



**WOMEN'S HEALTH  
IN THE NORTH**

voice • choice • power



WHIN  
Annual Report  
**2017//18**

[whin.org.au](http://whin.org.au)



Cover and  
publication design:  
Gemma Morley



WHIN 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 gender equality, health and freedom from violence for every woman and girl in every community across Victoria. Through GEN VIC, WHIN is able to advocate, influence and collaborate to improve outcomes in gender equity, women's health and in the prevention of violence against women at a state wide level.

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Women's Health In the North acknowledges the support of the Victorian Government.

#### **WHIN would like to acknowledge our funding bodies:**

Department of Health and Human Services, Victoria  
Multicultural Affairs and Social Cohesion Division, Department of Premier and Cabinet, Victoria  
Emergency Management Victoria  
Department of Social Services, Australian Government  
Financial Literacy Australia



**Donate to WHIN:** <http://www.whin.org.au/about-us/make-a-donation/>

WHIN would like to acknowledge the many partner organisations that we have worked with in this reporting period. These partnerships are integral to WHIN being able to improve women's health, safety and wellbeing in the northern metropolitan region.

Women's Health In the North acknowledges Victorian Aboriginal people as the Traditional Owners of the land on which we provide our services. We pay our respects to their Elders past and present and recognise the ongoing living culture of all Aboriginal people. We express commitment to Aboriginal self-determination and our hope for reconciliation and justice.

# 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 works to eliminate gender inequities and improve outcomes in women's **health**, **safety** and **wellbeing**.

## VALUES

Feminist • Ethical • Inclusive • Courageous • Collaborative

## OUR APPROACH

### Human rights based

Our approach places women's human rights at the centre of our work and recognises the unequal distribution of wealth and power between women and men.

### Responsive

Our work aims to promote equitable access and engagement that meets the diverse health literacy needs and preferences of all people, and that support individuals and communities to participate in decisions regarding their health and wellbeing.

### Social justice based

We recognise that health inequalities arise from social structures and systems driving unequal access to power, resources, decision making and opportunities.

### Evidence based

Our strategies and actions are informed by current evidence, research, consultation and evaluation to build knowledge and achieve continuous improvement.

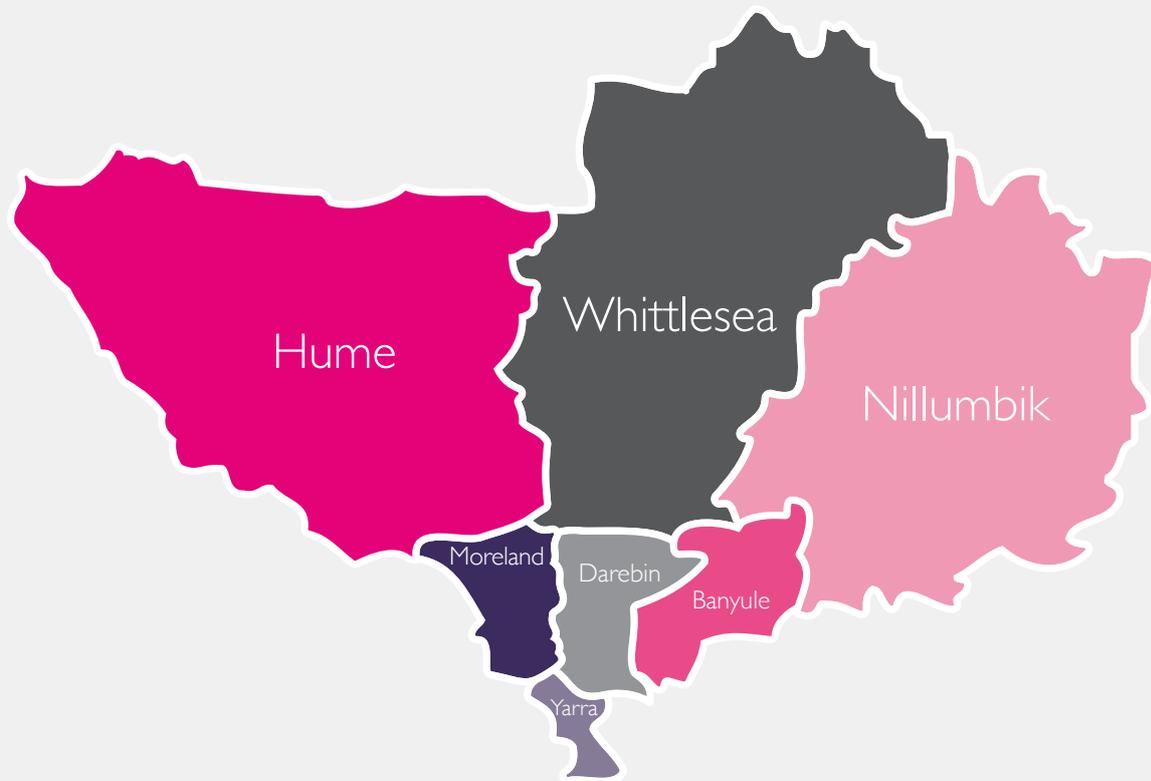
### Intersectional

Our approach aims to understand the context of power that acknowledges intersecting forms of identity and lived experience which shape and impact women's health, safety and wellbeing. We use an inclusive lens that complements population -wide approaches with targeted strategies.

### Sustainable

Our work builds and strengthens cross-sector partnerships, demonstrates outcomes, drives long term change and is well resourced. We acknowledge the interdependence that exists between social, built and natural environments.

# NORTHERN METROPOLITAN REGION



## WHIN's geographic focus

Over **496,194** women live in WHIN's catchment area, the northern metropolitan region (NMR) according to 2016 census figures. The NMR takes in the local government areas of Banyule, Darebin, Hume, Moreland, Nillumbik, Whittlesea and Yarra.

WHIN's geographic region contains suburbs **diverse in ethnicity, socio-economic status and infrastructure**

**OVER 41%** of women and girls living in the NMR area speak a **language other than English at home**

Aboriginal and Torres Strait Islander Australians number **6,396** individuals (0.7%) of the NMR population, **51.9%** of whom are female (3,319)

## THE NMR'S POPULATION IS INCREASING

rapidly in the growth corridors  
**extending through Hume and Whittlesea**



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# CHAIR AND CEO REPORT

There has never been a better time to be part of the women's health sector. Increased government commitment to the prevention of violence against women, gender equity and the improvement of the service system for women and children who have experienced family violence has seen the establishment of the Victorian peak body for gender equity and women's health, Gender Equity Victoria – GEN VIC.

And, at the same time, there has never been a more critical time to continue the crucial work of calling out systems, structures and behaviours that marginalise, oppress and discriminate against women, and to advocate for our rights to safe public and domestic spaces.

WHIN supports the global movement #MeToo and advocates for women's rights to safe work places. Along with the majority of Australia, in November 2017, we celebrated the Amendment to the Marriage Act recognising the rights of same sex couples to marry.

The Board developed and endorsed a new Strategic Plan for 2017–21, with accompanying key performance indicators and measures and a new reporting framework.

WHIN's enormous achievement in all our priority areas is evident in the past year, as showcased in this annual report. In the areas of prevention of violence against women, family violence service integration and coordination and in sexual and reproductive health, WHIN has demonstrated leadership to regional partners providing effective, and sought after, strategic direction, resourcing and advocacy.

WHIN's partnership with Women's Health Goulburn North East and Monash

University's Disaster and Resilience Initiative, which forms the Gender and Disaster Pod, continued to spearhead environmental justice through actively promoting the links between the health of the environment, including action on climate change, and responding with equity to disasters, and the health of women and our communities.

With a generous grant from the Commonwealth Government, this work culminated in the successful 'Diversity in Disaster' conference held in April 2018, which brought together emergency services, local government, community service sectors and community members to debate and discuss how gender, race, culture, sexuality and ability can inform equitable action to prevent and respond to disasters. The conference was enhanced by the valuable contributions from people with a lived experience of disaster and service response, and from marginalised populations.





“

*WHIN's Board of Governance applaud the dedicated staff and CEO who work tirelessly to promote the rights of women in our region to live lives free of violence, with equitable rights to health and high quality services and information on sexual and reproductive health. They celebrate the commitment to built, natural and social environments which sustain and foster positive wellbeing, now and into the future.'*

*Teresa Capetola (pictured on left, Helen Riseborough right)*

”

This year WHIN accepted the retirement from the Board of Governance of Theonie Tacticos and Samantha Winter who served six and four year terms respectively with WHIN's Board. Theonie was instrumental in transitioning the Board to a subcommittee structure. Theonie led the Development and Renewal Subcommittee which oversees and supports the governance of the organisation. Her high energy and perceptive contributions will be missed. Samantha's eye for accounting detail has ensured that WHIN's financial and pecuniary interests will be closely monitored into the future.

In early 2018, long time WHIN member and passionate advocate for women's health Cath Lancaster reluctantly took her leave from WHIN's Board. Cath's contribution to the development of WHIN's Strategic Plan 2017–21 has ensured that women's rights to health and lives free of violence are enshrined in the Plan.

As we write this report, we are conscious of the impending retirement of Anita Trezona, who will complete two full terms with WHIN's Board in late 2018. Anita has played a pivotal role in WHIN's leadership as Chair of Board for three years and Treasurer for two years. Anita has worked closely with CEO Helen Riseborough to securely position WHIN for a changing and challenging future in the women's

health sector. She has been a key advocate and activist in securing a just and equitable Enterprise Agreement for WHIN staff.

In line with WHIN's constitution, two new members, Katherine Wositzky and Marketa Silhar were appointed to the Board in late 2017. We welcome their expertise in local government and financial management to the Board.

We acknowledge and thank WHIN staff members Annie Douglass and Lucy Forwood who left the WHIN staff group this year. Both are sadly missed for their professional competence and achievements as well as their contribution to us as human beings.

We welcomed Belinda O'Connor, Nicole Russell, Rebecca Tipper and Nisha Liyanage to the staff team this year who bring a wealth of experience and knowledge to our organisation in gender equity, prevention of violence against women, sexual and reproductive health and rights, and respectful relationships.

Adopting the successful Bilingual Peer Educator model has seen 12 peer educators join the WHIN team to provide financial literacy to our region's migrant and refugee women and promote economic health in the 'Let's Talk Money' program. These multilingual women are offering a unique and important service to communities, and on this basis we are seeking further funding to continue their vital work.

**TERESA CAPETOLA**

*Chair*

**HELEN RISEBOROUGH**

*CEO*

# COMMUNICATING OUR MESSAGE

**492** WHIN MEMBERS 

**5** events were held with

**387** attendees

**120** training/education sessions were delivered by WHIN staff

**2,400** participants attended WHIN training/education sessions

**110** women attended WHIN's 'International Women's Day' event

Provided expert advice to **3 Victorian government consultations**

**7** networks, advisory groups or committees convened by WHIN

**13** conference/forum presentations delivered

## Newsletters



**904** people received **12** editions of 'WHIN E-News'

**1,918** people received **12** editions of 'NIFVS eNews'

**995** people received **11** editions of 'GAD Pod Update'

**2** journal articles published

## Online Presence

**1,505** people like WHIN's Facebook page 

**711** people like NIFVS' Facebook page 

**1,775** people follow WHIN on Twitter 

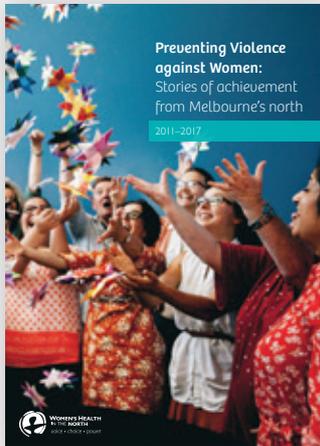
**8,084** people visited WHIN's website

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**11,185** people visited the NIFVS website



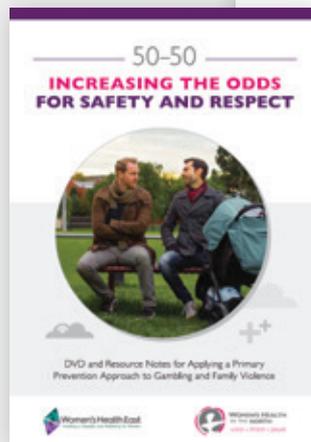
# RESOURCES produced or updated



◀ Preventing Violence against Women: Stories of achievement from Melbourne's north 2011-2017 report

▶ Increasing the Odds gambling and family violence issues paper

▶ Increasing the Odds gambling and family violence DVD and resource notes



▲ Female genital cutting fact sheets in 3 languages (Arabic, Amharic and Somali)



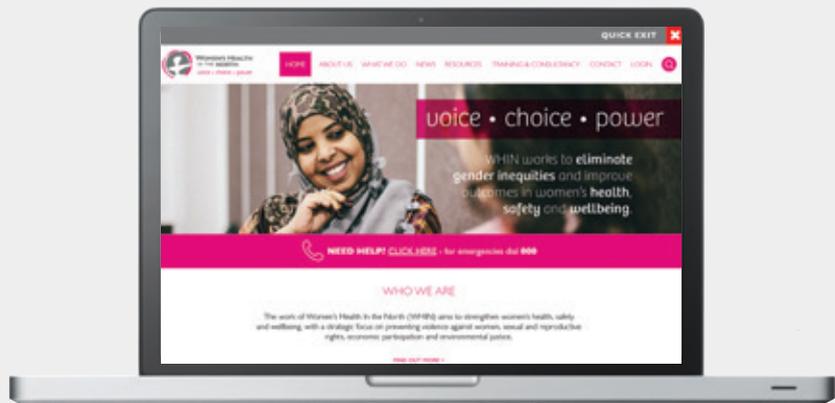
▲ Building a Respectful Community infographic clip



◀ Research report *Identifying the Experiences and Needs of LGBTI Communities Before, During and After Emergencies in Victoria*

Research report *Lesbian and Bi Women's Experience of Emergency Management*

▶ AND the WHIN website was redeveloped and can now better showcase WHIN's groundbreaking resources



Browse our resources via our website [whin.org.au](http://whin.org.au)

# GENDER EQUITY, HEALTH AND WELLBEING

Gender powerfully shapes the health, safety and wellbeing of our community. Gender equity approaches recognise that we do not function on a level playing field: historical and social disadvantages prevent women from benefiting fully from society's resources. Gender equity refers to the provision of fairness and justice in the distribution of benefits and responsibilities between women and men.

WHIN provides training and resources to support organisations to incorporate gender equity and gender equality principles into policy, planning and service delivery. This involves providing gendered data, resources and professional development to encourage partner organisations to include women's health issues in, and apply a gender lens to, their work.

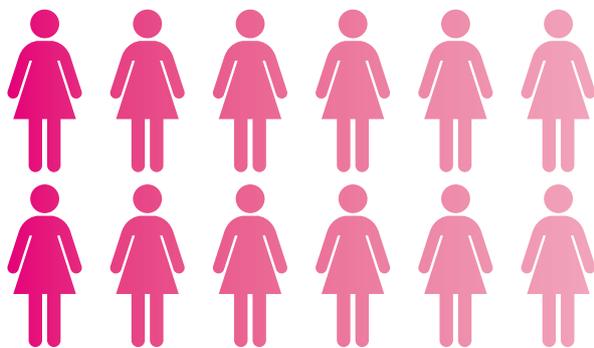


▲ Gender equity training material

## Achievements

- developed Strategic Prevention Plan 2017–2021 to guide WHIN's population health activities over the next four years
- worked with local government and community health organisations to promote inclusion of a gender lens in Municipal Health and Wellbeing Plans and Strategic Prevention Plans
- supported Women with Disabilities Victoria to deliver community leadership program 'Enabling Women' in Moreland, Darebin and Yarra areas
- delivered training sessions and presentations on importance of gender equity, including 'Gender Equity in the Early Years', 'Women and Super', 'Gender Equity and Organisational Performance'
- provided gender and health advice to nine health and wellbeing committees and three gender equity projects.

Gender powerfully shapes the **health, safety** and **wellbeing** of our community.



▲ Health Promotion Officer Belinda O'Connor delivering gender equity training

## International Women's Day 2018

WHIN staff were thrilled to celebrate International Women's Day with over 100 of our members. A diverse group of women from across the region came together to share a coffee and a chat, followed by popcorn and a free screening of *Battle of the Sexes*. Sandra Morris, Health Promotion Manager, spoke to the movie's themes of gender equity and WHIN's work in this area, along with her personal experience of the improving opportunities for women in sport.

Staff from a local family violence service spoke glowingly about the experiences of the women who attended the film. One attendee reflected that she 'had not been out for almost 10 years and had loved getting dressed up and watching the film with other women'. Others appreciated the opportunity to have a free coffee afterwards and just relax and connect with other women.

The outing was such a success that the service has since decided to organise regular social outings for the women to provide some respite and recovery from their experiences of family violence.



International Women's Day is one of the highlights of WHIN's year and we gratefully acknowledge the sponsors who contributed to our event:

- Inner North Foundation
- High Street Northcote Business Association
- Northland Shopping Centre Management

# ECONOMIC EQUALITY

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 and are at increased risk of homelessness compared to men. Access to economic resources is a key determinant of women's health, safety and wellbeing.

WHIN delivers financial literacy programs, develops resources, and undertakes research to promote women's economic capability and financial security. In 2017–18, WHIN's work focused on the 'Let's Talk Money' project.

## 'Let's Talk Money' Financial Literacy Program

- developed in recognition that newly arrived refugee and migrant women face particular barriers such as lack of financial information in their first language, cultural attitudes impeding their access to financial institutions, and social isolation
- 12 bilingual peer educators trained to deliver financial education to community members on topics such as budgeting, saving, tenancy rights, banking, and debt management
- 247 women from Syria, Pakistan, Lebanon, Iraq and India have received financial education
- rolled out in multicultural, high-growth corridors of Hume and Whittlesea
- independent evaluation of program by Financial Literacy Australia funded.



▲ Peer educators from left Sadia Syed, Bahareh Irannejad, Farah Moualla and Hiba Ayass

“

*'[I] enjoyed learning about different bank accounts and cards [as I] had not known about this before.'*

*Community member*

*'Since doing the LTM training, I understand my rights and responsibilities as tenant better. [A] few weeks ago, our landlord came to inspect our property without notice, I felt confident to speak up about my right to privacy and to receive a notification of intended inspection beforehand.'*

*Peer Educator*

”



▲ Peer Educators Farah Moualla and Hiba Ayass with Health Promotion Officer Manasi Wagh-Nikam

## 'Let's Talk Money' Peer Educators Primed for Further Sessions

Our peer educators recently took part in training on gender equity so that they can respond to gender inequity as a driver of violence against women, giving them the opportunity to better challenge rigid gender roles and stereotypes in the course of the

delivery of the training. They also received training on Centrelink services.

The peer educators are now prepared for a second round of workshops with migrant and refugee women in the northern metropolitan region.



## 2 PEER EDUCATORS WON SCHOLARSHIPS



to complete Diplomas in Financial Counselling as result of their roles in 'Let's Talk Money'

## LANGUAGES GROUPS REACHED TO DATE:



Hindi, Urdu, Arabic, Syrian, Lebanese, Punjabi, Farsi, and Assyrian.

# SEXUAL AND REPRODUCTIVE HEALTH

All women have the right to optimal sexual and reproductive health. This includes the freedom to express their sexuality and to choose if, when and how they reproduce, access to affordable sexual and reproductive health services and to experience safe, respectful intimacy and relationships.

WHIN provides leadership and resourcing for strategic regional work to promote women's sexual and reproductive health, including the development and implementation of *A Strategy for Going South in the North 2016–2021*. WHIN continues to resource and chair the NMR Sexual and Reproductive Health Network, a practice forum for professionals working in the sexual and reproductive health (SRH) field and implementing the above strategy.

## Achievements

- completed first year's action plan from inaugural SRH strategy for the NMR, *Going South in the North 2016–2021*
- received funding for 'Side By Side', a culturally responsive sexual and reproductive health and respectful relationships program for communities affected by female genital cutting (FGC)
- established, resourced and chaired NMR Sexual and Reproductive Health Leadership Group, a regional mechanism to support the implementation of the *Victorian Women's Sexual and Reproductive Health Key Priorities 2017–2020* and the *Victorian Public Health and Wellbeing Plan 2015–2019*

Our '**Side by Side**' project team are developing a culturally responsive respectful relationships program for communities affected by female genital cutting (FGC). 'Side by Side' will provide a vital missing link between existing respectful relationships and sexual and reproductive health programs for these communities. The primary prevention messages will utilise existing primary



▲ *Sexual and Reproductive Health Leadership Group, inaugural meeting July 2017*

The **SRH Network** is a fantastic initiative and I enjoy the updates from them.

*Member of NMR Sexual and Reproductive Health Network*

- convened, resourced and chaired NMR Sexual and Reproductive Health Network
- delivered information to the NMR SRH Network on the changes to cervical screening and launch of 1800 My Options information line.

prevention of violence against women efforts in FGC-affected communities. 'Side by Side' will explore what a respectful relationship is in the context of good sexual health practices, deliver much-needed FGC education in a culturally relevant, supportive and respectful way, while also addressing the links between sexual health and gendered violence.

# FAMILY AND REPRODUCTIVE RIGHTS EDUCATION PROGRAM (FARREP)

Female genital cutting (FGC) includes practices involving partial or total removal of the external female genitalia, or other injury to female genital organs for non-medical reasons. FGC is usually performed on girls under the age of 15. At least 200 million women and girls alive today have been cut. A significant population of women in the NMR are from communities where FGC is practised.

WHIN works towards the abandonment of the practice of FGC, and recognises it as a violation of human rights, specifically the sexual and reproductive rights of women and girls. WHIN believes that in order to eradicate FGC, responses must be holistic, community-based and led, culturally sensitive and delivered in a sexual and reproductive health context.

## Achievements

- health information factsheets for women who have experienced FGC translated into 3 languages: Amharic, Arabic, and Somali
- delivered FGC professional education sessions to clinicians and allied health staff including sessions at Northern Health
- delivered 'Girls Talk Health', a culturally sensitive sexual and reproductive health education program for young women from communities which may be impacted by FGC including newly arrived immigrants and refugees; program settings included schools, higher education institutions, and the City of Darebin's girls' summer camp.



**4**  
NMR Sexual and Reproductive Health Leadership Group meetings

**3**  
NMR Sexual and Reproductive Health Network meetings

**3**  
'Girls Talk Health' programs delivered to 86 young women and girls

COMMUNITY SESSION OF  
**'The Middle Years: Menopause and Beyond'**

**6**  
SRH & FGC sessions delivered to a young mothers' group (10 women)

Expert advice provided to DHHS on implementation of Victorian SRH strategy

◀ Young women learning about sexual and reproductive health at summer camp

**5**  
training sessions on FGC delivered to **101** Northern Health professionals



# ENVIRONMENTAL JUSTICE

Climate change and other environmental disasters impact women and men differently due to socially-constructed gender roles and unequal access to power and resources. A gendered lens is largely absent from policy, planning, and implementation in this area. WHIN's recent environmental justice work has focused on natural disasters and gender.

WHIN produces evidence, research and resources that demonstrate the relationship between women's health and wellbeing and the impacts of environmental disasters. We advocate for organisations and government to specifically consider women's health and wellbeing when responding to these issues.

The Gender and Disaster Pod (GAD Pod) is a WHIN partnership with Women's Health Goulburn North East and Monash University Disaster Resilience Initiative that promotes an understanding of the role played by gender in survivor responses to natural disaster and embeds these insights into emergency management practice.

“The **Diversity in Disaster Conference** is a key milestone in the endeavour to promote gender and diversity issues in the emergency management sector.”

Emergency services professionals and researchers gathered in April 2018 to develop their knowledge of the risks and vulnerabilities that people from diverse backgrounds face in disaster and strengthen their diversity practices. In total, 343 people attended from across Australia, from local councils, community organisations, universities, and emergency services.

The 'Diversity in Disaster' conference is a key milestone in the endeavour to promote gender and diversity issues in the emergency

management sector. The community has come a long way since 2012's 'The Hidden Disaster' conference, with family violence now widely acknowledged as an important consideration in disaster planning. Another milestone was that the Emergency Management Leaders' Panel that closed the conference included two senior women presenters.

The conference was the culmination of months of work by WHIN and our partners from the GAD Pod, Victorian Council of Social Service (VCOSS) and Resilient Melbourne.



◀ From left Steve O'Malley (Melbourne Fire Brigade), Debra Parkinson (WHIN's Manager of Research, Policy and Advocacy and the Gender and Disaster Pod), Helen Riseborough (CEO, WHIN), Naomi Bailey (Common Cause Consulting) and Rachael Mackay (Women's Health Goulburn North East)

## Achievements

- gained funding for research into 'Long-term Disaster Resilience' from Natural Disaster Resilience Grants Scheme
- research project 'Identifying the Experiences and Needs of LGBTI Communities Before, During and After Emergencies in Victoria' commissioned by Department of Premier and Cabinet
- conducted qualitative research into 'Lesbian and Bi Women's Experience of Emergency Management' illustrating how a lifetime of discrimination leads to exclusion from services in disasters and exclusion from emergency management
- third Claire Zara Memorial Oration at the 2017 Victorian Emergency Management Conference given by Mary Barry, CEO of Our Watch emphasised continued importance of focus on family violence in disaster sphere
- presented on gender at 'Natural Hazards Workshop' in Colorado USA, July 2017
- panelist at Australian Institute of Disaster Resilience forum 'Resilience, Response and Recovery'
- published two articles in *Australian Journal of Emergency Management* on the achievements of the GAD Taskforce and evaluation of the 'Lessons in Disaster' training

Convened 'Diversity in Disaster' conference attended by **343** delegates

**2**  
JOURNAL ARTICLES

**11**  
conference presentations to **1,200** people

Train-the-trainer session on '**Gendered Violence**' and '**Lessons in Disaster**' delivered to **8** people

**4**  
'**Diversity in Disaster**' conference Steering Group meetings

**3**  
Research Advisory Group meetings

“ We advocate for **organisations** and **government** to specifically consider women's health and wellbeing... ”



# VIOLENCE AGAINST WOMEN

Violence against women is a prevalent and serious human rights abuse that causes significant harm to individuals, families, communities and society. On average, one woman a week is killed by her partner or former partner. Family violence occurs when a perpetrator exercises power and control over their partner, former partner, or family member. The perpetrator engages in coercive and abusive behaviours designed to intimidate, humiliate, undermine and isolate, resulting in fear and insecurity. These behaviours can include physical and sexual abuse, as well as psychological, emotional, cultural, spiritual and financial abuse.

WHIN's work in this area is two-pronged, involving approaches to prevent violence against women and those relating to responses to family violence. Each of these will be discussed in turn below.

“Violence against women is a prevalent and serious human rights abuse...”

## ONE WOMAN A WEEK IS KILLED



BY HER PARTNER OR FORMER PARTNER

# PREVENTION

Gender inequity is both a cause and consequence of violence against women. Australian and international research concludes that to prevent violence against women before it occurs we must take action to increase gender equity and challenge rigidly defined gender roles.

WHIN provides leadership and resourcing for strategic regional partnerships to prevent violence against women. This includes leading the implementation and evaluation of the *Building a Respectful Community Strategy 2017–2021*

and convening and resourcing the NMR Preventing Violence Against Women Committee. WHIN also develops and delivers training and workforce development.



▲ CEO Helen Riseborough with representatives from the Building Respectful Communities Partnership and other supporters

“WHIN provides **leadership** and **resourcing** for strategic regional partnerships to prevent violence against women.”

# PREVENTION *CONTINUED*

Leaders from across Melbourne's north came together in September 2017 to launch *Building a Respectful Community Strategy 2017–2021* and pledge their commitment to creating a gender-equitable, safe and respectful community.

This was the NMR's second shared strategy for preventing violence against women and was developed by the Building a Respectful Community Partnership, an alliance of seven local councils, 13 health organisations, three community service organisations and La Trobe University, led by WHIN.

This event demonstrated the incredible commitment across Melbourne's north to creating a safer and more equal world for women

and girls. Many of these organisations are leading the way with some of Australia's most progressive work to prevent violence against women.

**Great event and great strategy!** From a partner perspective it was energising to see so many people in the room and to feel a part of something so much bigger.

*Building a Respectful Community launch attendee*

## Achievements

- launched *Building a Respectful Community Strategy 2017–2021* at event attended by over 90 people; 25 partner organisations signed pledge to take action to prevent violence against women
- new Building a Respectful Community (BRC) Steering Group formed, with six representatives of the broader partnership meeting quarterly to advise strategic direction and activities
- developed the BRC Action Plan, BRC Evaluation Plan and Program Logic through a collaborative process with the BRC Partnership
- established a project with Inner North West Primary Care Partnership to develop a shared online data collection platform
- delivered on the \$140,000 Community Partnerships for Primary Prevention Grant from the Victorian Government. This included development of a new 3-day training program on Working with the Community to Prevent Violence against Women, facilitating bystander training and a bystander community of practice, and other workforce development activities
- awarded a further \$100,000 grant from Victorian Government's Office of Prevention and Women's Equality as part of its ongoing commitment to fund women's health services for primary prevention of violence against women work. This project will enable WHIN to deliver workforce development activities over 2018–19
- led a social media campaign for the '16 Days of Activism against Gender-based Violence'. This involved photos of staff from WHIN's partner organisations holding placards with key messages for the 16 days. WHIN also held lantern-making workshops with six community groups
- delivered presentations and workshops to a wide variety of organisations and audiences including Hume City Council's 'Expect Respect Awareness Forum', Buddhist Council of Victoria and various '16 Days of Activism against Gender-based Violence' events
- provided advice to a range of steering groups and place-based projects, including projects to engage young people, immigrant and refugee communities, and community organisations in preventing violence against women.



▲ Persian Women's Group lantern-making workshop as part of '16 Days of Activism against Gender-based Violence' campaign

I have been involved in Muslim community work for nearly two decades and I felt yesterday was a **watershed moment for Muslims in Victoria**. Such an important issue has been swept under the carpet for years and now it has been brought to the forefront.

*Feedback on WHIN training to support the launch of Darebin City Council's Respect: A Guide for Muslim Faith Leaders and Communities.*



**BRC LAUNCH FOR 90** attendees including CEOs and executives

Ongoing advice and support provided to **5** place-based projects through steering groups



# RESPONSE

WHIN coordinates and integrates family violence services, employing the Northern Integrated Family Violence Services (NIFVS) Coordination Team and resourcing the Northern Family Violence Regional Integration Committee. The team provides leadership for regional integration, convenes and supports regional networks and groups, disseminates key family violence information, identifies and promotes good practice models, delivers training and facilitates links between local, regional and state-wide family violence governance structures.

## Northern Family Violence Regional Integration Committee

The Northern Family Violence Regional Integration Committee has continued to meet throughout the year, identifying and prioritising local and regional family violence issues within the state-wide policy framework. It focuses on regional work to improve integration of family violence services and coordination with other key sector services. The WHIN CEO chairs the Committee.

## NIFVS Counselling and Support Alliance

The NIFVS Counselling and Support Alliance (CSA), comprising 12 community health and specialist family violence services, continued to coordinate the planning, implementation, and evaluation of family violence counselling and group work for women and children. The NIFVS team convened bi-monthly meetings as well as providing professional development through a Family Violence Practitioners' Group, and on-site consultations with the NIFVS Workforce Development Officer.

The first of its kind in Victoria, our innovative training program **Working with Male Perpetrators of Family Violence: Reflections on Collusion** assists practitioners to identify and respond to male perpetrators by learning how to recognise and resist invitations to collude with them. The training is designed for practitioners who may come across male perpetrators in the course of their work, but is not men's behaviour change facilitator training.

The new training is a companion training to NIFVS's 'Identifying Family Violence: Responding to Women' training. Training participants can also access a quarterly community of practice to strengthen their work with male perpetrators.

Workers from family violence, family services, community health, hospitals, courts, alcohol and other drugs services and Aboriginal community controlled organisations have benefited from group discussion and exploration of case studies.



▲ Sergeant Carmel Ross at NFVS Forum 'What She Needs to Know: Supporting Victim Survivors of Family Violence through the Legal System'



▲ Painted t-shirt from the 2017 'Week Without Violence' campaign

## Achievements

- coordinated 'Cross Agency Reflective Practice Project' for family violence and family service practitioners to strengthen their response work
- convened peer support for senior managers so that those from agencies most impacted by the post Royal Commission into Family Violence reforms meet bimonthly to manage the impact on their organisations and themselves
- sponsored and coordinated Safe & Together Institute (USA) to provide training to 107 practitioners and senior managers to respond to family violence using its perpetrator pattern-based, child-centred, victim strengths model
- facilitated Family Violence Information Sharing Working Group for CEOs and senior managers to support integrated responses to the Family Violence Information Sharing Scheme introduced in February 2018
- convened Community of Practice: Young Women and Family Violence; partnered with Youth Support Advocacy Services (YSAS) from June 2018 to provide an opportunity for workers to reflect on their practice regarding young women and family violence.

“ [The training provided] an excellent base for **skill development and knowledge** in working with male perpetrators. Great tips and tools to identify traps for collusion and reflection on how to move forward. ”

*Participant of 'Working with Male Perpetrators of Family Violence' training*

“ [NIFVS is] definitely the **leading light in all things family violence partnerships** from where we sit. We often cite you and your work when speaking with our committee. ”

*Rural Family Violence Principal Strategic Advisor*

# RESPONSE *CONTINUED*

## Stakeholders

NIFVS has links with **173** organisations that respond to family violence across the NMR

## Forums

**260**

participants attended **3** NIFVS professional development forums

## Networks

**15** meetings convened and resourced **Northern Family Violence Regional Integration Committee**

NIFVS Counselling and Support Alliance provided counselling and group work to **380 women**

**23**

regional governance meetings attended to support cross sector integration

**17**

statewide meetings and consultations attended to link regional and statewide activity

## Communications

**1,918**

subscribers received **13** editions of 'NIFVS eNews'

**711**

people like NIFVS Facebook page



**11,185**

people visited the NIFVS website



## Week Without Violence

**23**

events run across NMR

**37**

participants attended WHIN's campaign workshop

**28**

WWV resource packs distributed



## Training and education

**33**

'Identifying Family Violence' training sessions delivered to **936** professionals

**31**

Counselling and Support Alliance practitioners attended **4** reflective practice sessions

**9**

'Working with Male Perpetrators of Family Violence: Reflections on Collusion' training sessions delivered to **194** professionals

**Family Violence Regional Induction: 2** sessions delivered to **86** professionals

# INCREASING THE ODDS FOR SAFETY AND RESPECT

WHIN has been a lead partner in the 'Increasing the Odds for Safety and Respect' project focusing on the co-occurrence of family violence and gambling. This harm prevention project introduces a gendered approach to the link between gambling and family violence, with a view to increasing the safety of women experiencing violence from male partners and reducing harm from gambling.

The 'Increasing the Odds for Safety and Respect' project was funded by the Victorian Responsible Gambling Foundation. The project was delivered in association with Women's Health East and Inner North East Primary Care Partnership.

## Achievements:

- developed *50–50: Increasing the Odds for Safety and Respect* film and accompanying resources notes to guide professionals from the gambling and family violence counselling fields in their practice
- produced issues paper summarising the project's work over three years and current research and policy for professionals, advocates, and policy and decision-makers
- continued to present to various forums on this priority area, including Alliance for Gambling Reform, Centre for Restorative Justice judicial forum and Crime Prevention and Communities Conference.

As the body of work in the reporting period indicates, there remains significant interest in gambling and family violence, however WHIN does not have dedicated funding to pursue this area further at the present time.



▲ A/Professor Nicki Dowling, Deakin University; Sandra Morris, Manager Health Promotion, WHIN; Dr Anna Thomas, RMIT; and Dr Stephanie Merkouris, Deakin University.

WHIN was pleased to launch our **film and resource notes 50–50: Increasing the Odds for Safety and Respect**, released at our October 2017 Annual General Meeting.

The film shows 'Phil', a man with gambling issues, expressing stereotyped ideas of masculinity and femininity and a need to control his partner's independence and decisions. His friend 'Ahmed', who works as a counsellor, challenges these comments.

The resources help guide professionals from both the gambling and family violence counselling fields and provide the broader community with language to challenge expressions that support violence against women.



workshops and conference presentations delivered to **153 people**

ISSUES PAPER

Film for DVD and resource notes



# WHIN BOARD OF GOVERNANCE

Jenifer Arnold	
Teresa Capetola	<i>Deputy Chair (until October 2017) Chair (from November 2017)</i>
Peta Fualau	
Sabitra Kaphle	
Cath Lancaster	<i>(until May 2018)</i>
Siobhan Newman	
Marketa Silhar	<i>(from October 2017)</i>
Theonie Tacticos	<i>(until October 2017)</i>
Anita Trezona	<i>Chair (until October 2017) Treasurer (from November 2017)</i>
Samantha Winter	<i>Treasurer (until October 2017)</i>
Katherine Wositzky	<i>(from October 2017)</i>
Elizabeth Young	<i>Deputy Chair (from November 2017)</i>

# WHIN STAFF

**Helen Riseborough**  
Chief Executive Officer

**Health Promotion Team**

**Sandra Morris**  
Manager, Health Promotion

**Corporate Services Team**

**Adriana Uteda**  
Manager, Corporate Services

**NIFVS Coordination Team**

**Sarah Johnson**  
Principal Strategic Advisor NIFVS

**Gender and Disaster Pod (GAD Pod) Team**

**Deb Parkinson**  
Manager, Research, Policy and Advocacy, and the Gender and Disaster Pod

**'Let's Talk Money' project**

Peer Educators

**Monique Bouma**  
Health Promotion Officer

**Annie Douglass**  
Health Promotion Officer  
(until March 2018)

**Lucy Forwood**  
Health Promotion Officer  
(until December 2017)

**Intesar Homed**  
Health Promotion Officer

**Nisha Liyanage**  
Health Promotion Officer  
(from June 2018)

**Belinda O'Connor**  
Health Promotion Officer (from July 2017)

**Nicole Russell**  
Health Promotion Officer  
(from April 2018)

**Rebecca Tipper**  
Health Promotion Office  
(from May 2018)

**Manasi Wagh-Nikam**  
Project Officer

**Helen Anson**  
Administration Officer (Casual)

**Ain Cohen**  
Administration Officer

**Elizabeth Gray**  
Administration Officer

**Colleen Russell**  
Policy and Quality Improvement Officer

**Claudia Slegers**  
Communications Officer

**Narelle Sullivan**  
Business Development Officer

**Ada Conroy**  
Workforce Development Officer

**Robin Gregory**  
Regional Integration Resource Officer

**Alyssa Duncan**  
Research Assistant

**Judy Jeffries**  
Project Coordinator

**Emma Keech**  
Research Assistant  
(November-December 2017)

**Nafisa Amini**  
**Hiba Ayass**

**Nayana Bhandari**

**Ghada Hanoosh**

**Kinda Haroun**

**Bahareh Irannejad**

**Roshanthi James**

**Sadia Khalid**

**Farah Moualla**

**Shazia Syed**

**Shima Tehrani**  
**Homa**

**Thaera Yonan**

▼ WHIN staff members, June 2018



**17 WHIN**  
**18 FINANCIAL**  
**REPORT**

**WOMEN'S HEALTH IN THE NORTH INC**  
**ABN: 72 418 921 651**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF**  
**WOMEN'S HEALTH IN THE NORTH INC**

[www.aplfinancial.com.au](http://www.aplfinancial.com.au)  
Tel: 03 9021 7080  
Fax: 03 9558 9903

**Report on the Audit of the Financial Report**

**Opinion**

We have audited the financial report of Women's Health In the North Inc (the association), which comprises the balance sheet as at 30 June 2018, the profit and loss statement for the year then ended, notes comprising a summary of significant accounting policies, and the certification by members of the board of governance on the annual statements giving a true and fair view of the financial position and performance of the association.

In our opinion, the accompanying financial report gives a true and fair view of the financial position of the association as at 30 June 2018 and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements and the requirements of the Associations Incorporation Reform Act 2012 (Vic).

**Basis for Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Emphasis of Matter – Basis of Accounting**

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the association to meet the requirements of the Associations Incorporation Reform Act 2012 (Vic). As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

**Responsibilities of the Board of Governance for the Financial Report**

The board of governance is responsible for the preparation and fair presentation of the financial report in accordance with the financial reporting requirements of the Associations Incorporation Reform Act 2012 (Vic) and for such internal control as the board of governance determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the board of governance is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the board of governance either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

**Auditor's Responsibilities for the Audit of the Financial Report**

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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.



**WOMEN'S HEALTH IN THE NORTH INC**  
**ABN: 72 418 921 651**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF**  
**WOMEN'S HEALTH IN THE NORTH INC**

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the board of governance.
- Conclude on the appropriateness of the board of governance's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the association to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the audit. We remain solely responsible for our audit opinion.

We communicate with the board of governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Auditor's name and signature:

Name of firm:

William J Griffin  
ap FINANCIAL Pty Ltd

Address:

Level 1, 32 Business Park Drive  
Notting Hill VIC 3178

Dated this

23rd

day of

August

2018

# PROFIT AND LOSS STATEMENT FOR THE YEAR ENDED 30TH JUNE 2018

	<b>2018</b>	<b>2017</b>
	\$	\$
<b>INCOME</b>		
Grants		
- Department of Health and Human Services	1,848,246	1,631,976
- Other funding sources	417,010	204,219
Interest received	10,782	10,924
Other	100,464	82,982
Reimbursements	3,661	1,407
Provision for projects movement	21,770	305,780
Loss on sale of non-current assets	0	0
	2,401,933	2,237,288
<b>EXPENDITURE</b>		
Administration	104,100	86,386
Annual leave	15,736	28,215
Consultancy fees	268,287	320,120
Depreciation	16,240	26,447
Health education resources	5,618	4,722
Long service leave	(5,932)	24,461
Motor vehicle expenses	14,930	21,160
Occupancy costs	101,258	92,920
Project costs	657,502	679,074
Printing and production	36,388	29,116
Salaries	997,087	858,862
Staff training and development	19,532	17,266
Superannuation contributions	94,723	77,630
Workcover	13,996	1,966
	2,339,465	2,268,345
<b>SURPLUS / (DEFICIT)</b>	<b>62,468</b>	<b>(31,057)</b>

# STATEMENT OF CHANGE OF EQUITY FOR THE YEAR ENDED 30TH JUNE 2018

	<b>2018</b>	<b>2017</b>
	\$	\$
Balance as at 1st July 2017	835,770	866,827
Add Surplus / (Deficit)	62,468	(31,057)
Balance as at 30th June 2018	<b>898,238</b>	<b>835,770</b>

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

# BALANCE SHEET AS AT 30TH JUNE 2018

	2018 \$	2017 \$
<b>EQUITY</b>		
Unappropriated profit	898,238	835,770
<b>TOTAL EQUITY</b>	<b>898,238</b>	<b>835,770</b>
Represented by:		
<b>CURRENT ASSETS</b>		
Cash on hand (Note 2)	2,890	2,391
Cash at bank (Note 2)	1,469,193	1,398,893
Sundry debtors	6,116	5,273
Trade debtors	96,327	119,926
Prepayments	0	1,840
<b>TOTAL CURRENT ASSETS</b>	<b>1,574,526</b>	<b>1,528,323</b>
<b>NON-CURRENT ASSETS</b>		
Motor vehicles	74,606	74,606
Less accumulated depreciation	67,753	60,901
	6,853	13,705
Office equipment	80,850	76,515
Less accumulated depreciation	55,101	45,868
	25,749	30,647
Office furniture	1,460	1,460
Less accumulated depreciation	842	688
	618	772
<b>TOTAL NON-CURRENT ASSETS</b>	<b>33,220</b>	<b>45,124</b>
<b>TOTAL ASSETS</b>	<b>1,607,746</b>	<b>1,573,447</b>
<b>CURRENT LIABILITIES</b>		
Trade creditors	53,313	67,466
Sundry creditors	92,527	44,646
Unearned income (Note 3)	361,692	411,623
Provision for projects (Note 4)	0	21,770
Provision for annual leave	88,254	72,518
Provision for long service leave	113,722	119,654
<b>TOTAL LIABILITIES</b>	<b>709,508</b>	<b>737,677</b>
<b>NET ASSETS</b>	<b>898,238</b>	<b>835,770</b>

# STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 30TH JUNE 2018

	<b>2018</b>	<b>2017</b>
	\$	\$
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>		
Receipts from government grants (recurrent)	2,006,724	2,191,746
Receipts from other sources	562,836	309,030
Payments to suppliers and employees	(2,505,208)	(2,309,556)
Interest received	10,782	10,924
Net cash provided by (used in) operating activities (Note 2)	75,134	202,144
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>		
Proceeds from (payment for) property, plant, equipment and motor vehicles	(4,335)	(2,960)
Proceeds from (payment for) investments		
Net cash provided by (used in) investing activities	(4,335)	(2,960)
<b>CASH FLOW FROM FINANCING ACTIVITIES</b>		
Proceeds from (payment for) loans	0	0
Net cash provided by (used in) financing activities	0	0
Net increase (decrease) in cash held	70,799	199,184
Cash at beginning of year	1,401,284	1,202,100
Cash at end of reporting period (Note 3)	<b>1,472,083</b>	<b>1,401,284</b>
<b>RECONCILIATION OF NET CASH PROVIDED BY OPERATING ACTIVITIES TO OPERATING PROFIT</b>		
Operating profit (loss) after income tax	62,468	(31,057)
Depreciation of non current assets	16,240	26,447
(Profit) loss on change-over of assets	0	769
(Increase)/decrease in current receivables	23,585	(15,050)
(Increase)/decrease in prepayments	1,012	(8,516)
Increase/(decrease) trade creditors	(14,154)	(67,466)
Increase/(decrease) in sundry creditors and accruals	47,880	3,566
Increase/(decrease) in leave provisions	9,804	52,676
Increase/(decrease) in unearned income	(49,931)	411,623
Increase/(decrease) in provisions	(21,770)	(305,780)
	<b>75,134</b>	<b>202,144</b>

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

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30TH JUNE 2018

## NOTE 1 STATEMENT OF ACCOUNTING POLICIES

The financial statements are special purpose financial statements 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 a reporting entity.

The financial statements have been prepared on an accrual basis and are based on historical costs and do not take into account changing money values or, except where stated specifically, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these financial statements.

### (a) Income Tax

Women's Health In the North Inc. holds deductible gift recipient status and is exempt for income tax purposes.

### (b) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables stated include the amount of GST receivable or payable.

The net amount of GST recoverable from, or payable to, the ATO is included with Sundry Creditors or Sundry Debtors in the assets and liabilities statement.

## NOTE 2 CASH ON HAND

Cash on hand includes cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of twelve months or less.

### (a) Reconciliation of Cash

	2018	2017
	\$	\$
Cash at the end of the reporting period as shown in the statement of cashflows is reconciled to the related items in the balance sheet as follows :		
Cash on Hand	2,890	2,391
Cash at Bank	1,469,193	1,398,893
Total Cash on Hand and at Bank	<b>1,472,083</b>	<b>1,401,284</b>

	2018	2017
	\$	\$
<b>NOTE 3 UNEARNED INCOME</b>		
Funds received for the following projects in advance of project completion or deliverables		
Family Violence	25,004	87,640
BRC Partnership	44,463	139,877
Gambling Project		29,592
Health Promotion		10,000
Side By Side	25,743	
Regional WFD	4,992	
SRH	18,000	
PVAW	105,258	
WHAV (Gender Equality)		37,859
Let's Talk Money	81,845	50,782
GAD Pod	56,387	55,873
	<b>361,692</b>	<b>411,623</b>

## NOTE 4 PROVISION FOR PROJECT BALANCES

Provision for Project balances and Committed Funds, represented by

WHAV (Gender Equality)	0	9,800
GAD Pod	0	11,970
	<b>0</b>	<b>21,770</b>

Recovery for Project Work in the income statement reflects the change in the balance of the provision for the year being a decrease in provision of \$21,770 on completion of projects. From 1 July 2016, project funds received are initially accounted for unearned income and no further provision for projects is required.

voice • choice • power

**Women's Health In the North**

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IN THE NORTH**

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