backbone' support for the Together for Equality & Respect (TFER) Partnership.

This year saw a change of PVAW management at Women's Health East with Samantha McGuffie being appointed as PVAW Manager, which has carriage of our leadership role for the TFER Partnership. Women's Health East would like to acknowledge and thank Jayde McBurnie for her significant contribution to the TFER Partnership.

Women's Health East would like to thank all the TFER partners for their hard work, resilience and commitment over the past year.

Despite the significant impacts of COVID-19 on the

work practices, environments and lives of all of our partners, it has been an action packed year for the TFER Partnership and below are some of the activities from the TFER action plan that WHE was involved in:

Early Years Showcase project

In early 2020, TFER convened a group to lead an Early Years Showcase project. The group reviewed TFER projects taking place in the early years setting and identified areas of action that could be strengthened in this setting. Guided by these findings, the showcase working group will consult with Early Years providers about the barriers and enablers to promoting gender equality, and consider next steps for this project.

Beyond Sparkles and Superheroes Story time

In response to COVID-19, and to support the many parents with young children at home during this time, Women's Health East and TFER Partners were pleased to be able to support the provision of a story time opportunity, whilst also promoting gender equality. Led by Inspiro, the Beyond Sparkles and Superheroes working group reconvened and partnered with Eastern Regional Libraries to produce story time sessions promoting gender equality for pre-schoolers. These story time sessions were live streamed on Facebook and supported and promoted through the TFER Partnership across the EMR.



TFER Communities of Practice

The TFER Communities of Practice (CoP) bring together PVAW practitioners to learn from one another's challenges and successes, and to hear from experts, in order to inform regional work. Five CoP sessions were held this year around the following topics:

- PVAW practitioner self-care
- Women, public spaces and PVAW
- Healthier Masculinities
- 'Pop-up' PVAW practice and looking ahead
 - Beyond Sparkles and Superheroes live story time sessions
 - #TogetherForRespectAtHome social media campaign
 - Gender Equality Act
- (Re)Shaping Respect: Preventing violence against women from LGBTIQ communities

The 'pop-up' PVAW CoP session was able to be developed quickly to highlight projects and issues in our changing environment, due to the existing strong regional PVAW Partnership in the EMR.

The 16 Days of Activism Against Gender Based Violence

The 16 Days of Activism against Gender-Based Violence is an international campaign that runs every year from 25 November, the International Day for the Elimination of Violence against Women, until 10 December, Human Rights Day.

Women's Health East welcomed the opportunity to once again lead an EMR-specific 16 Days of Activism campaign. Developed in consultation with our partner organisations across the EMR, the #TotesGE Totally for Gender Equality campaign involved #TotesGE branded tote bags with gender equality messaging, resources and an activity to raise awareness of and promote conversation on the link between gender equality and the prevention of violence against women. WHE also developed a partner toolkit, which included information on how to get involved in the campaign, posters, social media and e-signature templates and links to additional 16 Days of Activism resources.

Twenty-two TFER organisations led their own #TotesGE campaign activities across the 16 Days of Activism, and many also created further 16 Days partnerships with their local neighbourhood houses, schools, libraries, sporting clubs, multicultural community centres and more. WHE was thrilled to see so many organisations get involved in the #TotesGE campaign.

“WHE regional campaigns make it easier for organisations who do not have resources to fully participate in 16 Days on their own”

– Partner organisation



“Great that WHE creates a regional theme and resources which partner organisations can share. Thank you!”

– Partner organisation

Women's Health East would like to acknowledge and thank the Inner East Primary Care Partnership, the Outer East Primary Care Partnership, Yarra Valley Water and the Municipal Association of Victoria for their funding support.

Speaking Out

The Speaking Out program trains and supports women who have experienced family violence and/or sexual assault to become advocates for change. Women's Health East is proud to lead the program with the support of Eastern Domestic Violence Service and Eastern Centre Against Sexual Assault.

Speaking Out advocates were involved in a range of engagements over the year including media interviews, public speaking, participation in family violence reforms and community-based events.

Some highlights of the year included:

- Speaking Out advocates spoke at a variety of 16 Days of Activism events.
- Advocates were involved in an extensive co-design process with the team from Good Shepherd and the CBA, to inform a program to build financial independence for people impacted by family violence.
- Speaking Out advocates shared their experiences in GenVic's gender, disaster and resilience e-bulletin violence edition on victim survivor voices, speaking up about the challenges of COVID-19 and the importance of continuing to elevate the voices of women with lived experience of violence in times of disaster.
- Advocates participated in the Regional Family Violence Partnership strategic planning consultation.

Two professional development sessions were held for advocates this year. A workshop on storytelling and advocacy for PVAW provided a space for advocates to bond, share their experiences and gain tools to develop their storytelling practice. Additionally a session was held with author and social commentator, Clementine Ford who shared her thoughts on managing backlash and resistance.

“I felt empowered by Kiri [the facilitator]... I felt I was surrounded by positive and resilient women”

– Speaking Out advocate

Women's Health East would like to acknowledge and thank the Speaking Out advocates for their expertise, courage and resilience, and for sharing their lived experience to help enact change.

“I really enjoyed listening to Clementine and found her conversation to be thoughtful and inspiring. I particularly thought her link between the changes we've made during COVID-19 and the glacial speed of change with family violence was enlightening.”

– Speaking Out advocate

Voices For Equality & Respect Project

Women's Health East continued the Voices for Equality and Respect participatory research project this year. The project set out to contribute to the evidence base about the drivers of LGBTIQ family violence, and young people's knowledge and understanding of equal and respectful relationships. To do this, WHE facilitated a number of half-day workshops with LGBTIQ young people to hear their understanding and experiences of intimate partner and family relationships.



This ground breaking research culminated in the publication of the *(Re)shaping Respect: LGBTIQ young people talk healthy, equal relationships* research report and *Step Up: A Guide for Practice from the voices of LGBTIQ young people*. These important resources were launched at the Voices for Equality and Respect Summit. Attendees heard from guest speaker AFLW star Darcy Vescio, lead researcher and co-author of the *(Re)shaping Respect* report, Dr Philomena Horsley and Sam Jelly, a young transman who participated in the project.



WHE delivered a follow-up workshop on the prevention of violence against LGBTIQ women for our sister women’s health services to support them in their leadership roles in regional prevention of violence against women partnerships. We also ran a workshop for our TFER partners. While this is the final stage of the project, the research learnings provide critical insight into the prevention of LGBTIQ family violence and young people’s understanding of equal and respectful relationships, and will contribute to ongoing conversations in this important area of prevention practice.

Shifting Social Norms for Equal and Respectful Relationships

Women’s Health East, in partnership with EACH and funded by the Bank of Melbourne, was pleased to roll out the Social Norms project. The project was designed to complement the classroom application of the Respectful Relationships (RR) program, an education initiative aimed at preventing violence against women. The project involved the development of Shifting Social Norms for Equal and Respectful Relationships – a Toolkit for Victorian Schools, which included a framework to identify, respond to, and change harmful social behaviours of young people, in order to be consistent with the values of the RR initiative being taught in classrooms.

The Toolkit was developed through the work of a committed steering committee, and focus groups with Norwood Secondary School students.

Putting Prevention of Violence Against Women into Practice PVAW training

Women’s Health East delivered this introductory Prevention of Violence Against Women training in response to partners identified need. It was aimed at those new to the PVAW sector, or those interested in undertaking PVAW activities in the future. The training content was delivered as part of the Our Watch Endorsed Trainers program pilot.



“A friendly and supportive learning environment was created, which positively influenced the session.”

– PVAW training participant

Margins to the Mainstream: Preventing Violence Against Women with Disabilities

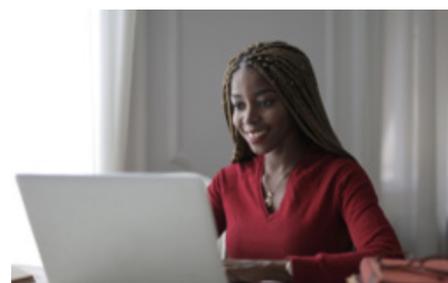
Project

Funded by the Commonwealth Department of Social Services, the Margins to the Mainstream: Preventing violence against women with disabilities 2020-2022 aims to elevate the voices of women with disabilities and promote their leadership and status in society. It will also build the capacity of partner organisations to embed a focus on the intersections of sexism and ableism as structural drivers of violence against women with disabilities into their primary prevention work.

Margins to the Mainstream came about through consultation with TFER partners who identified the need to strengthen sector development in the prevention of violence against women with disabilities, particularly through taking an approach that is informed by the lived experience of women with disabilities.

Commencing in March 2020 the project activities for this year were focused on establishing a project advisory group, facilitating the delivery of training to the advisory group and the broader TFER Partnership on Disability and Prevention of Violence and recruiting staff.

Women's Health East would like to thank our project partners; Women with Disabilities Victoria, Inspiro, EACH, Access HC, Boroondara City Council, Yarra Ranges Council, EDVOS, and Wei Leng Kwok.



Improve Women's Sexual and Reproductive Health

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

WHE aspires that all women achieve a state of physical, emotional, mental and social well-being in relation to sexuality, free of coercion, discrimination and violence; not merely the absence of disease, dysfunction or infirmity. This requires a rights-based approach to improving women's sexual and reproductive health and acknowledges and challenges the systemic discrimination and inequity that women experience.

A Regional Approach to Improving Women's Sexual and Reproductive Health

The EMR SRH Strategic Reference Group, led by Women's Health East, has seen some changes this year. The diversity of organisations involved in the Strategic Reference Group grew substantially, and now totals over twenty members. It includes representatives from local government, community health providers, health promotion agencies and many state-wide organisations. It has been fantastic to see the increased interest in SRH in the region. This year the group identified the need for a Women's Sexual and Reproductive Health Strategy for the EMR and supported Women's Health East to commence its development. The aim of the Strategy will be to identify key sexual and reproductive health priorities, and to inform the development of sexual and reproductive health policy, health promotion activities and service provision across the region

Women's Health East is grateful for the support of our regional and statewide partners, and their ongoing commitment to this important work.

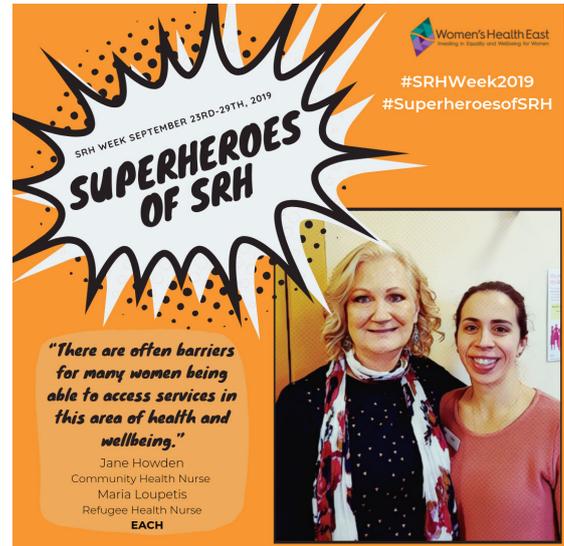
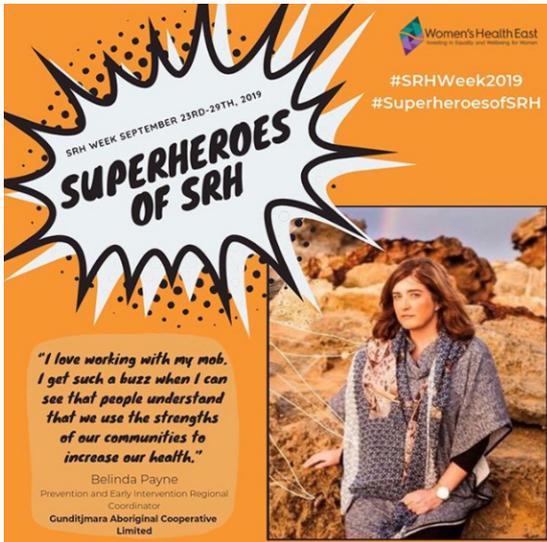
Wear It Purple Day and IDAHOBIT

Stigma and discrimination are social determinants of women's sexual and reproductive health. Since publishing *Young & Queer*, which explores how broader stigma and discrimination are reflected in and influence access to sexual and reproductive health services, we have maintained a commitment to promoting inclusive spaces. This year we were proud to promote Wear it Purple Day, which calls for supportive, safe and inclusive environments for rainbow young people, which includes SRH services. We also celebrated International Day against Homophobia, Transphobia and Biphobia. Women's Health East is dedicated to ending discrimination against LGBTIQ people, and stands as an ally with the community.



Sexual and Reproductive Health Week

Women's Health East was thrilled by the enthusiastic support we received to celebrate, for the second time, our self-declared Sexual and Reproductive Health Week. The week runs from 23th - 29th September and includes World Contraception Day and International Safe Abortion Day.

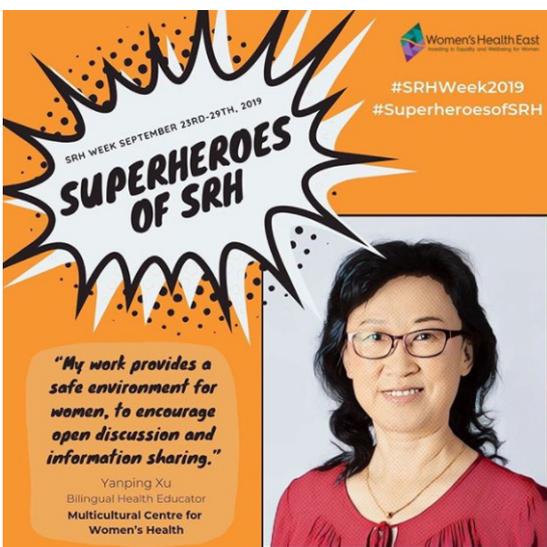


The campaign was an engaging and effective way to share the important and rarely celebrated SRH work of women across the region.

#WomenRepresent Campaign

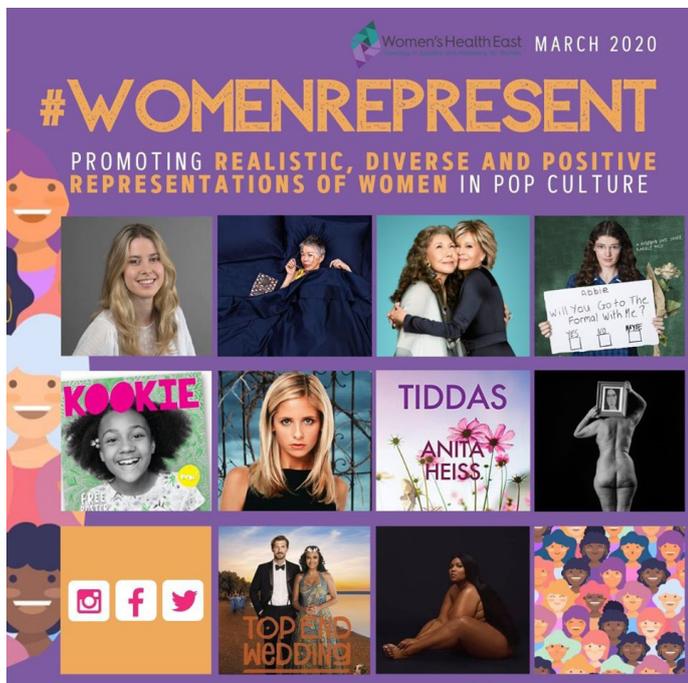
To coincide with International Women's Day, Women's Health East was proud to develop and promote the #WomenRepresent social media campaign.

The focus of the week this year was the *Superheroes of SRH* social media campaign which identified and profiled seven women working in the SRH sector across the region. Each 'superhero' was photographed and interviewed about their work, and their profiles were shared across WHE's social media channels. Additionally, several other women's health services across Victoria engaged in the campaign by profiling their own superheroes.



#WomenRepresent showcased popular culture, including books, TV shows, movies, music, magazines and events that promoted realistic, diverse and positive representations of women, in contrast to the often stereotypical and sexualized images of women

we see. When reflecting on diversity, the campaign aimed to promote pop culture that gave visibility to all women within the community, including positive ageing, body positivity, diversity of race/ethnicity, ability and diverse genders and sexualities. It was great to see our online community engage with the campaign!



LGBTIQ Training session and Trans Affirmative Practice session with Thorne Harbour Health

In accordance with recommendations from Women’s Health East’s Young and Queer report, WHE was thrilled to facilitate LGBTIQ cultural sensitivity and trans affirmative practice training. The training sessions were delivered by Thorne Harbour Health with promotional supported from the Eastern Metropolitan Primary Health Network.



The sessions provided attendees with information about how discrimination impacts on the health outcomes of people from the LGBTIQ communities, and how to provide an inclusive and affirming healthcare environment. Thorne Harbour Health highlighted the many ways in which gender and heteronormativity influence language, social relations, access to employment and housing, health and access to services.



The training sessions were attended by clinical nurses, psychologists, social workers, counsellors, midwives, doctors and health promotion officers from organisations and service providers across Melbourne’s East and received positive feedback.

Viral Hepatitis Training – Hepatitis Victoria

Hepatitis B prevalence is a significant public health issue for the EMR. Women’s Health East was pleased to facilitate Hepatitis Victoria’s Viral Hepatitis Training for Link Health and Community Dental Staff this year. Hepatitis B prevalence is a significant public health issue for the EMR, and WHE was able to provide a gendered perspective to the Hepatitis Victoria training in our region.

Strengthen Our Dynamic and Sustainable Organisation

Women's Health East strives to be an ethical and dynamic organisation and employer, committed to ongoing learning, quality and innovation.

We recognise that our staff and our partnerships are our greatest enablers to attainment of our vision of equality, empowerment, health and wellbeing for all women. The external environment has provided us with plenty of challenges this year. These have included the need to support the occupational health and safety of our staff through a pandemic, to learn and adapt to new ways of working and to continue to deliver high quality and timely responses to the changing issues for women. We are proud of the way our team has risen to these challenges.

Women's Health Service Quality Framework

Women's Health East continues to lead the implementation of the Women's Health Services Quality Framework across the Victorian women's health sector.

The Quality Framework was reviewed and updated this year, with a new set of resources added to guide organisations with their quality self-assessment processes. The ten participating women's health services have demonstrated a strong ongoing commitment using the Quality Framework within their organisations to maintain an active focus on continuous improvement.

Women's Health East applies the Quality Framework standards to our own organisational processes, guided by a two-year Quality Improvement Plan and a two yearly self-assessment cycle.

Finalist in the VicHealth Awards – Promoting Gender Equality

Women's Health East was thrilled to be a finalist with Girl Geek Academy in the 2019 VicHealth Awards (promoting gender equality stream) for the STEM and Gender Equality Program. WHE is very proud to have been recognised for this initiative, which involved a series of workshops to promote gender equality by building young girls' confidence with technology, problem solving, communication skills and creativity.



International Women's Day

International Women's Day is a global celebration of the social, economic, cultural and political achievements of women. It is also a day to call for action for women's rights and equality.

This year, WHE hosted a cinema screening of Honeyland, a beautiful and insightful documentary about a woman beekeeper in the remote Macedonian countryside. Prior to the screening, our guests enjoyed delicious refreshments and a fun International Women's Day quiz.

Our CEO then spoke about the achievements of the many young women and girls across the globe calling out for climate action and highlighted climate change as a feminist and gendered issue. Making the links between climate change and bees, Kristine then introduced our guest speakers from the Australian Pollinator Alliance, who spoke about women in beekeeping and the importance of bees to our natural environment. WHE would like to thank the Australian Pollinator Alliance for their generous support of the event.



WHE also celebrated the achievements of women trailblazers and activities throughout history on our social media channels.

Professional Development

Women's Health East is committed to ongoing learning and supports our staff to attend external and internal training and undertake further studies. Staff attended a range of conferences and external training sessions. We also held in-house, whole of organisation Disability and PVAW training run by Women with Disabilities Victoria, Working in a Feminist Organisation session by our health promotion manager, and social media sessions to build staff skills in the use of Twitter, Facebook, Instagram and LinkedIn. WHE supported two staff to undertake Certificate IV in Training and Assessment.

Sharing our Knowledge - Articles and Blogs

Women's Health East was proud to have contributed to the public dialogue about women's health issues this year though publishing a number of articles and blogs.

To promote the findings and recommendations of *The Unheard Story: the impact of gender and social inclusion for older women*, Health Promotion Manager Autumn Pierce published an article on social policy blog Power to Persuade. Entitled *The gender divide in social inclusion: The unheard story of older women*, the article provided an overview of the report. It highlighted how current narratives continue to disadvantage women by failing to recognise the lifelong impacts of inequality that are further compounded in later years, and explores what that means for healthy ageing.

Additionally, WHE contributed two articles for Gender Equity Victoria's Gender, Disaster and Resilience newsletter – one on the importance of survivor-centred family violence prevention approaches and the other about family violence, COVID-19 and LGBTIQ communities. Both articles featured WHE Speaking Out advocates.

Women's Health East further explored the compounding nature of COVID-19 by publishing blogs on our website that focus on how the COVID-19 pandemic has exposed long standing barriers to women's optimal health. Topics covered on our own blog included COVID-19 and women's mental health, COVID-19 and assisted reproductive technology, and COVID-19 and access to abortion.

Advocacy

A key role of Women's Health East is to advocate for women's health issues at a policy, legislative and practice level. Advocacy this year included:

- A submission to the Royal Commission into Mental Health, advocating for a gendered approach to mental health reform recommendations, and a focus on women's intersectionality and primary prevention,
- A submission to the Victorian Commission for

Gaming and Liquor Regulation to decline the Monbulk Bowling Club application for additional electronic gaming machines,

- Providing our support to the 'Our Health, Our Rights, Our Lives! Women say NO to the Religious Discrimination Bill' campaign, arguing the serious implications on women's sexual and reproductive health, including women's access to contraception and abortion,
- Advocacy in collaboration with other women's health services and regional PVAW partnerships across Victoria about the importance of these partnerships.



In relation to COVID -19, Women's Health East highlighted the significantly gendered impacts of the pandemic through our involvement in local government health and wellbeing committees and other planning avenues, as well as through our social media. Other advocacy has included:

- Endorsement of the GEN VIC joint statement calling for governments to recognise the gendered impacts of COVID-19, along with more than 100 other organisations
- Endorsement of the Snap Forward Feminist Policy Network: Submission on COVID-19 to the Senate Select Committee on Covid19
- Involvement in the development and sharing of GEN VIC's Towards a Gender Equal Recovery COVID-19 Factsheets and infographics.

GENDER, DISASTER AND RESILIENCE: TOWARDS A GENDER EQUAL RECOVERY

G+V

FACTSHEET:

>> Preventing violence against women

When communities experience natural disasters – like a pandemic or bushfire – rates of family and other forms of gendered violence against women and children rise:

Family Violence stats in lockdown: Ominous reduced calls to safesteps	200+ CALLS A WEEK TO VICTORIA POLICE	50% INCREASE TO MAGISTRATES' COURT	94% INCREASE TO MENS SERVICES
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This is because it is common for men and women to revert to traditional gender roles during disaster, where men are expected to be 'tough', the providers and decision makers for their families.² Women are expected to be nurturing and act as caregivers. These rigid stereotypes can put women and children at risk of violence as women have less autonomy, and men may exercise control at home to fulfil societal expectations of themselves.³

Other factors also contribute to an increased risk of violence against women during disaster. Men are experiencing financial stress due to unemployment, isolation and lack of access to friends and sporting activity. They're at risk of increased substance use and mental health problems.⁴ At the same time, factors that might have been protective for women and children have also reduced, such as access to friends and family, financial independence, and the ability to access confidential support.

GENDER INEQUALITY - ENTRENCHED ATTITUDES, IDEAS AND BEHAVIOURS ABOUT HOW WE VALUE MEN AND WOMEN IN OUR SOCIETY - SHAPE THE RIGIDITY OF GENDER STEREOTYPES. DURING DISASTER, THESE EXISTING INEQUITIES WORSEN AND DRIVE FAMILY AND OTHER FORMS OF GENDERED VIOLENCE.

GEN VIC
www.genvic.org.au

This document has been developed by Gender Equity Victoria (GEN VIC) and Victorian Women's Health Services.

To access a fully referenced Microsoft Word version of this Factsheet please click here:
<https://www.genvic.org.au/resources/covid-19-resources/>

Women's Health East
Part of the Victorian Health and Wellbeing System

NAIDOC week morning tea

To commemorate NAIDOC Week from 7-14 July, Women's Health East hosted a VACCA Afternoon Tea for Culture'. We invited partner organisations to take part in a celebration of Aboriginal history and culture and make a donation to VACCA, which in 2018 supported over 6,000 Aboriginal children, youth and family members. The money raised was used to help fund cultural programs and to ensure the next generation can be connected, heal and learn from their culture. Staff and their guests enjoyed some Indigenous food and took part in a VACCA colouring competition!



At the end of the year WHE staff supported VACCA's Christmas Gift Appeal, contributing gifts for Aboriginal children, in lieu of gifts for one another.



Women with Disabilities Victoria Capacity Building project

Women's Health East was very excited to be involved in the Women with Disabilities Victoria Capacity Building project. Through this project WWDV supported WHE to pilot a number of tools, resources and processes to increase our intersectional disability lens, our confidence in developing accessible communication formats, and our commitment to an inclusivity lens across the TFER Partnership. WHE was one of two WHSs included in the project; however, learnings were shared.

These learnings were shared across the remaining women's health services and PVAW sector through communities of practice (CoP) and networks, resources and other activities.

Women's Health East undertook an internal audit process as part of this work, and will initiate an internal working group to drive and embed the recommendations from this audit process. Women's Health East project staff enjoyed the opportunity to strengthen WHE's relationship with Women with Disabilities Victoria, and increased our organisation's ability to apply an intersectional disability lens to our work.

COVID-19 Response

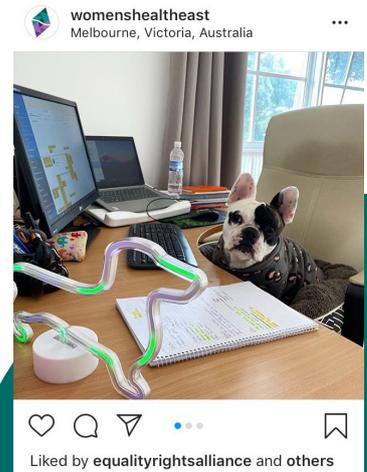
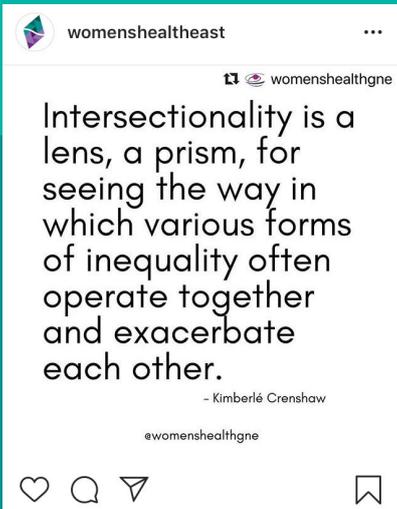
An important, although very unexpected, addition to our organisational focus this year came in the form of the global COVID-19 pandemic. Women's Health East responded quickly and decisively on a number of fronts to this public health emergency.

From mid-March, in line with advice from Government and public health authorities, the WHE office was temporarily closed and, assisted by our IT contractors, all staff commenced working from home.

In a rapidly evolving environment, an internal Coronavirus Taskforce was set up to guide the organisation's response and transition arrangements, taking into account our responsibilities for staff health, wellbeing and safety, risk minimisation and business continuity, as well as ensuring the continuation of our valuable work with partners and stakeholders in the region.

Our Business Continuity Plan was updated with actions to ensure operational continuity through the pandemic, and both a Coronavirus policy and an Epidemic/Pandemic policy were developed to support this effort. The Coronavirus Taskforce also commenced the development of a comprehensive COVID Safe Recovery Plan, which is guiding our internal operations and external activities through the various phases of this pandemic.

WHE's Health Promotion Teams successfully and nimbly moved project activities, training and events to an online environment. This included changing the focus of some activities such as our women's financial wellbeing sessions which were revamped to be responsive to the emerging financial issues women were facing, a shift in our social media to include a balance of news and information on our ongoing priorities, content on COVID-19 and its impacts but also content supporting women's mental health through this challenging time. We worked with our partners to deliver initiatives such as the #RespectAtHome and Beyond Sparkles and Superheroes online story time sessions, and refocused our advocacy to align with the emerging issues for women.



Financial Summary

Below is an overview of the finances of Women's Health East Inc. Full Financial Statements for Year Ending 30 June 2020 and accompanying notes are available at www.whe.org.au. WHE prepares financial statements in accordance with Australian Accounting Standards as outlined in the Independent Auditor's Report.

Financial Overview

	2020 \$	2019 \$
Summary Income Statement		
Income		
DHHS funding	709,321	684,823
Other	475,592	452,942
Total Income	1,184,913	1,137,765
Expenditure		
Employment Expenses	937,037	981,806
Other	24,916	221,011
Total Expenditure	1,183,953	1,202,817
Operating Profit/(Loss)	960	(65,052)
Summary Balance Sheet		
Cash	908,628	879,328
Receivables	19,318	9,820
Property, Plant & Equipment	44,521	36,256
Total Assets	972,467	925,404
Payables	44,670	39,326
Provisions	172,505	145,319
Accrued Charges	4,278	22,412
Income in Advance	294,138	262,433
Total Liabilities	515,591	469,490
NET ASSETS	456,874	455,914
Current Ratio	1.80 : 1	1.89 : 1

Total income for 2019-2020 financial year was \$1,184,913 compared to \$1,137,765 in the previous year. This includes an increase of 5% in Other Income and a 1.5% indexation increase in DHHS core funding. Total expenditure was lower than the previous year, primarily due to a decrease in employment expenses for the year. The result for the 2019-2020 financial year was a surplus of \$960.

WHE's current ratio of 1.80:1 means that the business has \$1.80 in current assets to meet every \$1 in current liabilities.

COVID-19 resulted in both unbudgeted savings and additional expenditure in the 2019-2020 financial year. The expenditure savings were in areas such as rent, cleaning, meeting expenses, printing, and travel. Additional costs included IT support hours and equipment, consultancy, and employment expenses. There were also some programs delayed and therefore both funding and expenditure was carried forward to next year.

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:

- Shine a light on the gendered impacts of COVID
- Deliver programs to support women's mental health & financial wellbeing
- Provide gender equity and prevention of violence against women training
- Support organisations implementing the Gender Equality Act 2020
- Lead and drive the EMR's first women's sexual and reproductive health strategy

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 call 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 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
Climate and Health Alliance
Commonwealth Bank Australia
Our Watch

State

Country Fire Authority
Domestic Violence Resource Centre Victoria
Domestic Violence Victoria
Gender Equity Victoria
Girl Geek Academy
Hepatitis B Alliance
Hepatitis Victoria
Multicultural Centre for Women's Health
Municipal Association of Victoria
Rainbow Health Victoria
Thorne Harbour Health
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
Women's Mental Health Alliance

Regional or Subregional

Boorndawan Willam Aboriginal Healing Service
Community Health, Health Promotion Special Initiatives Group
Creating a Place For Women in Sport Working Groups
Department of Education and Training
EACH
EDVOS
Eastern Community Legal Centre
Eastern Elder Abuse Network Reference Group
Eastern Health Healthier Masculinities for the PVAW Steering Group
Eastern Melbourne Primary Health Network

EMR SRH Strategic Reference Group
Family Access Network
Inner East Primary Care Partnership
Inner East PCP Integrated Health Promotion Leadership Group
Margins to the Mainstream Project Advisory Group
Migrant Information Centre (Eastern Region)
Mullum Mullum Indigenous Gathering Place
Older People: Equity, Respect & Ageing Steering Committee
Outer East Primary Care Partnership including the Executive Committee
Oonah
Q-East Alliance
Rainbow Formal Committee
Refugee and Asylum Seeker Strategic Partnerships and Capacity Building Program Steering Committee
Regional Family Violence Partnership Systems Leadership Group and Implementation Committee
Regional Family Violence Partnership Systems Leadership Group and Implementation Committee
Regional Family Violence Partnership Systems Leadership Group and Implementation Committee
Regional Women's Health Services
Sexual & Reproductive Health Strategic Reference Group
Speaking Out Steering Committee
Together for Equality & Respect Partnership and Working Groups
#TogetherForRespectAtHome Working Group
Voices for Equality and Respect Steering Committee
Women, Ageing and Social Inclusion Steering Group

Local Government Area

Access Health & Community
Boroondara Family Violence Network
Boroondara Public Health and Wellbeing Advisory Committee
Carrington Health
Cire Services
Inclusive Clubs Project Working Group
Inspiro
Knox Community Safety, Health and Wellbeing Advisory Committee
Knox PLEDGE Steering Committee
Link Health & Community
Manningham Access and Equity Advisory Committee
Manningham Community Services Forum Manningham
Manningham Gender Equity Working Group
Manningham Health Cities Advisory Group
Manningham Reconciliation Action Plan Working Group
Maroondah Partners in Community Wellbeing Committee
Monash Gender Equity Advisory Committee
Monash Health and Wellbeing Partnership Plan Steering Committee
Norwood Secondary College
Ringwood Secondary College Social Norms Steering Group
Upper Yarra Youth Gender Equity Advisory Committee
Whitehorse Collaborative Action Network for PVAW
Yarra Ranges Gender Equity Partnership
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 (available on our website).

Membership

WHE 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. 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, or for any further information contact us at health@whe.org.au

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



Women's Health East
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health@whe.org.au www.whe.org.au



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