

2020 -21 WHIN ANNUAL REPORT



**WOMEN'S HEALTH
IN THE NORTH**

voice • choice • power

whin.org.au



This year's Annual
Report cover image
and publication
design by Jacq Moon



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- Department of Premier and Cabinet, Victoria
- Department of Social Services, Australian Government
- Family Safety Victoria
- Respect Victoria
- Our Watch



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

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Women's Health In the North acknowledges Victorian Aboriginal people as the Traditional Owners of the land on which we provide our services – the Wurundjeri people of the Kulin nation – and pay our respects to their Elders past and present and emerging. WHIN acknowledges that Aboriginal sovereignty was never ceded and expresses hope for justice and reconciliation.

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WHIN's Vision

VISION

Women in the north have voice, choice and power in all aspects of their health, safety and wellbeing.

MISSION

We work to eliminate gender inequities and improve outcomes in women's health, safety and wellbeing.

VALUES

We are feminist, ethical, inclusive, courageous and collaborative.



Women's Health In the North (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.

Northern Metropolitan Region

Over **561,144** women live in WHIN's catchment area, the northern metropolitan region (NMR).

WHIN would like to acknowledge and thank 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.



WHIN's geographic region covers an area of more than 1,600 square kilometres and is home to over **1.1 million people**, representing almost one fifth of the Victorian population.

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)

Chairperson and CEO Report

In this auspicious year for WHIN we mark 30 years since our establishment and we celebrate our innumerable achievements. Over this time there have been many challenges to women's health — some known, such as inequities, violence, and sexism inherent in a patriarchal society perpetuating gender-based power differentials and structurally induced intersectional discrimination and marginalisation for women.

Some challenges were unknown to us — escalating climate crisis and a global pandemic, government changes and reforms that impact the lives of women, such as family violence reforms and the introduction of the Gender Equality Act. As revealed in the following pages, WHIN's core priority areas — prevention of violence against women, gender equity, family violence systems leadership, women's sexual and reproductive health, and gender and disaster — strive to address these issues. We are committed to furthering our other priorities — climate justice, women's economic equality, and mental health and the effects of COVID-19.



Helen
Riseborough



Teresa
Capetola

WHIN's Board and staff members have been challenged, highly committed and engaged by the development of WHIN's next strategic plan for 2022–2026. Aply led by consultant Cath Smith, we have reviewed and refreshed WHIN's current strategic plan through an online survey and from interviews with key partners in all WHIN priority areas. We received positive and encouraging feedback as well as thoughtful ideas for WHIN's future attention and commitment.

We thank our dedicated partners for their time and their valuable insights which will inform our future plan and enhance our relationships across the region, the state and nationally.

We would like to thank the hard working WHIN Board and staff team for their amazing contribution during this year achieving positive change for women in the North.



► Word cloud generated from survey conducted with stakeholders as part of WHIN Strategic Plan 2022–26 development.

The WHIN Board saw no changes to its composition this year, which proved a bonus in a year of change, offering consistency and certainty to the organisation.

During this reporting period, we were sad to farewell staff members Sandra Morris, Monique Bouma, Sadia Khalid and Kate Ravenscroft. We welcomed Sydel Fernandes to a training role and Eman Al-Dasuqi, Neha Gogia, Malavika Kadwadkar, Farhana Kuthupdeen and Shazia Syed to new Health Educator roles during the year.

We are immensely appreciative of the support of WHIN members. You continually inspire and hearten us to keep pursuing women's voice, choice and power in women's health, safety and wellbeing.

Thank you for your ongoing support and dedication.



HELEN RISEBOROUGH

CEO



TERESA CAPETOLA

Chair

It fills me with both great pleasure and great sadness to present the WHIN 2020–21 annual report. As per the WHIN constitution, after six years as a member of the WHIN Board of Governance, three as Chair, I will be finishing my term.

I am filled with gratitude and respect for the past and present staff and Board of WHIN. I am deeply appreciative to have had the opportunity to work with these fabulous, talented, and dedicated women over the years.

I have learnt from each of you and have been inspired by your capacities, intellect, and devotion. I am honoured to have been part of WHIN, its inspirational workforce, culture, and commitment to delivering health equity, through training, resources, and services to a diversity of women and making a difference to the lives of women in the North.

Presiding over WHIN's impressive work, in a challenging and evolving women's health sector for over 11 years has been WHIN's hard-working, irrepressible, and steadfast CEO, Helen Riseborough. Helen has provided a model of feminist leadership which has enabled each member of staff to excel in their work, take risks, and make mistakes, confident in the support and faith of their CEO.

Helen has negotiated numerous Departmental and other funding agreements, met with multiple politicians each election cycle, actively supported the establishment of the Victorian peak body for gender equity, women's health, and prevention of violence against women, Gender Equity Victoria, while simultaneously keeping the WHIN house in order. My heart-felt gratitude to Helen.

I would also like to make mention of the stalwart WHIN staff who do not receive public awards or accolades, but without whom there would be no solid and supportive grounding from which WHIN staff can achieve inroads and success in gender and health equity. They are, of course, the past and present members of the Corporate Services team, and in particular, the Manager, Adriana Uteda, who has been with WHIN since its inception 30 years ago. It is not Adriana's longevity which is being acknowledged here, but rather her capacity to learn, adapt and respond to the vagaries of a government funded women's health sector across three decades which is to be applauded.

I would like to thank my fellow Board member, Peta Fualau, who will conclude her six valuable and productive years of contribution to the WHIN Board. It is no secret that Peta wears her heart on her sleeve for WHIN, but she also rolls up those sleeves and gets on with the work. Thank you, Peta.

Board Chair

Teresa Capetola

WHIN's Priorities

Gender equity,
health and
wellbeing

Sexual and
reproductive
health

Economic
equality



Environmental
justice

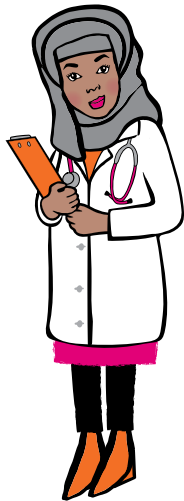
Family violence
system leadership

Preventing
violence
against
women



Our Impact and Reach

WHIN has been serving women and gender diverse people for 30 years, since 1991.



515

WHIN members
(52 new members)

227

training/education sessions (face to face and online) were delivered by WHIN staff

4,693

participants attended WHIN training/education sessions

6

events (face to face and online) held with **865 attendees**

CONTRIBUTED TO



consultations to inform **Women's Health Victoria's** 'Delivering optimal sexual and reproductive health outcomes for Victorian women: priorities for the next women's sexual and reproductive health plan 2021–2025'



consultations to inform the renewal of **Victoria's HIV, STI and viral hepatitis response 2021–2025**



development of the **Gender Equity Action Plan** training delivered to public entities across Victoria on behalf of the Commission for Gender Equality in the Public Sector.

ONLINE COMMUNICATIONS



WHIN



2,582 Facebook followers



2,122 Twitter followers



633 LinkedIn followers



1,045 Instagram followers



14,057 people visited WHIN's website

NIFVS



981 Facebook followers



29,463 people visited NIFV's website

GAD POD



175 Facebook followers



370 GAD Pod LinkedIn and professional LinkedIn followers



134 professional Twitter followers (Deb Parkinson)



8,056 people visited GAD POD's website

Our Impact and Reach



NEWSLETTERS

982

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

3,757

people received 12 editions of **NIFVS eNews**

1,808

people received 12 editions of the **Communique** (Gender and Disaster Pod)



9

Networks/advisory groups led, convened and resourced by WHIN including:

- > **Building a Respectful Community Partnership**, 24 organisations working together to prevent violence against women across the NMR
- > **Going South in the North Strategic Advisory Group** working together to improve sexual and reproductive health across the NMR
- > **Family Violence Regional Integration Committee** to advance family violence system leadership
- > **NIFVS Counselling And Support Alliance** comprising **13** community health and specialist family violence services, which provided counselling and group work to 442 victim survivors.

NETWORKS AND ADVISORY GROUPS



OTHER COMMUNICATIONS



4

journal articles published

32

conference/forum presentations delivered

3

posters for Australian Disaster Resilience Conference



INFORMING WOMEN AND WORKFORCES

Our Resources

39 resources
produced,
downloadable from
WHIN's Resources
webpages

→ For more info, visit
whin.org.au/resources

GENDER EQUITY AND PREVENTING VIOLENCE AGAINST WOMEN



- **Promoting Women's Health, Safety and Wellbeing in Health Plans**
- **Applying a Gender Lens to COVID-19 Response and Recovery**
- **18 custom social media tiles for WHIN's 2020 campaign for 16 Days of Activism Against Gender-based Violence**
- **Violence Against Women fact sheet series**
- **Also for the 16 Days campaign: Taking Action for Gender Equality Every Day social marketing package**
- **Economic Equality fact sheet: NMR**

NIFVS RESOURCES

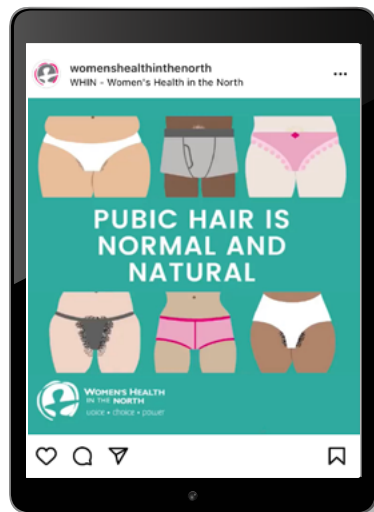


- **Introduction to Family Violence Response**
- **Family Violence Service System Overview**
- **Aligning Practice: A guide to family violence counselling**
- **web portal MARAM and Information Sharing (Multi-Agency Risk Assessment and Management)**
- **Victim Survivors with Disabilities**
- **LGBTIQ Family Violence**

→ To access NIFVS resources, see
nifvs.org.au/resources/

INFORMING WOMEN AND WORKFORCES

Our Resources



- 48 tiles including images and videos as part of 'Sex Ed 101' sex positive, inclusive social media campaign



SEXUAL AND REPRODUCTIVE HEALTH

➤ 'Addressing Reproductive Coercion': forum recordings:

- Introduction to Reproductive Coercion
- Experiences of Reproductive Coercion



One of the tiles developed for International Day of Zero Tolerance for FGC social media campaign

→ To access WHIN resources, see whin.org.au/resources

GENDER AND DISASTER POD



➤ Gender and Disaster Pod postcards (translated)

➤ Gender and Disaster

- Impacts Of COVID-19 Pandemic On Older People: A Family Violence Prevention Project
- Impacts Of The COVID-19 Pandemic On Victoria's Family Violence Primary Prevention Workforce
- COVID-19 LGBTIQ+ Family Violence Prevention Project: Prevention In The Pandemic.



→ To access GAD POD resources, see genderanddisaster.com.au/infocenter/

Gender Equity, Health and Wellbeing

Achievements

- supported implementation of the Victorian Gender Equality Act 2020 via [Gender Equality Action Partnership](#) led by Gender Equity Victoria: WHIN supports public sector organisations with gender impact assessment and developing and implementing strategies to improve workplace gender equality
- assisted the roll out of the Workplace Equity and Respect Program (WER) across the Victorian government, local government and community health sector through the delivery of 9 online WER Self-Assessment Workshops engaging 105 staff. WHIN is an accredited provider of WER training and support
- delivered 3 Intersectionality workshops in partnership with Women's Health West, 25 people attended each session.



Over 90 women
attended WHIN's International Women's Day event

→ For more info, see
[Gender Equity, Health and Wellbeing](#)



▲ At WHIN's International Women's Day Event, from left WHIN staff member Intesar Homed, WHIN CEO Helen Riseborough, former WHIN Board member and Darebin Mayor Susan Rennie, and WHIN staff members Sydel Fernandes, Kester Naismith, Sadia Khalid



**18 training sessions
delivered to 269**

staff from local governments and
community/service organisations'

Preventing Violence Against Women (PVAW)

Achievements

- led the [Building a Respectful Community](#) (BRC) Partnership, an alliance of 24 organisations committed to working together to prevent violence against women across the NMR. This included chairing and resourcing quarterly meetings of the BRC Committee and Steering Group, strategic engagement with CEOs, developing Partnership resources (see p 11), and facilitating an annual planning session
- commissioned evaluation of Building a Respectful Community Strategy and Partnership conducted by Melbourne University to measure impact of the partnership's work (to be published in September 2021). The regional approach to the BRC partnership work has greatly contributed to the quality of the collective PVAW and GE work in the region
- commenced development of the next iteration of the *Building a Respectful*

Community Strategy 2022–26 via extensive consultation with the Partnership and stakeholders (to be published in November 2021)

- developed 18 custom pictorial messages to publish across Facebook and Instagram with our partners as part of WHIN's 2020 campaign for 16 Days of Activism Against Gender-based Violence. These messages reached over 9,300 people (Facebook) and 6,800 (Instagram). WHIN also delivered eight presentations to our BRC partners, Victorian department of Education and Training and WHIN stakeholders at our AGM
- developed Violence Against Women Fact Sheet (2020) series, presenting the most recently available data for the NMR as a whole and the seven local government areas.

→ For more info, see [Preventing Violence Against Women](#)



▲ Two of the 18 tiles produced in-house by WHIN as part of our 2020 campaign for 16 Days of Activism against Gender-Based Violence



Preventing Violence Against Women (PVAW) continued

Thoroughly enjoyed both sessions, well facilitated, both very knowledgeable. Created a safe space to have discussions about topics that are often difficult to discuss

Participant, PVAW 101 and Active Bystander training

Supported application of a gendered lens to health promotion

- 7 municipal health and wellbeing plans
- 8 community health integrated health promotion plans
- 3 primary care partnerships and Hume Moreland Prevention Network

We achieved this by attending planning advisory meetings and developing and sharing VAW fact sheet series with localised data, and resources on economic equality in the NMR and the health plans resource, all featured on pages 10-11.

DELIVERED

12

PVAW and Active Bystander training sessions to

154 participants

from local government, community health services, state government and the wider community



Preventing Violence Against Women Governance and Leadership



Led, convened and resourced *Building a Respectful Community Partnership*: **24 organisations** working together to prevent violence against women across the NMR

It was a terrific program and training. ... Extremely knowledgeable and engaging and passionate [presenters]. Really helpful tool to take away and refer to in building up skills and confidence to be an active bystander in calling out gender inequity and offering support to victims

Participant, Active Bystander training

Family Violence System Leadership



The Northern Integrated Family Violence Services (NIFVS) Regional Integration Committee provides family violence system leadership across Melbourne's NMR to increase the safety of victim survivors and accountability of perpetrators, and strengthen Victoria's family violence reforms.

WHIN's NIFVS team supports the NIFVS Regional Integration Committee and professionals responding to family violence through workforce development, information and resources to support effective response, and the leadership and reform work mentioned above.

Whilst NIFVS is represented on the WHIN website, NIFVS has its own [website](#) for family violence professionals.



◀ The NIFVS team comprises, from left: Regional Integration Resource Officer Robin Gregory, Principal Strategic Advisor NIFVS Sarah Johnson, and Senior Workforce Development Officer Ada Conroy

Very informative and positive, great energy

MARAM and Information Sharing
Webinar participant

Achievements

- developed an online [Family Violence Service System Overview](#) to provide professionals with an understanding of the family violence system through interviews with service providers and links to resources
- launched [Aligning Practice: A guide to family violence counselling](#) to provide counsellors with clarity and direction to ensure a consistent, evidence-based approach
- demystified Multi-Agency Risk Assessment and Management (MARAM) Framework and new information sharing schemes by developing web portal [MARAM and Information Sharing](#) including key resources and training to support practitioners and leaders
- led the twenty-first Week Without Violence through an online campaign of social media tiles and Clothesline Project activities.

Family Violence System Leadership (continued)



Northern Integrated Family Violence Service Governance and Leadership

- Led, convened and resourced the **Family Violence Regional Integration Committee** to advance family violence system leadership
- Strengthened collaboration with regional governance structures relevant to family violence
- Coordinated, supported and monitored **NIFVS Counselling and Support Alliance**, comprising **13** community health and specialist family violence services, which provided counselling and group work to 442 victim survivors
- Maintained linkages between regional and governance structures and agencies including attendance at **Statewide Family Violence Integration Advisory Committee** and **19 other Statewide** meetings and consultations



NIFVS training and workforce development

- Delivered **55 training sessions** with 1,409 participants
- **5 webinar titles** viewed 1,828 times



... I was quite blown away about how engaging it was. ... honestly one of the best training sessions I have done in a long time



Online training participant, 'Resisting Collusion with Male Perpetrators'



▲ Tile to promote Week Without Violence 2020

NIFVS communications

29,463 people visited NIFVS' website via **42,057** sessions

3,757 people received **12 editions** of NIFVS eNews

981 people follow NIFVS' Facebook page

Sexual and Reproductive Health (SRH)

Achievements

- developed and delivered 'Sex Ed 101' which launched WHIN's presence on [Instagram](#) as a new social media platform. 'Sex Ed 101' is an inclusive, accessible and sex positive campaign using imagery and bite-sized information to engage people across the lifespan. Through the campaign and financial year, WHIN gained 1,045 followers. The campaign comprised 48 posts, including images and videos, with one post reaching 1,880 unique users. The campaign has now been developed into an eBook available for [download](#)
- conducted a survey and interviews with young people from across the NMR to discuss challenges in menstrual health and mental health management in the context of COVID-19, with particular emphasis on those living with endometriosis, polycystic ovarian syndrome and pre-menstrual dysphoric disorder. This work was done as part of the 'MindCycle' project. A digital story is being developed to illustrate project findings
- developed and coordinated two 'Addressing Reproductive Coercion' forums in partnership with Women's Health Victoria. The forums explored the intersection of sexual and reproductive health and violence against women.

→ For more info, see
[Sexual and Reproductive Health](#)

Absolutely loving the sexting series. So important for young people especially.

'Sex Ed 101' Instagram follower

19

project/program/plan consultations including departmental consultations for state-wide SRH strategies and frameworks

2
forums

developed and delivered 2 'Addressing Reproductive Coercion' forums with Women's Health Victoria to over **150 people**

2

AcceSex interactive workshops developed and delivered to **22 participants** with partner Women with Disabilities Victoria



contributed content on sex positivity to 1800 My Options' Sextember Zine in September 2020, a publication highlighting best practice resources and social media campaigns in SRH across Victoria.



conducted ongoing **advocacy and communication** on reproductive rights, disability and sexuality



▲ At Reproductive Coercion forum, WHIN and Women's Health Victoria teams and forum presenters including from top left Rosie Brennan (then WHIN SRH Coordinator), Tilly Mahoney (then Health Promotion Officer) and Helen Riseborough, WHIN CEO.



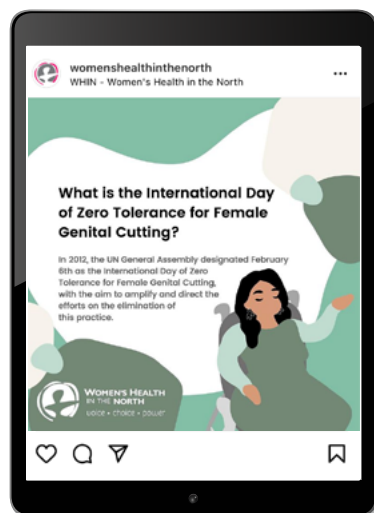
Sexual and Reproductive Health Governance and Leadership

- ⊗ led, convened and resourced the Going South In the North Strategic Advisory Group and online Community of Practice
- ⊗ contributed to Gender Equity Victoria (GEN VIC) Sexual and Reproductive Health Community of Practice
- ⊗ led the establishment of the GEN VIC SRH Reproductive Coercion Working Group in collaboration with other women's health services
- ⊗ contributed to GEN VIC SRH Social Media Working Group via monthly meetings. This group has collaborated on campaigns for SRH Week, Endometriosis Awareness Month, and a specific campaign promoting the 'Addressing Reproductive Coercion' forums

Family and Reproductive Rights Education Program (FARREP)

Achievements

- delivered 'Side by Side', a culturally responsive sexual and reproductive health and respectful relationships program for women of all ages from communities affected by female genital cutting (FGC)
- developed and launched an International Day of Zero Tolerance for FGC social media campaign as part of the United Nations' efforts to eradicate this practice
- delivered professional development and community engagement sessions about refugee women's health and female genital cutting, for health professionals in both metropolitan and regional health services
- conducted 65 one-on-one phone/zoom consultations and needs analyses with members of communities that traditionally practise FGC to best respond to their health and wellbeing needs during the pandemic and lockdowns.



▲ A tile published on social media as part of International Day of Zero Tolerance for Female Genital Cutting

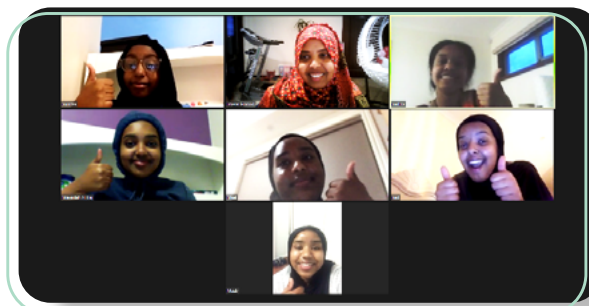


Sexual and Reproductive Health Governance and Leadership

- Conduit for the North West FARREP (NWFARREP) Partnership including chairing quarterly meetings of NWFARREP Governance Group and NWFARREP Workers' Network

Thanks for these stress relief sessions. During the North Melbourne and Flemington high rise hard lockdown I felt disconnected, lost and depressed, but these sessions were the spotlight and the connection to distant friends and communities to discuss the tragedy.

Participant from support session for women in public housing



◀ Health Promotion Officer Intesar Homed (top row, centre) facilitating a session with a group of 'Side by Side' participants

4

support sessions to 98 women who live in Hume

24

Side by Side sessions delivered to 70 participants

3

mental health sessions delivered to 38 participants

2

yoga and wellbeing sessions delivered to 60 community group participants



distributed video recording of social & cultural aspects of FGC to health professionals at regional and rural health services



consultation with 65 community members

to identify how COVID-19 impacted migrant women's lives

Economic Equality

Achievements

- adapted training modules for peer educators and for community members to online learning and delivery model in response to the pandemic lockdowns. Although staff in other priority areas also made this pivot, this was the first time WHIN has delivered an online community program on such an extensive scale
- provided practical financial information and empowerment to migrant and refugee women via the 'Let's Talk Money' program. The program also created a social connection and learning platform for women isolated during multiple Victorian lockdowns
- created employment pathways for migrant and refugee women living in the NMR as 'Let's Talk Money' provided bilingual peer educators with employment experience and training. The program also created a platform for social connection and sense of purpose during the lockdowns
- continued to adapt modules to respond to the economic uncertainty created by the pandemic and the evolving financial needs of communities.

→ For more info, see [Economic Equality](#)

In 2020–21, WHIN's work on this priority continued to focus on the [Let's Talk Money](#) program.

9

bilingual peer educators recruited

12

training sessions delivered by 'Let's Talk Money' staff to peer educators

13

women were interviewed for impact evaluation and data collated

DELIVERED

27

"Let's Talk Money" workshops to 307 migrant and refugee women in NMR



▲ 'Let's Talk Money' peer educators Eman Al-Dasuqi and Shazia Syed



workshops in 12 languages

namely **Dari, Hazaragi, Marathi, Tamil, Turkish** (all introduced in 2020) and **Arabic, Assyrian, Hindi, Kurdish, Persian, Punjabi, and Urdu** (introduced first in 2017)

WOMHEn (Workforce of Multilingual Health Educators)

WHIN is a proud partner in the WOMHEn project (Workforce of Multilingual Health Educators), an initiative of the Victorian government's Working for Victoria program. With Multicultural Centre for Women's Health (MCWH), Gender Equity Victoria and other women's health services, WHIN has employed migrant and refugee women to form a rapid response health workforce.

WHIN has trained five health educators to deliver COVID-19 information and multilingual health education to migrant and refugee women in Melbourne's northern metropolitan region. Workshop topics include COVID-19 information, sexual and reproductive health, mental health, nutrition and physical activity. The team are using information collected in initial sessions to develop resources and education for more effective, faster, and respectful engagement.

COVID-19 had a particularly severe impact on migrant and refugee women and their communities. We know these women have expertise and insight, that their experiences and understanding of their community must shape the way we

educate and respond to health issues and crisis.

In addition, our multilingual health educators have been trained as **COVID-19 Vaccination Program Ambassadors**, delivering the latest information about COVID-19 and the vaccination program in simple, easy to understand in-language sessions. Funded through the Victorian Department of Health, WHIN staff facilitated discussions and addressed any frequently asked questions about COVID-19 vaccines to help communities overcome vaccine hesitancy. The campaign also involved developing and tailoring vaccine messages in 6 languages across a range of social media platforms.



▲ Health educators, from left Shazia Syed, Farhana Kuthupdeen, Malavika Kadwadkar, Neha Gogia, and Eman Al-Dasuqi

DELIVERED

26

workshops

reaching 316
women in NMR

5

health educators were recruited by WHIN and trained by Multicultural Centre for Women's Health & WHIN



Workshops and social media delivered in **Hindi, Urdu, Punjabi, Tamil, Arabic and Marathi** as well as **English**

5

5 health educators were interviewed for impact evaluation and data collated

Environmental Justice

WHIN's environmental justice work during 2020–21 has continued to focus on disasters and gender.

Whilst the work on gender and disaster (formerly GAD Pod) is represented on the WHIN website, the team has it's own website, [Gender and Disaster Australia](#).

- conceived, planned and convened 'Gender Justice in Disaster: Inspiring Action' conference in May 2021 (13 sessions including a launch at The Wheeler Centre, and 11 lead-in sessions presented over April)
- GAD Pod research and Debra Parkinson's thesis cited in Royal Commission into National Natural Disaster Arrangements: [Recommendation 22.5](#) addresses the need to include domestic violence services post-bushfires (pp. 479-480)

Co-convened with Respect Victoria 'COVID-19 and the Primary Prevention of Family Violence' webinar

- 221 registrations
- 112 people live streamed
- 8 speakers from 6 organisations



Gender & Disaster Pod

An initiative of WHGNE, WHIN & MUDRI

- contracted by Bushfire Recovery Victoria to offer GAD Pod training in gender and disasters to their staff and newly contracted Bushfire Case Support Coordinators (brokered through Family Safety Victoria)
- contracted to lead two research projects about the effects of COVID-19 — one on elder abuse and the second on primary prevention work. The GAD Pod was also commissioned to conduct a literature review about LGBTIQ+ people and COVID-19.
- contracted by Respect Victoria to collaboratively run a half-day webinar to launch the research project 'COVID-19 and the Primary Prevention of Family Violence'.



conceived and convened conference '**Gender Justice in Disaster: Inspiring Action Conference**', featuring:

- 11 lead-in sessions (493 views) and 13 sessions
- 68 speakers
- 204 registrations



▲ Providing gendered evacuation and relief centre training with City of Casey staff at Casey Stadium. From left Stephen O'Malley (Fire Rescue Victoria), Jaspreet Kaur (Gender and Disaster Pod, WHIN), Rachael Mackay (Women's Health Goulburn North-East), Krissy Nicholson and Therese Watson (both City of Casey)



co-convened with Emergency Management Conference and Steve O'Malley the **Sixth Claire Zara Memorial Oration**, presented by Lori Peek

49

training sessions delivered to 295 participants from 7 organisations



translated **Disaster is No Excuse** postcard into 10 community languages

24

presentations to 1,390 conference/other attendees

Strong Sustainable Organisation

With intermittent COVID-19 challenges and associated lockdowns, WHIN was able to swiftly return to a staff working from home model as needed, with systems and processes adapted to support this. This included using digital platforms for internal and external communication and program delivery whilst maintaining effectiveness and productivity.

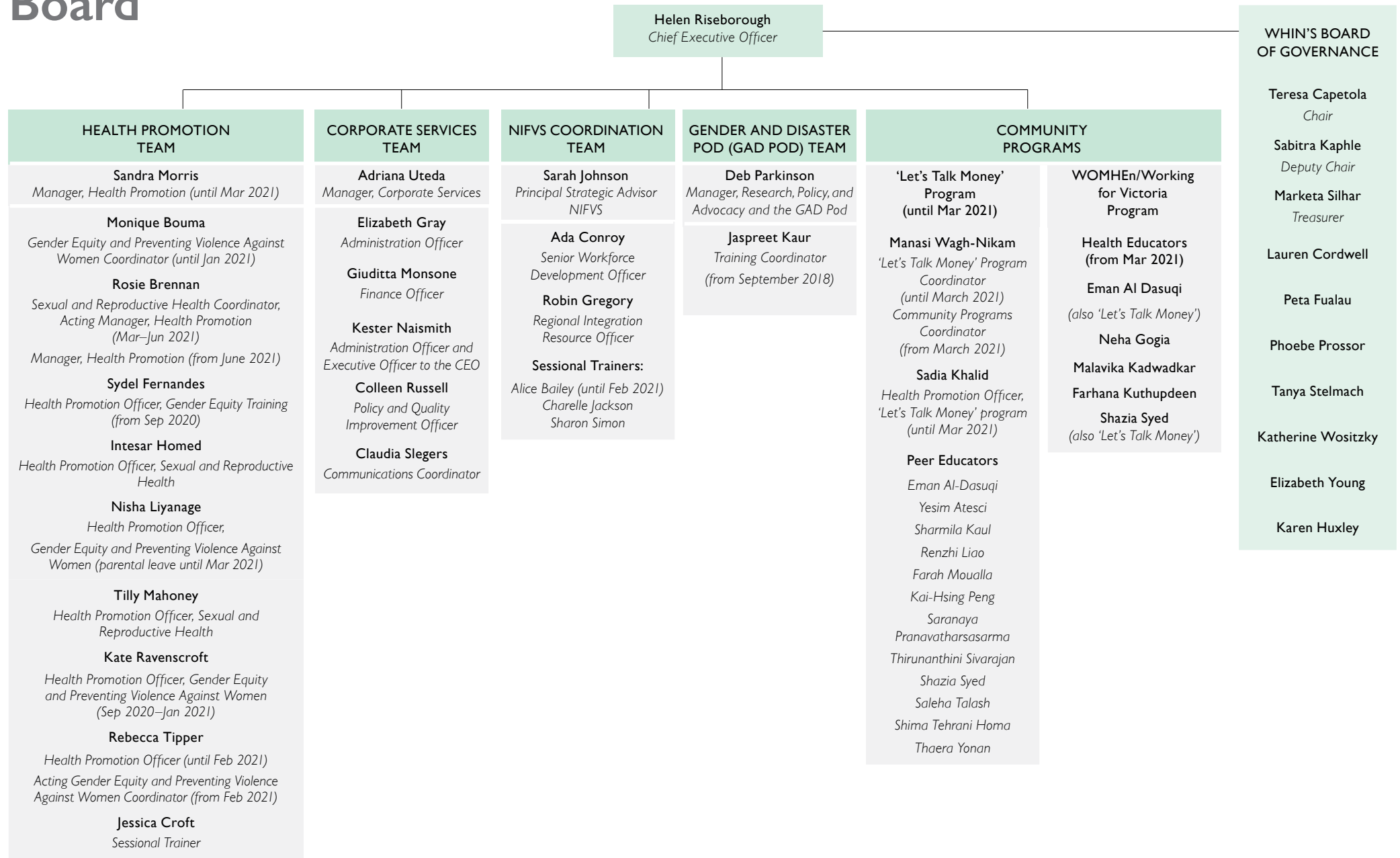
Achievements

- completed a comprehensive review of the WHIN Constitution, with proposed changes to be put to members for approval
- successful completion of the fourth year of the current WHIN Strategic Plan (2017–21)
- progressed WHIN's new Strategic Plan (2022–26) by employing external consultant and undertaking consultation with WHIN's stakeholders, including in depth interviews and online survey, to input to WHIN's new Strategic Plan
- WHIN's COVID-19 Working Group developed and implemented a COVIDSafe Plan to guide the organisation safely through the pandemic in line with public health advice
- raised \$579,925 in non-recurrent funding for projects and programs
- planned and implemented IT equipment updates and upgrades to ensure latest security features and smooth operation by staff both working remotely and at the office
- upgraded office arrangements to comply with health authority obligations, including the implementation of staff rostering to aid distancing requirements
- completed the quality self-assessment process, using the Women's Health Services Quality Improvement Standards and Framework, an assessment of governance, organisational policy and procedures
- developed and commenced implementation of the three year Quality Improvement Action Plan to guide our commitment to continuous improvement
- facilitated by WHIN's Intersectionality Working Group, commenced developing the WHIN Intersectionality Action Plan to help ensure our systems, policies and processes are intersectional and feminist
- developed- new policies covering cyber security and data protection, electronic resources and communications, environmental sustainability, and ethical purchasing
- translated WHIN's 'Get Help' referral information on our website into nine languages (Arabic, Farsi, Hindi, Punjabi, Simplified Chinese, Sinhala, Turkish, Urdu and Vietnamese) as well as English, accessible straight from our homepage link
- produced WHIN's first web-based, interactive annual report, launched at our first online AGM. The web-based report featured fun images, links and resources to show-case WHIN's impact and influence across our 6 priorities and as an organisation
- reviewed and improved the WHIN membership application process, including the development of a new online membership application process.

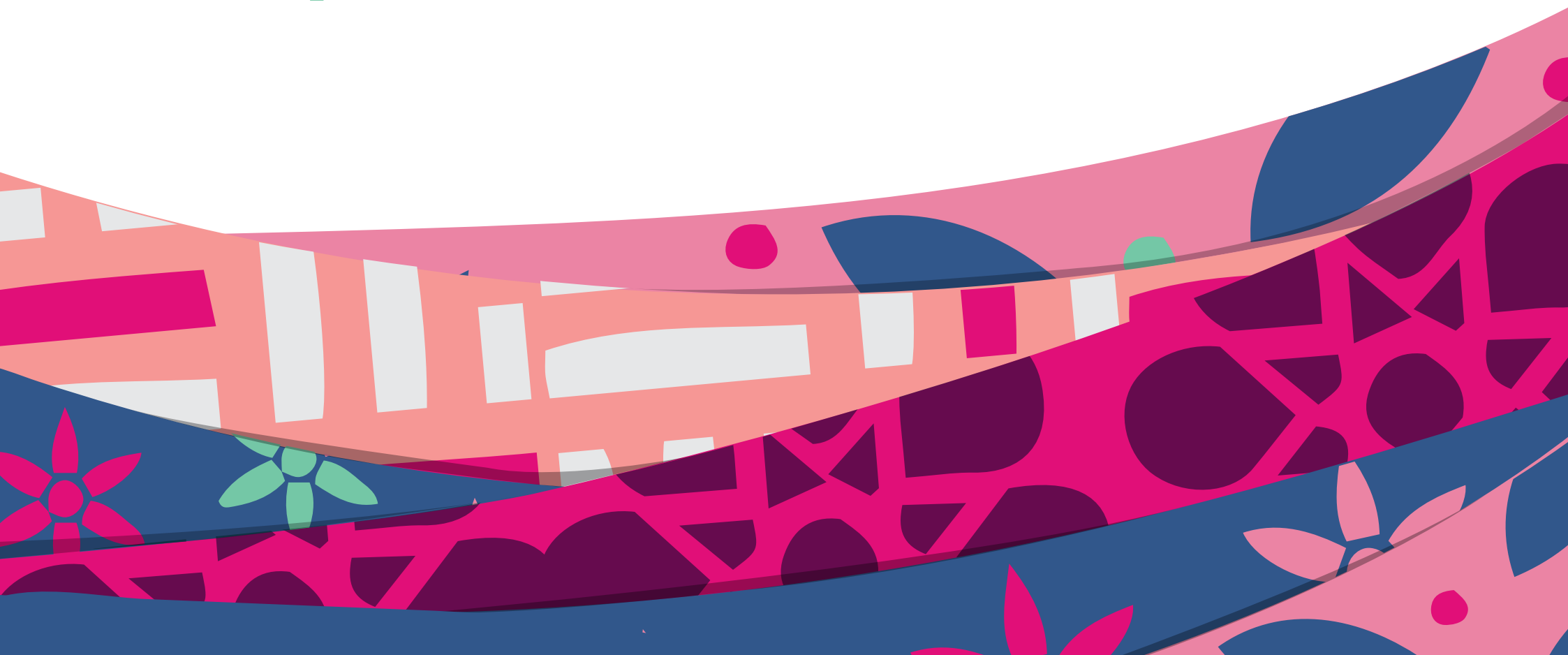


▲ WHIN staff at end of year event, December 2020

Staff and Board



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.**

Opinion

We have audited the financial report of Women's Health In the North Inc. (the association), which comprises the statement of financial position as at 30 June 2021, the statement of profit or loss, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements including a summary of significant accounting policies, and the certification by members of the Board of Governance.

In our opinion, the accompanying financial report of the association is in accordance with the *Associations Incorporation Reform Act 2012* (Vic), including:

- i. giving a true and fair view of the association's financial position as at 30 June 2021 and of its financial performance for the year then ended; and
- ii. that the financial records kept by the association are such as to enable financial statements to be prepared in accordance with Australian Accounting Standards.

In our opinion, the accompanying financial report of the association has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits commission Act 2012*, including:

- i. giving a true and fair view of the association's financial position as at 30 June 2021 and of its financial performance for the year then ended; and
- ii. that the financial records kept by the association are such as to enable financial statements to be prepared in accordance with Australian Accounting Standards.

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 (including Independence Standards)* (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.

Information Other than the Financial Report and Auditor's Report Thereon

The Board of Governance of the association is responsible for the other information. The other information comprises the information included in the association's annual report for the year ended 30 June 2021, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Governance for the Financial Report

The Board of Governance of the association is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Associations Incorporation Reform Act 2012* (Vic) and for such internal control as the Board of Governance determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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.

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 related 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 the 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.
- 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.

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.

Inherent uncertainty

Without qualification to the statement expressed above, attention is drawn to the following matter for the year ended 30th June, 2021.

The financial statements of the company have been prepared on a going concern basis. The company's operations are subject to a major risk due COVID-19 which is currently affecting local and world economies, the extent of duration and impact is unknown at the time of preparation of this report.

Name of firm: William J Griffin apI Financial Pty Ltd
Address: Level 1, 32 Business Park Drive, Noting Hill, Vic
Dated: 04 August 2021



Liability limited by a scheme approved under Professional Standards Legislation

Profit and Loss Statement

FOR THE YEAR ENDED 30TH JUNE, 2021

	2021	2020
INCOME		
Grants		
Dept of Health & Human Services	\$949,757	\$946,034
Special Projects	\$1,760,933	\$1,479,502
Interest Received	\$14,698	\$17,556
Other	\$66,177	\$121,816
Reimbursements	\$103,967	\$50
	\$2,895,532	\$2,564,958
EXPENDITURE		
Administration	\$78,190	\$74,098
Annual Leave	-\$16,846	\$32,742
Consultancy Fees	\$149,262	\$76,728
Depreciation	\$29,970	\$12,843
Health Education Resources	\$4,008	\$4,990
Long Service Leave	\$11,079	\$19,282
Motor Vehicle Expenses	\$7,902	\$14,941
Occupancy Costs	\$73,716	\$89,775
Project Costs	\$657,920	\$660,850
Printing & Production	\$11,405	\$43,292
Salaries	\$1,463,879	\$1,264,749
Staff Training & Development	\$22,047	\$23,808
Superannuation Contributions	\$140,369	\$120,151
Workcover	\$17,305	\$17,504
	\$2,650,208	\$2,455,755
SURPLUS / (DEFICIT)	\$245,324	\$109,203

Balance Sheet

FOR THE YEAR ENDED 30TH JUNE, 2021

	2021	2020
EQUITY		
Unappropriated Profit	\$1,331,696	\$1,086,373
TOTAL EQUITY	\$1,331,696	\$1,086,373
Represented by:		
CURRENT ASSETS		
Cash on Hand - Note 2	\$1,068	\$2,086
Cash at Bank - Note 2	\$1,676,504	\$1,786,497
Sundry Debtors	\$7,116	\$7,116
Trade Debtors	\$102,616	\$40,417
	\$1,787,304	\$1,836,116
NON-CURRENT ASSETS		
Motor Vehicles	\$81,801	\$74,606
Less Accumulated Depreciation	-\$57,236	-\$72,893
	\$24,565	\$1,713
Office Equipment	\$132,634	\$132,923
Less Accumulated Depreciation	-\$92,460	-\$74,330
	\$40,173	\$58,593
Office Furniture	\$1,460	\$1,460
Less Accumulated Depreciation	-\$1,144	-\$1,064
	\$316	\$396
	\$65,055	\$60,702
TOTAL ASSETS	\$1,852,358	\$1,896,817

	2021	2020
CURRENT LIABILITIES		
Trade Creditors	\$35,958	\$5,745
Sundry Creditors	\$66,405	\$65,708
Unearned Income - Note 3	\$198,068	\$490,007
Provision for Annual Leave	\$104,518	\$121,363
Provision for Long Service Leave	\$115,713	\$127,621
	\$520,661	\$810,444
TOTAL LIABILITIES	\$520,661	\$810,444
NET ASSETS	\$1,331,697	\$1,086,373

Statement of Change of Equity

FOR THE YEAR ENDED 30TH JUNE, 2021

	2021	2020
Balance as at 1st July	\$1,086,373	\$977,170
Add Surplus / (Deficit)	\$245,324	\$109,203
Balance as at 30th June	\$1,331,697	\$1,086,373

Statement of Cash Flows

FOR THE YEAR ENDED 30TH JUNE, 2021

	2021	2020
CASH FLOW FROM OPERATING ACTIVITIES		
Receipts from Government grants (Recurrent)	\$690,594	\$1,165,430
Receipts from other sources	\$2,107,171	\$1,749,318
Payments to suppliers and employees	-\$2,889,152	-\$2,677,783
Interest received	\$14,698	\$17,556
Net cash provided by (used in) operating activities (Note 2)	-\$76,689	\$254,521
CASH FLOW FROM INVESTING ACTIVITIES		
Proceeds from (payment for) property, plant, equipment and motor vehicles	-\$34,323	-\$43,782
Proceeds from (payment for) investments	-	-
Net cash provided by (used in) investing activities	-\$34,323	-\$43,782
CASH FLOW FROM FINANCING ACTIVITIES		
Proceeds from (Payment for) loans	-	-
Net cash provided by (used in) financing activities	-	-
Net increase (decrease) in cash held	-\$111,012	\$210,739
Cash at beginning of year	\$1,788,583	\$1,577,844
Cash at end of reporting period (Note 3)	\$1,677,571	\$1,788,583

Statement of Cash Flows

FOR THE YEAR ENDED 30TH JUNE, 2021

	2021	2020
RECONCILIATION OF NET CASH PROVIDED BY OPERATING ACTIVITIES TO OPERATING PROFIT		
Operating profit (loss) after income tax	\$245,324	\$109,203
Depreciation of non current assets	\$29,970	\$12,843
(Increase)/decrease in current receivables	-\$62,200	\$819
(Increase)/decrease in prepayments	\$0	-\$1,000
Increase/(decrease) trade creditors	\$30,212	-\$6,714
Increase/(decrease) in sundry creditors and accruals	\$697	-\$20,722
Increase/(decrease) in leave provisions	-\$28,754	\$36,118
Increase/(decrease) in unearned income	-\$291,939	\$123,974
Increase/(decrease) in provisions	-	-
	-\$76,689	\$254,521

Notes to the Financial Statements

FOR THE YEAR ENDED 30TH JUNE, 2021

Note 1: Statement of Accounting Policies

These general purpose financial statements have been prepared in accordance with the Corporations Act 2001, Australian Accounting Standards and Interpretations of the Australian Accounting Standards Board and International Financial Reporting Standards as issued by the International Accounting Standards Board. The entity is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

(a) Income Tax

Women's Health In the North Inc. holds deductible gift recipient status and is exempt for income tax purposes. No provision for income tax has been raised.

(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.

(c) Revenue Recognition

The Entity recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

Operating grants, donations and bequests

When the entity received operating grant revenue, donations or bequests, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance with AASB 15.

When both these conditions are satisfied, the Entity:

- identifies each performance obligation relating to the grant;
- recognizes a contract liability for its obligations under the agreement; and
- recognizes revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the Entity:

- recognizes the asset received in accordance with the recognition requirements of other applicable accounting standards (eg AASB 9, AASB 16, AASB 116 and AASB 138);
- recognizes related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer); and
- recognizes income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

Capital Grants

When the Entity receives a capital grant, it recognizes a liability for the excess of the initial carrying amount of the financial asset received over any related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer) recognized under other Australian Accounting Standards.

The Entity recognizes income in profit or loss when or as the Entity satisfies its obligations under the terms of the grant.

Interest Income

Interest income is recognized using the effective interest method.

Notes to the Financial Statements

FOR THE YEAR ENDED 30TH JUNE, 2021

(d) Fair Value of Assets and Liabilities

The Entity measures some of its assets and liabilities at fair value on either a recurring or non-recurring basis, depending on the requirements of the applicable Accounting Standard.

Fair value is the price the Entity would receive to sell an asset or would have to pay to transfer a liability in an orderly (ie unforced) transaction between independent, knowledgeable and willing market participants at the measurement date.

As fair value is a market-based measure, the closest equivalent observable market pricing information is used to determine fair value. Adjustments to market values may be made having regard to the characteristics of the specific asset or liability. The fair values of assets and liabilities that are not traded in an active market are determined using one or more valuation techniques. These valuation techniques maximize, to the extent possible, the use of observable market data.

To the extent possible, market information is extracted from either the principal market for the asset or liability (ie the market with the greatest volume and level of activity for the asset or liability) or, in the absence of such a market, the most advantageous market available to the entity at the end of the reporting period (ie the market that maximises the receipts from the sale of the asset or minimises the payments made to transfer the liability, after taking into account transaction costs and transport costs).

For non-financial assets, the fair value measurement also takes into account a market participant's ability to use the asset in its highest and best use or to sell it to another market participant that would use the asset in its highest and best use.

The fair value of liabilities and the entity's own equity instruments (excluding those related to share-based payment arrangements) may be valued, where there is no observable market price in relation to the transfer of such financial instruments, by reference to observable market information where such instruments are held as assets. Where this information is not available, other valuation techniques are adopted and, where significant, are detailed in the respective note to the financial statements.

(e) Plant and Equipment

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than its estimated recoverable amount, the carrying amount is written down immediately to its estimated recoverable amount and impairment losses are recognised either in profit or loss or as a revaluation decrease if the impairment losses relate to a revalued asset. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1(g) for details of impairment).

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. All other repairs and maintenance are recognised as expenses in profit or loss in the financial period in which they are incurred.

Plant and equipment that have been contributed at no cost or for nominal cost are recognised at the fair value of the asset at the date it is acquired.

Depreciation

The depreciable amount of all fixed assets, including buildings and capitalised lease assets, but excluding freehold land, is depreciated on a straight-line basis over the asset's useful life to the entity commencing from the time the asset is available for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used for each class of depreciable assets.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised as income in profit or loss in the period in which they arise. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained surplus.

Notes to the Financial Statements

FOR THE YEAR ENDED 30TH JUNE, 2021

(f) Leases

The Entity as Lessee

At inception of a contract, the Entity assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and a corresponding lease liability is recognised by the Entity where the Entity is a lessee. However, all contracts that are classified as short-term leases (ie a lease with a remaining lease term of 12 months or less) and leases of low-value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

Initially, the lease liability is measured at the present value of the lease payments still to be paid at commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the Entity uses the incremental borrowing rate.

Lease payments included in the measurement of the lease liability are as follows:

- fixed lease payments less any lease incentives;
- variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date;
- the amount expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options;
- lease payments under extension options if lessee is reasonably certain to exercise the options; and
- payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

The right-of-use assets comprise the initial measurement of the corresponding lease liability as mentioned above, any lease payments made at or before the commencement date as well as any initial direct costs. The subsequent measurement of the right-of-use assets is at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the lease term or useful life of the underlying asset whichever is the shortest.

Where a lease transfers ownership of the underlying asset or the cost of the right-of-use asset reflects that the Entity anticipates to exercise a purchase option, the specific asset is depreciated over the useful life of the underlying asset.

Property Lease

The treatment of the property lease is a departure from ASSB 16. Non-compliance with ASSB 16 results in the following immaterial adjustment not being recognised. Right of the current lease asset being Future Right to Use Premises \$64,928 Dr and the current liability of Lease liability \$64,928 Cr.

(g) Financial Instruments

Initial Recognition and Measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the entity commits itself to either the purchase or sale of the asset (i.e. trade date accounting is adopted).

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs, except where the instrument is classified "at fair value through profit or loss", in which case transaction costs are expensed to profit or loss immediately. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Trade receivables are initially measured at the transaction price if the trade receivables do not contain significant financing component or if the practical expedient was applied as specified in AASB 15.63.

Notes to the Financial Statements

FOR THE YEAR ENDED 30TH JUNE, 2021

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

(a) Reconciliation of Cash

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:

	2021	2020
Cash on Hand	\$1,068	\$2,086
Cash at Bank	\$1,676,504	\$1,786,497
Total Cash on Hand and at Bank	\$1,677,572	\$1,788,583

Note 3: Unearned Income

Funds received for the following projects in advance of project completion or deliverables.

	2021	2020
Building a Respectful Community - Community Evaluation	\$19,360	\$28,360
Family Violence	\$0	\$51,655
Gender and Disaster (GAD) Pod	\$43,048	\$58,956
COVID-19 Capacity Building Funding	\$0	\$28,632
Let's Talk Money	\$0	\$204,908
Prevention of Violence against Women (PVAW) Capacity Building	\$32,720	\$46,760
Sexual and Reproductive Health	\$0	\$10,000
Side By Side	\$0	\$60,735
HP Income Diversification	\$14,000	
IFV Tg Fee4Service	\$1,500	
Mind Cycle	\$49,369	
Intersectionality Framework	\$18,399	
Working for Victoria	\$19,671	
	\$198,068	\$490,007

Responsible Persons Statement

FOR THE YEAR ENDED 30TH JUNE, 2021

DECLARATION

The financial statements and notes forming part of this document fairly present the organisation's financial position at 30th June 2021 and its performance for the year ended on that date in accordance with the Australian Charities and Not-for-profits Commission Act 2012, and:

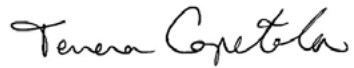
(a) comply with Australian Accounting Standards; and

(b) give a true and fair view of the financial position of the entity as at 30th June 2021 and of its performance for the year ended on that date; and

(c) the financial statements and notes satisfy the requirements of the Australian Charities and Not-for-profits Commission Act 2012.

There are reasonable grounds to believe that the organisation will be able to pay its debts as and when they become due and payable.

This declaration is signed in accordance with subs 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013.



Teresa Capetola
Chairperson

10/08/2021



Helen Riseborough
Chief Executive Officer

10/08/2021



Adriana Uteda
Manager, Corporate Services

10/08/2021



**WOMEN'S HEALTH
IN THE NORTH**

voice • choice • power

Women's Health In the North

Reg. No. A0026656G | ABN 724 189 216 51

Email info@whin.org.au

Website www.whin.org.au

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Visit (when office reopens)

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