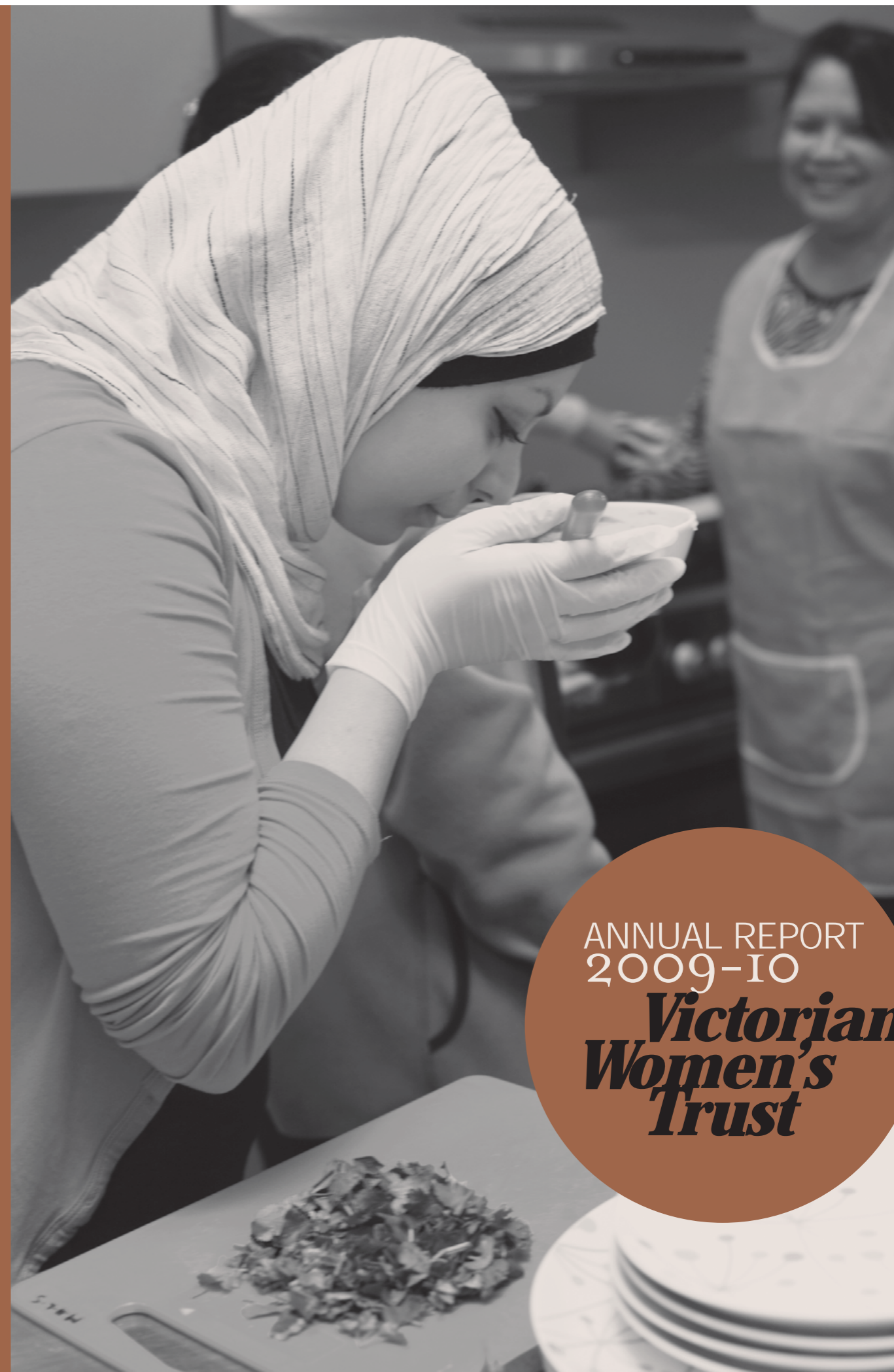


ANNUAL REPORT  
2009-10

**Victorian  
Women's  
Trust**

VICTORIAN WOMENS TRUST  
Level 9  
313 La Trobe Street  
Melbourne VIC 3000  
PHONE: (03) 9642 0422  
FAX: (03) 9642 0016  
EMAIL: [women@vwt.org.au](mailto:women@vwt.org.au)  
WEBSITE: [www.vwt.org.au](http://www.vwt.org.au)



ANNUAL REPORT  
2009-10

**Victorian  
Women's  
Trust**



FRONT COVER  
Meadow Heights  
Learning Shop: Meadow  
Heights Women's Club

INSIDE FRONT COVER  
West Heidelberg  
Community Legal  
Service: Empowering  
Somali Women of  
West Heidelberg

# our vision

We want to see a socially just world where women achieve their potential, live safely and enjoy full participation as citizens. Create a better world for women - and everyone benefits.

- The Victorian Women's Trust started in 1985, an independent body with a mandate to improve conditions for women in practical and lasting ways.
- > We have a **funding program** that invests in women and girls to effect social change
  - > We **advocate for women** on key issues that affect their lives
  - > We **initiate special projects** that deliver real outcomes for women
  - > We **showcase women's talents** and foster networks for the exchange of skills, ideas and information

**We aim to make a difference in everything we do.**

The Trust remains deeply committed to the core values that have underpinned all its initiatives: the values of social justice, empowerment, participation, tolerance, diversity and equality. These values are promoted in the Trust's advocacy and policy development initiatives that directly target systemic disadvantage and discrimination. As a philanthropic body, the Victorian Women's Benevolent Trust has granted over \$3 million dollars to 372 projects designed and run by Victorian women. Its funding program provides women with opportunities to develop their capacities, to share their skills and knowledge, and to establish relationships that enhance women's participation in the economic, social, political and cultural life of their communities.

# our actions



**Dur-e DARA** OAM

Dur-e is a restaurateur, businesswoman and musician.



**Diana BATZIAS**

Diana worked with Commonwealth and State governments and the non-government sector between 1966 and 2002. Trained as a social worker, she counts as highlights through three decades as: casework, policy and community development with immigrants and refugees at EMC, development and implementation of the SAAP and HACC programs in Victoria, and management of the Melbourne Juvenile Justice Centre in the 90's. She is also on the Board of Whitleion which works with young people leaving the justice system and out of home care, and is the President of ISS Australia, which provides services to families and children across borders.



**Nicky FRIEDMAN**

Nicky is the Head of Pro Bono and Community Programs at Allens Arthur Robinson. Before joining Allens, Nicky worked in various social policy and legal policy roles, including at the Victorian Law Reform Commission, where she worked as a legal policy officer on the review of Victoria's sexual assault laws. Nicky has a long relationship with the Trust both as a researcher on the Purple Sage Project and as a member of the Grants Committee. Nicky is mother to one daughter and two sons.



**Alana JOHNSON**  
BA BSW AASW.  
VAFT(Clinical). MAICD.  
FARLF.

Alana Johnson is a fifth generation farmer and a rural planner. She is a pioneer of the rural women's movement in Australia and conducts leadership programs for rural women in Australia, Ireland and India. Alana is the 2010 Victorian Rural Woman of the Year.



**Debra KNIGHT**

Debra runs her own business and has a background in the financial advisory, banking and insurance sectors. She has worked in a voluntary capacity with various women's organisations for many years. She also sits on the Melbourne Grammar School Council, as well as the school's Finance and Planning Committee and is the Chair of the Monash Gallery of Art.



**Marilyn LAKE**  
FAHA FASSA

Marilyn Lake is Charles La Trobe Professor in History at La Trobe University and President of the Australian Historical Association. Her books include *Getting Equal: The History of Australian Feminism*, *FAITH: Faith Bandler Gentle Activist* and the prize winning *Drawing the Global Colour Line: White Men's Countries and the Question of Racial Equality*. She has a keen interest in promoting women's history and heritage in the public domain and served as a consultant to the Monster Petition Sculpture to commemorate the centenary of women's suffrage in Victoria.



**Melba MARGINSON**

Melba is the Executive Director of the Victorian Immigrant and Refugee Women's Coalition. She is of Filipino background and has worked extensively in the area of multicultural affairs. She has a Master's degree in Social Science and has sat on many government advisory bodies, was listed on the State Honour Roll for women in 2001 and has served on the Victorian Multicultural Commission for five years. Her non-government involvement extends nationally, both as a member of the Network of Immigrant and Refugee Women of Australia, and of the Federation of Ethnic Communities Council of Australia Women's Committee.



**Leanne MILLER**  
Dhulanyagen Ulupna  
Clan, Yorta Yorta Nation

Leanne is Executive Director of Koorie Women Mean Business. Leanne also serves as a board member on Women's Legal Services Victoria, Family Law Legal Service Incorporated and is chair of the working party of the National Aboriginal and Torres Strait Islander Women's Gathering. She has an extensive advocacy background working in the indigenous and women's sectors.



**Padmini SEBASTIAN**

Padmini is Manager of the Immigration Museum, Museum Victoria and is responsible for the strategic leadership and operational management of this multi-award winning museum. She has worked extensively in the cultural and community sector. She has also established a number of initiatives that profile the role that cultural participation can play in fostering diversity and building cohesive societies.



**Teresa TJIA**  
BSc, MSc

Teresa is the General Manager of the Melbourne School of Land and Environment at the University of Melbourne. She has been involved in community activism in Perth and Melbourne for over twenty years. Teresa is involved with the Trust's granting program. Her community and professional involvements include President of a local Primary School Council; founding committee member of the Moving Galleries, a public art and poetry on public transport project; and the Committee for Melbourne's Future Focus Group alumni.



**Mary CROOKS**  
BA (Hons), MA

Mary is the Executive Director of the Victorian Women's Trust. She has an extensive background in public policy and a passionate commitment to social justice.

## directors

## staff



**Sarah CAPPER**  
Policy, Advocacy and  
Communications  
(full-time)



**Mary CROOKS**  
Executive Director  
(full-time)



**Lieu LE**  
Reception, Database,  
Desktop Publishing and  
Administrative Support  
(part-time)



**Liz McALOON**  
Special Initiatives,  
Membership Development  
(part-time)



**Janya CLEMENS**  
Executive Support,  
Administration Officer and  
Events Co-ordinator  
(part-time)



**Karima SHIRZAD**  
finished work 16 May 2010  
Reception and  
Administrative Support  
(part-time)



**Wilfredo ZELADA**  
Financial Management and  
Reporting, Service Contracts  
and Technology Infrastructure  
Management  
(full-time)



**Anne PAUL**  
Grants Program and  
Fundraising Support  
(part-time)



**Rhonda FITCH**  
Project Consultant  
- *Be The Hero!*  
(part-time)



**Crystal BRUTON**  
*Be the Hero!*  
(part-time)



**Paul ZAPPA**  
Project Officer  
- *Be The Hero!*  
(part-time)



**Vicki FITZGERALD**  
Project Officer  
- *Vida's Voices*  
(part-time)

# volunteers

Volunteers once again were a wonderful help, and the amount of work delivered by the Trust each year could not be achieved without their efforts.

In September 2009 we welcomed Anne Strong to our team of regular volunteers. Anne is a psychologist with a professional background in counselling. Anne immediately settled into a role as researcher for a project on G.P.s and family violence which we are planning to execute in 2011. The Monash Medical Students who began their placement with the Trust in April 2010 were able to use Anne's research and work with Anne to develop their tasks during the placement.

In February this year, we held two concerts in the Melbourne Town Hall titled **Tarka – Precious Music Precious Water**, a unique collaboration between Spring Studios, The Boite and The Trust. The logistics of delivering a symphony premiere with a full orchestra, a stunning visual program to accompany the music, plus a number of solo performers, all with their various instruments, required many hands on deck. For the smooth execution of this day we thank:

Mark Barry, Matt Owen, Katrina Wilson, Sarah Angow, Anne Paul, Grace Mountford, Andrew Mountford, Claire Brunner, Phillip Donnellon, Alvin Kromka, Jonny Kronka, Rebecca Mery, Mark Pittman, Janya Clemens, Bryan Dochstader, Gerald Keuneman, Kim Taylor, Louise Dorrat, Kathryn Meredith, Crystal Bruton, Fiona McKean, Hilary Irwin, Pat Baulch, Sandra Kelly, Ned Kelly, Reuben Sago, Steven Paul, David Paul, Allyson Perham, Wilfredo Zelada, Lieu Le, Rhonda Fitch, the Whitehorse Orchestra and of course Harry Williamson and Maribel Steel for the wonderful idea that started the ball rolling.

We would especially like to thank Charlotte Fisher who co-ordinated the promotion and event planning aspects of the Tarka Project.

Our regular volunteers continued to contribute on a weekly basis. Fiona McKean has undertaken to develop an online library catalogue of all Trust publications. Hilary Irwin continued her research and support work on the Paradox of Service Initiative.

Pat Baulch who undertook a student placement with us from August – November 2009, stayed on as a volunteer and was invaluable in compiling a database for the promotion and marketing of the Gender Lens series of Workshops. Jan Cossar also joined us and helped to develop some materials for supporting women's activism.

After the successful inaugural student placement of Monash students at the Trust in 2009 working on **Be The Hero!**, we welcomed our second intake in early 2010.

Allie Mack, Hannah Tan and Tina Wasef, who are in their Second Year of medical studies, joined us and immediately fitted into the environment of our workplace. They quickly absorbed the breadth of our work and developed an understanding of the aims and directions of the Trust, crucial to any successful work placement. Following their orientation day they explored key sites that we have funded over the years. Particularly relevant to their proposed project was a visit to the Peek-A-Boo club where they met with Manager Wendy Bunston.

They then began some research into the issue of GP's response to family violence and along side Trust volunteer Anne Strong, built up a body of information to help us in our development of a partnership initiative with General Practice Victoria in 2011. Amongst their many endeavors, one of their key contributions was to set up and undertake a number of interviews with GP's across Melbourne to understand more closely the perspectives of GP's on this issue.

During this period Pat Baulch studying for a Diploma of Community Work at Victoria University also joined us on a three-month full time placement. During her time with us Pat worked across a broad spectrum of tasks. She represented the Trust at community disability forums and subsequently reported back to staff, assisted with the Trust's new website design in terms of accessibility for people with disabilities, and developed a website policy in this area.

L-R: Hannah Tan, Tina Wasef, Allie Mack



# student placements

# convenor's report



Dur-e DARA OAM

I come into the Trust office now and it is abuzz with work covering all issues, right at the heart of what's now considered mainstream. We have finally reached a time where we do not have to answer the question "why women?". Indeed, our work continues to verify the increasingly accepted notion that when you help women, it also makes a difference to children, boys and men.

After 25 years, there is a broader balance within the work we do. We've evolved beyond just granting, to engage in community partnerships, special initiatives and advocacy.

In terms of the work we do, we have evolved our working relationship with men. In 2009, we launched **'Be the Hero!'** – an interactive web-based violence prevention program for boys and men – the first of its kind in Australia.

Working in partnership with a group of young men from Northcote High School, as well as a Reference Group of experts in violence prevention, **'Be the Hero!'** is a project we have designed, nurtured and now handed over for men to lead. It's about older men leading by example as positive role models to their younger peers, standing up to be counted in rejecting violence against women in all its insidious forms.

The work at the Trust shows an inherent understanding of applying a gender lens, which leads to opening up work one has to do with and for men, as well as work done by men to further enhance what we do.

Not only are we opening up the work environment and community dialogue with men and boys, but we continue to nurture young women's talents, such as with the launch of **'Vida's Voices: Young Women Speak'** competition.

This public speaking competition for girls is unique in Victoria, bringing together young women from all over the state, training up their life skills and boosting their confidence. And it enables us to continue to seize every opportunity to progress women's capabilities and opportunities.

Partnerships have always been paramount at the Trust – through partnerships we've established huge community connections – through consultations, through granting, through sub-funds, special initiatives and other collaborations.

After 25 years we continue our working partnerships with other women's organisations, like the YWCA Victoria, and the International Women's Development Agency, which has such critical interests and links in the Asia Pacific region.

And we still do so much on so very little. Our next agenda is to continue to grow to experience true economic independence. Not a single organisation can live or do substantial work if not bedded down by strong, robust, financial stability. Our key funders have a shared commitment in this belief. History will shine on their wisdom and preparedness to fund interesting, positive projects, working quietly in observing and endorsing their investments.

The Directors and Staff at the Trust know that the real brain work, the substance of our existence, is buoyed by the substance of our belief in true financial independence. As one of the few women's organisations in the country, we are not beholden to religion or to politics of the day.

The rigour and sheer intelligence of the work of the Trust, in presenting outstanding initiatives, is driven and guided by the relentless leadership and wisdom of our Executive Director Mary Crooks. I thank her for the satisfaction and sheer invigorating partnership she provides as one of 12 Board members – of which she constantly sets the pace, forever keeping us puffing (with little time for huffing!).

And I thank the decisions made by my colleagues on the Board in supporting the great initiatives and work of the Trust. We have been women moving millions – well and truly before being recognised or celebrated for it.

# executive director's report



Mary CROOKS

At the Women's Trust we tend not to ignore or remain blind to the critical influence gender has in fashioning expectations, choices and opportunities for men and women, girls and boys. After all, our whole Annual Grants Program is geared to investing in women and girls because we know from experience that women and girls have great ideas and initiatives and at times sharp needs that can be addressed with funding support. Mind you, this funding is in great contrast to an overall philanthropic trend that sees small and disproportionate amounts of the philanthropic dollar being targeted specifically to women and girls. Our policy submissions usually reflect some gendered injustice that needs redress – the needs of homeless women (usually very different circumstances from those of men), law reform in the area of family violence, or the lack of a national scheme parental leave scheme that helps women especially in balancing the unpaid work in child rearing and the demands of paid work.

But I think our own gender awareness went up several notches over the course of this past year as we started to receive feedback from around the world in response to our research, **The Paradox of Service**, which detailed the treatment of women who had served as nuns in various Orders. Given their lengthy and dedicated input as teachers, nurses and community carers, these former religious had made huge contributions to the work of the Catholic Church. Yet, on departure, they received virtually nothing in the way of economic security or welfare support for their immediate or long term futures.

For many, life after leaving was a saga of poverty, financial difficulties, mental and physical ill health, social isolation, and a great deal of emotional pain.

This was the paradox of service! We also argued in the research (which you can read on the Trust's website) that the enormity of the contribution of nuns' unpaid work to the Church is paralleled in the outside world, where economic accounting systems value market transactions and ignore the value of women's non-market work. In much the same way, the invisibility of women's unpaid work is institutionalised and taken for granted.

Just as conventional measures of the economy neglect the unpaid but crucial work of women in the broader community, and how this work is unevenly allocated between men and women, similarly the Church has institutionalised – and taken for granted – the unpaid work of nuns.

**The Paradox of Service** is a strong illustration of the diverse work that the Trust needs to embrace at any time – undertaking original research; designing landmark project initiatives such as **Be The Hero!**; conducting special events such as our **Tarka Water Concert**; writing policy submissions, in this case, around the need for a national parental leave scheme; and pressing for law reform as in the case of defensive homicide.

Such a diverse workload in the Office of the Trust is able to be managed because we have a strong, multi-skilled and increasingly experienced staff, a talented and rock solid Board, superb leadership support from our Convenor, Dur-e Dara and significantly, a widening band of wonderful and generous supporters and private donors – whose financial gifts make it all possible.



# Annual Grants Program 2009-10

Victorian Women's  
Benevolent Trust  
Annual Grants Program  
2009-2010

**Our Annual Grants Program continues to grow and reach more women and girls across Victoria. The 2010 round is our largest on record with twenty three projects funded across the General and Sub-Fund Grants programs.**

We sincerely thank all our wonderful women donors for their outstanding support and commitment. This result is a great testimony to the strength of women working together.

We also thank the Trustees of the Victorian Women's Benevolent Trust for their careful consideration and decision-making, along with the advice and expertise of Directors Teresa Tjia and Diana Batzias and Executive Director Mary Crooks, during the assessment process.

## **General Grants Program**

This year the Trustees approved a major focus on women and disability, in response to the 2009 Shut Out Report by the National People with Disabilities and Carer Council, while also maintaining a broader interest in initiatives that address economic, cultural or social discrimination experienced by women and girls in Victoria.

Just over half of our General Grants were for disability related projects. Several supported projects for women from migrant and refugee backgrounds, while others reached out to women in rural and regional communities.

A short description of projects is provided in the following pages.

# \$5,000

to 3CR Community Radio: *Young Women's Disability Day Radio*

Facilitating the voices of eight young women with a disability, with each person creating and presenting a short radio documentary exploring social, political and justice issues. The documentaries were broadcast in December 2010 as part of International Day of People with Disability celebrations. They provided positive media exposure for young women with disability, as well as exploring the issues they presented.

WE EXTEND OUR THANKS TO MELBOURNE COMMUNITY FOUNDATION FOR PROVIDING \$5,000 PARTNERSHIP FUNDING FOR THIS PROJECT.

***"I'm really excited to be involved. It's very important to have my voice heard. Radio is a great way to break down barriers. Sometimes people are taken back by appearance but when I speak they realise I am intelligent and articulate."***

**Carly FINDLAY**  
WRITER AND PRESENTER

# \$13,028

to Women with Disabilities Victoria / Self Advocacy Resource Unit: *Your Say Your Rights – Information Exchange and Technological Innovation*

Examining strategies, including the use of technological innovation, to communicate needs, combat isolation and increase the community connection of women with deaf-blindness, intellectual disability, complex communication impairment and acquired brain injury. The project report will be used to inform and advocate the need for planning and implementation of programs to assist these women, including internet based technology and support networks.

A SPECIAL THANKS TO THE BOKHARA FOUNDATION FOR THEIR WONDERFUL SUPPORT OF THIS PROJECT.

# \$20,000

to The Women's Circus: *Life Circus*

A circus based activities program to assist treatment of Borderline Personality Disorder. Current treatments for this disorder are limited, and there is growing interest in the relationship between group physical activity and the benefit to mental health. This project will work with Spectrum (personality disorder services) to build on a successful Women's Circus pilot program, which has received international interest, and will assist in research and wider use of circus activity for people with the disorder.

WE EXTEND OUR SINCERE THANKS TO THE MYER FOUNDATION FOR THEIR GENEROUS SUPPORT OF THIS PROJECT.

***"At first I was unsure how the circus would be of benefit. As the weeks unfolded I found the group was extremely helpful. I found that I might not actually be afraid of heights but in fact afraid of different life events and that I was not scared of falling, but scared of failing... The group was like the oxygen for my confidence, every session held potential. I discovered I was capable of interacting in nearly all the activities. The activities assisted me in building confidence and finding acceptance within the team. They have formed the foundation of trust so I can work on making myself stronger and implementing the skills into my everyday life."***

**Morgan**  
A PARTICIPANT IN PILOT PROGRAM



# \$8,160

to Wimmera Uniting Care / The Awakenings Festival: *On Show*

Involving women with a disability from rural Victoria in fashion events, as part of the annual Awakenings Festival in Horsham, *On Show* will link the women with local fashion, business and events organisations and place them centre stage in the Festival street party. The project will provide opportunities for people without disabilities to participate in activities that help them understand disability in new and positive ways. It will also work towards ensuring *On Show* becomes an ongoing part of the Awakenings Festival, with the support of local women's business and community groups.

# \$8,000

to Taralye (Advisory Council for Children with Impaired Hearing): *Mum's Matter*

A series of educational community-based evenings, across Melbourne, focused on supporting well-being and minimising stress in mothers of young children with hearing loss. *Mum's Matter* will help address the changing needs of mothers, arising from improved early detection through auditory screening of newborn babies, including sessions for families from low income and migrant backgrounds. It will compliment early intervention and outreach services provided by Taralye, as well as being used in advocating for greater attention to the well-being of mothers of children with a disability.

WE ARE MOST GRATEFUL TO THE BOKHARA FOUNDATION FOR THEIR CONSIDERATION IN SUPPORTING THIS PROJECT.

***"The evening was so enjoyable, it provided a warm, enjoyable and friendly time to feel both special and spoiled. Hearing impairment within a family tends to be all consuming and a small break such as this was truly reviving. The chance to meet other mums really helped create friendships and also share resources, tips and advice – invaluable."***

COMMENTS MADE BY A TARALYE MUM

# Annual Grants Program 2009-10

# \$9,600

to Samarinda Aged Care Services: *High Care Day Respite Program for Older People*

Assisting in providing a specialised, high care day respite service for carers, predominantly women, looking after a person with high care needs, who cannot use traditional day respite services, as these are unsuitable. The need for high care respite services is increasing, as people are staying longer at home and often developing complex medical, mobility and behavioural conditions. The Program will aim to demonstrate that sustainable, quality services can be provided through changes to Government Care at Home policy and the use of existing residential care infrastructure.

THIS PROJECT HAS BEEN FUNDED THROUGH THE GENEROUS SUPPORT OF THE GROSVENOR FOUNDATION, THE MYER FOUNDATION AND A PRIVATE DONOR.

***"Without this service it would be a great strain on my family – it has made a huge difference to all our lives."***

**Ann**  
WHOSE HUSBAND ATTENDS THE PROGRAM. SHE ALSO USES THEIR CARER SUPPORT SERVICE





Samarinda Aged Care Services: High Care Day Respite Program for Older People

\$5,260

to Fitted for Work: Women with a Disability Entering Mainstream Employment

Working with fifteen women with significant physical disabilities, this project will test whether one-on-one work with specially trained volunteers will increase the women's job readiness and likelihood of finding mainstream employment. Fitted for Work will work with Scope (disability services) for their volunteer training and referrals. The program will include appropriate clothing, career advice and curriculum vitae preparation, as well as assisting in the development of the women's self-confidence and interview skills.

WE WISH TO EXPRESS OUR THANKS TO MELBOURNE COMMUNITY FOUNDATION FOR PROVIDING \$5,000 PARTNERSHIP FUNDING FOR THIS PROJECT.

***“Providing our volunteers with specialist training to work with women with disabilities, to fit them out in work clothing and prepare them for interview and employment, gives an added dimension to the quality of the service that we can provide.”***

**Jane HUNT**  
CEO

\$9,300

to Domestic Violence Resource Centre: Women with Disabilities – Sowing Seeds of Change, Preventing Family Violence

Building the capacity of women with disabilities to take leadership roles in addressing the complex disadvantage women with disabilities face in relation to family violence, *Sowing the Seeds* will:

- recruit women with disability to participate in learning sessions that develop decision making and leadership skills;
- encourage the use of these skills in advocacy work; and
- establish an on-going network of women with disability who can provide leadership, advocacy and community education on family violence.

WE WOULD LIKE TO THANK EVE MAHLAB, THE MYER FOUNDATION AND A PRIVATE DONOR FOR THEIR SUPPORT OF THIS PROJECT. WE ALSO EXTEND OUR THANKS TO MELBOURNE COMMUNITY FOUNDATION FOR PROVIDING \$5,000 PARTNERSHIP FUNDING FOR THIS PROJECT.



# Annual Grants Program 2009-10

\$11,020

to YWCA Victoria (Geelong): 100% Goddess

An arts therapy based program, aiming to educate young women in the Geelong region with a disability about respectful relationships and staying safe. The YWCA will use existing networks, in partnership with disability support services, to run the program. The sessions will also be open to young women from the general community, to help facilitate inclusion.

IT IS WITH GREAT APPRECIATION THAT WE THANK THE GROSVENOR FOUNDATION FOR FULLY FUNDING THIS PROJECT.

***“The young women are able to explore issues around womanhood, respectful relationships, sexuality, self esteem and body image, in a safe and supportive environment that helps encourage personal growth.”***

**Justine DAVENPORT**  
PROJECT COORDINATOR





# \$4,000

to Focus Family Support Services of Kindilan Society: *Women's Health Education Project*

A comprehensive approach to increasing awareness of sexual health issues and preventive health care, through an education program for women with disability, and training of carers and staff. Currently women with disability are severely underrepresented in using cervical screening and other preventative health services. As well as direct work to increase participation, the project will address barriers which preclude women with disabilities from using preventative health services, as part of advocating for broader change, improved health and greater social inclusion. This Project is based on the Mornington Peninsula and is the result of collaboration between community health providers in the region and will be conducted in partnership with Peninsula Health.

WE THANK JANE ABERCROMBIE FOR HER GENEROUS DONATION.

***"Among other things, this grant will allow us to utilise art therapy and alternate forms of communication to support women with disability to voice their own ideas about health and what it means to them."***

**Trisha WALKER**  
PROJECT COORDINATOR

# \$10,000

to McAuley Community Services for Women, Mercy Care: *Switch Project*

A six-week exchange program where an Indigenous worker switches places with a Mercy Care worker for a short-term placement. Mercy Care is a 24-hour emergency accommodation and support service for women and children who have experienced family violence.

The project aims to build culturally appropriate workforce capabilities in Mercy Care and facilitate equitable access to accommodation and services for Indigenous women and children escaping family violence. It will also encourage sharing of ideas across programs and inclusiveness with Indigenous clients, as well as helping initiate further collaborative projects with the Indigenous community, both within McAuley Community Services and other organisations.

OUR SINCERE THANKS TO FLEUR SPITZER, ELISABETH SCOTT AND A PRIVATE DONOR FOR THEIR CONSIDERATION AND GENEROUS SUPPORT OF THIS PROJECT.

# \$10,000

to Gateways Support Service: *INSTEP Project*

Providing information and subsidised weekend residential workshops for mothers of children with disabilities. This project is informed by research evidence on the value of mutual support and the need for self care and will build on a successful pilot workshop. Evaluation from the project will be used to inform future service development around social connections and valuing the critical role of women who care for children with disabilities.

THIS PROJECT HAS BEEN SUPPORTED BY ANNE MILLER AND THE MYER FOUNDATION AND WE EXTEND OUR THANKS FOR THEIR WONDERFUL SUPPORT.

***"Thank you for helping me to remember who I am. You see I forgot who I was, I got lost somewhere when I stopped giving myself permission to have time, when I stopped caring for my body and soul, when I didn't have time to have a cuppa with a friend, when my needs were at the bottom of the list and never got ticked off ... So here I am, strong, refuelled, cared for, and not on my own!"***

REFLECTIONS OF A MOTHER AFTER ATTENDING PILOT OF PROGRAM



# \$15,000

to Whittlesea Community Connections: *Women's Worth*

Creating a book that highlights the stories of women who have come to Australia under the refugee program, or as migrants in difficult circumstances. Women's Worth will be written in the voices of the women, with the help of interpreters, and with a focus on exploring what has helped them to settle here and how their presence has enriched local culture. The project will help raise awareness, understanding and tolerance in the community, as well as giving the women involved a sense of self-worth and the opportunity to be role models for other women.



WE ARE MOST GRATEFUL FOR SUPPORT FROM THE GROSVENOR FOUNDATION, JANE ABERCROMBIE AND A PRIVATE DONOR, IN MAKING THIS GRANT POSSIBLE.

# \$20,000

to Goulburn Valley Family Care: *Help at Hand – Parent Mentoring Program*

A new rural outreach program in the Seymour region, supporting parents who are isolated, marginalised and long-term welfare dependent, to develop parenting skills and make sustainable life change. The project will involve practical skill development and a long term parenting program. Once evaluated, Family Care plan to extend the program to other regions in their Goulburn Valley network, as well as promoting the provision of intensive family outreach support services in other rural areas, with government and other agencies.

WE ARE MOST GRATEFUL TO THE GROSVENOR FOUNDATION FOR MAKING THIS GRANT POSSIBLE.

***"Thanks for believing in our work. The grant will help make a significant difference in the lives of local families and mothers and hopefully assist them to make sustainable change."***

**Jennifer DOBELL**  
FAMILY CARE MANAGER

# Annual Grants Program 2009-10

# \$8,100

to North Yarra Community Health: *Young African Women's Leadership Project*

Building a support network to educate, train and empower young women from newly arrived and refugee families, living in the cities of Yarra and Melbourne. It will involve fifty young African women from different cultures and religions to create a support network that enables them to socialise and share experiences, while assisting them to assume leadership roles in their communities.

The project will also benefit local service providers through improved communication and connection with newly arrived communities, as well as assisting social cohesion between diverse local cultures, leading to greater community harmony and wellbeing.

THIS PROJECT HAS BEEN FUNDED THROUGH THE GENEROSITY OF THE BOKHARA FOUNDATION AND ANNE MEEHAN AND WE EXTEND OUT SINCERE THANKS TO THEM.

# \$30,000

to Islamic Women's Welfare Council of Victoria: *Recognition of Muslim Women's Rights in the Victorian Legal and Health System*

Examining ways in which Muslim women utilise crisis, health and legal services, with view to identifying processes to improve their rights recognition and service access. Muslim women have a troubling record of service use, with high use of crisis services and poor use of preventative health services. They do not readily access legal protective measures when confronted with racial or domestic violence and rarely seek legal assistance on Family Court or civil matters. The project will report its findings and make recommendations, including potential future models for improved rights recognition for Muslim women and women from other minority communities.

WE ARE EXTREMELY THANKFUL TO FLEUR SPITZER AND THE BOKHARA FOUNDATION FOR THEIR GENEROUS SUPPORT OF THIS PROJECT.



\$9,000

to Pregnancy Help  
Geelong Inc: *Post Abortion  
Recovery Program*

Supporting the recovery of women who are experiencing difficulty or distress following termination of pregnancy. As the only specific post-abortion support service in the South West region of Victoria, the project will help women work through issues in a setting independent of the abortion provider. It will also work towards expanding on-line services and the use of interactive technology, especially for women living in isolated rural areas.

*"It [the termination] was the hardest decision of my life. When I had my second child, I got terrible post-natal depression. Apparently that's quite common with people who have had terminations, but I didn't know that because there wasn't any counselling available in my area. We really need this kind of help in Geelong."* COMMENTS BY TORI

***"If Tori had been able to access a recovery program like the one offered by Pregnancy Help Geelong early on, she may not have suffered further distress on the birth of her second child. Early, open, client directed interventions improve the prognosis for people managing their post-termination recovery."***

**Kate**  
PROGRAM SUPERVISOR OF PREGNANCY HELP GEELONG

\$2,475

to Victoria University, School of Social  
Sciences and Psychology: *Sewing Seeds –  
Exploring African Women's Involvement in  
Sewing Enterprises*

Assisting a research project designed to support African women's participation in sewing activities for income generation, this grant will help the examination of Somali and Sudanese women experiences of socio-economic marginalisation and exclusion. The research will provide feedback to Centacare and Green Collect, an environmentally focused social enterprise offering training for people facing barriers to employment. It will seek to promote positive development of women's emerging partnership with Green Collect and provide guidelines to continue enterprise development in an inclusive, workable and culturally sensitive manner.

# Annual Grants Program 2009-10

\$8,000

to The Centre for Cultural Materials  
Conservation, University of Melbourne:  
*Laugh Out Loud – Preserving the  
Memory of Women in Comedy in  
Melbourne from the late 1960s*

*Laugh Out Loud* will document the social and cultural consequences of the rise of women in Melbourne's comedy from late 1960's, highlighting the transformation they wrought on the male-dominated comedy landscape and the voice it gave to women in the arts, as well as altering the way women were depicted in public spaces. The project will recover and save original material and memories in immediate danger of loss, as the first comprehensive collection documenting the period. It will also serve as a base for further projects and share knowledge to strengthen women and advance their position in the arts.

WE WISH TO THANK THE MYER FOUNDATION FOR THEIR CONSIDERABLE SUPPORT OF THIS PROJECT.



\$8,000

to Theatre Works: *Girls at Work*

Highlighting the quality and diversity of Victorian women's theatre practitioners by providing a platform to showcase their work to the wider community, Girls at Work will aim to raise awareness of the lack of employment opportunities for women in the professional arts and culture sector. The project will conduct a three week showcase season of work created by women, a series of master classes and a professional development networking event, providing opportunities for emerging and mid-career women arts practitioners to develop skills, network and nurture ongoing relationships.

WE WISH TO THANK THE MYER FOUNDATION FOR THEIR CONSIDERABLE SUPPORT OF THIS PROJECT.

***"Theatre Works is enormously grateful for the support and belief bestowed on our Girls at Work season, providing a platform for women to present their skills and talents to a wider audience."***

**Angela PAMIC**  
OPERATIONS MANAGER



\$6,365

to University of Melbourne, School of Historical Studies / The Catalysts: *History of The Catalysts*

Researching and writing the history of *The Catalysts*, a Melbourne professional women's club, with a continuous history of one hundred years. The work will commemorate the Club's centenary and place the contribution of this group of women on the public record. The project will collect oral and archival information to produce a history exploring the changing social and intellectual context of professional women in Victoria, including why participating in *The Catalysts* was, and continues to be, significant for women.

## Annual Grants Program 2009-10

The Victorian Women's Benevolent Trust is extremely proud of our 2010 General Grants Program. In achieving this, we would like to acknowledge the commitment of the many dedicated people working to develop and implement these important projects in the community.

We also wish to again pay tribute to the tremendous support of our donors – such an outcome would not be possible without their outstanding support and confidence in our work. Thank you.

For further information about our General Grants Program, including *Great Outcomes* from previous years, and how to make a donation, please visit our website at [www.vwt.org.au/grants-17.html](http://www.vwt.org.au/grants-17.html) or phone Anne on (03) 9642 0422.

## Sub Fund Family

In late 2009 we were delighted to announce the establishment of the Johnstone Gumption Sub-Fund.

It joins the Con Irwin and Essie Burbridge Sub-Funds as the third in our Sub-Fund suite and offers yet another dimension to our work.

### Johnstone Gumption Sub-Fund

The Johnstone Gumption Sub-Fund was established in 2009 by the Trustees of the Victorian Women's Benevolent Trust. The Sub-Fund's establishment was generously endowed by Val Johnstone and we thank her for her wisdom and initiative. As a social worker, Val has developed and maintained a keen interest in health and the community across her work and personal life. This Sub-Fund reflects Val's desire to extend her contribution to the community, through the work of the Trust.

In consultation with Trustees, the Johnstone Gumption Sub-Fund will make grants that support:

- The participation and engagement of women as active citizens in community capacity building;
- The harnessing and sharing of women's experience and wisdom within, and across generations, and;
- Indigenous women's efforts regarding health literacy in their communities, and at different life stages.

Apart from Val's initial contribution, the Johnstone Gumption Sub-Fund is open for donations, so that it may grow and fund as many projects as possible. Donations can be made in honour of a person who is special to the donor or as a gift to a friend or family member. We anticipate making the inaugural grant in 2011.

WE WISH TO THANK VAL JOHNSTONE FOR HER GENEROSITY IN ENDOWING THE JOHNSTONE GUMPTION SUB-FUND. WE ALSO THANK LOUISE O'BRYAN AND JOANNE WILSON WHO HAVE MADE DONATIONS TO THE SUB-FUND.

### Honouring Others

Louise O'Bryan made her donation in honour of her mother Lorraine Noonan. Lorraine passed away in 1976 at the age of 54 years. She was a feminist and an active member of the Union of Australian Women. Lorraine campaigned around issues such as world peace, indigenous rights, child endowment, improved health services, education and support for all women.

Joanne Wilson made her donation in honour of her friend Nell Heath who passed away in early 2010. Nell was originally from Geelong, and a nurse educator who was much loved by her students, family and friends. Joanne describes her as a great contributor and strong advocate for women in her personal and professional life.

# Sub Fund Family

## Con Irwin Sub-Fund

The Con Irwin Sub-Fund was established in 2008 and supports innovative social justice projects that offer circuit breaking solutions to discrimination, violence against women and children, and inequality of educational opportunity.

**\$10,000**

to West Heidelberg Community Legal Service: *Empowering Somali Women of West Heidelberg*

This project will build the capacity of Somali women of West Heidelberg to understand their legal and human rights and how to navigate the Australian legal system. The project will directly train an estimated fifty-five women so they can advocate with awareness of legal frameworks for themselves, their families and other women in their community. The Service also plans ongoing forums to facilitate the development of informal connections and support networks for other women and their families, to assist social inclusion and cohesion in the community.

WE WISH TO THANK HILARY IRWIN WHO ENDOWED THE ESTABLISHMENT OF THE CON IRWIN SUB-FUND AND FOR HER ONGOING INVOLVEMENT IN ITS WORK. WE ALSO THANK THOSE WHO HAVE SINCE MADE A CONTRIBUTION.

***“We are never heard or listened to, it’s like we are not here..., we are expected to know but no-one has told us..., how we can access our rights if we don’t know or understand them..., today you helped us have a voice, but we need more support.”***

COMMENTS BY SOMALI WOMEN, AFTER A COMMUNITY MEETING IN 2009

## Essie Burbridge Sub-Fund

The Essie Burbridge Sub-Fund was established in 2007 to support projects that provide leadership in cross-cultural understanding and strategies for combating racism.

**\$7,000**

to Meadow Heights Learning Shop:  
*Meadow Heights Women’s Club*

*The Women’s Club* will work to create an environment where women from diverse backgrounds can socialise, have guest speakers, work and learn together. It will establish a multicultural women’s kitchen at the local community centre, provide weekly cooking classes during school terms and work towards developing a recipe book. The Women’s Club will have a focus on learning opportunities and will work to overcome isolation, cultural and religious barriers. It will operate closely with the Meadow Heights Learning Shop to provide pathways to employment or further education as well as preparing women to undertake volunteering and leadership roles in their community.

WE WISH TO THANK OUR PRIVATE DONOR WHO GENEROUSLY ENDOWED THE ESSIE BURBRIDGE SUB-FUND AND ALSO THANK THOSE WHO HAVE SINCE MADE A CONTRIBUTION.

***“Having a women’s kitchen will help bring isolated women together and give them a chance to get involved, make friends, accept, share and understand, as well as learning about healthy food.”***

**Ayse KOKSUZ**

NORTHERN TURKISH WOMEN’S ASSOCIATION

For further information about our Sub-Fund program, including stories about the women they honour and how to make a donation in honour of a special woman, please visit our website at [www.wvt.org.au/grants-19.html](http://www.wvt.org.au/grants-19.html)



# Special Initiative Grants

Firefoxes Australia



Members of Firefoxes Australia, with Kinglake forest re-growth in background  
PHOTO COURTESY OF FIREFOXES AUSTRALIA

In April 2010 the Trustees of the Victorian Women's Benevolent Trust approved a Special Initiative Grant for Firefoxes to make a film depicting the powerful grassroots women's leadership that has emerged in the Kinglake ranges area since the Black Saturday fires on 7 February 2009.

The Firefoxes approached the Women's Trust in July 2009 and have been regularly meeting with us as their group has grown and developed. VWBT funding will assist the Firefoxes' aim in making a 12-15 minute documentary telling their story, which they can share with people affected by natural disasters.

The project is underway and will be completed in the second half of 2011. It is being managed and co-ordinated by two of the founding members of Firefoxes, Kate Riddell and Jemima Richards.

The documentary will depict the extraordinary story of Firefoxes Australia through the voices of the women who make up the organisation. It is a story of passion, vision, resilience, grassroots leadership and women's recovery following the worst natural disaster in Australian history. The story will be told by the women who make up Firefoxes – the founders, program participants, supporters and mentors. Other individuals who have experienced disaster in their lives and agencies that have assisted in recovery will also have input.

# Events

The Tarka Project

The Tarka Project grew out of our on-going work around women and water.

## Precious Music, Precious Water – The Tarka Project



Precious Music, Precious Water technical crew  
PHOTO COURTESY OF STEB FISHER

Late in 2008, we were approached by Maribel Steel, partner of Harry Williamson from Spring Studios. Harry's father, Henry Williamson, had written the award-winning children's classic *Tarka The Otter* in England in the 1920s. Decades later, Harry and Anthony Phillips composed an orchestral suite called Tarka. While this had been recorded in the UK, the orchestral piece had never been performed live.

Maribel thought we would be interested in a collaboration because of the work we had already done in relation to water with our *Watermark* Australia project. We were!

Thanks to private donor support, and working in partnership with Spring Studio and The Boite, we were able to bring together a unique community music event – *Tarka: Precious Music, Precious Water* that was performed twice on 27 February 2010 in the Melbourne Town Hall, to much acclaim.

The concert featured the world premiere of Tarka, a symphony in four movements – this was accompanied by beautifully filmed images of two UNESCO biospheres: the Mornington Peninsula and North Devon in the U.K.

The symphony premiere was followed by a second half of performances by Australian artists who had written and composed songs and music especially for this unique event. Their performances were woven together by a narration, written and delivered by Executive Director Mary Crooks.

The concerts were an important continuation of the Trust's work on keeping water awareness in the public realm, especially issues concerning sustainability and water's preciousness and relative scarcity in this country.

# Policy Initiatives

In September 2009, we made a submission in response to the **Marriage Equality Amendment Bill** introduced by the Greens in the federal Senate, which attempted to repeal the 2004 legislation limiting marriage as being between a man and a woman. In our submission we argued *"the essence of a strong and successful marriage is care, love, mutual effort, peacefulness and respect for one another. There is nothing to suggest that gay marriage would fall short of these qualities."*

We submitted a response to the **Review into the Equal Opportunity for Women in the Workplace Act (1999)** in October 2009. We supported calls by federal Sex Discrimination Commissioner Elizabeth Broderick for companies to set three and five year targets to elect more women to boards. Should we not see an improvement over this time, we also supported Broderick's call for the introduction of quotas.

In May 2010, Executive Director Mary Crooks and Policy Officer Sarah Capper wrote an opinion piece published in the Sunday Age questioning whether the intentions of the **2005 homicide reforms** were being realised. The following weekend Victoria's Attorney-General Rob Hulls wrote a response piece announcing that a review into the reforms was taking place. Specifically looking at the introduction of the new law of defensive homicide, the Trust met with representatives from the Department of Justice who were preparing a discussion paper on the issue.

## Moira Rayner Fund for Equal Opportunity

The Moira Rayner Fund was established in 1994 to help women take action to protect their rights and, in particular, support their right to complain, as well as assert their claim to equal treatment.

While no grants were allocated for this special fund during the 2009-2010 financial year, it is important to note the outcome from an earlier grant.

In 2008, the Trustees of the Victorian Women's Benevolent Trust approved a small amount of Moira Rayner funds to be allocated to support Heather Osland's out of court costs associated with her High Court appeal (in attempting to win documents relating to her failed petition of mercy). Heather was successful in this appeal, with the High Court sending the case back to Victoria's Supreme Court for further hearing.

Heather then had her case heard for a second time by the High Court in 2010. In this case she was successful in gaining access to the disputed documents.

## Heather Osland

After an almost decade-long legal battle, Heather Osland won the right to documents relating to her failed petition of mercy when the High Court ruled in her favour, after hearing the case for a second time in 2010.

In the mid 90s, Heather had been convicted of killing her abusive husband and sentenced to 14½ years prison (9½ and parole), while her co-accused adult son David (who inflicted the fatal blow that killed Frank) was acquitted at a separate trial on the grounds of self-defence of himself and his mother.

Heather had been trying to understand the reasons why the Government refused her pardon in 2001, and from prison, sought relating documents held by the Department of Justice through Freedom of Information.

When this was denied, she appealed the decision through VCAT where she won the right to view the documents, however the Government appealed this decision, which ultimately led to a series of legal appeals, including two separate hearings in the High Court of Australia (the Trust supported Heather by providing out-of-court costs associated with the initial High Court hearing through the Moira Rayner Fund for Equal Opportunity).

In late June 2010, the High Court unanimously ruled in Heather's favour in making the documents public.

The exempt documents reveal that prior to the Government's seeking of the 'joint advice' from QCs Jack Rush, Paul Holdensen, and Susan Crennan (now High Court Justice), the Government initially sought advice from Robert Redlich QC. The documents reveal how Redlich examined the Petition on every ground, as well as examining Heather's trial and appeals process.

Contrary to the joint advice, Redlich argued *"there are special circumstances that justify executive intervention and the remission of the balance of the petitioner's sentence"*.

The Attorney-General failed to communicate this Redlich advice when he announced the rejection of Heather's Mercy Petition (in this announcement Hulls instead revealed that the Government had received the 'joint advice' which denied the Petition on all grounds).

The exempt documents also reveal the link between Heather's case and the need for homicide law reform, with Department of Justice correspondence to the Attorney-General suggesting the petition provided the opportunity for the consideration of a formal review. Less than two weeks after the denial of Heather's Mercy appeal, a major review into homicide law was announced (leading to significant reforms in 2005).

# Watermark Australia Project

With minimal resources at our disposal, we continue to keep abreast of water issues and contribute to public discussions and policy opportunities whenever we can. For example *Chain Reaction*, the national magazine of the Friends of the Earth organisation, featured a leading article by Mary Crooks in February 2010 on water efficient cities, calling for government to develop a long-term vision for sustainable water use.

Distribution of *Our Water Mark: Australians making a difference in water reform* continues, through book format and downloads from our *Watermark* website. We liaise with a number of environmental consultants who use and distribute the document as part of their environmental education programs with businesses.

In August 2009 Liz McAloon and Andrew Mountford of Telos Partners Australia conducted a workshop on the *Watermark* Process at the 2010 International Federation of Coaches Conference in Adelaide which had an environmental sustainability theme.

On the 16th August 2009 in the cold and rain, water campaigner and author Steve Posselt kayaked up the Yarra River landing at Birrarung Marr Federation Square. He had just completed a 16 day gruelling journey paddling and dragging his kayak 548 kilometres from Echuca to Melbourne to lend his support to all those trying to expose the folly of the State Government's North-South pipeline water policy. We supported Steve throughout this journey, organising media and providing contacts and resources along the way.

In late 2009 we were visited by a delegation from a number of Chinese governmental ministries interested in community engagement on water. Mary Crooks delivered a two-hour presentation, which elicited much interest and numerous questions around the grass roots process of *Watermark* and its influence on government policy. The delegation organised by International Development Assistance was keen to visit again and the Trust is now on their regular itinerary.

In May 2010 Mary Crooks and Liz McAloon undertook the third Women and Climate Change workshop in regional Victoria. In 2009 two workshops were held in Tarrawingee and Euroa. This third workshop in Mooropna came about because we were contacted by an American filmmaker Elise Pearlstein who is currently making a feature length documentary for American audiences on water. Elise is an Academy Award nominated film producer, who in 2008 received an Academy nomination for her film *Food Inc* – a documentary looking into America's corporate controlled food industry. Elise wanted to look at areas already experiencing the effects of climate change around the world and what communities are doing to deal with the changes upon them. The workshop which was attended by nine local women and girls, ranging in age from Jean in her 80's to Brooke, Rachel and Lauren in year 10 was filmed for two hours – the film is due for release in 2012.

In early 2010, we began to develop the idea of a Candidates Screening Kit for the State Government Election in November 2010. With the main focus of the initiative on water efficiency, we began talks with the Alternative Technology Association and as of June 2010 were laying the groundwork to roll out a 'screening' process in October 2010 through which all existing parliamentary members and possible new members will be asked to indicate which far-reaching new measures for water efficiency they are willing to endorse and work toward, if elected.



Women and Climate Change Forum, Mooropna, May 2010

Our web-based violence against women prevention program *Be the Hero!* is based on the idea of men and women partnering to reduce the violence that has plagued our community for too long.

## Be the Hero!



*Be the Hero!* team.  
L-R: Paul Zappa, Rhonda Fitch and Crystal Bruton

The program was evaluated after being trialled at nine schools in Melbourne, Ballarat, Geelong and Gippsland. Results showed the program worked best with mainstream groups of 15 year old boys. The evaluation demonstrated improved knowledge of the issue. For instance, post-program more boys recognised that a woman is more likely assaulted by someone she knows, rather than a stranger.

Feedback from the trial informed some changes to the program before it was successfully launched on October 6 at Northcote High School. Student Ed Willis represented the original group of students in speaking at the launch. He was joined in speaking roles by Paul Gilby (who helped run both the development workshops and trial groups), VicHealth Research Leader and LaTrobe Fellow in prevention of violence against women Dr Michael Flood, and local Northcote Member of Parliament Fiona Richardson.

*Be the Hero!* is firmly directed at the positive roles which young men can play. It uses new media to engage boys and young men. It uses real-life situations and issues...*Be the Hero!* creates the space for discussion and reflection. And it teaches skills in challenging the attitudes, situations and behaviours which breed violence against women. *Be the Hero!* invites young men to play a role in building healthy, respectful relationships: by examining their own attitudes, by understanding the very real harms caused by violence and abuse, by confronting abusive peers, and by fostering gender equity in their daily lives  
DR MICHAEL FLOOD, IN HIS ADDRESS AT THE LAUNCH

As part of their Respect for Women program, Melbourne Storm Rugby League Club has formalised a partnership with the Victorian Women's Trust to implement the *Be the Hero!* program with all of their Under 18 players and to promote the program in their work in schools.

The official launch generated a pleasing level of interest from both the media and organisations working with young people. Further funding from a private donor and a formal partnership with YWCA Victoria has allowed us to employ three part-time workers: Paul Zappa as the project presenter and trainer to lift the profile of *Be the Hero!*, Crystal Bruton to offer administrative assistance, and Rhonda Fitch to co-ordinate the program and manage the BTH website.

This funding and partnership with YWCA Victoria allows us to look forward to a more intensive roll-out of the program.

## Gender Lens

### *A Gender Lens for clear-sightedness!*

During 2009, Executive Director Mary Crooks undertook to compile a practical resource that would assist people, especially in philanthropy, to take better account of gender in grant making and to help raise the level of philanthropic investment in women and girls.

At first, Mary thought she would only have to comb through the existing literature to find material that would fit the bill. Sadly, however, while there are some very sophisticated treatments of gender, a great deal of the gender awareness literature is not all that satisfactory. One of the main limitations as well is that a lot of this material infers that gender awareness is essentially a matter of taking better account of the circumstances of women and girls. Yet if gender is such a key determinant in the ways people's lives are fashioned, gender awareness and analysis should ideally be employed to better understand the circumstances of everyone – men, boys, women and girls.

And so the new booklet was written – *A Gender Lens for Inclusive Philanthropy* – which was published by the Victorian Women's Trust in late 2009.

The booklet discusses the concept of gender; shows gender difference at work; identifies the ways in which major inequalities are gendered; and finally makes a case for the great investment in women and girls, particularly in bringing about significant and transformative social change.

COPIES OF THE BOOKLET (\$30 PER COPY) ARE AVAILABLE FROM THE VICTORIAN WOMEN'S TRUST.



### *Gender Lens Workshops*

Following the publication of the booklet, *A Gender Lens for Inclusive Philanthropy*, the Victorian Women's Trust, in collaboration with the newly emerging Australian Women Donors Network, conducted a series of seven Workshops in 2010. Three of these were held in Sydney, and four in Melbourne. Prepared and facilitated by Executive Director Mary Crooks with the capable assistance of Andrew Mountford, from Telos Partners, the Workshops were widely acclaimed:

***“An invigorating and inspiring workshop! I came to it with a sense of ‘I know this...’ and walked away with a much deeper and stronger grasp of gender and its relevance. I also liked the way it was inclusive of men and boys.”***

WORKSHOP PARTICIPANT

IT IS ANTICIPATED THAT THE TRUST WILL CONDUCT MORE OF THESE WORKSHOPS INTO THE FUTURE. ENQUIRIES TO VICTORIAN WOMEN'S TRUST ON (03) 9642 0422

# income

## Statement of Comprehensive Income

For the year ended 30 June 2010 (Australian Dollars – A\$)

Income	2010	2009
Donations	876,949	2,953,562
Interest/Investment (net)	261,809	276,643
Funding/Grants	2,000	20
Other	137,735	55,269
<b>Total Income</b>	<b>1,278,493</b>	<b>3,285,494</b>
<b>Expenses</b>		
Operating & Program Costs	(852,697)	(779,947)
<b>Grants</b>		
Paid & Provided	(417,700)	(362,693)
<b>Total Comprehensive Income for the Year</b>	<b>8,096</b>	<b>2,142,854</b>
<b>equity</b>		
<b>Statement of Changes in Equity</b>		
For the year ended 30 June 2010 (Australian Dollars – A\$)		
<b>Capital</b>	<b>2,000</b>	<b>2,000</b>
Reserves at Beginning of Financial year	597,295	556,737
Transfer (to)/from Capital Reserves/Operations – net	(161,230)	94,683
Transfer (to)/from Committed Funds Reserve – net	12,500	(54,125)
<b>Reserves at End of Financial Year</b>	<b>448,565</b>	<b>597,295</b>
Accumulated Funds at Beginning of Financial year	5,944,669	3,842,373
Total Comprehensive Income for the Year	8,096	2,142,854
Transfer from/(to) Capital Reserves/Operations – net	161,230	(94,683)
Transfer from/(to) Committed Funds Reserve – net	(12,500)	54,125
<b>Accumulated Funds at End of Financial Year</b>	<b>6,101,495</b>	<b>5,944,669</b>
<b>Equity at End of Financial Year</b>	<b>6,552,060</b>	<b>6,543,964</b>

# balance

## Statement of Financial Position

As at 30 June 2010 (Australian Dollars – A\$)

Equity	2010	2009
Capital	2,000	2,000
Capital Reserves	436,065	597,295
Committed Funds Reserve	12,500	—
Accumulated Funds	6,101,495	5,944,669
<b>Total Equity</b>	<b>6,552,060</b>	<b>6,543,964</b>
REPRESENTED BY		
<b>Non-Current Assets</b>		
Fixed Assets	41,995	47,096
Other	5,293	10,650
<b>Total Non-Current Assets</b>	<b>47,288</b>	<b>57,746</b>
<b>Current Assets</b>		
Cash	321,575	1,171,563
Investments	6,189,383	5,357,583
Other	95,101	53,343
<b>Total Current Assets</b>	<b>6,606,059</b>	<b>6,582,489</b>
<b>Total Assets</b>	<b>6,653,347</b>	<b>6,640,235</b>
<b>Non-Current Liabilities</b>		
Non-Current Liabilities	(12,723)	(10,186)
<b>Current Liabilities</b>		
Provision for Employee Entitlements	(63,409)	(48,444)
Other	(25,155)	(37,641)
<b>Total Current Liabilities</b>	<b>(88,564)</b>	<b>(86,085)</b>
<b>Total Liabilities</b>	<b>(101,287)</b>	<b>(96,271)</b>
<b>Net Assets</b>	<b>6,552,060</b>	<b>6,543,964</b>
<b>cash flow</b>		
<b>Statement of Cash Flows</b>		
For the year ended 30 June 2010 (Australian Dollars – A\$)		
Cash Flow (used in)/from Operating Activities	(10,163)	2,131,633
Cash Flow used in investing Activities	(8,025)	(34,522)
Cash Flow used in financing Activities	—	(5,232)
<b>Net (Decrease)/Increase in Cash Held</b>	<b>(18,188)</b>	<b>2,091,879</b>
Cash and Cash Equivalents at Beginning of Financial Year	6,529,146	4,437,267
<b>Cash and Cash Equivalents at end of Financial Year</b>	<b>6,510,958</b>	<b>6,529,146</b>



# Koorie Women Mean Business

## *Sisters Are Doing It For Themselves* (YWCA Victoria, Victorian Local Government Association, Emily's List and Partnership and Equity Network)

KWMB appointed project worker Teena Moffatt, for 8 months to oversee the project co-ordination which included extensive community consultation and the coordination of the partners' steering committee and 3 workshops. Workshops were held in Melbourne, Shepparton and Mildura.

An evaluation was undertaken highlighting the success factors and areas for improvement.

## UN CEDAW NGO ATSI Womens Shadow Report

(YWCA Australia and Indigenous Law Centre, University of New South Wales)

KWMB and Indigenous Law Centre University of New South Wales finalised the NGO Aboriginal and Torres Strait Islander Women's Convention on the Elimination of all forms of Discrimination against Women (CEDAW) Shadow Report Project

The Project involved YWCA Australia facilitating a number of information and review workshops around Australia aiming to establish a baseline understanding about CEDAW and a review of both the NGO CEDAW Shadow Reports 2005 and concluding comments.

Following on from consultations a range of Aboriginal and Torres Strait Islander women who have expertise in the CEDAW Articles each became part of one of two groups to oversee the subsequent stages of the project: an Advisory Group and an Editorial Group.

## Growing our Aboriginal Leaders (Community Development Certificate graduation)

Mildura and Metro: we congratulated the last two rounds of those who enrolled with Swinburne University as a part of our Community Development.

*Sisters Are Doing it For Themselves Shepparton Workshop 2009*



## Building and supporting community-led partnership initiatives responding to family violence in Indigenous communities in Victoria

(Onemda, Vic Health Unit, Melbourne University, Yoowinna Wurnalung Healing Service, and Hume Indigenous Family Violence Regional Action Group)

The project was successful in receiving a grant to employ community researchers to collect data in the Hume, Gippsland and Southern Metro sites. This included an Indigenous disability researcher to examine studies into community-led partnership initiatives in all three areas, with a focus on data collection as it relates to building, supporting and responding to Indigenous people with a disability. Over a six month period, the researchers interviewed mainstream Indigenous service providers, undertook policy and literature reviews, as well as data collation, which was assisted by a steering committee.

Under this program the steering committee and community members undertook a tailored Media Advocacy Training Workshop facilitated by Jane Ashton, Communications Coordinator, Women's Domestic Violence Crisis Service Victoria (WDVCS) and KWMB.

## Sisters Are Doing It For Themselves

### 2009 Shepparton Workshop

On the 21 October 2009, *Sisters Are Doing It For Themselves* held a workshop at the Wesley Church's Sacred Space in Shepparton.

The workshops were attended by a number of inspirational and motivated Aboriginal women from Shepparton and surrounding areas.

The day was opened with an acknowledgment of Country by Sharon Atkinson-Briggs, who also facilitated the workshop.

Our Shepparton workshop's agenda was designed around "Leadership", "Public Decision-Making Bodies" and in particular "Sitting on a Board". Discussed were the qualities and characteristics that make individuals leaders, the advantages and disadvantages of being on a board, what kind of boards were available and who should Aboriginal and Torres Strait Islander women be representing. The group felt that there was a lot of valuable information and experiences shared between both participants and facilitators. Useful help sheets were given for use afterwards and there was a strong desire for follow up workshops to be conducted, including one specifically targeted at young women, if funding was available.

The *Sisters Are Doing It For Themselves* workshops were an initiative of the Partnership Equity Network (PEN) and EMILY'S List, and the project is now run in partnership between these groups, the Young Women's Christian Association (YWCA), Koorie Women Mean Business (KWMB) and the Victorian Local Governance Association (VLGA). Many local women also played a role in developing the Shepparton workshop, including Aunty Frances Mathysen, Aunty Faye Lynam, Joyce Doyle, Petah Atkinson, Yasmar Lovett, Jody Saxton-Barney, Kellie Marsters, Nancy O'Dwyer, Rochelle O'Dwyer, Alison Reid, Teena Knight, Lisa Marsden and Kirsty Reaper.

***"As a woman, you don't wake up one morning and say that I am going to be, or aspire to be, a leader. We are mothers, sisters, aunts and some of us grandmothers. We all lead in some subconscious way, we lead by our actions and if our actions are positive and people look upon you, that title becomes yours."***

COMMENT BY A WORKSHOP PARTICIPANT



Joyce Thorpe Nicholson Fund

JOYCE THORPE NICHOLSON 1919-2011

***At the time of publishing this annual report (March 2011), we sadly note the passing of long-time Trust supporter Joyce Thorpe Nicholson.***

Joyce Thorpe Nicholson – a prolific author, astute businesswoman, inspirational feminist and advocate for the rights of women – was an esteemed and steadfast patron of the Victorian Women's Trust for twenty years (much of the Trust's life).

In 1988 Joyce was the voluntary Appeal Director of our successful one million dollar appeal, which was subsequently named the '**Joyce Thorpe Nicholson Fund**' in recognition of her own financial support and dedication to improving the lives of women. In recent years, the Fund reached its target goal of \$1,000,000, the interest of which continues to provide the basis for our Annual Grants Program.

Along with her support of the Victorian Women's Trust, Joyce was involved with the Women's Electoral Lobby (WEL) and Sisters Publishing Ltd. Her life as an inspirational feminist was paralleled by her career as a respected publisher and author. She took an early interest in her father's publishing business, D.W. Thorpe Pty Ltd, becoming its Managing Director in 1968. She remained in this role until 1987, when the firm was sold. She authored over 25 books, including books on feminism and motherhood, as well as children's literature.

Joyce was mother to four children, a grandmother and great-grandmother.

We are honoured to have known Joyce, and in sharing her vision, knowing that her wisdom and endeavours will go on to benefit many in the future.

We also sincerely thank all who have donated to the Joyce Thorpe Nicholson Fund over the years. We encourage everyone to continue donating to the Fund to honour Joyce's vision, so the Trust can continue to make a positive and significant difference to the lives of women.

# Donors

Bokhara Foundation  
The Grovesenor Foundation  
The Myer Foundation  
The Eirene Lucas Foundation

Jane Abercrombie  
Jan Alford  
Mary Allinson

Joanna Baevski  
Glenda Banks  
Loris Barnes  
Andrea Beel  
Jane Begg  
Gwen Benjamin  
Dr Concetta Benn  
Eva Besen, AO  
Suzanne Birch  
Margaret Blair  
Jan Boyce  
Susan Brennan  
Prue Brown

Nancye Cain  
Rosa E Chapman  
Diane A Clark  
Carolyn Cohn  
Jean Conochie, MBE  
Carolyn Crowe

Ann Dawson  
Stephanie Day  
Sandra de Pury  
Mary Dean  
Janet Denham  
Kate Driscoll  
Jane Duffy  
Fiona Dundas  
Ruth Dunn  
Judy Dunster

Sandy Edwards  
Jane C Ezard

Helen Fairlie  
Susan Fallaw  
Wilma Farrow  
Professor Ruth Fincher  
Lara Finlayson  
Wendy Fleming  
Susan Nichola Flight  
Christine Forster

Neilma Gantner  
Maureen Gie  
Helen Godfrey  
Margaret Goldhar  
Carolyn Graham  
Dr Joan Grant  
Elaine Gregory  
Simonette Guest

Geoff Handbury, AO  
Arlie Boyd Hargreaves  
Margaret Harris  
Dr Sandra Hart  
Dr Susan Hawthorne  
Sarah Heathcote  
Dr Margaret Henderson  
Gillian Hibbins  
Elizabeth Hogan  
Margaret Hollingdale  
Margret Holmes  
Pam Hutchison

Sarah Jones

Jenny K  
Rosemary Kelly  
Dr Renate Klein  
Leonie Koadlow

Karen Large  
Alison Leslie  
Enez Lily Lesser

Marian Maddern  
Eve Mahlab, AO  
Virginia Maloney  
Rosemary Mangiamele  
Ro Marks  
Lynne Matheson  
Moyra McAllister  
Vivien McDonald  
Maree McEvoy  
Jinny McGrath  
Jane McKay  
Fiona McKean  
Heather McKee  
Diana L McLachlan  
Pamela McLure  
Anne Meehan  
Anne Miller  
Jenni A Mitchell  
Merle Mitchell  
Dr Meg Montague  
Joan Morgan  
Leonie Morgan  
Mala Morghana  
Wendy Morris  
Frances Murrell

Barbra Norris  
Louise O'Bryan  
Ruth Owens  
Virginia Parker  
Diana Patterson  
Anne Paul  
Glenice Paulsen  
Victoria J Ponsford  
Wendy Poussard  
Dr Meg Probyn

Michelle Quigley  
Judi Quinn

Katherine Rechtman  
Judy Reeves  
Alan Roberts  
Caroline Rose

Susan Sandford  
Natalie Savin  
Marylou Scally  
Elisabeth Scott  
Professor Lynne Selwood  
Kay Setches  
Anne Sgro  
Faye Smith  
Diana Snape  
Carol Soloff  
Barbara Spalding  
Fleur Spitzer  
Caroline Stacey  
Rosa Storelli  
Dr Jennifer Strauss  
Anne Strong  
Marie Stubbs, OAM  
Coral Sundblom  
Ricci Swart

Edna Tenner  
Jean Tom

Rosalind Wallis  
Elizabeth Walpole  
Sheila F Walsh  
Maureen Ward  
Jan Webster  
Julie Wilkins  
Kerre Willsher  
Bethia Alice Wilson  
Joanne Wilson  
Annette Wood  
Kaye Wright

Margaret Elizabeth Young

**PRO BONO SUPPORT:**  
We thank the individuals and their organisations who have made substantial contributions of their time, skills and resources to the Trust.

Freehills  
**Freehills**

PKF  
**PKF**  
Chartered Accountants  
& Business Advisers

**SPONSORS**  
Emma Whiting Travel  
MECU  
ME Bank

## Members

Members provide an essential grass roots resource to the Trust through annual subscriptions as well as through additional donations to the Trust's granting program. Members also act as advocates and ambassadors for women's causes and assist by recruiting friends and promoting events through their networks and becoming involved as volunteers for special initiatives. Members support is vital to ensuring the Trust continues to address women's issues.

## Bequests

A bequest to the Trust is a powerful statement of support for generations of women to come. We thank all those women who have already included the Trust in their Will and those who are considering a bequest to the Trust in their Estate planning. It is always important to seek professional advice from your legal adviser. The Victorian Women's Trust received 2 bequests in this financial year – from the Estate of Katy Kyne; and the Estate of A. L. Taylor.

For information on how to make a bequest to the Trust contact Executive Director Mary Crooks on (03) 9642 0422.

## Production Credits

PHOTOGRAPHS BY Ponch Hawkes  
Ponch Hawkes Photography  
Phone: (03) 9329 3604  
Email: ponch@vicnet.net.au

ADDITIONAL PHOTOGRAPHY  
(PRO BONO)  
Steb Fisher

DESIGNED BY  
Lin Tobias / La Bella Design  
Phone: (03) 9663 5822  
Email: lin@labelladesign.com

COMPILED BY Janya Clemens

PAPER STOCKS  
300/150gsm Sumo matt  
FONTS Bauer Bodoni, Mrs Eaves  
and Trade Gothic  
PRINTED BY Market Printing  
PRINT PRODUCTION Forbes Laing  
EDITION 600

MARCH 2011

West Heidelberg  
Community Legal  
Service:  
Empowering Somali  
Women of West  
Heidelberg

