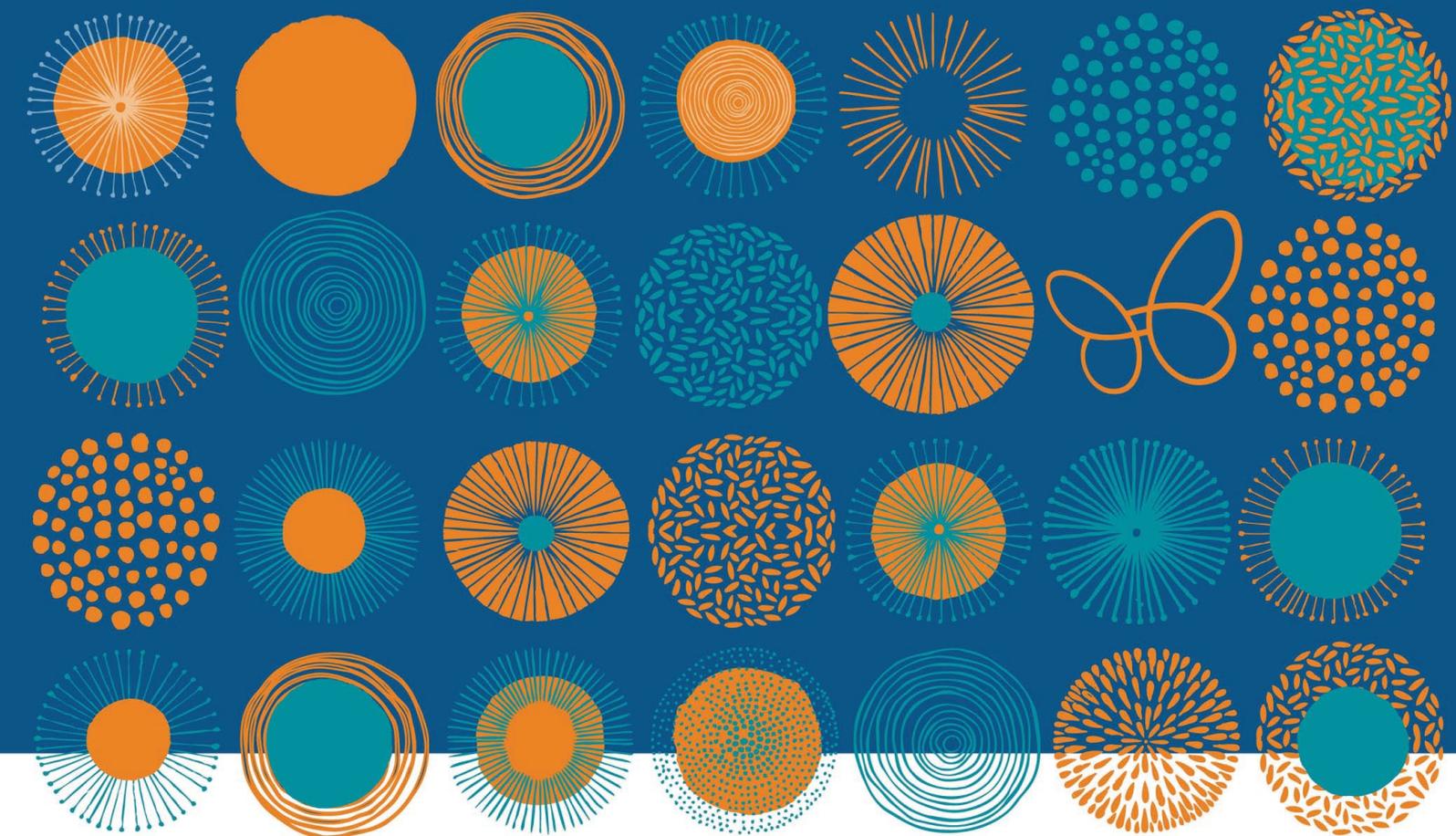


Annual Report 2016 - 2017

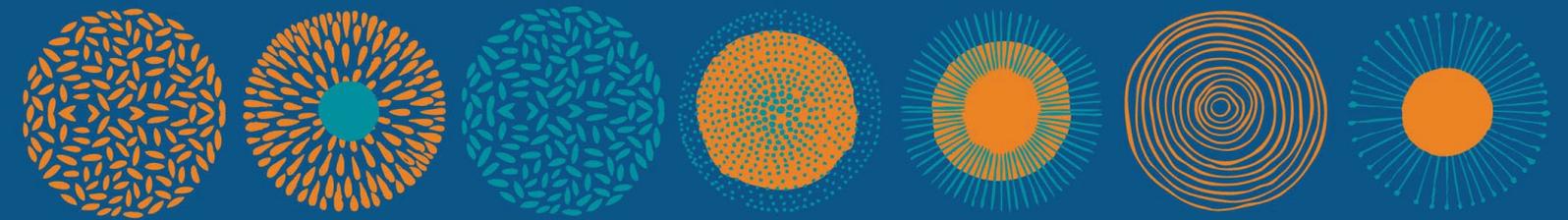
healthy • empowered • equal





# Vision

Women living well - healthy, empowered, equal



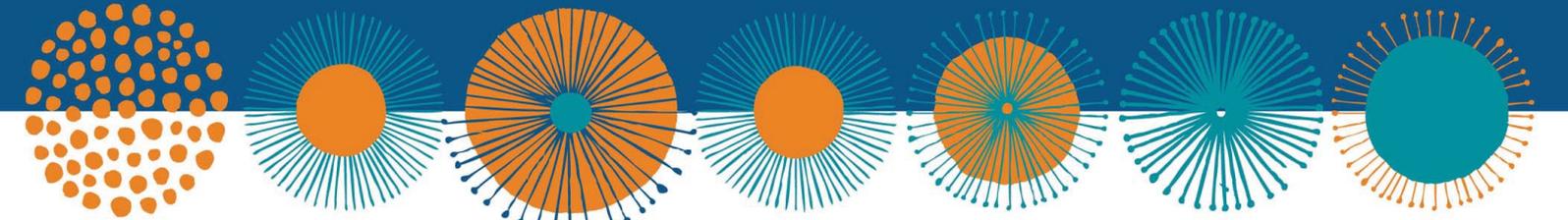
# Mission

To improve health, wellbeing and gender equity for Victorian women through leadership, expertise and support



# Values

Respect; inclusion; innovation; courage; excellence



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During 2016-17 Women's Health Victoria's BreaCan service became Counterpart - Women supporting women with cancer. In celebration the symbol in the new brand has been proudly incorporated into the cover design.

## From the Chair

As the new Chair of Women's Health Victoria, I have been conscious of the big shoes I have had to fill! It has been a privilege to work with the team and to celebrate the many achievements. This year has been no different and you will see the range of activities and achievements in this report. I want to acknowledge this work would not be possible without the incredibly hard working and diligent staff and volunteers, led by their remarkable Executive Director Rita Butera.



The work of WHV is enhanced and strengthened by the financial support provided by Government, in particular the **Department of Health and Human Services** and the **Department of Premier and Cabinet**. I also want to acknowledge the work of our partners, the volunteers who work with us and to the members for their continued commitment and support. As for the other Board members – who are an extraordinary bunch of women who volunteer their time and expertise to provide the highest standard of governance and leadership in working to achieve our vision, to improve the health and wellbeing of women in this State. I am honoured to be working alongside such dedicated professional and committed women.

In what has been a busy and eventful year, I would like to draw your attention to a few highlights;

- the release of the Government's state-wide strategy, Women's sexual and reproductive health: Key Priorities 2017-2020, which sets a number of objectives for action. This has been a major strategic priority for WHV and it is encouraging to see that we have played and will continue to play a significant role in its implementation.
- the launch of Counterpart (previously BreaCan) was also an important milestone, strengthening its model as a unique and valued peer support service for women with cancer.
- the release of the Government's agenda for the Prevention of Violence Against Women and the active role we have played in co-design with government on a range of reform committees.

It is important to acknowledge that much of this reform has been led by the Minister for Women and for the Prevention of Violence against Women, Fiona Richardson MP, who sadly passed away after battling cancer. Fiona demonstrated courage and determination to make a difference to the lives of women and we will continue this legacy to ensure that violence against women becomes a crime of the past. Fiona attended our AGM last year and we thank her for all the support that she and her staff have provided to WHV.

We are in the last year of our strategic plan and the year ahead will bring the opportunity to work with partners and members to develop a new strategy which builds on past achievements. We will welcome your input into this process in the new year.

Lastly, I want to acknowledge and farewell outgoing board member and previous chair - Meredith Carter, who has served her full term on the Board. Joining in 2009, Meredith has held the office of Treasurer and more recently Chair of the Board for the previous three years. During her term she has also served on the Governance, Business Resources and Policy and Strategy Task Groups and has been dedicated and meticulous in the discharge of her responsibilities as a Board member. She will be sincerely missed and we hope she remains involved with the organisation into the future.

I hope you continue the journey with us as we work to ensure that every woman in Victoria lives well - healthy, empowered and equal.

Desiree Yap  
CHAIRPERSON

## From the Executive Director

This year has been an eventful one, led by several new initiatives, reforms and strategies, all aimed at improving the lives of women in Victoria.



Following on from last year's Royal Commission into Family Violence, WHV has continued to play a major role, partnering with Government in the co-design of reforms with a focus on Primary Prevention of Family Violence and the development of the Workforce Industry Plan. We are excited to be part of this ground-breaking work.

Our cancer support service went through significant changes during the year with the successful rebranding from BreaCan to Counterpart. This was achieved in partnership with volunteers, staff, consumers and health professionals and now provides an important roadmap for the future. Counterpart represents the importance of peer support as an essential ingredient to this model. We are grateful for the additional government funds that have enabled us to extend access to Counterpart to women in rural and regional Victoria through digital enhancements and outreach activities.

International Women's Day was celebrated with the exciting release of the Victorian Government's first ever state-wide strategy Women's sexual and reproductive health: Key priorities 2017-2020. This new strategy was only made possible due to the courageous leadership of the Health Minister, the Honourable Jill Hennessy MP. The strategy represents a major milestone which will lead to women being able to gain improved access to a range of sexual and reproductive health services, including evidence based pregnancy advice and improved access to contraception, as well as to services for the termination of pregnancy - in both acute and primary health settings. WHV is proud to play a major role in its implementation. Together with safe access zones around abortion clinics, women will have available to them the health services that they need, when they need them, without stigma or harassment.

Another key success achieved this year has been the expansion of our workplace training program in gender equity and prevention of violence against women. It is brilliant to see the 'Take a Stand' program now extended and tailored to meet the needs of **Victoria Police** and **Oxfam** - a key milestone.

I encourage you to take the time to read this report and see more of the continued success of the Labia Library, which is widely used around the world and remains a key component of G.P. training on genital cosmetic surgery.

Women's Health Victoria works in partnership with a range of organisations and understands the importance of data, evidence and research to inform advocacy and practice. As such, we are extremely proud of the Issues Papers and Women's Health Atlas which are excellent resources for supporting the sector.

I would like to extend a special thanks to the incredible WHV team of committed staff for their tremendous effort and dedication to women's health throughout the year. It is an honour to work with such a passionate team.

Additionally, I extend a huge thankyou to our Counterpart volunteers for their dedication and thanks to our remarkable Board members who provide us with tremendous support with both their time and expertise. I also thank Desiree Yap for all that she has done in her first year as Chair and gratefully acknowledge the support she has provided me over the year.

I would like to warmly thank all our members for their ongoing support to WHV. I look forward to an even more eventful, exciting and fabulous year ahead.

Rita Butera  
EXECUTIVE DIRECTOR



# Who We Are

Women's Health Victoria is a not-for-profit organisation that is focused on improving the lives of Victorian women.

We work collaboratively with health professionals, policy makers and community organisations to inform, influence and improve policy and service delivery for women. We are committed to reducing inequities in health which arise from social, economic and environmental determinants. This is achieved by advocating for a gendered approach to health which will reduce inequity and improve health outcomes for women.

# Strategic Directions

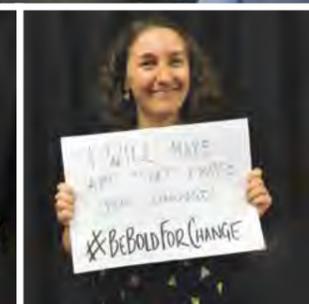
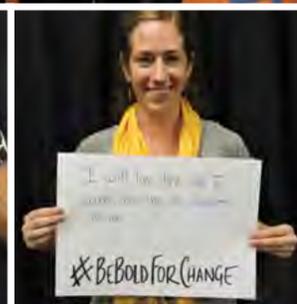
2015 - 2018

Women's Health Victoria's Strategic Directions focuses on achieving its vision and is guided by five goals:

1. Advocate for policy and programs that reflect gender equity and improve health outcomes of women in Victoria
2. Promote a Victorian health service system that is responsive to the needs of all women
3. Sustain and develop the key health focus area of women and cancer
4. Inform, support and empower women
5. An influential, sustainable and responsive organisation



WHV Board and staff were shocked and saddened to hear of the sudden loss of the Hon. Fiona Richardson MP. Fiona was a fierce advocate for the elimination of violence against women and gender equality. Her courage, vision and leadership will be missed by many. We give our sincere condolences to her family, staff and colleagues. Fiona addressed the WHV AGM last year and was a strong supporter of the work of Women's Health Victoria to improve health outcomes for all women in Victoria. We are committed to realising her vision through our prevention work.



# A Year in Pictures

1. WHV staff celebrating International Women's Day, bordering pictures are some of the ways staff pledge to - Be Bold For Change (the 2017 IWD theme) - in their work and lives.  
 2. The Minister for Health Hon. Jill Hennessy MP, together with WHV Executive Director Rita Butera, WHV Board Chair Dr Desiree Yap, WHV Deputy Board Chair Candy Broad and WHV Board member Meredith Carter at the launch of the state's first strategy for women's sexual and reproductive health.  
 3. Colleen Hartland MP - The Victorian Greens, Margaret Fitzherbert MLC - The Liberal Party, Rita Butera - WHV Executive Director, Meredith Carter - WHV Board Member and Fiona Patten MLC - Leader of the Australian Sex Party at the Women's Health Victoria 2015-16 AGM.

4. Celebrating the Labia Library's 3rd birthday, it continues to grow with over 4000 people around the world visiting the website every day!  
 5. WHV Clearinghouse Information Officer Jenny Ward presenting at the Health Libraries Conference, October 2016.  
 6. Counterpart Manager Dianne Hill and Volunteer Coordinator Kellie Holland greeting delegates from the World Congress on Public Health 2017.  
 7. WHV staff participating in the Women's March on Melbourne in January 2017.

8. Counterpart Advisory Group Chair and WHV Board member Helen Coleman, WHV Board Chair Dr Desiree Yap, WHV Executive Director Rita Butera and Peter MacCallum Cancer Centre CEO Dale Fisher at the launch of the Counterpart brand, May 2017.  
 9. The late Hon. Fiona Richardson MP, Minister for the Prevention of Family Violence speaking at the WHV 2015-16 AGM.  
 10. WHV Health Promotion Officer Linden Deathe and Facilitator Jax Brown delivering the WHV Applied Gender Analysis workshop.

“I love the Atlas and I am always referring people to it. So useful for reporting purposes.”

Atlas pop-up survey  
May 2017



## Improving Women's Health - Innovation & Leadership

### Three new strategies!

The 2016-2017 period has been an exciting and successful time, as many years of advocacy in Women's Health Victoria's priority areas have borne fruit and had significant impact in the community.

Victoria's first ever state-wide strategy Women's sexual and reproductive health: Key priorities 2017-2020 was launched on International Women's Day this year. The WHV team was excited to be a part of this significant event - which was informed by many years of advocacy and research by WHV and partners. The strategy provides long-awaited recognition of the important role that sexual and reproductive health plays as a determinant of women's health and wellbeing.

This strategy demonstrates commitment to increasing the availability of both medical and surgical abortion, particularly for women in regional and rural Victoria and providing improved access to advice and information, as well as recognising the important role of hospitals in providing access to termination of pregnancy services.

In November 2016, WHV welcomed the launch of Victoria's first state-wide gender equality strategy, Safe and Strong, with the Minister for Women, the late Hon. Fiona Richardson MP specifically recognising WHV's contribution to its development. The strategy aligns closely with the recommendations in our submission to Government and recognises the impact of gender inequality on women's health and wellbeing. Additionally, it acknowledges the need for a more ambitious approach to challenging gender stereotypes and inequalities in media and the arts, which has long been a priority for WHV.

The past 12 months have seen unprecedented funding and reform activity in relation to family violence and violence against women. WHV is privileged to have representation on all State Government committees relating to family violence. These committees include; Social Services Task Force, Family Violence Steering Committee, Family Violence Industry Taskforce and the Ministerial Taskforce on the Prevention of Family Violence. The WHV team have worked hard to ensure a strong focus on primary prevention within government's reforms.

Together with other leading organisations in the sector, WHV worked closely with Government to co-design Victoria's first dedicated primary prevention strategy, Free from Violence, which was launched in May 2017. Building the capacity of the prevention workforce also continues to be a key priority for WHV, both through funded projects and through our involvement in the development of the forthcoming Industry Plan. WHV looks forward to continuing to work with the Government on the implementation of these landmark strategies over the coming year.

In 2016-17, WHV made submissions to inform the National Mental Health Strategy, the Senate Inquiry into the Fairer Paid Parental Leave Bill, the Victorian Government's Valuing Sport and Recreation consultation and the Australian visit of the UN Special Rapporteur on Violence against Women. In each case, WHV's submissions provided a gender analysis of the issue and identified the formal structures and informal norms that perpetuate gender inequality. Additionally, the submissions documented strategies and approaches for improving outcomes for women. All submissions are available on the WHV website.

As a member of a number of key Government committees, Women's Health Victoria is well positioned to influence the direction and implementation of strategies and actions.

### Research and innovation

#### Victorian Women's Health Atlas

The Victorian Women's Health Atlas provides sex-disaggregated data for every local government area in Victoria. Launched in 2015, the Atlas has become an important tool for health planners and policy-makers. Stage Two was completed in 2016-17 in partnership with **Family Planning Victoria**. This included the addition of two new priority health areas - avoidable mortality and cancer - together with updated indicators, which has led to a significant increase in usage. A further release will include a time-slider function to enable users to follow trends over time and a new comparison function to display any two indicators at once.

#### Research and knowledge translation

Women's Health Victoria's newest Issues Paper - Growing up unequal, explores how sex and gender impact young women's health and wellbeing. The paper argues that the most effective way to reduce the risk of poor physical, emotional and mental health outcomes for women is to create a more equal society for girls to grow up in.

In 2016-17, WHV also published *Serving up inequality: Women and food* - which examines how biological factors of sex and life-stage affect women's nutritional needs. The paper highlights how women's food choices and dietary practices are strongly influenced by structural, social and economic factors which are both shaped by and reinforce gender inequality.

In order to improve access to key findings and trends, Women's Health Victoria now provides fact sheets and infographics when publishing new Issues Papers.

WHV published five Clearinghouse Connectors in 2016-17 which highlighted the latest research and resources on emerging and priority issues in women's health. Topics covered this year include; Obesity, Pain, Cancer, Young Women's Health and Unplanned Pregnancy. Each of the five issues are available on the website.

#### Labia Library

WHV's award-winning Labia Library continues to support improved health literacy and body image for millions of women around the world. In 2016-17, findings from our thematic analysis of the nearly 3000 feedback surveys were presented at the ANZ Vulvovaginal Society conference and the World Congress on Public Health. Following on from survey feedback, the WHV team is now seeking funding to expand the Labia Library image gallery, increase content and improve accessibility from smartphones.

#### Partnerships

WHV provides expertise to several research projects, including **National Health and Medical Research Council** partnerships on polycystic ovarian syndrome (with **Monash University**), and early menopause (with **Monash University** and **RMIT**). WHV has also co-authored three journal articles arising from our research partnership on Medical Abortion

and the Role of General Practice (with the **University of Melbourne**). Working in partnership increases WHV's impact across the sector. Key project partnerships in 2016-17 included: **Our Watch** - Workplace Equality & Respect Project, Prevention of Violence against Women Core Competencies Project, **Turning Point** - Alcohol and Drug Centre school education program advisory group and **Domestic Violence Victoria** - Media Action Group.

### Training and workforce

Demand for workplace-based training on gender equity and prevention of violence against women has continued to increase in 2016-17. The WHV team delivered the Applied Gender Analysis workshop in July and November 2016 and again in May 2017. This workshop increases participants' understanding of the interplay between gender norms and structures and gives them practical skills and tools for performing a gender analysis.

“I now have greater confidence to participate and lead discussions around gender equity and gender equality.”

Applied Gender Analysis participant  
July 2016

WHV was engaged this year by **Victoria Police** and the **Australian Institute of Police Management** to deliver gender equity training to over 275 senior members. This engagement provided an important opportunity to bring WHV's expertise and knowledge to support the organisation's cultural change.

In what has been a very busy and exciting year, 2017 saw the team deliver WHV's workplace bystander training program for the prevention of violence against women, **Take a Stand**, in two large workplaces; **Oxfam Australia** and **Victoria Police (Transit Safety Division)**, reaching over 500 employees.

The WHV team also supported **Women's Health Centre Rockhampton**, a WHV TAS licensed partner, in implementing the **Take a Stand** program in regional Queensland. This important rollout included supporting the delivery of the program into **Aurizon**, Australia's largest rail freight operator.

WHV developed and piloted a half day training program for human resources personnel, managers and workplace family violence contact officers on responding to and managing disclosures of family violence in the workplace. This was designed to assist workplaces implementing the **Take a Stand** program.

In May, WHV was successful in obtaining seed funding from the **Department of Education and Training's** Workforce Training Innovation Fund to assist with developing a funding proposal for accredited training. If successful, this training will help meet demand for a skilled gender equity workforce and contribute to the **Family Violence Industry Plan**.

Training was also provided for all women's health services on the Victorian Women's Health Atlas, demonstrating how to use health data. The training provided an overview of the Atlas, explained technical concepts and included a presentation from **Crime Statistics Victoria**.

# Making space for women: Planning community spaces and public art.



SALLY NORTHFIELD, DANIELLE HAKIM, LAURA THOMPSON, NIKITA ROTUMAH, TENEILLE SUMMERS, JAX BROWN



## MAKING space FOR women: PANEL



### Prevention of violence against women project

In 2016-17, WHV received funding from the Department of Premier & Cabinet to build capability across key prevention workforces. This included working with our peak body WHAV to host the Community of Practice and coordinate a working group designed to explore intersectional approaches to the prevention of violence against women. A key outcome of this work included a highly successful two-day forum on intersectionality, as well as producing a range of practical resources for practitioners.

The WHAV web resource, Equality & Safety for Women, was redeveloped and renamed Action to Prevent Violence Against Women. This resource aims to support organisations in better understanding and getting involved in the prevention of violence against women. It also supports practitioners in the field to connect with each other, access resources and deliver best practice initiatives.

### Events and forums

In 2017, WHV collaborated with Family Planning Victoria and the Royal Women's Hospital to host a second forum on medical abortion. The forum brought together more than fifty health women's health service staff specifically to discuss how the increasing availability of medical abortion has impacted access to sexual and reproductive health care in Victoria and explore best practice models.

As part of the '16 Days of Activism', WHV partnered with Women with Disabilities Victoria and Women's Health in the North to deliver Making Space for Women: Planning community spaces and public art. This event brought together an inspiring panel of experts who shared their perspectives and initiatives on the representation of women in public art, focusing on the importance of intersectional representation.

WHV was pleased to coordinate the first ever Women's Health Services Orientation Day. This full-day workshop introduced new women's health services staff to the history of the Victorian Women's Health Program as well as to the key concepts and frameworks used in our work. This highly successful workshop will be held again in September 2017.

### Extending our reach Conferences

Conference presentations provided an important platform for sharing our knowledge and expertise. Throughout the year, Women's Health Victoria has delivered seven papers at four conferences, including the Annual World Congress of Food and Nutrition in Taiwan, the 15th World Congress on Public Health, Health Libraries Conference and the Australia and New Zealand Vulvovaginal Society Conference.

Further, Women's Health Victoria hosted a site visit for World Congress on Public Health delegates to learn more about the women's health program in Victoria.

### Media

There was continuing media interest in the Labia Library throughout the year, including two in-depth interviews with Radio National Life Matters and 3RRR.

Building on last year's Issues Paper on Women and Oral Health, WHV featured in a Bite Magazine article about how dental services can better respond to women's needs. WHV also met with University of Melbourne Dental School to discuss incorporating early intervention information about women experiencing violence into their teaching curriculum.

### Social media

Social media campaigns included Women's Health Week, highlighting our new infographics, 16 Days of Activism, International Women's Day and highlighting the expansion of the Victorian Women's Health Atlas. WHV's #IWD2017 #BeBoldForChange staff photo was picked up as the lead image in the SBS article on 'The most inspiring and thought-provoking tweets about International Women's Day'.

## Feature: Taking a Stand with Victoria Police & Oxfam Australia

As one of the first Australian organisations to deliver workplace violence prevention training programs, WHV has accumulated a great deal of practice knowledge and expertise on how to engage workplaces in preventing violence against women.

Women's Health Victoria's award-winning program, Take a Stand, recognises that workplaces are significantly affected by domestic violence, sexual harassment and other forms of violence against women and have a key role in preventing such behaviours.

Since 2011, WHV and partner women's health services have delivered Take a Stand to more than 25 workplaces across Victoria, assisting them to support employees through policies, training and referral pathways - and providing over 4,500 employees with skills and tools to speak up against violence-supportive behaviours and attitudes.

The program has been updated and expanded in response to evaluation outcomes, with new modules incorporated recently into the program. This work also included tailoring the Take a Stand program to two very different workplaces: Victoria Police (Transit Safety Division), which is a highly-structured organisation with a male-dominated workforce; and Oxfam Australia, which has a predominantly female workforce with a focus on social justice and community development. Working with Victoria Police provided the WHV team with an opportunity to develop and pilot an adapted version of the training, focusing on sexual harassment.

Feedback received from over 500 employees who participated in Take a Stand bystander training this year indicates that the program has improved their understanding of violence against women and increased their confidence in discussing such issues with their colleagues and managers. Eighty five percent (85%) of participants at Victoria Police agreed the training provided them with realistic ways to speak up about sexual harassment, and 90% of Oxfam participants said that the program provided realistic ways to take a stand against domestic violence in the workplace.

*"The program showed me that there are simple ways to call out things that perpetuate violence against women."*

(Oxfam participant)

*"It was useful to] realise that it's all up to us. We can all play a part in change. By stopping and taking a stand for the little things, comments etc, it can prevent more serious scenarios."*

(participant from Transit Safety, Victoria Police)

WHV is committed to playing a key role in workplace training to prevent violence against women. The Take a Stand program is an effective workplace bystander training program, designed specifically to support organisations and their staff with the tools and knowledge to 'Take a Stand' against violence against women.

WHV looks forward to continuing to share its learnings with others engaged in violence prevention.



## Women and Cancer

BreaCan has become 'Counterpart – women supporting women with cancer'. Counterpart connects, supports and informs women with breast or a gynaecological cancer to live well.

Supporting women with cancer is one of five key priorities for Women's Health Victoria.

This year Counterpart, formerly BreaCan, has had a big focus on establishing its platform for the future.

In May, Ms Dale Fisher, CEO of the Peter MacCallum Cancer Centre, unveiled the new brand before 100 guests who attended the celebrations. In a fitting tribute to the service, Ms Fisher said, "Counterpart provides a very special and unique service to women living with breast or a gynaecological cancer".

Under the BreaCan brand, the service supported women with cancer on over 25,000 occasions. However, in 2016 an evaluation found that the service lacked broader recognition amongst women with a gynaecological cancer and some health professionals, highlighting the need and opportunity for change.

The new name, Counterpart, celebrates the essence of our service – the trust, warmth, care and positive energy created when women connect and support each other.

Highly trained, professional Peer Support Volunteers provide emotional, social and practical support, understanding and comfort to other women diagnosed with cancer. In doing so, they provide women with hope that they too can live well during and after treatment.

Counterpart also provides evidence-based information through its Resource Centre, health and wellbeing sessions, webinars, online 'Information Navigator' app for early breast cancer and extensive borrowing library.

During the year, a service development project was completed to identify Counterpart's future priorities. Along with delivering our existing activities and increasing awareness of the service, our key priorities for the next two years will focus on reaching more women with cancer across Victoria.

It is pleasing to report Counterpart will continue to be located at the Queen Victoria Women's Centre, a building in central Melbourne dedicated to the provision of services to support women.

### My Story... Denise

A cancer diagnosis for the second time was life shattering: one that left me cold, fearful, vulnerable and uncertain of my future. While I had a supportive family, friends and a brilliant oncologist, I needed someone else to talk with. After receiving a brochure about BreaCan, now Counterpart, I made my first tentative call, where I was warmly greeted. Speaking to another woman who has been in a similar situation was a breath of fresh air...logic, rationality and 'normality' were the results. Now, as a Counterpart Peer Support Volunteer, I listen to other women's concerns with the same attention and sympathy, and try to emulate the respect, empathy and compassion I received on that first call. I strive to ensure every woman feels more positive about herself and her situation after we talk.

It is a rewarding and heart-warming service, where I am very privileged to speak to many strong and resilient women who continually inspire me.



## Other highlights

### Rural and Regional project

The Department of Health and Human Services (DHHS) provided funding for three years for a Rural Programs Coordinator. This role commenced in October 2016, with the aim of improving access to peer support and information for rural women with breast or a gynaecological cancer.

### Navigator for women with a gynaecological cancer

DHHS also provided funding for Counterpart to build a Navigator tool for women living with a gynaecological cancer. This project involves the development of an app, designed with consumers, to assist women with a gynaecological cancer to access quality, evidenced-based information about their cancer, treatment and lifestyle issues.

### Stepping into Wellness

Counterpart is delighted to continue its valued relationship with Pink Affair to provide gentle exercise programs for women with a gynaecological or breast cancer. 'Stepping into Wellness' aims to motivate women with cancer to participate in regular exercise by providing exposure to a range of exercise types in a safe and social environment over a six-week period.

Six 'Stepping into Wellness' programs were completed in Lilydale, Mill Park, Sunshine, Berwick, Noble Park and Fawkner with 62 participants involved. Four more programs are scheduled to take place during 2017 in Heidelberg, Sunshine, Cranbourne and Sydeham.

More information about Counterpart can be found in our Year in Review 2016-2017 available at: [counterpart.org.au](http://counterpart.org.au)

## Statistical Snapshot 2016-2017



The Clearinghouse received **14,873** page views, a **18.6%** increase from last year. With **3,915** unique users, **73%** of these were new.

Clearinghouse Connectors received a total of **5,347** views, the most popular were: Aboriginal women's health with **417** views, Sexualisation of women and girls with **411** views and then with **357** views Representation of women in advertising.

Facebook likes grew **27%** with a reach of **106K** with **5,366** people engaged. The most popular Facebook campaigns were safe abortion access, positive body image and the Labia Library.

Twitter grew by **17.5%** with **113.4K** impressions. Training was delivered to a total of **938** participants.



The Victorian Women's Health Atlas website recorded **24,784** page views, up **76%** from the previous year. With **2,624** unique users, of these **52%** were new and **48%** were returning. There was a total of **4,921** sessions, a **23%** increase.

Popular priority areas include, Violence Against Women with **4,843** views then Sexual and Reproductive Health with **4,815** views, followed by Gender Equality with **3,622**.



Counterpart recorded **2,423** contacts with service users in a group or individual setting in 2016-2017, a **12%** increase from last year.

Conducting **96** health and wellbeing sessions - held in **45** community locations around Melbourne.

The website had over **10,106** unique visitors, an increase of **5%** on last year.

Webinars were viewed **713** times, a **37%** increase from the previous year.

**27%** of Counterpart's service provision is to women from a non-main english speaking background.



This year the Labia Library website recorded **4,143** visits per day with a total of **4,224,968** page views.

Analysed survey responses reported **96%** found the Labia Library useful.

Since the Labia Library's inception, it has been accessed by a total of **4,779,044** users from **236** countries, territories and regions with a total of **13,789,042** page views to date.

# Our Board

## Board Members for 2016-17

A Board of dedicated women from a range of professions governs Women's Health Victoria.

### Desiree Yap MBBS, FRANZCOG, MPHTM, FRCOG Chair



**Elected to Board:** Oct 2010  
**Meetings attended:** 7/9  
Desiree Yap is a Specialist Obstetrician and Gynaecologist with a Master of Public Health and Tropical Medicine. She has worked as a clinician in metropolitan, rural and remote Australian locations as well as internationally. Desiree holds appointments at the Royal Women's Hospital and Monash Medical Centre in addition to private practice.

### Cristina Wolters BBus (Acc), M Taxation (Melb), GAICD Treasurer



**Elected to Board:** Oct 2011  
**Meetings attended:** 6/9  
Cristina Wolters is a member of the Institute of Chartered Accountants, a Fellow of the Taxation Institute of Australia and a Graduate of the Australian Institute of Company Directors. Cristina is currently General Manager of Taxation at Transurban.

### Meredith Carter GAICD, BA, LLB & LLM (Melb), Grad. Cert. Health Economics (Monash) Chair until Oct 2016



**Elected to Board:** Oct 2009  
**Meetings attended:** 9/9  
Meredith Carter's background in public policy, law reform and governance, along with her commitment to community participation, have underpinned her career. Currently managing several national health policy initiatives for the Department of Health & Human Services, her many other leadership roles have included serving on statutory tribunals and boards, including as Chair.

### Jennifer O'Donnell-Pirisi Member



**Elected to Board:** Oct 2011  
**Meetings attended:** 7/9  
Jennifer O'Donnell-Pirisi, through her previous role in the Trade Union movement, was one of the founding members of the Family Violence clause that now covers more than 2 million Australian workers. Jennifer designed and delivered the inaugural, Rail and Maritime Transport Union New Zealand, Helen Kelly Women in Union Leadership Program. She is passionate about gender equality.

### Elizabeth Dax Associate Professor AM, MD, BS, PhD; GAICD Member



**Elected to Board:** Oct 2016  
**Meetings attended:** 5/9  
Elizabeth Dax retired from her career in medicine and science in 2009. She is a director on three not-for-profit boards, including Chair of the Dax Centre Ltd. Her last appointments (1990-2009) were as Director of the National Serology Reference Laboratory, Australia and the World Health Organisation Collaborating Centre on diagnostics of blood born viruses.

### Kate Broun B.A. App. Sci (Health Promotion) (Honours), Post. Dip. App. Sci (Org Dynamics) Member



**Elected to Board:** Oct 2016  
**Meetings attended:** 7/9  
Kate Broun is the Manager of Screening, Early Detection and Immunisation at Cancer Council Victoria. She brings extensive experience in health promotion, cancer prevention and women's health.

### Candy Broad



BComm (UWA), GAICD, GAIST  
**Deputy Chair**  
**Elected to Board:** Oct 2013  
**Meetings attended:** 6/9  
Candy Broad contributes extensive experience on the issues associated with reforming Victoria's statutory framework for women's sexual and reproductive health choices and devising more integrated government responses to the prevention of family violence.

### Christine Fitzherbert MBA, BA (Politics), GradDip (IR), Company Director's Diploma in Finance Deputy Treasurer



**Elected to Board:** Oct 2013  
**Meetings attended:** 8/9  
Christine Fitzherbert, until recently, was Executive Director of Human Resources and Organisational Development at Melbourne Health. Christine now runs her own consultancy practice specialising in the field of organisational performance, management and cultural change. In addition, Christine is the CEO of the St Kilda Police & Citizens Youth Club (PCYC), a not-for-profit organisation specializing in youth support services and a gymnasium.

### Helen Coleman FAICD, Dip Com Dev (Swinburne) and BSc (RMIT) Member



**Elected to Board:** Oct 2011  
**Meetings attended:** 7/9  
Helen Coleman is a former local government Councillor and Mayor and has taken leadership roles in gender equity within Local Government and the wider community. Helen brings experience serving on several boards, working in government, the community and health services fields.

### Tania Angelini MA (Comm), GradCert Prof Writ & Edit, B Arts (Media Art) Member



**Elected to Board:** Oct 2013  
**Meetings attended:** 6/9  
Tania Angelini has extensive experience in strategic communications, issues management and public relations and is currently the Chief Communications Officer at the Royal Women's Hospital.

### Judy Hacker B.Ec, Dip.Ed, Certificate in Marketing Member



**Elected to Board:** Oct 2016  
**Meetings attended:** 8/9  
Judy Hacker's experience covers 30 years in the corporate world in senior marketing roles and the establishment of her own business Maxim Marketing. Strategic development, communications, brand strategy and governance are particular areas of interest and expertise.

## Co-opted Board Member

### Emily Howie BA, LLB, LLM (Columbia)



**Co-opted Member**  
**Co-opted to Board:** Mar 2016 - Sept 2016  
**Meetings attended:** 2/3  
Emily Howie, in her role as Director of Advocacy and Research at the Human Rights Law Centre, ensures women have access to reproductive health rights through advocacy and legal action.

# Our People

## Executive Director Rita Butera

**Executive Assistant**  
Esther Clay (From Jan 2017)

**Communications Coordinator**  
Kylie Inerra

**Business Services Team**  
**Business Manager**  
Dina Lynch

**Administration Coordinator**  
Ranee Madison

**Accountant**  
Michelle Hy

**Assistant Accountant**  
Coco Qi (until June 2017)

## Policy & Health Promotion Team

**Policy & Health Promotion Manager**  
Mischa Barr

**Senior Policy & Health Promotion Officer**  
Amy Webster

**Clearinghouse Information Officer**  
Jenny Ward

**Health Promotion Officer**  
Linden Deathe

**Policy & Health Promotion Officer**  
Renata Anderson

**PVAW Workforce Development Coordinator**  
Claire Varley

**PVAW Statewide Project Officer**  
Vanessa Born

**Administration Officer**  
Whitney Exposto

**Project Officer - Data Analysis**  
Emma Dardick (until June 2017)

**Take a Stand Consultant**  
Mandy MacKenzie

**Counterpart Team**  
**Counterpart Manager**  
Dianne Hill (from Oct 2016)

**BreaCan Manager**  
Lee Kennedy (until Jul 2016)

**Team Leader Programs**  
Fiona McRae

**Volunteer Coordinator**  
Kellie Holland

**Program Coordinator**  
Wendy Pullan

**Communications Coordinator**  
Katherine Bradstreet

**Programs & Resources Coordinator**  
Linda Rehill

**Administration Officer**  
Brooke Underwood

**Bridge of Support Western Health Project Manager**  
Robin Curwen-Walker

**Digital Resources Coordinator**  
Lauren Ferris

**Rural Programs Coordinator and Stepping into Wellness Coordinator**  
Tammy Boatman

**Project Officer**  
Helen Mertin

# Thank you

WHV would like to acknowledge and thank the support of the following women who contributed on our Task Groups, Working Groups and Advisory Groups:

Lyn Allison – Counterpart Advisory Group  
Monique Baldacchino – Counterpart Advisory Group  
Karen Browne – Business & Resources Task Group  
Danielle Carpenter – Counterpart Advisory Group  
Christine Evely – Counterpart Advisory Group  
Melissa Grenville – Fundraising & Communications Working Group  
Beryl McMillan – Fundraising & Communications Working Group  
Alison Murphy – Counterpart Advisory Group  
Penny Sanderson – Counterpart Advisory Group  
Magdalena Simonis – Policy & Strategy Task Group  
Beth Wilson – Counterpart Advisory Group  
Janice – Counterpart Advisory Group  
Pam – Counterpart Advisory Group  
Victoria – Counterpart Advisory Group

We would also like to acknowledge the following people who contributed to our organisation during the year:

## Casual Staff

Paige Kernebone  
Judith Armstrong  
Simone Nelson

## Volunteers

Georgia Lynch  
Alexandra James  
Samina Alam

We thank the women who volunteered at Counterpart in 2016-17 for their generous contributions:

## Peer Support Volunteers:

Aaltje, Annette, Bridget, Chris G, Cindy, Coralie, Danni, Denise, Elizabeth, Grace, Greta, Heather, Helen, Jan, Janice, Janine, Jenny, Jessie, Jo, Joan, Joy, Lianne, Lois M, Margaret, Maureen, May, Nadia, Naideen, Nikki, Pam, Pauline, Rhonda, Rita, Sandra, Sue G, Sue S, Teresa, Trish, Victoria, Vivien, Wendy, Yvonne

## Library Volunteers:

Gwen, Jan, Jules, Vivien

## Peer Link Volunteers:

Chris G, Diana, Liz D, Kene, Lyn, Paula

## Mail-out Volunteers:

Patricia, Jan, Lois S, Maryse, Jennifer

## Exercise Support Volunteers:

Meril, Judy, Lois S, Jewels

We remember with fondness our Peer Support Volunteers Kerry, who died at the end of 2016 and Victoria, who died as we were preparing this report.

We would also like to thank volunteers from the National Australia Bank for assisting with the mail-outs: Amanda, Cheong Hin Chue Kee, Faye, Gaithri, Kara, Katrina, Leah, Leanne, Max, Rena, Rohan, Shir Reen, Tamara

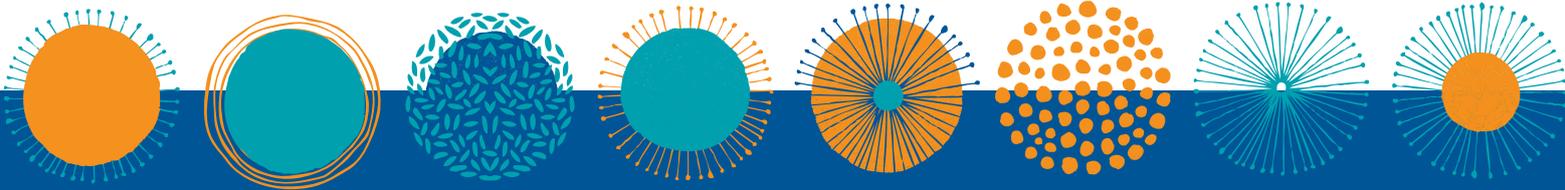
# Farewell

A special thank you goes to our co-opted Board member Emily Howie for her contribution to the WHV Board.

Thank you to the following staff members who were farewelled during the year:

Lee Kennedy  
Coco Qi  
Emma Dardick

# Our Supporters



## Our Funders

Women's Health Victoria acknowledges the support of the State Government of Victoria, specifically:

- Department of Health & Human Services
- Department of Premier & Cabinet
- Department of Education & Training

We also acknowledge the support of:

- Family Planning Victoria
- LUCRF Community Partnership Trust
- Pink Affair
- Treasure Chest Inc.

## Our Members

Women's Health Victoria relies upon the women of Victoria for their support and ongoing membership. Membership is free and available to individuals or organisations. Members can nominate for election to our Board and vote at elections. Apply for a WHV membership online at [whv.org.au](http://whv.org.au)

## Our Donors

Women's Health Victoria expresses sincere thanks to all those who have contributed to the service over the past 12 months and would like to particularly acknowledge the following:

### Pro-Bono Support for 2016-17

We acknowledge and thank those who have provided expert pro-bono support to WHV:

- Our Community
- NAB
- Russell Kennedy Lawyers

We would also like to acknowledge additional contributions made by the following:

- IT Strategic
- Leonie Morgan
- Marita Ryan
- Sam Burrone Design

### Donors to WHV for 2016-17

Ballarat Health Services for their kind contribution.

We thank those who have donated directly to the Australian Communities Foundation on behalf of WHV.

We also acknowledge and thank those who have donated directly to Counterpart. These donors and supporters are listed in the Counterpart Year in Review 2016-17.

## Donate to WHV

You can donate to WHV at:

[donate.communityfoundation.org.au/womens-health-victoria](http://donate.communityfoundation.org.au/womens-health-victoria)

*"Very thought provoking and opens the mind to managing the organisation better."*

Intro to Gender Equity  
Victoria Police participant  
Feb 2017

*"Just wanted to say THANK YOU so much for this website. Totally put my mind at ease. You are a tiny godsend."*

Labia Library website visitor  
Dec 2016



# Financial Summary

This selected financial information reflects the operations of Women's Health Victoria and should be read in conjunction with the Women's Health Victoria Inc. Financial Statements for the year ending 30 June 2017 together with the accompanying notes. Women's Health Victoria prepare the financial statements in accordance with the Australian Accounting Standards as outlined in Note 1.

## FIVE YEAR FINANCIAL STATISTICS

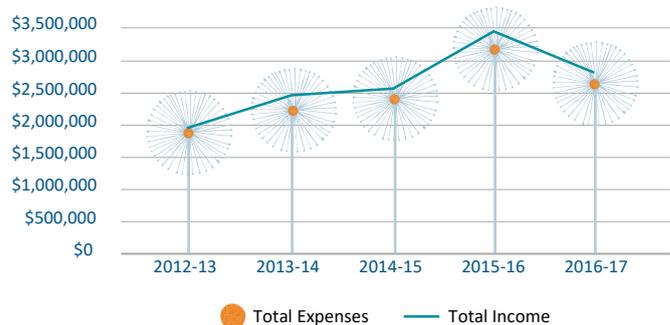
|                                 | 2013<br>\$      | 2014<br>\$       | 2015<br>\$       | 2016<br>\$       | 2017<br>\$       |
|---------------------------------|-----------------|------------------|------------------|------------------|------------------|
| <b>Summary Income Statement</b> |                 |                  |                  |                  |                  |
| Total Income                    | 1,942,539       | 2,407,616        | 2,547,004        | 3,390,648        | 2,697,591        |
| Total Expenses                  | 1,929,457       | 2,217,359        | 2,452,281        | 3,205,929        | 2,623,327        |
| <b>Net Profit/(Loss)</b>        | <b>13,082</b>   | <b>190,257</b>   | <b>94,723</b>    | <b>184,719</b>   | <b>74,264</b>    |
| <b>Summary Balance Sheet</b>    |                 |                  |                  |                  |                  |
| Cash                            | 549,844         | 814,887          | 987,667          | 1,970,438        | 1,394,612        |
| Receivables                     | 12,658          | 48,666           | 11,116           | 24,623           | 67,389           |
| Property, Plant & Equipment     | 226,013         | 191,990          | 179,973          | 148,646          | 130,363          |
| <b>Total Assets</b>             | <b>788,515</b>  | <b>1,055,543</b> | <b>1,178,756</b> | <b>2,143,707</b> | <b>1,592,364</b> |
| Payables                        | 83,639          | 141,957          | 177,306          | 848,984          | 190,051          |
| Provisions                      | 161,161         | 179,614          | 172,755          | 281,309          | 314,635          |
| <b>Total Liabilities</b>        | <b>244,800</b>  | <b>321,571</b>   | <b>350,061</b>   | <b>1,130,293</b> | <b>504,686</b>   |
| <b>NET ASSETS</b>               | <b>543,715</b>  | <b>733,972</b>   | <b>828,695</b>   | <b>1,013,414</b> | <b>1,087,678</b> |
| <b>Current Ratio</b>            | <b>2.66 : 1</b> | <b>3.40 : 1</b>  | <b>3.30 : 1</b>  | <b>1.86 : 1</b>  | <b>3.21 : 1</b>  |

In the 2016-2017 financial year the organisation recorded a surplus of \$74,264. The surplus includes grants received this year that were partly or fully not expended in this financial year. These grants were from: the Department of Health and Human Services for the following projects - Rural Pilot project, Gynaecological Cancer Navigator and Bridge of Support at Western Health; the Department of Premier and Cabinet for the Women's Health Services Leading Regional Action for the Prevention of Violence Against Women and Children, Community Partnerships for Primary Prevention Program, and Sector Capacity Funding Grant; the Department of Education and Training for Workforce Training Innovation Fund Seed Funding. The ratio of revenue from State Government in proportion to total revenue has decreased this year compared to last year due to a one-off receipt of a large non-current grant that was received last year.

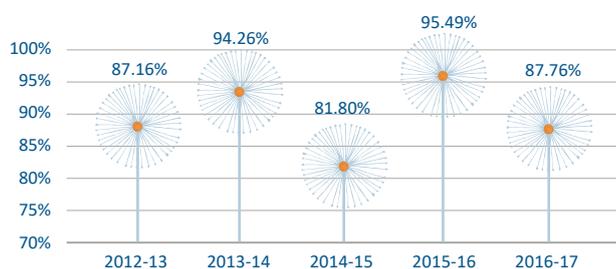
Employee expenses have increased to take into account the annual increase of the Enterprise Agreement and the increase in programme funding. Project costs have decreased as the majority of the PVAW grant was expended in the last financial year.

The ratio analysis, as highlighted in the table, is calculated to assist in determining the financial viability of WHV. The minimum current ratio is 1:1. This means that the business must have \$1 in current assets for each \$1 of current liabilities. WHV's ratio is 3.21:1. This means that the business has \$3.21 in current assets to meet \$1 in current liabilities. The financial statements disclose the Victorian Department of Health and Human Services recurrent funding for the Women's Health Program and the Counterpart service.

### FIVE YEAR FINANCIAL STATISTICS



### STATE GOVERNMENT GRANTS TO TOTAL REVENUE



The graph shows the comparison of State Government grant revenue to Total Revenue, which reflects significant funding from the Victorian State Government to the organisation.



## Women's Health Victoria

Level 8, 255 Bourke Street Melbourne Vic Australia 3000

T (03) 9664 9300 F (03) 9663 7955 E [whv@whv.org.au](mailto:whv@whv.org.au)

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

### Postal address

GPO Box 1160 Melbourne Vic Australia 3001

**Counterpart** - a service of Women's Health Victoria

Queen Victoria Women's Centre

Level 5, 210 Lonsdale Street Melbourne Vic Australia 3000

T 1300 781 500 E [counterpart@counterpart.org.au](mailto:counterpart@counterpart.org.au)

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

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Copies of this Annual Report are available online:

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



Women's Health Victoria acknowledges the support of the Victorian Government

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