



Women's Health

V I C T O R I A

healthy ■ empowered ■ equal

**WOMEN CAN'T
WAIT ANY LONGER
FOR EQUALITY**



**Annual
Report**

**2020
2021**

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Artist acknowledgement
Madison Connors - A proud and strong Yorta Yorta (Wolothica), Dja Dja Wurrung and Gamilaroi woman.

Artwork Creation Story
 When you are working through life's challenges, it will not happen overnight. It takes the support of beautiful people from all around

and the guidance of our Ancestors. We look to tomorrow to find the answers, however do we have these answers already? Life's lessons are not to challenge this guidance, though move towards it and through it.

The circles that are in the top centre part of the image represent diverse communities with people (the rainbow-like shape represents people) gathering around them and traveling through them sharing stories and experiences. These communities are connected by the healing waters. Water is a powerful element of this land and it provides us with healing properties. These healing waters then flow down and wash over the mountains at the base of the image and the flowers throughout.

The yellow and orange represents mountains which can be understood as the challenges faced in life. The parts of life that are not so straight forward and easy. These challenges are like mountains, we can face them alone if we choose to or we can lean on the supports around us. The connections to Country are what grounds us and keeps us moving Yakuna Gananggurr (which means Until Tomorrow).

The flowers represent new growth and vulnerability. Growth does not happen overnight. It can take days, weeks, months, or even years. Vulnerability in the shape of flowers, these flowers need to be nurtured and cared for. They should be free to grow organically and hold the inner strength an individual needs to be their authentic self. Society should learn to embrace vulnerability and learn to feel empowered by it.

Yakuna Gananggurr continue to allow these supports into our lives, connect with those around you, share experiences and come together. You do not have to face life's challenges alone.

Acknowledgment of Country

Women's Health Victoria acknowledges and pays our respects to the Traditional Custodians of the land that our offices are situated on, the peoples of the Kulin Nation. As a state-wide organisation, we also acknowledge the Traditional Custodians of the lands and waters across Victoria. We pay our respects to them, their cultures and their Elders past and present.

We recognise that sovereignty was never ceded and that we are beneficiaries of stolen land and dispossession, which began over 200 years ago and continues today.

Message from the Chair and CEO

Welcome to the Women's Health Victoria Annual Report in another challenging year for women and gender equality.

Last year, we were hopeful the vaccine rollout would allow Victoria to open up, but the past 12 months has been filled with ups and downs, with more outbreaks and shutdowns that continue disrupting all our lives in many ways.

At Women's Health Victoria, we've seen the impacts of COVID-19 on women across the state. The five priority areas we work with – sexual and reproductive health, prevention of violence against women, women's mental health, women's equality and women and cancer – have been particularly impacted. Women continue to take on greater caring responsibilities, earn less and report higher levels of mental health issues and family violence, as well as difficulty accessing vital services. They are more likely to be working on the pandemic's frontlines, and less likely to take time for their health and well-being. This divide only increases for women from culturally and linguistically diverse communities, women living with disabilities, and members of the LGBTQIA+ community.

On the brighter side, this has occurred against the backdrop of significant public policy change, which is helping to shape the future for every Victorian, including women and girls. From the *Royal Commission into Victoria's Mental Health System* to the implementation of the *Gender Equality Act*, and the announcement of a dedicated *Gender Responsive Budgeting Unit*, these reforms provide opportunities for real, sustainable change towards a gender equal society. Now, more than ever, it's important to look at the needs of Victorian women, and how we can influence the changing policy landscape for a world where no one's left behind.

It's certainly been a very busy year at WHV, with our team working from home and managing vital services right through the ongoing disruption of COVID-19. We've also increased our advocacy and policy work, as government departments were able to refocus on work that there was limited capacity for in 2020.

We started the year with our annual general meeting. **Sex Discrimination Commissioner Kate Jenkins** talked about the actions needed to support gender equality in the COVID-19 recovery. We also launched our *Reconciliation Action Plan Artwork, Yakuna Gananggurr*. Former Board member, **Sheena Watt MP** interviewed Yorta Yorta, Dja Dja Wurrung and Gamilaroi artist **Madison Connors** about the artwork, its creation and inspiration.

Other highlights include:

- Joining *March4Justice* and advocating that enough is enough
- Receiving four years of funding for *1800 My Options*, Victoria's first phone line and information service for women on contraception, pregnancy options and sexual health
- Consulting and identifying priorities across the sexual and reproductive health sector to support women's access to vital services and information
- Launching *shEqual* – Australia's first gender equality in advertising movement
- Advocating with the *Women's Mental Health Alliance* for a

- gendered lens in the redesign of Victoria's mental health system
- Launching a new training model and online platform to support workplaces with new offerings for gender equality and prevention of violence against women
- Connecting, supporting and informing women through *Counterpart* and our wonderful peer support volunteers

Over the past year, we've achieved a lot of incredible things that have positively impacted the lives of Victorian women. Strong partnerships and collaborations have allowed us to strengthen our work, bring diverse perspectives to the table, and amplify the voices of people who may struggle to be heard. We've joined many organisations across the country that are working to increase awareness of the pandemic's significant impact on gender inequality, and highlight the need for a gender lens on every aspect of recovery.

We've worked with women's health services, academics, researchers, advocacy and policy organisations, service and training providers, funders, and Victorian women as we work towards our goals across our five priority areas, set out in our *Theory of Change*. We'd like to give a big thank you to everyone involved for their vital contributions and support.

We'd also like to thank the **Victorian Government**, particularly **Minister for Women and the Prevention of Violence Against Women Gabrielle Williams**, **Minister for Health Martin Foley**, **Minister for Mental Health James Merlino**, and **Minister for Education and Training Gayle Tierney**, who have been great supporters of our work.

As an organisation of women, we are not immune to the many challenges facing our gender during the pandemic. We want to pay special tribute to our wonderful staff and volunteers for their dedication and resilience through another difficult, uncertain year, and to our Board for their commitment, strategic expertise and strong governance that's once again steered us through this unexpected period of change, while continuing to champion the health and well-being of women.

Women can't wait any longer for equality. Our work over the next year will be critical for ensuring women aren't left behind in the COVID-19 recovery. The issues are bigger than ever – including the need for more housing for women, improving economic and financial security (including free childcare), better access to gendered mental health and vital sexual and reproductive and other health services, and building workforce capability to create safe workplaces and preventing violence against women.

Together with our partners and stakeholders, we will continue to work towards our vision of women living well – healthy, empowered, equal.



Candy Broad
Candy Broad
 CHAIRPERSON



Dianne Hill
Dianne Hill
 CEO

Who We Are

Women's Health Victoria is a state-wide woman's health promotion, advocacy and support service with a proud history of over 27 years.

We are an independent, feminist, not-for-profit organisation. We advocate

and build system capacity for a gendered approach to health that reduces inequalities and improves health outcomes for women.

We collaborate with women, health professionals, researchers, policy makers, service providers and community organisations.

Our health promotion, information and support programs work with and for women, to identify and respond to service gaps and health inequalities in innovative ways.

Our board members, staff and volunteers work to a values-based code of conduct,

which sets expectations about our leadership and integrity; our belief in empowerment of others; our belief in equality of opportunities and rights; our feminist commitment to women's equality; and to challenge gender

norms, practices and structures.

Women's Health Victoria are champions for women. We are courageous, competent changemakers.

Our Theory of Change and Priority Areas

Our Theory of Change sets out aspirational goals across our five priority areas.

These aspirational goals are threaded throughout this Annual Report to demonstrate how our work aligns with our direction and the progress we are making towards our vision of *women living well – healthy, empowered, equal.*

Priority Areas	Primary prevention of violence against women	Sexual and reproductive health	Women's equality	Women's mental health and body image	Women and cancer
Aspirational Goals	Women are free from violence and discrimination in all aspects of their lives	Women experience and enjoy optimal sexual and reproductive health	Women participate equally in all aspects of life	Women experience optimal mental health and wellbeing including a positive relationship with their bodies	More women with cancer are accessing support services to help them live well
Priority Actions	Deliver direct services		Advocate and influence policy	Build capability and culture	Develop research and data

Our Strategic Plan 2018 - 2023 guides our work across our priority areas.

Reach and Influence Women's Health Victoria has had a tremendous year of growth broadening our networks and extending our reach which has enabled us to positively impact the health and wellbeing of many more Victorians.

119,600+ Website visitors **2,645,800+** Website page views

1,823,000+ Digital impressions **12,700+** Digital followers **29%** Increase in Digital followers

5,900+ Directly servicing Victorians

5,400+ Members and friends

500+ Partners

18 Government submissions

43 Media/publication appearances

Sub-brands

Women's Health Victoria is made up of a number of services and resources. Some of these are identified as our sub-brands. Each of these sub-brands delivers part of our strategic plan, building partnerships and connections across different communities and stakeholders. Together, they demonstrate the breadth, depth and impact of our work as champions for every Victorian woman's health and wellbeing.

Vision

Women living well – healthy, empowered, equal

Purpose

We are champions for every Victorian woman's health and wellbeing

Values

Respect, inclusion, innovation, courage, excellence

#championsforwomen

Sexual and Reproductive Health

Goal:

Women experience and enjoy optimal sexual and reproductive health

- All women can access affordable, timely, and local sexual and reproductive health services as part of mainstream healthcare
- Sexual and reproductive health services are visible, transparent in their services, and easily accessible for all women
- Women are supported to exercise their rights and make decisions about their sexual and reproductive health; that are right for them across their lifespan, free from stigma

Women's Health Victoria (WHV) continues to champion women's sexual and reproductive health (SRH) as a key determinant of women's health and wellbeing. WHV works across advocacy, policy and service delivery to ensure women's SRH rights are protected and maintained. This includes focusing on equitable access and equity of critical services including abortion and contraception, and influencing public policy to mainstream sexual and reproductive health needs and reduce stigma.

The Next Women's Sexual and Reproductive Health Plan

A significant focus of this work in 2020 - 2021 was ensuring that women's SRH continued to be prioritised at the state government level, given that the ground-breaking *Women's Sexual and Reproductive Health: Key Priorities 2017-2020* ended during this period. WHV consulted widely with the Victorian SRH sector – including representatives from academia, women's health services, hospitals, general practice, Aboriginal community controlled health organisations, community health, LGBTQIA+ organisations, and peak bodies – to examine the impacts of the previous plan as well as identify priorities and challenges for future women's SRH access and service provision.

During this **consultation**, WHV concentrated on the key priority areas of contraception, abortion and sexual health. But for any plan to be comprehensive it must include women's sexual and reproductive health issues across the reproductive years and beyond, including menstruation, menopause, pregnancy and reproductive diseases such as polycystic ovarian syndrome and endometriosis. The consultation showed a need for consolidating and integrating the SRH system with broader mainstream and specialist sexual health services, as well as ensuring that services are safe and accessible to priority populations including women with disabilities, migrant and refugee women, and Aboriginal and Torres Strait Islander women. Recommendations from the consultation address areas of sustainability, investment, advocacy, workforce development, equity, health promotion, integration with violence against women prevention and response, sexuality education, and monitoring and evaluation.

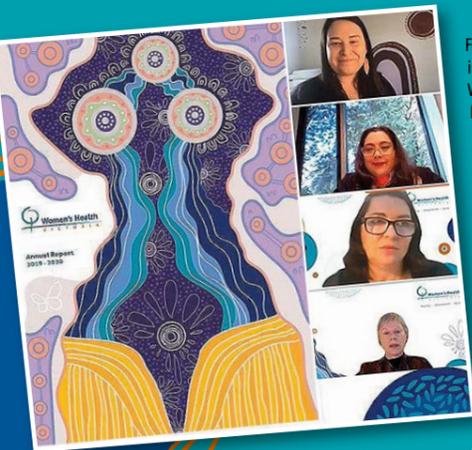
Reproductive Coercion

WHV partnered with **Women's Health in the North** to present a two-part webinar series, *Addressing reproductive coercion: Access and Equity III*. These webinars explored the issue of reproductive coercion and the intersection of sexual and reproductive health and violence against women, delving into the nuances of reproductive coercion as experienced by women with disabilities, Aboriginal and Torres Strait Islander women and migrant and refugee women. Reproductive coercion as a form of both interpersonal/intimate partner violence and structural or institutional violence was also covered.

Research and Advocacy

Women's Health Victoria's research and advocacy work has continued to focus on women's SRH, with two publications. The first being a *Spotlight on pandemics and women's SRH* which highlighted the disproportionate effects of pandemics on women's SRH. The second *Spotlight on pelvic pain in women* addressed underdiagnosis and mismanagement.

Former Board member, Sheena Watt MP interviewing Yorta Yorta, Dja Dja Wurrung and Gamilaroi artist Madison Connors at the launch of WHV's Reconciliation Action Plan Artwork, Yakuna Gananggurr, along with WHV Chair, Candy Broad and WHV CEO, Dianne Hill



Gina Rushton, Journalist and writer interviewing Kate Jenkins, Australia's Sex Discrimination Commissioner at WHV's 2019-2020 Annual General Meeting

1800 my options

With the constantly shifting landscape due to the impacts of COVID-19 throughout the year, **1800 My Options** maintained service delivery for Victorian women seeking information and services relating to sexual and reproductive health. During this time **1800 My Options** consolidated its position in the SRH service system, furthering partnerships and strategies to ensure that Victorian women – no matter where they live – can access the SRH services they need.

In September 2020, **1800 My Options** contracted the Nossal Institute for Global Health and the University of Melbourne to conduct an independent evaluation of the service. This incorporated health provider surveys and interviews, team and stakeholder interviews, and service user feedback. The evaluation found that **1800 My Options** is integral to the SRH service system. It provides a unique and needed service that reduces stigma, manages demand and empowers clinicians. The evaluation also reported, "1800 My Options has made a necessary and complex system easier for women to navigate, thereby making it stronger".

It is pleasing to see that **1800 My Options** is making services more visible, transparent and accessible. The findings from this evaluation are being used to develop the service, in order to strengthen and further enhance its role in creating an integrated and accessible service system for all Victorian women.



The three-year anniversary was a significant milestone for **1800 My Options** in March. The service has taken more than 12,990 calls since it began. Thanks to the exciting announcement from the **Victorian Government** of a further four years of funding, the service can continue to support women across Victoria to access the SRH services they need, when and where they need them.

To improve the service a website review was conducted. This ensured **1800 My Options** continues to remain relevant, easy to access and able to meet the needs of Victorian women. Searching capacity, language accessibility and overall content of the site in relation to the expressed needs of callers to the service were included in the assessment. Information about abortion, specific contraception methods, and STIs were updated as well as information for specific communities and their unique needs. This included women with disabilities, migrants, refugees, international students, Aboriginal and Torres Strait Islanders, LGBTQIA+ communities, young people, and rural and regional women.

To support women's rights to make their own decisions about their SRH, **1800 My Options** developed a number of new resources, these included: *Be Proud of Your Choices campaign* with the Centre for Excellence in Rural Sexual Health and the Youth Affairs Council of Victoria and the *SEXtember Zine*, an online blog. To ensure better access and minimise language barriers the **1800 My Options** brochure and promotional video was translated into ten community languages. These resources enhanced and complemented regular health promotion campaigns that were delivered through the **1800 My Options** social media platforms.

To build further capacity Women's Health Victoria participated in the *Workforce of Multilingual Health Educators (WOMHEN)* project, coordinated by Multicultural Centre for Women's Health and Gender Equity Victoria. Through this project **1800 My Options** employed a refugee woman to engage with international students about their sexual and reproductive health and build their capacity to address their sexual and reproductive health needs during COVID-19 and in to the future.

Women of all ages are accessing information

Age	Percentage
<18	3.7%
18-25	33.4%
26-35	46.8%
36+	16.1%

Reach&Impact



Supported 4,060+ callers

Women in regional areas represent 19% of callers

Supported women's access to 380+ SRH providers via geomapped database

29,300+ users accessed health information in 38,300+ website sessions

Maria's Story

After losing her job due to the impacts of COVID-19, life became even more stressful when international student Maria found out she was pregnant. She worried about how she'd be able to afford the services she needed. But when Maria called **1800 My Options**, she was given information about her options, including abortion and pathways to GP clinics, where professionals spoke her first language, and could bill their services directly to her insurance provider.

She was also provided with links to in-language videos about contraception, so that she could discuss her options more confidently with her GP. This greatly reduced her out of pocket costs and stress, while supporting her to make an important decision, free from stigma or judgement.

Primary Prevention of Violence Against Women

Goal:

Women are free from violence and discrimination in all aspects of their lives

- Social, economic, political, and cultural systems effectively address the drivers of violence against women
- The primary-prevention workforce adopts best-practice approaches to prevention activities
- More workplaces take action to prevent violence against women and staff do not tolerate violence against women

Advocacy Making an Impact

After many years of advocacy for gender equity by Women's Health Victoria and the women's sector, it was thrilling to see significant advances this year with the commencement of the *Gender Equality Act 2020* in March 2021 – which requires 300 public sector agencies to meet obligations intended to strengthen their approach to gender equality. This was followed by the announcement in the *May 2021 State Budget* that a *Gender-Responsive Budgeting Unit* will be created in the **Victorian Department of Treasury and Finance**, with a view to embedding gender impact analysis in the government's budget decision-making process.



Whether you create, commission or consume advertising, you can take action. Big or small. Because every step towards advertising equality moves society in the right direction.

shEqual website

This ground breaking work is vitally important to WHV because it is helping to bring about real culture change across our society and build a gender equal world. Authentic and diverse representations of women in media and advertising have so many benefits, including supporting better mental health and body image, and transforming stereotypes to promote equality which in turn contributes to reducing violence against women.

With a powerful **brand video** and a striking **new website** that houses a huge array of information and evidence-based resources for industry and consumers, **shEqual** has significantly expanded WHV's reach and engagement with the advertising industry as well as community impact.

Seeing is Believing

In line with **Seeing is Believing**, WHV's new national framework for championing gender equality in advertising, that was launched in November 2020, WHV continued to focus on industry culture change as a key priority of **shEqual**.

An initiative asking people and organisations to take the **Pledge** was created and launched to spur industry leaders and influencers to get involved and take action to advance gender equality in advertising. By taking the pledge industry professionals are demonstrating their support for more women, girls and gender diverse people to be included in ads, and that

WHV is proud to play a role influencing policy and legislation to create tremendous impact. Implemented well, these two initiatives will make a tangible difference in the lives of Victorian women.

Policy and Research

In addition to this progress, WHV further strengthened advocacy efforts by concentrating on the forms of violence against women which are under-recognised in current policy frameworks, such as reproductive coercion and sexual harassment. A key part of this work included the WHV **submission** to inform the *Second Action Plan* under the **Victorian Government's** prevention strategy, *Free from Violence*. It is encouraging to see both of these forms of violence receiving more

women are involved at every step of the creative production process. The pledge calls for authentic representation, beyond sexist stereotypes, while supporting brands and people who drive change, as well as calling out sexism and discrimination in the workplace.

shEqual also piloted Australia's first ever **gender equality training workshop tailored for the advertising industry** with media agencies and representatives from nine advertising agencies and brands. The **shEqual newsletter** is keeping industry stakeholders up-to-date with the latest developments in advertising equality.

Consumers are powerful too. That's why **shEqual** launched its first community-focused campaign, **Snap Sexism**, asking consumers to call out sexist ads. The campaign drove an enormous increase in **shEqual's** social media engagement, increasing Instagram followers by 62% and driving a 137% increase in 'likes' across all posts. The campaign also drove significantly more consumer traffic to the website with a 147% increase in website page views and a surge of interest in a popular article on **Spotting a Sexist Ad**.

The third priority area in the **Seeing is Believing** framework is policy and regulatory change. It was pleasing to see many of WHV's recommendations taken up in the **Australian Association of National Advertisers'** new *Code of Ethics*, which came into force in February 2021, demonstrating the value of WHV's close engagement with the **Australian Association of National Advertisers**.

public and policy attention in the context of COVID-19 and events in Federal Parliament, though there is still much more work to be done.

WHV's policy and advocacy work continued to focus on gender as a critical social determinant of health with submissions to the **National Preventive Health Strategy** and the **Victorian Youth Strategy**. Both submissions applied an intersectional gender lens to ensure these population-wide strategies respond effectively to the gendered norms, attitudes and structural inequalities that shape the lives of women and girls.

Women's Equality Goal:

Women participate equally in all aspects of life

- Legislation, policy and investment regulate for a just and equitable society for all women
- The health system is gender-sensitive and centres on women's health needs and experiences
- Women benefit from gender equity in more services and workplaces

"Not only does the Australian community have the right to expect positive gender portrayals from our advertising, it also makes strong commercial sense for advertisers and their businesses to do the right thing."

John Broome, CEO, Australian Association of National Advertisers

shEqual has raised its profile through a range of industry and community events, including media interviews, *International Women's Day* events and a workshop with local governments. This led to creating local government guidelines to support gender equity in communications and marketing.

WHV continues to explore new avenues to broaden **shEqual's** reach and deepen its engagement with the advertising industry and the community.

Get involved; take the pledge!

"The Victorian Government is committed to taking serious action on gender equality. **shEqual** represents a unique opportunity to work collaboratively with the advertising industry to achieve this outcome."

Hon Gabrielle Williams MP, Minister for Women and Prevention of Family Violence



A panel discussion at the shEqual launch (L-R) Jane Caro AM; Chris Howatson, CHE Proximity; Priya Patel, DDB; Martin Cowie, OMD Australia; Neysa Goh, Puma Group



Victorian Women's Health Atlas

The *Victorian Women's Health Atlas* supports state-wide gender equality by identifying the impact of gender across six priority health areas. The *Atlas* maps more than 60 health and social indicators on a single platform, disaggregated by sex and local government area. Many *Atlas* datasets are not readily available elsewhere. New datasets added in response

to emerging issues and user demand in 2020-21 include: Syphilis, Homelessness and Family Violence – Child Present.

Recognising its unique value as an easy-to-use gendered data tool, the *Atlas* was endorsed by the **Victorian Government** as a leading practice resource to support public sector agencies to meet their obligations under the *Gender Equality Act 2020*. It is also a recommended resource for the preparation of *municipal public health and wellbeing plans for 2021-2025*.

"It is so useful and easy to use. Saves me so much time in accessing a diverse range of meaningful statistics."

Women's Health Grampians user - January 2021

The *Atlas* has proved to be relevant and beneficial for Victorian secondary education this past year. In July 2020, WHV released a series of lessons for Level 9-10 Geographies of human wellbeing in partnership with the **Geography Teachers' Association of Victoria**.

These lessons are designed to enable students to draw on the *Atlas* for a wealth of local spatial data while engaging with concepts of health and gender equality. Which contributes to a whole-of-school approach to *Respectful Relationships Education*, a state government initiative to promote and model respect and positive attitudes and behaviour in young people.

An exercise based on the *Atlas* was also

published in the textbook: *Cambridge Humanities for Victoria 10*.

"This is a very useful resource for planning around women's health needs in different local government areas."

State Government user - January 2021



Primary Prevention of Violence Against Women

continued

Reach&Impact



1,290 Factsheet downloads

28,300+ map page views



Increasing availability of reliable data to

4,600+ users, a **40%** increase, with **39,800+** page views



Geography education resources received **350+** page views



Building a better picture of **gender inequality** in Victoria with **60** updated datasets and **3** new indicators - Family Violence Child Present, Homelessness, and Syphilis



Women's Equality

continued

Workforce Development

The last year has been exciting for Women's Health Victoria's **Workforce Development Team (WDT)**, having developed and implemented a new **Training and Capacity Building Model**. The model aims to build organisation and system capability to achieve women's equality by training and upskilling workplaces and workforces in gender equity and prevention of violence against women.

"Any training that gives you sweaty palms means there is much to learn and benefit from doing this course. There were many learning edges reflecting the very high standard in content and the high expectations and challenges the facilitators bring to the content."

Storytelling for Change Masterclass participant - March 2021

WHV transitioned to online training in

response to the impact of COVID-19 on workplaces and workplace learning. This involved launching a new **learning management system** and online platform, as well as 19 new and updated online courses on gender equality and prevention of violence against women (PVAW).

This has ensured WHV's work remains relevant and accessible for all Victorian workplaces and individuals while also being scalable and sustainable during times of lockdown and restrictions on workplace activities. This approach means that women across Victoria can be supported in the workplace through capacity building that creates and sustains gender equal work practices and services.

WHV now offers 10 gender equity and PVAW **microcredentials**, two **free short introductory online courses** in gender equity and PVAW, three **masterclasses** for

advanced prevention practitioners (with a fourth in review) as well as four **interactive online PVAW courses**. The award winning **Take a Stand Program** is being updated so that it can also offer contemporary online training.

GENDER

EQUITY

Knowledge • Skills • Solutions

The **Gender Equity Training Project** has come to an end with training providers now offering the accredited **Course in Gender Equity** in settings across Victoria with funding to support delivery available through the **Victorian Government**.

Finalised at the end of 2020, the **Gender Equity Training Project Summary** was an evaluation that strongly highlighted the value of accredited gender equality training for pre-service and in-service gender equity workers. The pilot deliveries reached 178 students. Learners spoke

to the internal changes experienced in the way they think about and practice gender equity. Evaluators highlighted the high volume of positive feedback received from all pilot deliveries, with all learners demonstrating a positive shift in gender equity readiness post training.

Teachers used a pedagogical approach, which sought to engage head (how you think), heart (how you feel) and hand (how you work) in order to create the transformation change required for gender equality to exist. One learner's summary of how the **Course in Gender Equity** impacted her resonated strongly with this teaching approach.

"It is changing the way you think so it's resonating - it's very deep - it's not just an education level, it's actually changing how you see things. It affects your views, your beliefs, your values, the whole fabric of who you are."

Course in Gender Equity participant - August 2020

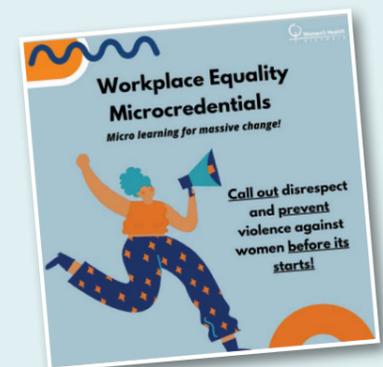
This pedagogical approach and the need for gender responsive teaching practices was documented in a **Knowledge Paper** which looks at the importance of gender responsive teaching practice within tertiary settings. It also explored the existing knowledge base and practice resources, and highlighted areas that need further investigation and development. This paper drew on a WHV **article** published in the **Australia Institute of Training and Development Magazine** that looks at the impact of gender equity in education, and how teachers can become agents for change through their practice.

Alongside this work, WHV is also a consortium partner in the **Action for Gender Equality Partnership (AGEP)**, which supports the capacity building of defined entities across Victoria as they work towards meeting their obligations under the **Victorian Gender Equality Act 2020**.

AGEP partners include **Gender Equity Victoria**, the nine regional and metropolitan women's health services and intersectional experts, **Koorie Women Mean Business**, **Multicultural Centre for Women's Health** and **Women with Disabilities Victoria**.

"I thought the course was great, very useful and beneficial with the current requirements for gender reporting (Gender Equality Act)."

Apply a Gender Lens participant - June 2021



Reach&Impact



Since launching the online platform in January almost **390** users have enrolled in **450+** courses

270+ Microcredentials purchased since online training launched in January **2021 Reaching** across Australia, New Zealand, India and the Philippines



Survey feedback demonstrates: **positive impact** with **99%+** enjoyed the **training**



99%+ felt the **training** was important for workplaces



More than **98%** developed their knowledge and skills with more than **96%** learning something new

Women's Mental Health and Body Image

Goal:

Women experience optimal mental health and wellbeing including a positive relationship with their bodies

- Women benefit from a gendered approach to mental health policy, health promotion and service delivery
- Women experience better mental health, including improved body image
- The media use authentic and diverse representations of women



WHV CEO Dianne Hill speaking at *Flesh after Fifty* along with (L-R) Fiona Patten MLC; Belinda Caldwell, CEO Eating Disorders VIC and Michelle McNamara Transgender VIC Committee Member



Reach&Impact

Labia Library delivered **health** information to **975,500+** visitors, an average of **2,600+** each day

2,310,600+ Page visits

94%+ New visitors

A strong international reach with over **58%** US and UK visitors

Reaching almost **9 million users** since launching in Sept 2013

Improving Women's Body Image

Women's Health Victoria understands the detrimental effects of poor body image on mental health and emotional wellbeing. This is why it remains an important aspect and a priority area of work.

Seven years after its launch, the *Labia Library* continues to improve women's body image and raise awareness of genital diversity all around the world. Based on feedback about gaps in health literacy and information, new tailored factsheets are under development. These will address frequently asked questions about labia health and diversity, which will continue to educate and inform health practitioners, parents and women and girls.

"Thank you for the Labia Library! Whenever I've had questions or concerns about my 'down there', the only images I can find are pornographic or are oddly vaginally shaped flowers. It's refreshing to see other women in a non-sexualised way – to see that MY body doesn't have to be sexual to exist."

Labia Library visitor - May 2021

Women's Health Victoria continues to be amazed by the national and international reach and wonderful feedback and impact of this great resource. It really goes to show that women want easily accessible information and imagery that is real and authentic.

"One of the guys I dated recently told me I should be getting a labiaplasty and that just has made me so self-conscious again. I have been looking on the internet trying to convince myself that I don't. Finding your website was a blessing. I wish there was a way to educate men about the female body and that they would understand what an impact statements can have on others... Anyhow just wanted to thank you for your great work and effort to make women understand and love their feminine parts."

Labia Library visitor - March 2021

In 2020, WHV was an ambassador and partner with the **Royal Women's Hospital**, as well as many incredible female artists and other organisations, on the ground-breaking *Flesh After Fifty: Changing Images of Older Women in Art* project. This project aimed to explore and challenge negative stereotypes of aging while celebrating and promoting positive images of older women through art and creative activities. WHV CEO Dianne Hill spoke about older women's body image and the intersections between ageism and sexism at an event that formed part of the public program. The centrepiece of the program was a 500 strong photography exhibition of mostly nude older women, by renowned photographer **Ponch Hawkes**.

Building on experiences with the *Labia Library*, WHV is collaborating with the **Royal Women's Hospital** on a permanent collection of images to help inspire and celebrate older women in all of their strength and diversity and support more positive representation of older women in society.



Reach&Impact

17% member increase ↑

Almost **3,200** Website page views

Influencing government with **11** policy submissions and reports

Alliance **member survey** found:

95% rated WHV's leadership and coordination of the Alliance as **'very important'** or **'important'** to its effectiveness

100% felt that the Alliance has been effective in bringing together a diversity of voices, including **lived experience, clinical, policy, intersectional** and **health promotion**



Women's mental health during COVID-19 webinar, hosted by the Monash Gender and Family Violence Prevention Centre and Domestic Violence Victoria. (L-R) Professor Jayashri Kulkarni, Monash Alfred Psychiatry Research Centre; Dr Naomi Pfitzner, Monash Gender and Family Violence Prevention Centre; Amanda Dashwood, North Western Mental Health; Professor Jane Fisher, Monash University and Mischa Barr, WHV



Women's Mental Health Alliance

Established by WHV in 2019 in the context of the *Royal Commission into Victoria's Mental Health System*, the *Women's Mental Health Alliance* has gone from strength to strength, now with more than 35 members.

Members include consumer and carer organisations, clinicians, mental health service providers, women's organisations, academics and others who are working together to ensure that women benefit from a gendered approach to mental health policy, health promotion and service delivery. It also works to ensure the voices of women with lived experience are centred in the implementation of the recommendations of the *Royal Commission into Victoria's Mental Health System*.

Over the last 12 months, the *Alliance* has been busy meeting with policy makers and politicians, gathering research and evidence, and developing policy advice to inform the mental health reform agenda as well as responses to the impact of COVID-19 and lockdowns.

WHV and the *Alliance* are now recognised as important stakeholders in mental health reform and have achieved significant policy impacts as a result of WHV's strong advocacy in this area.

"The Alliance has been very effective under the leadership of WHV."

Alliance feedback survey - February 2021

WHV had a thrilling early win before the *Royal Commission* even released its final report. As a direct response to the Alliance's advocacy in October 2020, **Mental Health Reform Victoria** announced the **Victorian Government** will establish a 35-bed specialist women's mental health service via a public-private partnership. It will be co-designed with consumers and carers and accessible to public patients. This is an exciting opportunity to build the evidence base on what works in women's mental health and drive visibility of women's mental health issues.

COVID-19 has shone a spotlight on women's mental health and how it is linked to gendered inequalities that have been amplified by public health restrictions. WHV drew on the expertise of *Alliance* members to compile advice for state and federal governments on the impacts of COVID-19 on women's mental health and what a gender equal recovery should look like. This contributed to the release of additional surge funding for women's mental health from the **Victorian Government**. WHV and the *Alliance* have

also made a major contribution to raising awareness of women's mental health concerns within the broader community through media commentary, webinars and presentations, with high levels of participation across stakeholders in all public forums.

"The COVID-19 recovery must avoid further entrenching gender inequality by boosting investment in childcare, social services, mental health support and jobs for women."

WHV CEO Dianne Hill quoted in *The Age*, 21 September 2020

Having provided evidence to the *Royal Commission* on measures to address gendered violence in mental health inpatient units, the *Alliance* welcomed Recommendation 13 in the final report, which stipulates that all new and existing mental health facilities must be upgraded to enable gender separation. Similar recommendations in the past have faltered at the implementation stage, so the *Alliance* will be closely monitoring progress in this area.

While it was disappointing that the *Royal Commission's* final report lacked a focus on gender and women's mental health more broadly, there are also many opportunities within the broader mental health reform agenda to improve the mental health and wellbeing of women and girls. This includes strongly focusing on lived experience, mental health promotion and workforce capability-building. The *Alliance* is working hard to ensure a gender lens is applied across the design and implementation of all the reforms.

"Historically, mental health policy and practice have been framed around this mythical 'genderless' person, but that person is actually a man. Yet we know there's a difference in biology and social expectations for men and women right from the outset."

WHV Policy & Health Promotion Manager, Mischa Barr, quoted in *The Saturday Paper* - 30 January 2021

Early signs are promising. The *Alliance* welcomes the proposal to include a gender responsiveness principle in the new *Mental Health and Wellbeing Act* as well as strong engagement and consultation with the *Alliance* from the **Victorian Government** and the new *Mental Health and Wellbeing Division* in the **Department of Health** across a number of reform areas.

This is a once in a lifetime opportunity to ensure women's mental health receives the priority it deserves. Getting it right will lead to significant improvement to the health and wellbeing of women and girls for generations to come and build on efforts towards gender equality.



National Volunteer Week
(L-R) Teresa, Counterpart Volunteer; Dianne Hill, WHV CEO; Kellie Holland, Team Leader Operations and Volunteer Coordinator, Counterpart; Liz Dax, Women's Health Victoria Board and Counterpart Advisory Group member; Candy Broad, Chair, Women's Health Victoria Board; Pam, Counterpart Volunteer.

Women and Cancer Goal:

More women with cancer are accessing support services to help them live well

- More women access gender supportive care services that are embedded in policy frameworks
- Health practitioners recognise the value of support services and promote them to women with cancer
- More women with cancer are accessing support services to help them live well



Some of Counterpart's volunteers and staff connect over morning tea. In between lockdowns, Counterpart's volunteers were acknowledged, celebrated and thanked for their special contributions at a *National Volunteer Week* event in May. It was a special day with celebrations acknowledging volunteers Pam and Teresa, who reached 15 years of service, and Bridget, who reached 10 years of service.

Counterpart

Connecting, Supporting and Informing

Counterpart continues to be a leading peer support program for Women's Health Victoria. It connects, supports and informs women living with breast or a gynaecological cancer and builds partnerships with acute services and GPs, while advocating for more supportive care.

A diagnosis of breast or a gynaecological cancer can impact women in many different ways, and not just at the time of diagnosis and treatment. Through **Counterpart**, women affected by these cancers can talk to other women with similar experiences and get understanding, support and hope.

This year, **Counterpart** has continued to provide a quality service for women affected by cancer, despite the challenges and uncertainties of the impacts of COVID-19.

Staying Connected Through COVID-19

Twenty-three of our **Peer Support Volunteers** gave their time to help other women affected by cancer over the past year. They volunteered a combined 873 hours with support from **Counterpart** staff. In these strange and uncertain times, it was amazing that so many volunteers were willing and able to offer support to women over the phone, from their own homes. Women's Health Victoria is very grateful for their commitment.

Counterpart's service complements the medical system which is why building and maintaining relationships with others working in the cancer sector has continued to be a focus. An updated, easy-to-use online referral form allows busy health professionals to connect their patients with **Counterpart Peer Support Volunteers**. This is even more important during lockdowns, when resources are stretched or reduced in some way.

"Counterpart is an important service offering women of all ages and ethnicities, current relevant information and support after a diagnosis. The Navigator app allows women to access quality information from various sources."

Elizabeth Foster, Breast Care Nurse, Austin Hospital

The Bridge of Support program at the Victorian Comprehensive Cancer Centre and Sunshine Hospital has been on pause during the year and **Counterpart** looks forward to resuming when it can to ensure women can access peer support while attending for treatment and follow ups.

Webinars and Online Workshops

Due to COVID-19, bringing women together in person was not possible. That is why **Counterpart** expanded the number of webinars and online workshops offered. Qualified presenters shared their expertise, often donating their time, so that women could access information or participate in activities to improve their wellbeing online.

"Webinars like these are very useful for people living a loooong way from a capital city. It helps to feel connected. It also helps to hear other people's stories."

Early Menopause and Cancer webinar participant

Research Projects

Counterpart has partnered with universities on two projects centred around understanding and improving the support provided for women with cancer. Students from **Deakin University** are interviewing women who have spoken to a **Peer Support Volunteer** to study how they have benefited from this interaction. Master of Social Work students from the **University of Melbourne** undertook a further exploratory practice-based study of the peer support service.

Counterpart has also been involved in a range of projects in the cancer sector. These include, providing consumer input to the extension of the **My Care Plan** to women with endometrial cancer and the development of a risk profile tool for women with breast and ovarian cancer.

Service Extension Project

Over the next 18 months, **Counterpart** will be consulting with stakeholders to plan for an extension of its services, especially peer support, to women diagnosed with any cancer type. Currently, many women diagnosed with cancer in Victoria don't have the same access to support that is available for women with breast or a gynaecological cancer. With careful planning and partnerships, **Counterpart** will be able to fill this gap and complement services offered by other organisations.

"Being diagnosed in the middle of Melbourne's second lockdown, made an already difficult time even more difficult. ... Having a kind, supportive ear to chat to without judgement made me feel less isolated."

Ashleen, Counterpart service user

More information, including personal stories from Ashleen and other women who have used Counterpart's service, can be found in the **Counterpart Year in Review 2020-2021**.

Pam's Story



In 2007, I was diagnosed with ductal carcinoma in-situ. What followed was an emotional journey, coming to terms with my cancer diagnosis and the associated therapy. Lo and behold, 10 years later in 2017, an aggressive cancer in the same breast, requiring mastectomy and breast reconstruction. My fears increased about the great unknown, having thought I was cancer free. I consulted Doctor Google and did not like what I saw, fearing the worst-case scenario.

To my relief, I met a friend of a friend who was a cancer survivor, she told me with care and honesty about her survival mechanisms. Knowing that she made it through enabled me to think I could too, feeling far less fearful of the future. Her honest portrayal of her own highs and lows, had a totally calming effect on me and inspired me to become a Counterpart volunteer.

My first year of participating in the telephone calls was in 2020, the year of COVID-19. Despite my fears when making my first calls, each woman I spoke to left me thinking something positive had been achieved. Often it was enough just to let them know that they were not alone and that they had been heard and understood. Especially during COVID, our calls were even more appreciated as a lot of people were confined to their homes and unable to be with their loved ones.

The COVID-19 experience made me appreciative of the great human need for genuine caring communication and its therapeutic value for all concerned.

I find most ladies I speak to remain positive and try to make the best of their future, often grateful to be a survivor. I enjoy volunteering with Counterpart, seeing it as a mechanism to give back to others in the same way I received comfort in the early days of my diagnosis.

Reach & Impact

Supported **540+** women affected by **breast** or a **gynaecological** cancer



Connecting with **1,400+** interactions



Most common topics discussed with Peer Support Volunteers

Treatment

Emotional support

Family and relationships



Informing people with:

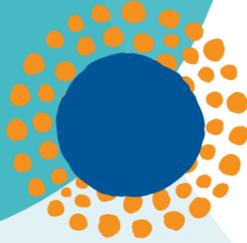
40+ online webinars and workshops

2,060+ visits to the navigator app

2,900+ people reached through the e-newsletter

Our Board 2020-21

Women's Health Victoria is governed by dedicated women from a range of professions.



Candy Broad B.Comm (UWA), GAICD, GAIST Chair



Elected to Board: Oct 2013 **Meetings attended:** 7/7
Candy Broad serves as a Trustee Director of First Super, Board Director of the Australian Council of Superannuation Investors (ACSI) and Ministerial appointed Director to the Board of Goulburn Ovens TAFE. She brings extensive experience in government as a former Minister and advocate for women's sexual and reproductive health and rights and women's equality through policy and legislative reform.

Judy Hacker B.Ec, Dip.Ed, Certificate in marketing Deputy Chair



Elected to Board: Oct 2016 **Meetings attended:** 7/7
Judy Hacker has over 30 years marketing and communications experience gained in senior roles in the corporate world and in her own consulting business Maxim Marketing, which was established in 2007. She also has extensive experience on not-for-profit boards since her first appointment in 2002. Strategic development, communications, brand strategy and governance are particular areas of interest and expertise.

Christine Fitzherbert Masters in Business, BA (Politics), GradDip (IR), Company Director's Diploma in Finance Treasurer



Elected to Board: Oct 2013 **Meetings attended:** 7/7
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. Christine is also a Director on another not-for-profit board.

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



Elected to Board: Oct 2013 **Meetings attended:** 5/7
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.

Julie Bignell BA, Grad Dip (IR/HR), FAICD, FAIST Co-opted Member



Co-opted to Board: Dec 2020 **Meetings attended:** 4/4
Julie Bignell is an experienced Board member with extensive experience in corporate governance, risk management and strategic planning. She is committed to improving access to healthcare, women's reproductive rights and gender equality, and is currently a Director of Austin Health. Julie's broad governance experience includes directorships at CareSuper, the Australian

Council of Superannuation Investors (ACSI), Workplace Health and Safety Queensland, North Queensland Bulk Ports Corporation, and as Branch Secretary of the Australian Services Union (Central and South Qld Branch).

Kate Broun BAppSc (Health Promotion) (Hons), PGDipAppSc (Org Dynamics); GAICD Member



Elected to Board: Oct 2016 **Meetings attended:** 6/7
Kate Broun is an experienced public health professional leading cancer prevention policy and programs to improve population health, with a commitment to reducing health disparities among priority communities. Kate is the Head of Screening, Early Detection and Immunisation at Cancer Council Victoria. She is passionate about women's health and achieving equality.

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



Elected to Board: Oct 2016 **Meetings attended:** 7/7
Elizabeth M. Dax retired from her career in medicine and science in 2009. She has longstanding experience as a director of not-for-profit organisations and is now a director on five not-for-profit boards. She brings extensive experience in governance, strategic planning and fundraising and has a strong commitment to women's health and gender equality. 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-borne viruses.

Emily Howie BA/LLB(Hons), LLM (Columbia) Member



Elected to Board: Oct 2018 **Meetings attended:** 6/7
Emily Howie brings extensive experience in law, women's rights, advocacy and campaigning. Emily is the Director of Legal and Dispute Resolution at the Victorian Equal Opportunity and Human Rights Commission. Previously, in her role as Director of Legal Advocacy and Research at the Human Rights Law Centre, she worked to ensure that women have access to reproductive health rights through advocacy and legal action.

Brigid Mahar B. Comm B.PD CA Member



Elected to Board: Oct 2019 **Meetings attended:** 7/7
Brigid Mahar has extensive experience working with not-for-profit organisations in relation to strategy and operations, specialising in the development of transparent and efficient funding models, policies and processes to support effective decision making. She is a chartered accountant and has a strong financial background spanning the not for profit and corporate sectors.

Diana Quinn BSC (Hons) Computational Mathematics and Investment Management Certificate (CFA UK) Member



Co-opted to the Board: November 2019 **Meetings attended:** 5/7
Diana is a partner at EY with c.20 years of global experience, mainly in advisory roles working with organisations going through change to reshape their businesses and operating models. Diana is a keen advocate of women's rights. She currently champions initiatives addressing diversity and inclusion, and regularly uses her platform to raise awareness of women's issues

Magdalena Simonis MBBS FRACGP DRANZCOG MHHS Member



Elected to Board: Oct 2013-Oct 2015, Re-elected Oct 2017 **Meetings attended:** 7/7
Magdalena Simonis is a doctor with a passion for women's health advocacy and chronic disease prevention. She is a government health advisor, Senior Research Fellow with the Safer Families Centre of Research Excellence, University of Melbourne and a leading women's health expert. Magdalena holds positions on several not-for-profit organisations bridging gaps across

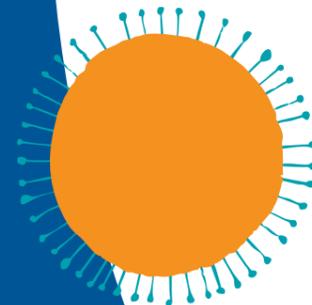
the health sector, whilst informing their health initiatives. She is on the Expert Committee of Quality Care for the RACGP, President and National Coordinator of the Australian Federation of Medical Women, Breast Cancer Network Australia (BCNA) Strategy and Policy Advisory Group, co-Chair Medical Women's International Association (MWIA) Scientific and Research Subcommittee, and Chair of the MWIA Mentoring and Leadership group. Magdalena also teaches GPs and medical students and is an RACGP and University of Melbourne Medical Student Examiner.

Retired Sheena Watt Member



Elected to Board: Oct 2019 retired Oct 2020 **Meetings attended:** 1/2
Sheena Watt is a Yorta Yorta woman, Indigenous engagement advisor and public health and wellbeing advocate. Sheena was the Executive Manager for Aboriginal and Torres Strait Islander Policy & Programs at AFL SportsReady and served on several boards. She is now a Member of the Victorian Legislative Council for Northern Metropolitan Region.

Our People



CEO's Office

Dianne Hill - CEO

Executive Assistant to the CEO / Administration Coordinator
Georgie Sagers

Communications Coordinator
Kylie Inserra

Business Services Team

Business Manager
Dina Lynch

Accountant
Michelle Hy
Arta Mataj (until 23/10/2020)

IT Project Coordinator
Gaby Pagniello-Priolo

Policy and Health Promotion Team

Policy and Health Promotion Manager
Mischa Barr

Senior Policy & Health Promotion Officer
Django Love

Policy and Health Promotion Officer
Renata Anderson

Information and Data Officer
Jenny Ward

Policy and Research Officer
Georgia Bennett (until 4/3/2021)

Senior Project Officer - Gender Equality in Advertising
Linden Deathe
Alyssa Shaw (until 31/05/2021)

Digital Engagement Officer / Gender Equality in Advertising
Anne Johnston

Student Placement
Aine Donohoe

Workforce Development and Training Team

Workforce Development Manager
Debra Parker

Senior Training and Health Promotion Coordinator
Justine Devonport

Training and Health Promotion Officer
Bianca Walsh

Workforce Development Officer
Eleanor Swindon (until 26/11/2020)

1800 My Options

1800 My Options Manager
Carolyn Mogharbel

Senior Information and Resource Officers
Marti Kaiser
Julie Keys

Stakeholder Engagement and Project Officer
Emily Dang

Information and Resource Officers
Cath Bateman
Phoenix Smith

Multicultural Engagement Officer
Nabila Yusof

Counterpart

Counterpart Manager
Fiona McRae

Team Leader Operations and Volunteer Coordinator
Kellie Holland

Communications Coordinator
Katherine Bradstreet

Digital Resources Coordinator
Lauren Ferris (until 30/06/2021)

Administration Officer
Acting Communication Coordinator (October 2020- July 2021)
Rebecca Harraghy

Program Coordinator and Bridge of Support VCCC Coordinator
Wendy Pullan

Program and Resources Coordinator
Linda Rehill

Service Expansion Project Coordinator
Jan Savage

Casual Projects Coordinator
Mary Macheras-Magias

Casual Program Coordinators
Ada Castle
Lieve De Clercq
Louise Knell

Student placements
Jennifer Tiemens
Matilda Ransome

Thank You

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

Sofia Dedes - Fundraising and Communications Task Group
Ashlea Gilmore - Policy and Programs Task Group
Shaymaa Elkadi - Governance Task Group
Christine Evely - Counterpart Advisory Group
Alison Murphy - Counterpart Advisory Group
Danielle Carpenter - Counterpart Advisory Group
Monique Baldacchino - Counterpart Advisory Group
Bernadette Zappa - Counterpart Advisory Group
Carmel McCarthy - Counterpart Advisory Group
Helen Blennerhassett - Counterpart Advisory Group
Trish Ferrier (from May 2021) - Counterpart Advisory Group
Greta Hawke (until December 2020) - Counterpart Advisory Group
Janice Wailes (until May 2021) - Counterpart Advisory Group

Project Working Groups

We thank everyone who contributed to project working groups for their expertise and support.

Accredited Gender Equity Training Project Steering and Advisory Groups
shEqual Reference Group
Women's Mental Health Alliance
Abortion and Contraception Working Group

Peer Support Volunteers

We thank the women who volunteered for Counterpart in 2020-2021 for their generous contributions:

Ailsa, Barbara, Bridget, Chris O, Danni, Emma, Evelyn, Jenny, Jo, Khim, Lyn, Marg, Margaret, May, Meri, Pam, Pam S, Penny, Sue S, Teresa, Trish F, Trish M, Wilma.

We fondly remember Peer Support Volunteer Greta who died in December 2020. Greta provided hope to many women with her calm reassurance, her smile and the sharing of her own experience of cancer.

Farewell

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

Georgia Bennett
Louise Knell
Arta Mataj
Alyssa Shaw
Eleanor Swindon

Reconciliation Action Plan

Women's Health Victoria continues to deliver on the WHV **Reflect Reconciliation Action Plan (RAP)** commitments, while developing WHV's upcoming **Innovate RAP**. One highlight was launching **Yakuna Gananggurr** ('Until Tomorrow' in Yorta Yorta), a RAP artwork by Yorta Yorta, Dja Dja Wurrung and Gamilaroi woman **Madison Connors** at the 2020 AGM. Madison's artwork now proudly features across a range of WHV resources.

The online damper-making workshop with **Nornie Bero**, owner and head chef of **Mabu Mabu**, was another highlight, particularly during COVID-19 lockdown. Staff learnt about Nornie's Torres Strait Islander culture and how to use native herbs and spices while cooking alongside Nornie in their home kitchens.

Women's Health Victoria also continued to work towards ensuring direct services are culturally safe and responsive for Aboriginal and Torres Strait Islander people. **1800 My Options** worked with the **Victorian Aboriginal Community-Controlled Health Organisation (VACCHO)** to develop a phone script to help Aboriginal and Torres Strait Islander callers feel safe, respected and supported. **1800 My Options** then approached Aboriginal community controlled health organisations that provide sexual and reproductive health services to register on their health provider database. To improve access to information **1800 My Options** also developed a webpage with sexual and reproductive health resources and services for Aboriginal and Torres Strait Islander women.

Women's Health Victoria welcomed the release of the landmark **Wiyi Yani U Thangani (Women's Voices)** report by Aboriginal and Torres Strait Islander **Social Justice Commissioner June Oscar AO**. WHV are using the priorities identified in this report to support self-determination for Aboriginal and Torres Strait Islander women and communities.

Our Supporters and Donors

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

Funders

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

- Department of Health
- Department of Families, Fairness and Housing
- Department of Education and Training
- Department of Jobs, Precincts and Regions (Work for Victoria)
- Respect Victoria

We also acknowledge funding support of:

- Pink Affair
- Municipal Association of Victoria

Probono Support

- Cath Smith
- Geography Teachers' Association of Victoria
- IT Strategic
- Marmalade
- O'Train
- Sam Burrone Design
- Shayna Burns
- Spatial Vision
- The Shannon Company

We also thank the presenters that generously donated their time to Counterpart, a full list can be viewed in the Counterpart's Year in Review 2020-2021.

Donors to WHV for 2020-21

We are extremely grateful to the individuals and businesses that have made financial contributions to support our work either directly or via the Australian Communities Foundation on behalf of WHV in the past 12 months. Your generous contributions enable Women's Health Victoria to expand state and national advocacy and deliver critical projects and services, which continues to be particularly important given the devastating impact of COVID-19 on women.

Counterpart Donors

We also acknowledge and thank those who have donated directly to Counterpart, our service that connects, supports and informs women affected by breast or a gynaecological cancer to live well. These donors and supporters are listed in **Counterpart's Year in Review 2020-2021** publication.

Donate to Women's Health Victoria

Support our vital work and help us continue to create change by delivering vital health services and innovative gender equity projects. You can donate at whv.org.au/get-involved/donate

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 the WHV Board and vote at WHV elections. To apply for a WHV membership visit: whv.org.au/who-we-are/membership

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 2021 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

	2017	2018	2019	2020	2021
	\$	\$	\$	\$	\$
Summary Income Statement					
Total Income	2,697,591	3,325,422	5,114,348	4,026,281	3,808,089
Total Expenses	2,623,327	3,139,771	4,426,721	3,776,288	3,517,842
Net Profit/(Loss)	74,264	185,651	687,627	249,993	290,247
Summary Balance Sheet					
Cash	1,394,612	1,785,879	2,382,967	1,710,236	1,912,547
Receivables	67,389	19,792	21,334	141,352	48,532
Property, Plant & Equipment	130,363	229,270	160,071	393,998	503,078
Total Assets	1,592,364	2,034,941	2,564,372	2,245,586	2,464,157
Payables	190,051	407,894	248,492	1,109,208	1,099,869
Provisions	314,635	353,717	354,924	352,290	289,953
Total Liabilities	504,686	761,611	603,416	1,461,498	1,389,822
NET ASSETS	1,087,678	1,273,330	1,960,956	784,088	1,074,335
Current Ratio	3.21 : 1	2.46 : 1	4.29 : 1	1.54 : 1	1.73 : 1

For the 2020-2021 financial year Women's Health Victoria received funding from the Victorian State Government Department of Health for the Women's Health Program, Counterpart service and 1800 My Options service. Short-term funding was also received from the Department of Health for Community Engagement in COVID-19 Vaccination, Quality Enhancement, Mental Health and one-off funding as a boost to the Women's Health Program for 2021-2022.

Funding was received from the Victorian Department of Families, Fairness and Housing for the Prevention of Violence Against Women (PVAW) Capacity Building, and the Gender Equality in Advertising project.

WHV also received short-term funding from Working for Victoria as part of the Workforce of Multilingual Health Educators (WOMHEN project), and Respect Victoria. This financial year also saw the completion of the three-year Gender Equality Training Project funded through the Workforce Training Innovation Fund from the Department of Education and Training.

To support the organisation with the impact of COVID-19, Jobkeeper subsidies were received from the Federal Government.

Not all income received in the 2021-2022 financial year is reflected in the Statement of Comprehensive Income. Following the implementation of the ASSB1058 Accounting Standard in 2019, we continued to only bring in the expended income into the Statement of Comprehensive Income and all unexpended income remains in the Balance Sheet and carried forward into the next financial year.

The increase from last year in salary expenses is due to wage

increases in the Enterprise Agreement, implementation of the Long Service Leave Portability Scheme and receipt of Jobkeeper which enabled staff employment contracts to be extended. The increase in infrastructure and organisational expenses is due to investment in IT to support staff working from home because of the impacts of COVID-19. Project costs reduced due to the completion of the Gender Equality Training Project.

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 in the financial year is 1.73:1. This means that the business has \$1.73 in assets to meet \$1 in current liabilities. The ratio in this financial year reflects the changes in the accounting standards.

More detailed information is contained in the Women's Health Victoria Inc. Financial Statements for the year ending 30 June 2021 and accompanying notes available on our website.

FIVE YEAR FINANCIAL STATISTICS





Women's Health

V I C T O R I A

healthy ■ empowered ■ equal

Women's Health Victoria

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counterpart.org.au

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Copies of this Annual Report are available online:

whv.org.au



Women's Health Victoria
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#championsforwomen

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