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ANNUAL |
REPORT | 5



**WOMEN'S HEALTH
IN THE NORTH**

voice • choice • power



Not titled by Monica Lazarri, 2011.
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Department of Health and Human Services
Department of Justice
Emergency Management Commission Victoria
Inner North West Primary Care Partnership

Legal Services Board
Victorian Responsible Gambling Foundation
Victorian Women's Benevolent Trust

WHIN acknowledges the traditional owners of the land on which we provide our services. We pay our respects to their Elders past and present, and express our hope for reconciliation, justice and the recognition of the ongoing living culture of all Aboriginal people.

WOMEN'S HEALTH IN THE NORTH

VISION

Women in the north have **Voice**, **Choice** and **Power** in all aspects of their health, safety and wellbeing.

MISSION

WHIN will address gender inequities and the determinants of women's health, safety and wellbeing through leadership, advocacy, research, knowledge translation and strategic partnerships.

VALUES

WHIN's work is underpinned by values that are:

- > Feminist
- > Ethical
- > Inclusive
- > Courageous

STRATEGIC OBJECTIVES

1. Leadership

Provide leadership and expertise to improve women's health, safety and wellbeing.

2. Partnerships

Identify, build and resource strategic partnerships that promote women's health, safety and wellbeing, and improve regional service responses.

3. Research, resources and knowledge translation

Undertake and influence research, resource development and knowledge translation to inform innovative approaches to women's health, safety and wellbeing.

4. Community engagement and advocacy

Engage with women and communities to facilitate, influence and support positive change to their health, safety and wellbeing.

5. Sustainability, growth and development

Build a strong and sustainable future for the organisation.



NORTHERN METROPOLITAN REGION



 Banyule

 Hume

 Nillumbik

 Yarra

 Darebin

 Moreland

 Whittlesea



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CHAIRPERSON'S REPORT

> Anita Trezona



I am honoured to present my first report as the Chair of the Women's Health In the North Board of Governance. As we move into the third year of our 2013-17 Strategic Plan we look forward to continuing to build on the success of previous years.

This report highlights WHIN's key strategic and operational achievements for 2014-15. Overall the organisation remains in a strong financial position, delivering a healthy surplus and increasing our income generation potential through the establishment of new partnerships and development and delivery of a range of high quality community education and professional development packages.

WHIN's reputation as a leader in the promotion of women's health and social justice is a testament to the dedicated and effective team of staff who work tirelessly to improve the experiences of women across a range of priorities, including gender equity, sexual and reproductive health, violence against women, financial capability, and environmental justice. On behalf of the Board, I would like to acknowledge and thank our staff for their ongoing commitment to the vision, values and strategic direction of WHIN. In particular, I would like to thank our CEO, Helen Riseborough for driving the implementation of the strategic plan and work.

I would like to acknowledge and thank my fellow Board members for their effective leadership and governance of the organisation. This year we renewed our Board of Governance through the appointment of Siobhan Newman as a representative of the community health sector, as well as the appointment of Laura Cattapan and Alana Schetzer to casual positions. Each of these women bring a diverse set of skills and experience to the Board that enhances our performance as a Board overall. Over the past twelve months, the Board has been focused on strengthening our financial and risk management systems, evaluating our governance performance and planning for the ongoing professional development of current and future directors.

We farewelled Sandra Leone after many years of dedicated service to WHIN, firstly as a staff member and then as a Board member. We also farewelled our outgoing Chairperson, Natasha Krajcar, who played an important leadership role in the Board's development and achievements over a number of years. On behalf of the Board, I would like to thank Sandra and Natasha for their dedication and contribution to the organisation and wish them well in their future endeavours.

A strong women's health sector is critical to ensuring that women have access to resources, opportunities to participate in all aspects of life, and are empowered to make decisions regarding their health and social wellbeing. WHIN is well positioned to provide regional leadership and expertise on women's health and social justice issues, build and resource strategic partnerships, contribute to the evidence base on women's health and wellbeing, and advocate with, and on behalf of women in our region. To this end, I would like to thank our members, funders and partners for their support of WHIN, without which our ability to undertake our work would not be possible. We look forward to continuing and strengthening these connections into the future.

A handwritten signature in black ink, appearing to read 'Anita Trezona'. The signature is fluid and cursive, with a long horizontal stroke extending to the right.

ANITA TREZONA
Chairperson

CEO'S REPORT

> *Helen Riseborough*



I am proud of the exceptional body of work that WHIN has achieved this year and very enthusiastic about the future of the organisation.

We have performed our regional leadership role in all strategic areas of WHIN's work, and have continued to develop and strengthen our partnerships. WHIN has exercised our unique role in advocating for the women in the north and addressing gender inequities and the determinants of women's health, safety and wellbeing. I invite you to explore the achievements as presented in this report.

Essential to our success, and a feature of our strategic plan, is that WHIN performs the functions of a 'backbone' organisation. This is evidenced by our leadership and direction in the integration and coordination of the regional family violence services and prevention of violence against women. This premise also guides and motivates our work in gender equity, gender and disaster, environmental justice, financial capability and sexual and reproductive health.

WHIN is a values-driven organisation, attracting partners who share our principles and want to act in accordance with these. Front and centre is the elimination of the gender inequities that lie at the heart of women's of ill health, lack of safety and the burden of disease. This year the leaders of the organisations with whom we work have shown a strengthening of commitment to and engagement with our priority areas.

The statistics in this report speak for themselves. I am sure you will be impressed with the breadth of WHIN's programs and projects as you make your way through this document. WHIN's role is to bring about change so that women in the north have voice, choice and power in all aspects of their lives. We achieve this by delivering community and

education programs to women and professionals in the areas of sexual and reproductive health, financial literacy, violence against women and environmental justice. We have also held numerous regional issue-based forums and events, provided robust and comprehensive research, quality tools and resources. We also produce a range of electronic newsletters, websites and have a strong social media presence.

“WHIN's role is to bring about change so that women in the north have **voice, choice** and **power** in all aspects of their lives.”

I am honoured to be the CEO of an organisation that lives its values and mission, and every year achieves its strategic objectives and operational plans. This is particularly so because these values and objectives are shared by myself, the staff group and the WHIN Board, our membership and our numerous supporters.

WHIN is blessed with a professional, competent, and representative Board, ably led by Anita Trezona, our dedicated and highly respected Chairperson. The Board have strengthened a range

CEO'S REPORT *CONTINUED*

of governance structures and processes this year. This has been reflected in the effectiveness of the Board in undertaking its governance role, as well as in the internal operation of the organisation. I would like to thank the Board members for their commitment to WHIN and their careful stewardship of the organisation. You are very much appreciated.

'Audacious', 'tireless' and 'dedicated' are words that I use to describe WHIN's staff members. They constantly demonstrate a genuine 'can do' attitude and this results in outstanding efforts and amazing achievements. I would like to take this opportunity to express my gratitude to the 2014-2015 WHIN staff team.

In this reporting period we welcomed Monique Keel, Annie Douglass, and Elizabeth Gray to our WHIN staffing group, all of whom have contributed to our exceptional body of work this year.

We have missed Monique Bouma who took maternity leave. WHIN farewelled valued staff members Kei Judd, Carmen Hawker, Teagan Cross and Jen Anderson.

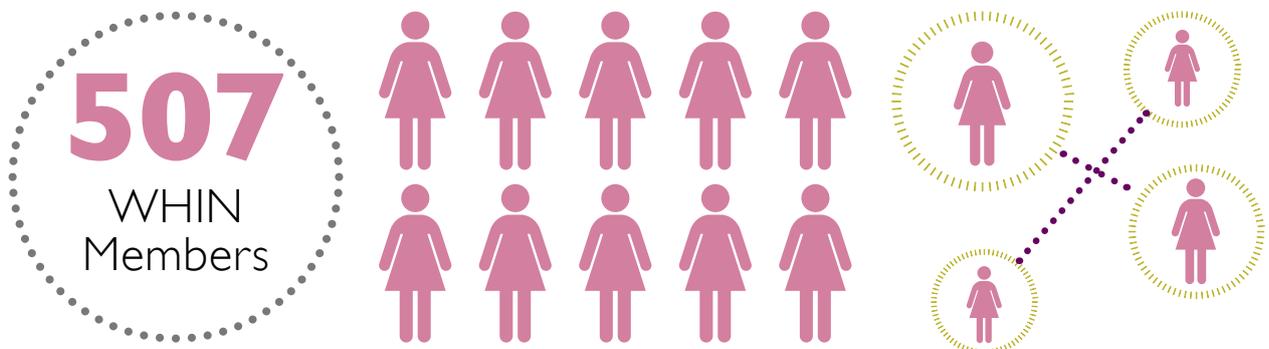
As we reach the half way point in WHIN's current strategic plan 2013-2017, I am enthusiastic about the opportunities for continuing and expanding our collaborative work with regional and local partners. WHIN will be embarking on the exciting work of planning for future development and growth, and ask you to join us with hope and optimism in advancing the health equity of women in the north.



HELEN RISEBOROUGH
CEO

“**Audacious, tireless** and **dedicated** are words that I use to describe WHIN's staff members.”

COMMUNICATING OUR MESSAGE

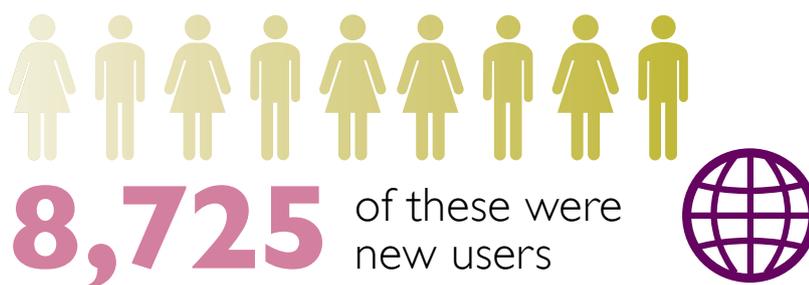


COMMUNICATING OUR MESSAGE *CONTINUED*

Newsletters



Online Presence



2
research articles
were published



6
conference
presentations were
delivered



57

resources were
produced or updated



Health Literacy

Over the past 12 months WHIN has made a commitment to applying health literacy principles when we are communicating our message. We want the health messages that we communicate to be understandable and easy to interpret whether they are written, spoken or digital. Most importantly we want them to support women to have Voice, Choice and Power in all aspects of their health, safety and wellbeing.





GENDER EQUITY

Addressing gender inequities underpins all of WHIN's work. Gender and how it is defined and constructed has a major impact on the health, safety and wellbeing of our community.

'A gender perspective recognises that women and men have different health risks, needs, attitudes and behaviours, due to biological, social, economic and psychological differences. A gendered approach is important in understanding the influence of different factors affecting the health of women and men, as well as to design better interventions to address avoidable differences between women and men, and therefore improve outcomes for all Victorians' (*Victorian women's health and wellbeing strategy 2010-2014*).

Women's health services in Victoria have long advocated for the inclusion of considerations of gender by policy makers and service providers when addressing the needs of women. The work of WHIN work is underpinned by a feminist framework and the social model of health.

Through health promotion, strategic advocacy and collaboration, WHIN works to promote a gender equity approach across key settings and sites that impact on women's health and wellbeing. WHIN works with other key regional organisations to ensure the policies, plans and services they deliver are considerate and understanding of the needs of women and will have a positive effect on women's lives in our region.

Gender Equity Training

WHIN's gender equity work has been very closely aligned to our work to prevent violence against women. The increased focus and attention on the issue of violence against women has increased demand from organisations wanting to improve their knowledge and understanding of the issue and why gender is a core driver of this serious and prevalent issue.

While gender equity is central to the prevention violence against women, it is only one rationale for applying a gender equity lens to policy, planning and service delivery. WHIN works with our partners to provide resources and support their gender equity work. The development and launch in 2014 of Whittlesea Council's *Gender Equity Strategy* is an outstanding example of what WHIN's partners are achieving in this area.

During 2014-2015 WHIN's gender equity professional development training was delivered to 85 staff from four organisations across the region. Sessions have been delivered to a variety of different departments and staff and have increased their understanding and knowledge of the role gender plays in influencing the wellbeing of their communities.

“The work of WHIN work is underpinned by a feminist framework and the social model of health.”

“This model was a fantastic example of how the disciplines of **prevention** and **response** to violence against women can be integrated.”

Training delivered to Darebin Council's early childhood services team and local providers focused on the role of gender in early childhood service provision. It considered the expectations of and opportunities for children depending on their gender, and the implications of this later in life

in relation to gender equality and violence against women. These sessions also included information on the identification of and response to family violence. This model was a fantastic example of how the disciplines of prevention and response to violence against women can be integrated.

'The session has raised enormous awareness of the importance of this issue.'

'The gender analysis tool will be helpful to refer to in developing my next project.'

'I think it reaffirmed my knowledge but also as a team was really practical to have a shared understanding.'

'I did a workshop with few of my colleagues from the White Ribbon Team

about gender inequality and how it affects violence against women. Most of us think it is not our jobs or not up to us to do anything about it. ... Let's be the catalysts and change attitudes to bring in equality with social justice.'

'Really eye opening and great to apply the gender lens to our work.'

Gender Equity Training Participants



to



at





ECONOMIC CAPABILITY

Economic capability is a key priority area for WHIN. Women face financial vulnerability due to structural discrimination in the economy and labour market because of their gender. Structural discrimination means that women disproportionately experience greater levels of poverty, socio-economic disadvantage, family violence and are at increased risk of homelessness compared with men. Access to economic resources is a key determinant of health, safety and wellbeing.

Some facts:

- Women are twice as likely to be underemployed than men.
- Women are over-represented in part time and casual employment.
- Women earn lower wages. There is still a significant pay gap between men and women in Australia with women earning on average 17.9% less than men.
- Women are retiring with around half the savings of men.
- Women have less access to secure and affordable housing than men, with women comprising the majority of single-parent and sole-person households.

WHIN takes a capability approach to addressing women's access to economic resources. Economic capability means acknowledging and including both the individual's capacity and the socio-economic environment that impacts on women's ability to economically participate. We work with women to assist them in developing the skills and accessing resources so they can achieve a sound and safe financial future.

“There is still a significant pay gap between men and women in Australia with women earning on average **17.9%** less than men.”

Financial Literacy

In 2014-2015 demand for WHIN's 'Managing Money: Every Woman's Business' financial literacy program remained strong. WHIN delivered nine financial education workshops to 80 women in the community. The workshop participants received information on financial and consumer rights, support on developing effective budgeting skills, information on financial products and services including no-interest loan schemes and savings programs, all of which are vital to help women escape cycles of credit-related debt. As a result of receiving this financial literacy education, women consistently reported feeling 'more in control' of their finances and having a 'greater understanding of credit' including its relationship to debt.



▲ Toni Bentley, Health Promotion Worker with participants from one of WHIN's financial literacy workshops.

Financial Abuse

A major focus of WHIN's work in the area of economic capability was in addressing the issue of financial abuse of women. Financial abuse is a serious form of family violence that results in severe material deprivation for women and yet is one of the least recognised and understood forms of violence against women. It is a gendered form of violence that occurs when men use repeated patterns of control and coercion to limit or deprive women of access to money.

During the reporting period, WHIN launched the *For Love or Money* film. The film captures an account of a woman's experience of financial abuse and identifies it as a form of family violence. By documenting a woman's lived experience of financial abuse, it assists women and the broader community to gain a clearer understanding of the issue. Educational resource notes that support the use of the film in counselling and community education settings will be released in 2015-2016.

WHIN drew upon women's real lived experiences in the film's development. For the majority of these women the signs of financial abuse appeared very early in their relationships. Some partners insisted on taking responsibility for or control over household finances, including setting up joint bank accounts. These 'suggestions' were typically framed by perpetrators as a sign of the woman's love and commitment to the relationship. The surveillance of expenditure, requirement to account for every dollar spent, show receipts for purchases and being belittled for being 'wasteful' or 'hopeless with money' are other indicators of this type of abuse. Women carried the economic burden of the relationship which often led to a 'feminisation' of poverty within the relationship. One participant noted that:

'Even though he earned \$50,000 a year more than me, I was the one paying for all the bills and we never seemed to have any money...although, thinking back he did have money... for a new car, a trip away with his mates...'

ECONOMIC CAPABILITY CONTINUED

A highlight of the year was WHIN being invited to conduct a webinar for 1800RESPECT on financial abuse and the *For Love or Money* film, and to contribute an article to their newsletter on the issue. As a result, the film received national coverage.

'Thank you very much for recently hosting the Webinar from Toni Bentley 'For Love or Money'. My role is to deliver a financial education package and this webinar on financial abuse should be useful for my workshops.'

1800RESPECT webinar participant

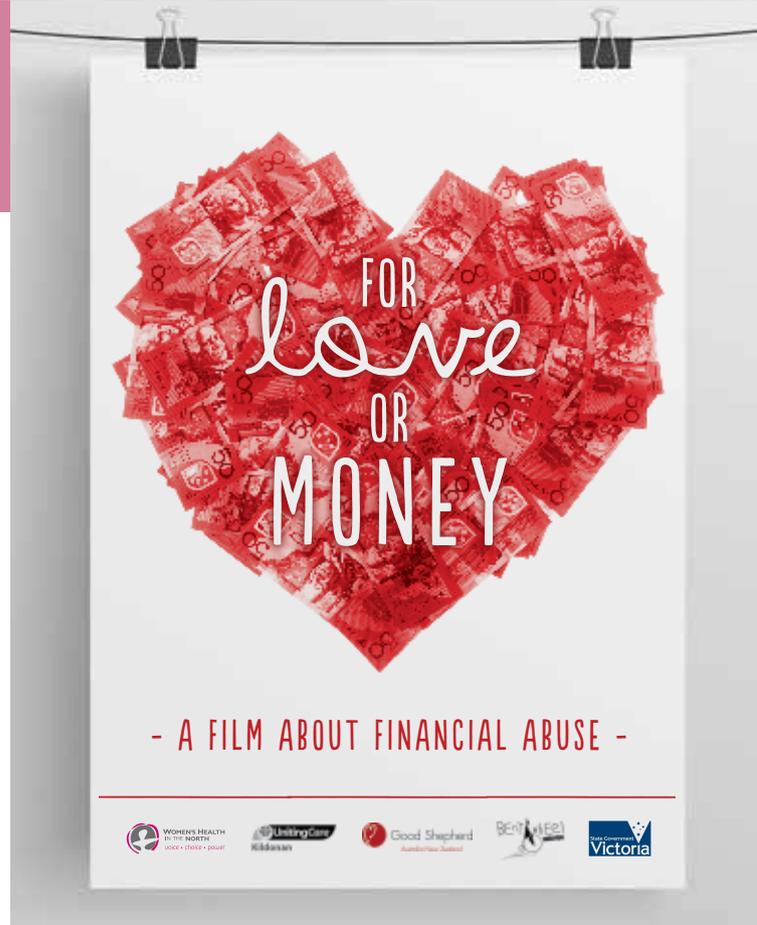
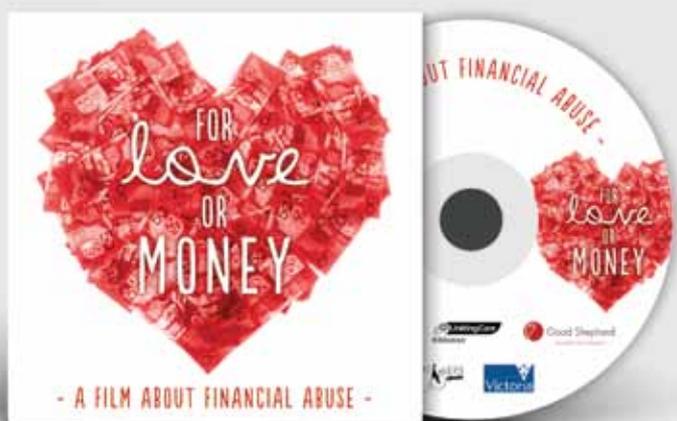
'What a fantastic DVD! WHIN has every right to be proud. Financial abuse takes so many forms and whilst every experience has its unique aspects there are common themes that pervade the experience. For Love or Money in a short 7 but meaningful minutes distils the essence of financial abuse. I am sure many women will see the

video and see commonalities with their own experience and it will be the spark to ignite change. Likewise professionals in the community sector will recognise service users that have told them stories that they will now know to label and name as stories of financial abuse. The video will be used at our training on financial abuse being delivered to the 14 members of the banking and finance sector this Friday in addition we will look to incorporate it into the training we provide our phone volunteers.'

Julie Kun, WIRE Women's Information and Referral Exchange (WIRE) Deputy CEO.



▼ For Love or Money DVD (below) and poster (right) ►



▼ Toni Bentley, Health Promotion Worker presenting at the For Love or Money launch.



SEXUAL AND REPRODUCTIVE HEALTH

Sexual and reproductive health is a holistic and multidimensional issue that has a defining impact on women from puberty to post-menopause. In the northern metropolitan region, there are many indicators that women are experiencing poor sexual and reproductive health, including high rates of teenage pregnancy and chronic hepatitis B infection. Women in the north also have low participation rates in preventative healthcare programs including Pap screening, HPV immunisation and Sexually Transmissible Infections (STIs) testing. This can be attributed to a wide range of socio-economic factors including low health literacy and service access barriers.

Sexual and reproductive health is a health promotion priority and WHIN is committed to advocating for a region where:

- women and service providers are educated about, and have a developed understanding of, women's sexual and reproductive health;
- sexual and reproductive health services are appropriate and accessible; and
- women are free to express their sexuality without experiencing ill health, discrimination or abuse.

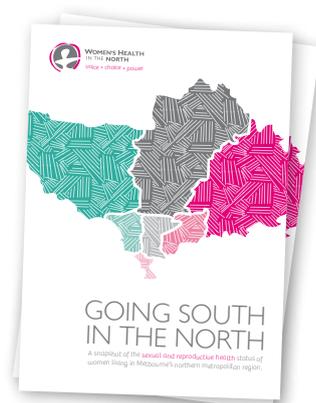
Research

In October 2014, *Going South in the North: A snapshot of the sexual and reproductive health status of women living in Melbourne's northern metropolitan region* was launched. *Going South in the North* is a needs-analysis document which provides data to inform future action on sexual and reproductive health in the region. The data in the report has already been used for project planning by external organisations including the Northern Health Shared Vision for the North: Sexual and Reproductive Health Reference Group.

Forums and Networks

WHIN held a forum in March 2015 to present the key findings of *Going South in the North* to health and community service professionals. The forum focused on the five priority issues identified in the report: chlamydia, teenage pregnancy, hepatitis B, HPV immunisation and Pap screening. It provided participants with an introduction to topics that may not have been a priority work area for their organisation.

To initiate collaborative action to address the identified sexual and reproductive health issues, WHIN established the Northern Metropolitan Region Sexual and Reproductive Health Network in June 2015. The inaugural meeting had 25 attendees representing 15 organisations. The Network aims to develop a *Sexual and Reproductive Health Action Plan* for the region in 2016.



Community and Professional Education

Community education sessions were delivered to seven organisations in the region, including youth and housing support services in the region. Topics included relationships, contraception, safer sex,

sexually transmitted infections and body image. A sexual and reproductive health professional development session was also delivered to Spectrum Migrant Resource Centre staff.

'Thank you so much for this initiative – it's great to see some leadership in the area. I'm so impressed that WHIN is taking a stand and prioritising this area. We need strong advocacy to get sexual and reproductive health on the agenda in more agencies'

SRH Network survey respondent.

'Just wanted to let you know that you were both AMAZING! You were both so adaptable to the needs of the group, your choice of language and words were appropriate and also changed to meet the needs of the group and the information was so relevant. It was a really good session and we unpacked some alarming concerns, and I would like to thank you for handling it so well and respectfully with the girls.'

Youth Program Training Organiser.



▲ Health Promotion Workers Chamut Kifetew and Hayley Pritchard share sexual health information at Darebin City Council Youth Service's Health Day.





SEXUAL AND REPRODUCTIVE HEALTH *CONTINUED*

FARREP: Family and Reproductive Rights Education Program

WHIN supports the abandonment of the practice of Female Genital Cutting (FGC) and recognises it as a violation of human rights, specifically the sexual and reproductive rights of women and girls. In order to eradicate FGC, responses must be holistic, community-based and led, culturally sensitive, and delivered in a sexual and reproductive health context. WHIN contributes to the elimination of FGC by providing education to affected community members and health and education professionals.

“In order to eradicate FGC, responses must be holistic, **community-based** and led, culturally sensitive, and delivered in a sexual and reproductive health context.”

Girls Talk Health

'Girls Talk Health' is a culturally sensitive sexuality education program which is delivered to young women who are from countries where FGC is known to be practiced. This year the program was delivered in Thornbury High School and Collingwood College.

WHIN and the City of Darebin's Youth Services have been collaborating to deliver the 'Girls Talk Health' program. This exciting partnership has resulted in an increased capacity to deliver this program to more young women living in the north. WHIN and Darebin Youth Services delivered 'Girls Talk Health' at Macleod Secondary School and, for the first time in a tertiary education setting, at Melbourne Polytechnic as part of the Young Adult Migrant Education Courses (YAMEC) program. WHIN staff also facilitated a session at the Darebin Youth Services yearly African Girl's Camp.

Staff training was piloted as part of 'Girls Talk Health' at Macleod Secondary School and was well received. Staff training and engagement in the program are critical in ensuring that girls who participate in the sessions are supported within the broader school community once they complete the program.

Resources

Work has been undertaken to make the WHIN FGC fact sheet resource more relevant for young women by applying a health literacy lens to it. The fact sheet had previously been used with very different audiences – health professionals, women and young women. These groups had different knowledge of the issue and the content wasn't suitable for all. Focus groups with young women were held to assist in the creation of a new version of the fact sheet which will be easier to understand and more relevant.

Professional Education

WHIN has delivered a number of FGC professional education sessions at the Northern Hospital to allied health staff and medical practitioners. These sessions focused on culturally sensitive service provision and the key health issues that women affected by FGC may experience.

Networks

WHIN has also been involved in the establishment of the North West FARREP Workers Network and Governance Group which has increased opportunities for collaboration and information sharing across the greater region.

'Everything was wonderful and I will miss this program and I learnt many things that didn't realise before.'

Girls Talk Health participant

'It was awesome and I learnt a lot of things and I wasn't shy. If you don't know, you don't know what to be careful of.'

Girls Talk Health participant

▼ *Chamut Kifetew, Health Promotion Worker with 'Girls Talk Health' participants*





VIOLENCE AGAINST WOMEN

Violence against women covers a range of behaviours which are defined by the UN and include, but are not limited to, physical, sexual and psychological violence. Sexism, objectification and discrimination experienced by women also serve to undermine women's position in society and are a violation of their human rights, equality and dignity.

The Victorian Government's establishment of the Royal Commission into Family Violence has well and truly brought violence against women out of the shadows and on to the political agenda.

A large part of WHIN's work focused on contributing to the evidence base being presented to the Royal Commission. We held a forum where regional organisations came together to help inform the development of WHIN's submission. We now await the Commission's finding and recommendations which will be released in early 2016.

It is against this backdrop that the work of WHIN has continued, in both working to prevent violence against women and ensuring that the work of the family violence response sector is supported and resourced.

WHIN has identified and responded to violence against women as a priority issue since the organisation was established by the Victorian State Government in 1991, and is committed to preventing violence against women before it occurs. Our position, and that of all women's health services in Victoria, is that violence against women is a serious and widespread human rights and public health issue, and it is preventable.

Our energy, passion and expertise are directed at addressing and preventing family violence. WHIN does this by leading both the coordination and integration of services responding to family violence and the prevention of violence against women work in the north.

“...violence against women is a serious and widespread human rights and public health issue, and it is **preventable**. ”

PREVENTION

Gender inequality is both a cause and a consequence of violence against women and taking action to address this is the cornerstone of primary prevention of violence against women work. Addressing the core drivers of men's violence against women, gender inequity and adherence to rigidly defined gender roles, will strengthen prevention of all forms of violence against women before it occurs. Gender equity must be central to any efforts aimed at preventing violence against women, including family violence.

Building a Respectful Community

Building a Respectful Community, Preventing Violence against Women – A Strategy for the Northern Metropolitan Region of Melbourne 2011-2016 provides a regional framework for the primary prevention of violence against women. It promotes a systematic regional approach to effect change and to build a respectful community where women are not subject to violence. In 2014-2015 WHIN continued to progress the strategies and actions outlined in this document.

The Northern Metropolitan Region Prevention of Violence Against Women (PVAW) Committee convened and resourced by WHIN continued to meet quarterly and provided a forum for knowledge exchange, resource sharing and to progress prevention activities in the region. This group has broad representation from councils, community health centres and a range of family violence service providers in the northern metropolitan region.

Resources

The quarterly PVAW Executive Update newsletter is one mechanism through which WHIN keeps in touch with regional organisations. It supports the work of the implementation of the *Building a Respectful Community* strategy as well as providing information and links to new and emerging research, resources and good practice examples from the northern region and state, national and international spheres.



“**Gender equity** must be central to any efforts aimed at **preventing** violence against women, including family violence.”

PREVENTION *CONTINUED*

Forums

Leading Change Forum

The Northern Metropolitan Regional Management Forum (RMF), consists of senior leaders of local and state government in the region. The RMF have prioritised the issue of violence against women as a focus of their future work. As part of their commitment, the RMF, in conjunction with the Regional Justice Reference Group and WHIN, held the Leading Change Forum to develop strategies to address violence against women and gender inequities in April 2015.

The forum was hosted by the City of Moreland and attended by over 40 participants from local government and regional state government departments, including the emergency service organisations in the region. The outcomes of the day were critical in informing a high-level, whole of government regional approach to the issue.

Educate Inform Empower Disability Forum

Current evidence tells us that women living with disabilities are twice as likely as women without disabilities to experience family violence or sexual assault. A unique factor in considering violence for women with disabilities is that partners and family members often also act as their carers. Women with disabilities often live in supported accommodation meaning intimate space may be shared with other residents as well as support workers which can further increase the risk of violence.

In 2014, WHIN partnered with the City of Banyule on the 'Educate Inform Empower' project which aimed to educate, inform and empower women with a disability and their carers to recognise and take action on violence and abuse. This project had two components. The first component provided training on identifying and responding to family violence to women with disability and their carers.

The second component was a forum for women living with disability that aimed to educate the participants about family violence. The forum had 31 attendees, 25 of those were women with disabilities.

Opening Doors: Supporting CALD Women Experiencing Family Violence Forum

This forum, held by the City of Darebin, explored opportunities to enhance local family violence prevention and response to culturally and linguistically diverse (CALD) women.

WHIN staff presented on the approach that is being taken in the northern metropolitan region to prevent violence against women before it occurs, and the fact that prevention work needs to be underpinned by an understanding of the root cause of the issue – gender inequity and rigid gender stereotypes.



▲ Sandra Morris Health Promotion Manager, Adele Murdolo Multicultural Centre for Women's Health CEO, Jasmin Chen Multicultural Centre for Women's Health, Annie Douglass Health Promotion Worker and Teneille Summers City of Darebin at the Opening Doors Forum.

> *Geraldine Robertson from Women's Web: Women's Stories - Women's Actions introducing the art panels at the exhibition launch.*



Local Prevention Projects

The Hamdel Project

In 2014 Whittlesea Community Connections, Salvation Army Crossroads and WHIN partnered to secure funding to deliver a PVAW place-based project with the newly arrived Iranian community in Whittlesea. This project was one of only two projects funded by Our Watch to address violence against women in culturally and linguistically diverse communities. WHIN's role has been to provide guidance and knowledge on the primary prevention of violence against women to ensure the project is focused on addressing gender inequity. WHIN provided education sessions to members of the community and staff from organisations involved in the development and delivery of the program.

Good People Act Now

'Good People Act Now' is a project for young people being led by Banksia Gardens Community Services which operates in the City of Hume. It works with young people from the local community who came together because of their interest in taking action to prevent violence against women. WHIN was a member of the reference group for this project and was involved in training and supporting the participants.

'WHIN's PVAW sessions were informative, accessible and well presented. Participants reported that it was important information for men, women and young people to learn because gender inequality is at the heart of gendered violence and conflict in families. Participants developed a strong understanding of the difference between prevention and intervention, and continue the community conversation on how to role model and promote gender equitable and non-violent attitudes in their families and the community.'

Clairte Varley, CALD Family Violence Project Worker, Whittlesea Community Connections.

16 Days of Activism Against Gender Violence

In recognition of the 2014 '16 days of Activism Against Gender Violence' campaign WHIN held an art exhibition which illustrated and documented the women's peace movement in Melbourne between 1914 to 1919, and women's involvement in the First World War. The exhibition was curated by Women's Web: Women's Stories - Women's Actions and was displayed at WHIN for the duration of the campaign from 25th November to 10th December, 2014. The exhibition was launched by Geraldine Robertson from Women's Web who provided a rich and fascinating account of women's actions and response to the First World War. We were honoured to have the amazing Zelda D'Aprano attend the event. Zelda is an iconic and inspirational feminist who is most famous for chaining herself to the doors of the Arbitration Court Building to protest for equal pay for women.



PREVENTION *CONTINUED*

Increasing the Odds for Safety and Respect

There is a growing recognition of the relationship between problem gambling and family violence. This relationship is not yet well understood, nor is it comprehensively addressed at the prevention or response levels. Current service delivery structures do not always provide an integrated response to women experiencing violence in homes where there is gambling harm. There are no formal referral pathways between the problem gambling and family violence services in Victoria.

The 'Increasing the Odds for Safety and Respect' project is a partnership between WHIN, Women's Health East, North East Primary Care Partnership and Inner East Primary Care Partnership. The project aims to increase the health, safety and wellbeing of women by increasing community and service provider awareness of the link between family violence and harm from gambling. It also aims to strengthen the relationship between the family violence and problem gambling sectors by improving risk assessment mechanisms and referral pathways, and delivering cross-sector awareness raising.

The project created a gendered framework which highlights how gambling harm affects women and men differently. It is anticipated that the project will increase the safety of women experiencing violence from male partners as well as reducing the harm from problem gambling.

The 'Examining the Link: Family Violence and Problem Gambling' forum was held in June 2015. The forum was opened by The Honourable Fiona Richardson, Minister for Women and Minister for the Prevention of Family Violence, and included presentations by Serge Sardo, CEO, Victorian Responsible Gambling Foundation (VRGF), Dr Nicki Dowling, Deakin University and Monique Keel, the WHIN Project Worker. The forum provided a great opportunity to hear about the project, as well as first hand personal, practitioner and academic perspectives.

A fact sheet which articulates the link between family violence and problem gambling has been developed. The fact sheet's publication coincided with the commencement of the Victorian Royal Commission into Family Violence and a number of organisations used the content to inform their submissions to the commission. WHIN made a submission to the Royal Commission, which focused on the link between family violence and problem gambling with some key recommendations about how to address the link.

“It is anticipated that the project will increase the safety of women **experiencing violence** from male partners...”

▼ Simon McMillan, City of Banyule CEO, Monique Keel, Increasing the Odds for Safety and Respect Project Worker, Helen Riseborough, WHIN CEO, Kristine Olaris, WHE CEO, the Hon. Fiona Richardson, Minister for Women and Minister for the Prevention of Family Violence and Serge Sardo, VRGF CEO.



52
participants attended
Increasing the Odds
for Safety and
Respect project
consultations

42
family violence
practitioners
received professional
education on
gambling

3 Identifying and
Responding to Family
Violence training
sessions delivered to
56 professionals

1
Gambling and Family
Violence fact sheet
produced

100
participants attended
the Examining the Link:
Family Violence and
Problem Gambling
forum

1
consultation
report

RESPONSE



▲ Regional Integration Coordinator Sarah Johnson speaking at the Regional Induction session.

Family Violence Regional Integration and Coordination

WHIN's Northern Integrated Family Violence Services (NIFVS) Coordination Team, coordinates and supports family violence and related services in the region. The team provides leadership for regional integration of family violence service response, convenes and supports regional networks and groups, disseminates news and information, delivers training and facilitates links between local, regional and state-wide family violence governance structures.

New NIFVS governance structures were introduced in 2014, with the Partnership Management Group being replaced by the Family Violence Regional Integration Committee. The new committee, chaired by WHIN's CEO, Helen Riseborough, has broad representation from across the community service sector and

government. It identifies and prioritises local and regional family violence issues within the state-wide policy framework and works as a group to address these issues.

The NIFVS Strategic Network was transformed into targeted forums addressing particular areas identified in the *NIFVS Regional Plan*. Representatives from across the sector participated in two forums: 'Integrated Responses to Vulnerable Children: Improving responses to children who have experienced family violence' and 'Engaging Men in the North: a forum on using Family Violence Help Cards'. The forums topics were of great interest and both were extremely well attended.

Counselling and Support Alliance

The NIFVS Counselling and Support Alliance (CSA) model is based on a coordinated regional framework for the planning, implementation and evaluation of quality family violence counselling and group work service provision.

Nine community health services in the northern metropolitan region are part of a funded alliance with Anglicare Victoria, Berry Street and InTouch Multicultural Centre against Family Violence. These organisations provide family violence counselling and support to women and children living in the NMR.



In 2014-2015 the NIFVS Coordination Team continued to resource and convene the meetings of the Alliance and conduct professional development. A calendar of family violence support groups in the northern region is produced each school term.

48 Counselling and Support Alliance members

attended professional development sessions considering vicarious trauma for **culturally and linguistically diverse women**, and the different needs of **Aboriginal women** at different stages of legal cycles.

Resources

In 2014-2015, the NIFVS Coordination Team developed a number of resources to support the integration and coordination of family violence services in the north. These included a new website, a monthly electronic newsletter, and a number of maps that document pathways through the family violence system and regional family violence governance structures.

The regional Family Violence Help Cards continued to be a highly sought after resource in 2014-2015. During this period, the Aboriginal Family Violence Help Cards and Men's Cards were updated which involved consultations with relevant organisations and communities.

Dr Kristin Diemer worked with the NIFVS team to conduct research into the real cost associated with the demands placed on the family violence service system their impact on women's and children's experience. This resulted in the development of the *Fund the Family Violence System fact sheet*. This research informed WHIN's submission to the Victorian Royal Commission into Family Violence

Training

Identifying Family Violence

There continued to be strong regional demand for *Identifying Family Violence training* sessions. The training increases participant's understanding of the indicators and causes of family violence, develops strategies for responding to victim disclosures and improves knowledge of referral pathways for women and children.

Induction

The Coordination Team hosted the first 'NIFVS Regional Induction' session. The induction session provided participants with an understanding of the integrated family violence system in the region including user pathways, key services and resources.

Week Without Violence

The NIFVS team coordinated and resourced the October 2014 northern metropolitan region Week Without Violence campaign. It was the fifteenth year organisations in the north participated in the worldwide campaign. Organisations engaged in awareness-raising activities including the 'Clothesline Project', which encourages people affected by family violence to paint messages about violence against women on t-shirts that are then displayed in a range of public community venues in the region.

“It was the fifteenth year organisations in the north participated in the **worldwide** campaign.”

RESPONSE *CONTINUED*

Week Without Violence

- 53 Week Without Violence activities were held across the region including t-shirt painting, banner displays and marches
- 25 participants took part in a Week Without Violence facilitators' workshop
- 20 campaign resource kits, each containing 20 t-shirts, paints, brushes and campaign materials, were distributed across the region
- 50 Week Without Violence campaign t-shirts and 50 tote bags were given to key supporters of Week Without Violence
- Over 1,800 Facebook users were reached, with a total of 448 'likes' at the peak of Week Without Violence social media engagement



▲ The NIFVS team modelling the 2014 Week Without Violence t-shirt.

37,750

Family Violence Help Cards were distributed in English and **14** community languages

15

'Identifying Family Violence' training sessions were delivered to...

544

professionals

"The induction informed me about integrated services and the service system. It makes it easier for me to work effectively and make referrals."

NIFVS Induction training participant

"There was great representation from various parts of the sector. Fantastic to share and educate about family violence."

NIFVS forum participant

"I found the 'Identifying Family Violence' training very informative. It made me reflect on some of my own personal beliefs and opened my eyes to some of the difficulties in leaving a situation of family violence."

NIFVS training participant

"Very informative. Valuable lessons about how to ask questions to assess the level of risk and what to ask. I think everyone should attend this session."

NIFVS training participant



ENVIRONMENTAL JUSTICE

Climate change is the most urgent environmental issue of the 21st century. Evidence shows that women are particularly susceptible to the effects of climate change, yet a gendered perspective is largely absent from environmental policy, planning and implementation. Women are equally under-represented in emergency management decision-making. As a result, the perspective women can bring to such processes is under-recognised and under-utilised.

Gender analysis is essential in identifying and responding to women's reduced access to resources, increased health risks, and caring responsibilities. All of which increase the severity of the impact of climate change and disasters on women and their related experience of violence.

WHIN recognises that climate change has different effects on women and men. 'Environmental Justice' refers to the just distribution of environmental risks and benefits amongst the population, and the right to meaningful participation in environmental decision-making. WHIN's work in this area brings these issues to the attention of the community, including the emergency management sector.

Gender and Disaster

The consequences of disaster are highly gendered due to a range of factors that include socially-constructed gender roles and unequal access to wealth and power. In research on the gendered effects of 'Black Saturday' on the community, women spoke of increased incidence of violence, and men spoke of expectations to protect and provide despite the catastrophic effect of the bushfires. With climate change, bushfires are expected to increase in intensity and frequency.

In 2014-2015, WHIN in partnership with Women's Health Goulburn North East (WHGNE) resourced and convened five state-wide Gender and Disaster (GAD) Taskforce meetings. Each meeting was attended by over 20 leaders from emergency service organisations and key community members. The GAD Taskforce is an important forum for supporting the work of organisations in addressing gender as an influential factor in their work. The August meeting of the Taskforce included a special presentation by Sex Discrimination Commissioner, Elizabeth Broderick, and Chief of Army, Lt. Gen. David Morrison AO. At each meeting, emergency service and local government organisations report against the Taskforce work plan on their organisation's initiatives to progress gender equity both within their workplaces and in their emergency responses.

In 2014-2015 Emergency Management Victoria and the Department of Health and Human Services Victoria provided further funding for the gender and disaster work of WHGNE, WHIN and MIRI. A key feature of this funding was for the development of a web-based resource kit that captures the work undertaken by the partners since 2009. This is well underway and it will assist to increase awareness amongst professionals and community members.

ENVIRONMENTAL JUSTICE *CONTINUED*

Conference Presentations

For the third consecutive year, WHIN and WHGNE were invited to present on the relevance of gender in disaster at the annual Victorian Emergency Management Conference. WHIN was honoured to co-curate with the Metropolitan Fire Brigade a whole-day gender stream of the 14th Conference, 'New Realities'. This well-attended session included a panel presentation by WHIN CEO Helen Riseborough, WHGNE CEO, Susie Reid, and Frank Archer from the Monash University Injury Research Institute (MIRI). Rachael Mackay and Assistant Police Commissioner, Steve Fontana presented on family violence after disaster. Other keynote presenters were Dr Christine Eriksen, Professor Bob Pease and Safe Steps CEO, Annette Gillespie. The GAD Taskforce members Daryl Taylor and Steve O'Malley spoke on the role and work of the GAD Taskforce.

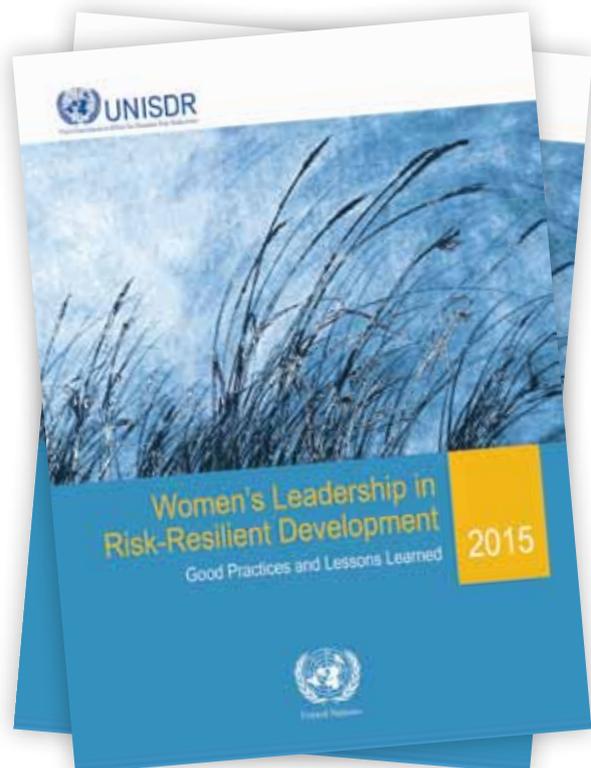
Another highlight in this reporting period was the presentation of the paper *The link between disaster and violence against women* at the 2014 World Congress of Sociology in Yokohama, Japan, which was held as part of the International Sociological Association's 18th Conference, 'Facing an Unequal World: Challenges for Global Sociology'. As a result, WHIN and WHGNE staff members attended and presented at the Gender and Disaster Forum in Tokyo at the invitation of the Science Council of Japan. This has resulted in strong international ties with leaders in the gender and disaster field from the US, the UK, Iran and Japan. These connections have helped further inform and support the GAD Taskforce and our influence on emergency management policy.

> WHIN's work featured in the *Women's Leadership in Risk-Resilient Development, Good Practices and Lessons Learned Compendium, 2015*.

Publications

WHIN was invited to write a chapter on 'Women and Children' for inclusion in a CSIRO publication on Climate change adaptation by community based health and social service organisations, edited by Rae Walker and Wendy Mason. This mainstream exposure of the differential impact of climate change on women greatly increased community awareness about the importance of a gendered analysis in relation to climate change.

WHIN received international recognition when our research on family violence and disaster in Australia was profiled in a webinar that was broadcast to women in the Asia Pacific region by Soroptimist International. The content of the webinar was then published in the UN compendium *Women's Leadership in Risk-Resilient Development, Good Practices and Lessons Learned, 2015*. The chapter was titled, *Women-led sustained efforts give birth to key Gender & Disaster body, many Australian 'firsts'*.





▲ Gender and Disaster Partners Claire Zara, WHGNE researcher, Debra Parkinson, Manager Women's Health Research, Policy and Advocacy, Susie Reid, WHGNE CEO, Helen Riseborough WHIN CEO accept 2014 Resilient Australia Award from the Hon. Michael Keenan MP.

Resilient Australia Award

WHIN, WHGNE and MIRI received an Emergency Management Australia, 2014 Resilient Australia Award for 'Projects of National Significance' for their work on *Gender & Disaster*:

Leading the Change. It was sponsored by the Attorney-General's Department. This amazing recognition further promoted our work in the issue of disasters' impact on women.

'It has been a delight to follow from afar the progress of the Gender and Disaster Taskforce... This is a remarkable undertaking of clear benefit to your home communities, as they strive to reduce vulnerabilities and build resilience. It's a model with great potential for others in Australia and beyond.'

Dr. Elaine Enarson, independent scholar, US, and author of The Gendered Terrain of Disaster and Women Confronting Natural Disaster.

'Great idea and well done. I love the concept and how you have set it out ... a great piece of work'

GAD Taskforce website user

'I have read many of the 'to Read' sections and looked at a number of the video clips -

all were easy to access and were informative. This is a unique resource. It is very user friendly.'

GAD Taskforce website user

'I think it is a brilliant tool from both a practical and educational standpoint. As a person who is new to the emergency management field, it did a great job of introducing the concept of 'gender and disaster' and highlighting the key issues and solutions. I also found it to be very user friendly and easy to navigate, regardless of whether you are looking for a specific piece of information or for a more general overview.'

GAD Taskforce website user



ENVIRONMENTAL JUSTICE *CONTINUED*

Food, Pay, Love

In May 2015, WHIN organised the *Food, Pay, Love* event at SPAN Community House in Thornbury. The event aimed to raise awareness and build connections within the local community about the links between women, the economy and the environment. It brought local women together with presenters from a diverse range of areas including academia, activism, community environmental groups, women's social enterprises and local women's groups.

The event was a great success and feedback from attendees revealed that their understanding of the issues increased significantly. The event was also a valuable source of practical information. The day allowed women to network and learn about local groups, and provided a way to continue

their involvement with environmental, economic and gender issues. The workshop facilitators and speakers found it valuable to present their ideas to a public audience, while increasing the profile of their groups in the community.

"So glad, thankful and appreciative a woman's specialist body is investing and promoting these discussions."

Food, Pay Love attendee

"Really lovely, beautiful, thought provoking, and inspiring day."

Food, Pay Love attendee

▼ WHIN staff member, Cathy Weiss with contributors to the 'Love' panel session at *Food, Pay, Love*.



Jyoti Makan Photography ©

57

women attended

20

women additionally made presentations, conducted workshops or held stalls.

SPOTLIGHT ON WHIN'S REFUGEE AND IMMIGRANT WOMEN'S HEALTH WORK

Refugee and immigrant women are among the most socially and economically disadvantaged in our community. They experience literacy issues, difficulties in sourcing employment, trauma and discrimination, all of which may affect their ability to feel socially included and can have a detrimental impact on their health and wellbeing. A significant proportion of WHIN's work, including financial literacy and sexual and reproductive health, is directed to addressing the health and wellbeing needs of refugee and migrant women.

Healthy, Safe, Settled Forum

WHIN hosted the *Healthy, Safe, Settled* forum. The aim of the event was to address the specific health, safety and wellbeing issues women from refugee and immigrant backgrounds can encounter. The forum discussed the women's migration journey and settlement experience, exploring associated health issues and barriers to service access.

The day was attended by health and community professionals representing a range of organisations and received positive feedback from participants.



▲ WHIN staff member Toni Bentley, with Asylum Seeker Resource Centre volunteers at the Healthy, Safe, Settled Forum.

'The presentation from AMES clarified much of my understanding on visas and the settlement process. I learnt about the work of refugee health nurses and about the settled and safe training model. A fantastic forum!'

Participant feedback from the Healthy, Safe, Settled forum

'The presentation on family violence and immigrant women's health helped me understand better how family violence is perceived in different cultures.'

Participant feedback from the Healthy, Safe, Settled forum

“The forum discussed the women's **migration journey** and settlement experience...”

SPOTLIGHT ON WHIN'S REFUGEE AND IMMIGRANT WOMEN'S HEALTH WORK *CONTINUED*

Leadership Training for Whittlesea Community Connections

WHIN conducted women's leadership training for refugee and immigrant women who are involved in the Whittlesea Community Connections Family Violence project. The training catered to the needs of women and focused on grant writing and how to successfully establish and maintain a women's community group. The training sessions were a fun and participatory way for the women to learn the basics of structuring, resourcing and marketing ideas for their groups.



▲ Participants from WHIN's grant writing workshop for Whittlesea Community Connections

Refugee Women's Health Presentation - Northern Hospital

The *Refugee Women's Health* presentations at Northern Health provided a great opportunity for WHIN to discuss health literacy and culturally sensitive service provision and communication with health professionals. Allied health and medical staff were provided with valuable information on how to be more conscious of culture when engaging and providing services to refugee and immigrant women.

'I am from a rural area and not exposed to multicultural issues. I found the language used and the content informative and easy to follow.'

Participant feedback from the Refugee Women's Health presentation at the Northern Hospital.

Yarra Settlement Forum

WHIN presented on the financial literacy issues facing refugee and immigrant women post-settlement at the Yarra Settlement Forum. The presentation was a great opportunity to inform settlement workers on useful financial literacy tools. The forum provided an opportunity to exchange ideas on how to best work with women in order to achieve positive and improved outcomes in their self-esteem, confidence and financial independence.

“The presentation was a great opportunity to inform **settlement workers** on useful financial literacy tools.”

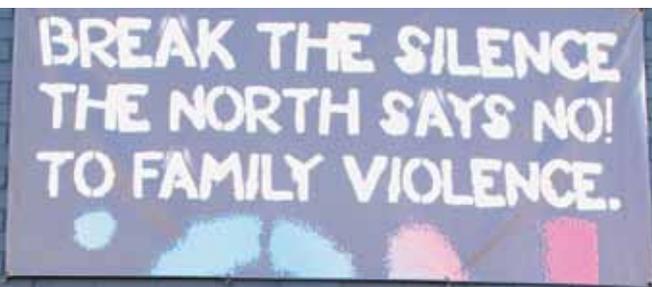
Let the Cultures Unite

WHIN was one of the proud sponsors of the 2015 'Let the Cultures Unite' event which was the culmination of Spectrum Migrant Resource Centre and the Brotherhood of St Laurence's 'Bridging Women's Worlds' project. Held annually, the night is a celebratory event for immigrant and refugee women. It is filled with music, colourful fashion and performances from an array of local artists whose heritage and cultural influences traverse all parts of the globe. 'Let the Cultures Unite' acknowledges the hardships that women have faced settling into a new life in Australian society, yet provides a festive space for women to come together and rejoice in the richness of their own cultural experiences.

“...filled with music, colourful fashion and performances from an array of **local artists...**”



A YEAR IN PICTURES



▲ (Top to bottom L-R) Royal Commission Consultations, Going South in the North Forum, Examining the Link Forum, WHIN is not 50 Shades of Grey.

▲ Women in the North Go to the Movies, 'Healthy, Safe, Settled' Forum, WHIN's AGM 2014.

2014 - 2015



▲ Reclaim the Night, State Government elections Yan Year Electorate Forum 2014, Food Pay Love, Ride to Work day.

▲ Zelda D'Aprano at 16 Days, White Ribbon Day at the City of Moreland, Week Without Violence T-shirts, Going South in the North forum.

WHIN WOMEN 2014 - 2015

WHIN's Staff

Helen Riseborough
Chief Executive Officer

Sandra Morris
Manager, Health Promotion

Adriana Uteda
Manager, Corporate Services

Sarah Johnson
Regional Integration
Coordinator, NIFVS

Deb Parkinson
Manager, Women's Health
Research, Policy and Advocacy

Munira Adam
Health Promotion Worker

Jen Anderson
Health Promotion Worker
(From October 2014
until March 2015)

Toni Bentley
Health Promotion Worker

Monique Bouma
Health Promotion Worker
(On maternity leave
from July 2014)

Annie Douglas
Health Promotion Worker
(From August 2014)

Carmen Hawker
Health Promotion Worker
(Until February 2015)

Monique Keel
Health Promotion Worker
(From July 2014)

Chamut Kifetew
Health Promotion Worker

Hayley Pritchard
Health Promotion Worker

Ain Cohen
Office Administration

Teagan Cross
Administration Assistant
(Until March 2015)

Elizabeth Gray
Office Administration
(From April 2015)

Colleen Russell
Policy and Quality
Improvement

Ada Conroy
Project Worker,
NIFVS Team

Diana Labiris
Project Worker,
NIFVS Team

Alyssa Duncan
Research Assistant

Kei Judd
Project Worker
(Until December 2014)

Cathy Weiss
Research Assistant

Students on Placement

Lucy Berglund
Health Promotion Team

Jo Reavell
Health Promotion Team

Lira Cross
Year 10 Work Experience



Board of Governance

Natasha Krajcar
(Chair until October 2014)

Anita Trezona
(Deputy Chair until October 2014
/Chair from November 2014)

Samantha Winter
(Deputy Chair from November
2014/Treasurer)

- Jennifer Arnold
- Laura Cattapan (From March 2015)
- Sandra Leone

- Phillipa McLean
- Siobhan Newman (From January 2015)

- Alana Schetzer (From March 2015)
- Theonie Tacticos

WHIN Women at the 2014 AGM



PARTNER ORGANISATIONS 2014 - 2015

WHIN wishes to acknowledge and thank the organisations and individuals who collaborated with us in 2014-2015.

Aboriginal Centre for Males
Aboriginal Family Violence Prevention and
Legal Service Victoria
Aborigines Advancement League
Adult Migrant Education Service
Anglicare
Austin Hospital
Australian Association of Social Workers
Banyule City Council
Banyule Community Health
Berry Street
Bouverie Centre
Broadmeadows Community
Correctional Services
Broadmeadows Community Legal Service
Broadmeadows Magistrates Court
Brotherhood of St Laurence
Brunswick Neighbourhood House
Community Choir
Cancer Council Victoria
Carers Victoria
CatholicCare
Centrelink
Children's Protection Society
City of Darebin
City of Whittlesea
City of Yarra
Cohealth
Collingwood College
Community Security and Emergency Management
Branch, Department of Premier and Cabinet
Corrections Victoria
Country Fire Authority
Court Network
Crossroads Family Violence Service
Dardi Munwurro
Darebin Community Health Service
Darebin Community Legal Centre
Department of Education and Early
Childhood Development
Department of Environment, Land,
Water and Planning
Department of Health and Human Services
Department of Justice and Regulation
Dianella Community Health Service
Domestic Violence Resource Centre Victoria
Domestic Violence Victoria
Eastern Domestic Violence and Outreach Service
Elizabeth Morgan House
Emergency Management Victoria
Emergency Services Telecommunications
Authority
Ethnic Communities' Council of Victoria
Family Mediation Centre
Family Mental Health Support Service
Family Relationship Centre
Fitzroy Community Legal Service
Foundation House
FruGals
Georgina Martina Inc
Good Samaritan Inn
Good Shepherd Youth and Family Service
Gamber's Help Northern and North Western
Gambler's Help East
Gambler's Help Inner North
Greensborough Family Relationship Centre
Haven Home Safe
Heidelberg Magistrates Court
HomeGround Services
Homeless Outreach Mental Health and Housing
Service (HOMHS) Central City Community
Health Service
Hope Street Youth and Family Services
Hume City Council
Hume Moreland Services Connect
Hume Whittlesea Primary Care Partnership



Ilim College
 Indigenous Men's Resource and Advisory Service
 Inner East Primary Care Partnership
 Inner North West Primary Care Partnership
 inTouch Multicultural Centre Against
 Family Violence
 Jyoti Makan Photography
 Kildonan UnitingCare
 Leann Jean Edwards Paintings
 Lentara Uniting care
 Lifeworks
 Magistrates' Court of Victoria
 Make Thrift Creative Services
 McLeod Secondary College
 Medicare Local Northern Melbourne
 Melbourne City Mission
 Melbourne Polytechnic (previously NMIT)
 Mercy Hospital for Women
 Mercy O'Connell Family Centre
 Merri Community Health Services
 Merri Housing
 Merri Outreach Support Service
 Metropolitan Fire Brigade
 Mind Australia
 Mission Australia
 Monash Injury Research Institute
 Moreland City Council
 Marie Stopes International
 Municipal Association of Victoria
 Muslim Women's Council of Victoria
 Neami National
 Neeboz
 Neighbourhood Justice Centre
 Nillumbik Shire Council
 Nillumbik Community Health Service
 North East Housing
 North East Primary Care Partnership
 North Richmond Community Health
 Northern Area Mental Health Service
 Northern Centre Against Sexual Assault (NCASA)
 Northern Health
 O'Connell Family Centre
 Odyssey House
 Our Lady of Mercy College
 Parentzone
 Plenty Valley Community Health Service
 Reclaim the Night
 Red Cross
 Regen UnitingCare
 Relationships Australia Victoria
 RMIT University
 Royal Women's Hospital
 Safe Steps
 Sanctuary Baptcare
 Sisterworks
 SPAN Community House
 Spectrum Migrant Resource Centre
 State Emergency Services
 St Vincent's Hospital Melbourne
 Sunbury Community Health Centre
 The Resilient Co-operative Network
 Thomastown West Primary School
 Thornbury High School
 Thornbury Women's Neighbourhood House
 University of Melbourne
 Victoria Police
 Victorian Aboriginal Child Care Agency
 Victorian Aboriginal Education Association Inc
 Victorian Aboriginal Health Services
 Victorian Aboriginal Legal Service
 Victorian Foundation for Survivors
 of Torture (Foundation House)
 Vincent Care
 WAYSS Ltd
 Whittlesea Community Connections
 Wild Things Food
 Women with Disabilities Victoria
 Women's Health Association of Victoria
 Women's Health East
 Women's Health Goulburn North East
 Women's Information and Referral Exchange Inc
 (WIRE)
 Women's Information Support, Housing in the
 North (WISHIN)



14 WHIN 15 FINANCIAL REPORT

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMEN'S HEALTH IN THE NORTH INC.

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of WOMEN'S HEALTH IN THE NORTH INC., which comprises the balance sheet as at 30th June 2015, and the income statement, statement of changes in equity and cash flow statement for the year then ended, a summary of significant accounting policies, other explanatory notes and the Board declaration.

The Responsibility of the Board for the Financial Report

The Board of the association are responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements which form part of the financial report are appropriate to meet the financial reporting requirements of the entity and are appropriate to meet the needs of the members. The Board's responsibility also includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the association's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by Board, as well as evaluating the overall presentation of the financial report.

The financial report has been prepared for distribution to members for the purpose of fulfilling the Board financial reporting under the Constitution. We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional accounting bodies.

Auditor's Opinion

In our opinion, the financial report presents fairly, in all material respects, of the financial position of WOMEN'S HEALTH IN THE NORTH INC. as of 30th June 2015 and of its financial performance and its cash flows for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

J. L. COLLYER & PARTNERS
Accountants



LIONEL R. ARNOLD
Partner



Dated in Glen Waverley on 12th October 2015



Liability Limited by a scheme
approved under Professional
Standards Legislation.



INCOME STATEMENT

FOR THE YEAR ENDED 30TH JUNE 2015

	2015	2014
INCOME		
Grant - Dept. of Health	680,153	652,409
- Special Projects	212,590	195,751
- Dept. Of Human Services	683,330	566,604
Interest	10,692	13,915
Reimbursements	36,001	8,391
Other	161,448	89,263
Profit (Loss) on Disposal of Assets	(6,660)	(1,661)
Provision for Projects (Carried Forward from 2013-2014)	(Note 2) 313,996	529,467
	2,091,550	2,054,139
LESS EXPENDITURE		
Salaries	794,738	615,937
Superannuation	75,990	57,040
Workcover	8,979	7,270
Administration	83,521	56,747
Occupancy Costs	89,056	77,788
Repairs & Maintenance	1,023	1,516
Motor Vehicle Running Costs & Travel	27,423	58,940
Loss on Disposal of Assets	-	2,169
Health Education Resources	6,818	5,804
Sundries	974	711
Program Costs	345,590	449,656
Printing & Production Costs	45,729	27,706
Depreciation	22,986	18,209
Staff Development & Recruitment	16,848	14,126
Consultancy	152,911	127,451
Provision for Long Service Leave	4,898	6,782
Provision for Annual Leave	(474)	8,427
Fixed Asset Reserve	-	28
Transfer to Prov. for Projects (Note 2)	238,490	1,850,303
	1,915,500	313,996
SURPLUS/(DEFICIT) FOR THE YEAR	176,050	203,836

Women's Health In the North Inc. Reg. No:A0026656g

BALANCE SHEET

AS AT 30TH JUNE 2015

	2015		2014	
CURRENT ASSETS				
Accounts Receivable	55,809		24,079	
Debtors	5,273		5,323	
Cash on Hand	1,096		979	
Cash at Bank	814,107		744,598	
Prepayment	(6,910)		(5,847)	
Microcredit Loans	-	869,375	-	769,132
LESS CURRENT LIABILITIES				
Sundry Creditors & Accruals	23,677		19,342	
Provision for Annual Leave	49,560		50,034	
Provision for Long Service Leave	73,174		71,646	
Provision for Project Balances (Note 2)	238,490	384,901	313,996	455,018
WORKING CAPITAL				
		484,474		314,114
ADD NON-CURRENT ASSETS				
Office Equipment	87,470		69,049	
Accumulated Depreciation	(27,887)	59,583	(29,164)	39,885
Office Furniture (W.D.V.)	5,175		5,174	
Accumulated Depreciation	(2,384)	2,791	(2,074)	3,100
Motor Vehicles (W.D.V.)	74,606		74,606	
Accumulated Depreciation	(19,783)	54,823	(6,078)	68,528
NET ASSETS				
		601,671		425,627
EQUITY				
Specific Purpose Reserve (Note 4)		-		30,000
Equipment Reserve (Note 3)		-		14,704
Fixed Asset Reserve (Note 3)		-		110,236
Accumulated Funds		601,671		270,682
TOTAL EQUITY				
		601,671		425,628

Women's Health In the North Inc. Reg. No: A0026656g

STATEMENT OF CHANGE OF EQUITY

FOR THE YEAR ENDED 30TH JUNE 2015

	2015	2014
Balance as at 1st July 2014	270,682	66,852
Transfer from Specific Purpose Reserves (Note 3)	124,939	(6)
Transfer from Specific Purpose Reserves (Note 4)	30,000	
Add Surplus	176,050	203,836
BALANCE AS AT 30TH JUNE 2015	601,671	270,682

NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30TH JUNE 2015

NOTE 1 STATEMENT OF ACCOUNTING POLICIES

These financial statements are special purpose financial reports prepared for use by the Board and members of Women's Health in the North Inc. The Board has determined that the Association is not members of Women's Health in the North Inc. The Board has determined that the Association is not a reporting entity and there is no requirement to apply all Accounting Standards and mandatory professional reporting requirements (Urgent Issues Group Consensus Views) in the preparation and presentation of these statements.

These statements are prepared on an accrual basis from the records of the Association. They are based on historic costs and do not take into account changing money value or except where stated, current valuations of non-current assets. Accounting policies have been consistently applied, unless otherwise stated.

NOTE 2 PROVISION FOR PROJECT BALANCES

Provision for Project Balances and Committed Funds represented by:-	2015	2014
Service Vehicle Upgrade	-	20,000
Equipment IT	-	15,000
Family Violence	86,431	39,784
NCARS	63,504	2,695
Women, Workers, Lawyers		38,865
Gambling Project	30,533	-
Help Cards Evaluation	22,412	1,528
WHA V	28,079	79,483
Resources - Cost Recovery		1,357
Understanding Financial Abuse		10,218
PVAW - OWA Funding	6,187	36,365
For Love or Money	1,344	20,000
Income for Services Rendered		48,700
TOTAL	238,490	313,996

NOTE 3 TRANSFER OF ASSET REPLACEMENT

The amount previously shown in Provision for Project Balances that related to the provision for future asset purchases has being transferred to Accumulated Funds in Equity.

Represented by:-

	2015	2014
Service Vehicle Upgrade	-	20,000
Equipment IT	-	15,000

NOTE 4 TRANSFER OF SPECIFIC PURPOSE RESERVE

The amount previously shown in Provision for Specific Purpose Reserve that related to the provision for future Rent has being transferred to Accumulated Funds in Equity.

	2015	2014
Specific Purpose Reserve	-	30,000

Women's Health In the North Inc. Reg. No: A0026656g

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30TH JUNE 2015

	2015	2014
CASH FLOW FROM OPERATING ACTIVITIES		
Receipts from Government Grants (Recurrent)	1,274,289	1,219,013
Receipts from Other Sources	774,889	282,634
Payments to suppliers and employees	(1,954,915)	(1,459,649)
Interest received	10,692	13,915
Net cash provided by (used in) operating activities (Note 2)	104,955	55,913
CASH FLOW FROM INVESTING ACTIVITIES		
Proceeds from (payment for) property, plant, equipment and motor vehicles	(35,329)	(48,154)
Proceeds from (payment for) investments	-	-
Net cash provided by (used in) investing activities	(35,329)	(48,154)
CASH FLOW FROM FINANCING ACTIVITIES		
Proceeds from (payment for) loans	-	1,034
Net cash provided by (used in) financing activities	-	1,034
Net increase (decrease) in cash held	69,626	8,793
Cash at beginning of year	745,577	736,784
Cash at end of reporting period (Note 1)	815,203	745,577

NOTES TO THE STATEMENT OF CASH FLOWS

NOTE I. RECONCILIATION OF CASH

For the purposes of the statement of the cash flows, cash included cash on hand and in at call deposits with banks or financial institutions, investments in money market instruments maturing within less than two months, net of bank overdrafts

(a) Reconciliation of Cash

Cash at the end of the reporting period as shown in the statement of cash flows is reconciled to the related items in the balance sheet as follows:

Cash at Bank	815,203	745,577
	815,203	745,577

2015

2014

NOTE 2. RECONCILIATION OF NET CASH PROVIDED BY OPERATING ACTIVITIES TO OPERATING PROFIT

Operating Profit(Loss) after income tax	176,050	203,836
Adjustment to Prior Year Retained Earnings	(8)	8
Transfer of reserves to Equity (Note 3 & 4)	154,940	-
Depreciation of Non-current Assets	22,986	18,209
(Profit)Loss on change-over of Assets	6,660	(13,292)
Changes in Net Assets and Liabilities:		
(Increase)/decrease in current receivables	(31,680)	(20,727)
Increase/(decrease) in reserves	(154,940)	42,040
Increase/(decrease) in prepayments	1,063	(3,750)
Increase/(decrease) in sundry creditors and accruals	4,336	29,852
Increase/(decrease) in Provisions	(74,452)	(200,263)
	104,955	55,913

Women's Health In the North

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