



Women's Health in the South East

**ANNUAL
REPORT
2020/2021**

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Acknowledgement

Acknowledgement of Country

WHISE acknowledges that our work occurs on unceded Aboriginal land.

We work on the lands of the peoples of the Bunurong peoples of the Kulin Nation. We recognise their continuing connection to the land, waters, and culture.

We acknowledge their Elders past, present and emerging - Australia was and always will be Aboriginal land.

Acknowledgement of Advocates and Legacy from which we work

WHISE acknowledges the many women, women's organisations and survivor advocates who have spoken out about issues about women's health and gender equity for decades. The work we do builds on their legacy, their dedication and their advocacy that precedes us.

Foreword

And here we are again.

This will be the second Annual Report that WHISE has released during a pandemic. Although now we are a bit older and, we shall say, a bit wiser.

Through our work, our team, partners, and Board have grown. Our services have expanded both in how they are delivered and what they deliver, our understanding of community and the needs of women has grown, and our capacity and capability to evolve and adapt our workplan has grown.

More importantly, our partnerships have grown - it is to these partnerships and supporters that we dedicate this Annual Report to.

When WHISE reviewed and developed its Statement on Cultural Values in 2020, a key value that we all very quickly identified was collaboration. It is a value we hold strongly to, and one that our partners and members tell us we live by.

Collaboration: *Collaboration is fundamental to our work. We build, support, and encourage collaboration within our organisation and across the region. We value and respect the skills, knowledge and experience of others and seek to create opportunities to share ideas, knowledge, and expertise. We believe in the power of working together and collective action to create a more equitable world.*

Taken from the WHISE Values Statement <https://whise.org.au/about-us/vision-mission/>

While this annual report shows the work and projects that WHISE has delivered over the last 12 months, in reality the work has been done in collaboration with others – other leaders, workers, and organisations. In working with others, WHISE understands that all women in our region can benefit as we bring together different capacity and skills to energise primary prevention and health promotion activities and work.

It is true that we have grown through the pandemic, but importantly, so have many of our partners and members through our region. We celebrate their growth as well as ours.

We also celebrate the collaboration across the great Women’s Health Services sector in Victoria. It is unique, it is vibrant, it is intersectional, it is feminist, and it is one of a kind in Australia. We thank the Victorian Government for recognising this, not only through our ongoing core funding but also through the boost they provided the Women’s Health Services in the 2020 Budget. The reality is that this would not have occurred without the collaboration and efforts of the Women’s Health Services working together with the leadership and guidance of our peak body, Gender Equity Victoria, and support from Government. We know there is much more to do, but it is a great start and surely a vote of confidence.

The investment from Government to support a proposal led by Gender Equity Victoria and our sister organisation, Multicultural Centre for Women’s Health, to establish a statewide network of Multilingual Health Educators is also celebrated. The WOMHEn project is surely more evidence of the value of partnership and recognition of the benefit of different skills coming together. We look forward to being able to share with our partners and members the outcomes of this work to increase vaccine confidence and women’s wellbeing through this pandemic.

We would like to close by expressing our sincere thanks to all members of the WHISE Board for their support and leadership. Our Board continues to work constructively and collaboratively.

Last but not least, we deeply thank our amazing, talented and hard-working team who, with our incredible partners, supporters and members, have made this report a pleasure to put together.

Yours sincerely,

Robinette Emonson, Chair

Kit McMahon, CEO

Who is WHISE

Our vision is to see that all women in our region are safe, healthy, and thriving.

WHISE works across 10 local government areas from South Melbourne down to the Mornington Peninsula and east to Casey and Cardinia. Our area of work is the Southern Metropolitan Region and is one of the most diverse and expanding regions across Australia.

We create gender equity by learning, educating and advocating for all women

Health promotion and primary prevention is at the heart of what we do - it saves lives, increases community well-being and most importantly for WHISE, empowers women.

WHISE trains and builds understanding about gender equality because this is the root cause of violence against women. We work in partnership with communities to support women to take control over their own health and well-being.

Our Network and Regional Engagement

In addition to the work that WHISE leads, our team are proud to represent our organization, our mission and the needs of women in our region in the various committees and advisory groups across our region. This activity is key to advancing our mission, delivering health promotion messages and supporting strong partnerships.

Across 2020-2021, we participated in the following committees and advice groups

- Bayside MP Family Violence Committee
- Bayside Peninsula Integrated Family Violence Partnership
- Cardinia Shire Council - Together We Can
- Cardinia Shire Youth Network
- Chisholm TAFE PVAW Working Group
- City of Casey Community Safety Meeting
- City of Greater Dandenong Community Safety Advisory Committee
- City of Greater Dandenong Preventing Family Violence Committee
- City of Greater Dandenong Youth Network
- City of Port Phillip Multicultural Advisory Committee
- Community Health - Health Promotion Network and Advisory Group
- FMP Elder Abuse Prevention Network Steering Committee
- Gender Equality Training Sub Committee
- Gender Equity Victoria Communications Community of Practice
- Glen Eira Community Safety Committee
- Glen Eira Community Groups Committee
- Inner South Multicultural Issues Network
- International Students Sexual Health Network
- Kingston Family Violence Working Group
- MAV Preventing Violence Against Women Network
- Mornington Peninsula Shire Health and Wellbeing Committee Meeting
- Mornington Peninsula Youth Services Network
- Multicultural Advisory Committee
- RMIT VE Industry Advisory Committee Assoc Degree Health Sciences
- Sexual Lives and Respectful Relationships Network
- SMPCP EAPN Steering Committee Meeting
- SMPCP Family Violence Working Group Meeting
- South East Community Links Local Steering Working Group

- Southern Melbourne Integrated Family Violence Partnership Meeting
- WASEMA Family Violence Advisory Committee
- Women's Health Services Quality and Compliance Committee
- Our Watch – Masculinities in Practice, project advisory group

Our Strategic Goals

WHISE operates under a broad planning framework, which comprises the Annual Business Plan, the Integrated Health Promotion (IHP) Plan and the Strategic Plan, backed by the WHISE Social Impact Framework.



The planning framework is underpinned by an annual review of priorities and evidence that is articulated via the WHISE Environmental Scan. The Environmental Scan is a snapshot of key data, evidence and practice informing our work and directions that we take on a bi-annual basis.

Strategic Initiatives

IMPACT		Promoting and celebrating optimal sexual and reproductive health for all in the SMR, by increasing knowledge and access to safe and appropriate services (Sexual and Reproductive Health)
		Encouraging, supporting and empowering partners, communities and stakeholders to understand and implement gender equity principles and practices (Gender Equity)
		Adopting a primary prevention approach that recognises the underlying causes of violence to support organisational and, community change using strong evidence base over the longer term (Prevention of Violence Against Women)
		Building the capacity and capability of our regional prevention workforce (Capacity Building)
REACH		Expand and deepen our influence as a leader in primary prevention of women's health
		Establishing and evolving a research and advocacy platform that is unique to our region
CREDIBILITY		Ensuring that we evolve our leadership and governance to maximise outcomes for women in our region
		Create a culture of learning, curiosity, collaboration, innovation integrity and change
		Ensuring that we are financially strong and sustainable
		Continue to deliver positive long term health outcomes for women in our region

Reporting on our impact

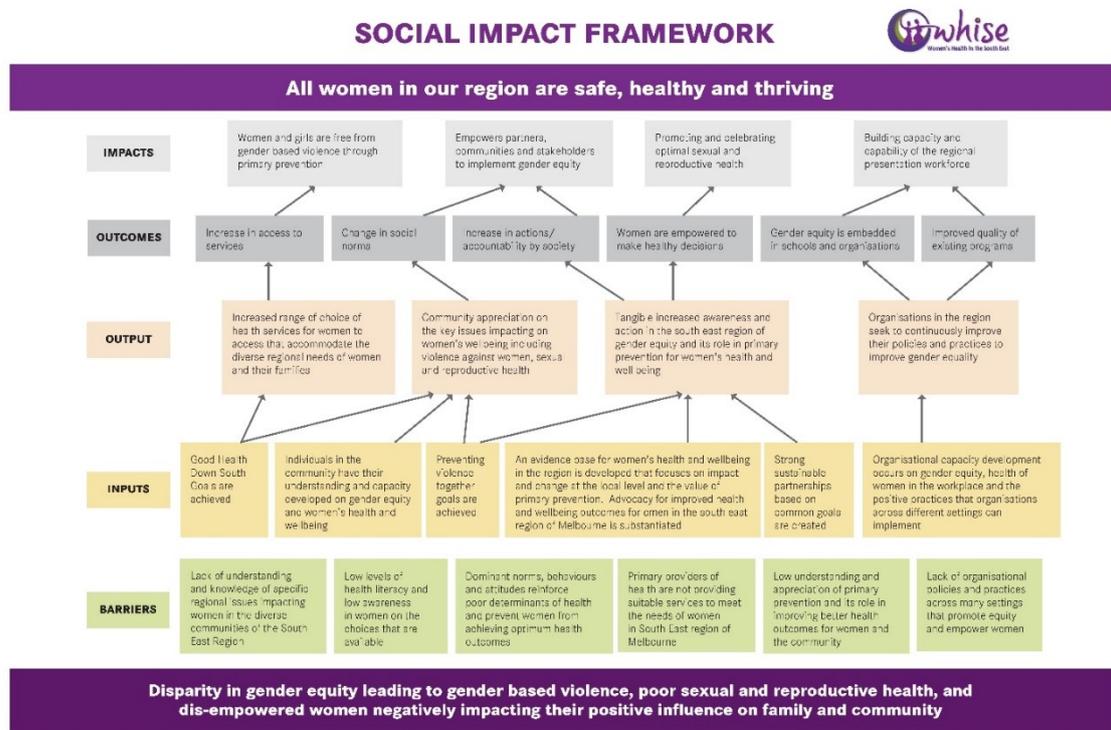
WHISE measures its impact against its Social Impact Framework (The Framework) - our theory of change. The Framework is the “other side” of our Strategic Goals and guides how and what we measure. Through impact measurement we can see how we make a difference, make ourselves accountable for our work and be relevant to our partners, funders and community.

Measuring the work of WHISE

The WHISE Social Impact Framework outlines four key areas of impact that WHISE seeks to influence through its work and actions.

These are:

1. Women and girls are free from gender-based violence through primary prevention.
2. Mobilise partners, communities and stakeholders to prioritise work that promotes gender equality.
3. Promoting and celebrating optimal sexual and reproductive health.
4. Building capacity and capability of the regional prevention workforce.



In this Social Impact Report, we have been able to report on a number of ‘outputs’ as well as ‘outcomes’. Together, these two measures describe achievements and how we have influenced WHISE’s four key areas of impact.

Our outputs show “activities undertaken during the reporting period ... such as number of webinars and number of attendees, or number of Facebook likes/number of page views”

Our outcomes show the “level of performance or achievement that occurred because of the activity an organisation provided. Outcome measures are a more progressive indicator of effectiveness. Outcomes quantify performance and assess the success of the process.”

The distinction is important as WHISE wants to measure what we do, and *what we achieve*.

Assessing social impact through value

Now more than ever, not-for-profit organisations are being asked to show tangible indicators of the value of their work. Through a much-welcomed scholarship from Australian Social Value Bank (ASVB), WHISE is able to measure if activity, work and our Social Impact Framework/theory of change is creating social value.

WHISE reports social impact in a range of ways. In addition to reporting against our Social Impact framework, we also use the methodology of social value as provided through the ASVB. The ASVB is the largest bank of methodologically consistent and robust social values ever produced in Australia, putting a well-researched economic value on the improvement in wellbeing of Australians.

Throughout this report we highlight social value returns against the outcomes of our social valuation using the ASVB model and approach. To support this, our end of year accounts also contain Social Impact Valuation Statements for each project assessed this financial year. This year's report details the social value of a discreet set of projects delivered across the period and does not include all activities of the 2020-2021 Business Plan or operating budget. The methodology, however, is consistent across all the projects and the ambition is to continue to measure and improve the valuation and social impact of our projects to consistently show the importance of primary health promotion.

The ASVB measures the activity of WHISE by assessing our evidence and evaluation against pre-populated values for social outcomes from public data holdings such as the Wellbeing Valuation method from data gathered through the HILDA (Household, Income and Labour Dynamics in Australia) and Journeys Home surveys. Values are estimated using the same consistent and robust valuation methodology that is one of the endorsed methods used by international organisations and OECD governments. Furthermore, the methodology evaluates primary values (values of outcomes to individuals) and secondary values (values to the state/government, e.g. tax revenues).



[Access further information on the methodology and ASVB.](#)

Key definitions in reporting:

- **Benefit Cost Ratio** – The benefit-cost ratio gives an intuitive insight into the effectiveness of the program, where b = benefits and c = costs. A cost-benefit ratio of greater than one indicates that the program creates more social benefits than it costs.
- **Net Benefits** (reported with deadweight adjustment) – The net benefit is simply net benefits = $b - c$
- **Total Cost** for WHISE to deliver the activity (reported adjusted for opportunity cost and optimism bias).

Women and girls are free from violence through primary prevention (PVAW)

Our work prevents violence against women and their children by addressing the underlying causes of gender-based violence against. While effective primary prevention approaches often deliver to whole-of-population strategies, the diverse needs and experiences of our region require WHISE and our partners to tailor specific programs to the needs of particular communities and groups within the southern region. This approach generates greater benefits and impact across a range of communities and groups.

Preventing Violence Together Strategy Communities of Practice

A Community of Practice (CoP) is a group of people who share a common concern, set of problems, or an interest in a topic, and who come together to share best practice and to create new knowledge.

Communities of Practice are a key technique that WHISE, and other health promotion and primary prevention practitioners and organisations use to build capacity and to promote health.

Importantly CoPs, and the agendas that they run, are developed through the partnerships we hold, and informed by the goals to Prevent Violence against Women in the Southern Metropolitan Region.

For WHISE, the Preventing Violence Together Strategy CoPs have been important in providing opportunities to extend areas of work, build capability and capacity in the region, and strengthen partnerships.

Gender, Intersectionality and Ableism

In October 2020, the Intersectionality and Diverse Communities CoP was established to focus on disability and ableism. Delivered within the context of the pandemic, it recognised the increased risk that women with disability are experiencing in family violence or other forms of abuse. We urgently need to work together to lay the foundations in our region for an inclusive community, that holds people with a disability in high value.

Women with Disabilities Victoria presented on how partners and community advance social and economic inclusion for women with disabilities in Victoria, and on the practical steps that can be taken to integrate intersectionality into our role.

Deakin University, WHISE and program peer mentors presented on the community-driven and collaboratively developed Sexual Lives and Respectful Relationships (SL&RR) program, a peer-led relationships and sexuality program for people with disabilities in local communities.

The participants reported the following takeaways from the session:

Really important to have men in the conversation regarding violence towards women.

That we need to consider the intersectional approach from the planning stage and be better at evaluating our current practice.

That so many people moving around our communities with unconscious bias which then significantly impacts on others' choices and decision making.

We are still operating in silos though, and an intersectional approach is still a challenge.

Ways in which I, a cis-hetero white woman, can be aware of my own privilege and ableism.

Just how high the stats are for people with a disability that experience sexual assault.

A clearer understanding of intersectional factors - there is much work to be done to change our culture.

SOCIAL VALUE IMPACT:

Project: Gender, Intersectionality & Ableism Community of Practice

Net Social Benefit to Community \$93,601

Directly delivered to **15** Participants with an estimated impact for 12 months

Benefit Cost Ratio 33.73

Social Impact as calculated through Australia for the Delivery of the Gender, Intersectionality & Ableism Community of Practice

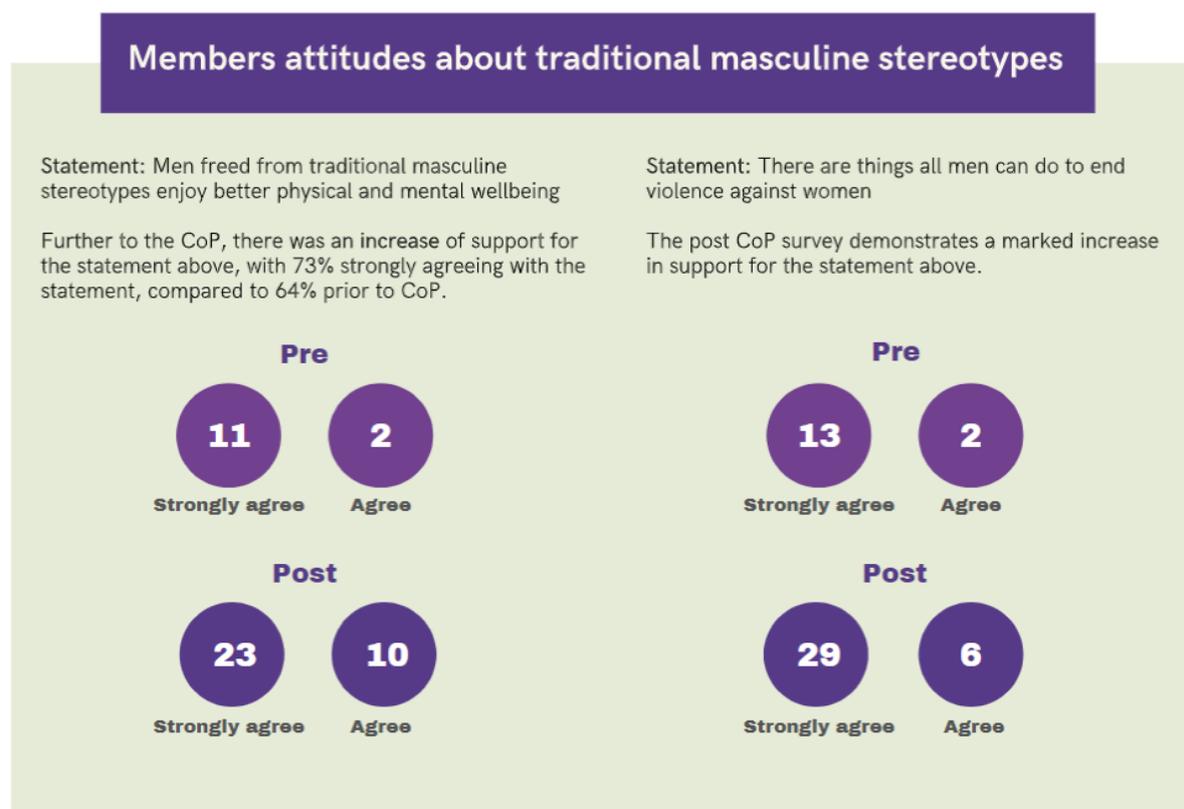
The values used in this cost benefit analysis have been derived using the wellbeing valuation method from data gathered through the HILDA (Household Income and Labour Dynamics in Australia) and Journeys Home Survey.

Engaging Men and Boys in Gender Equality

In September 2020, 29 representatives from 19 organisations across local government, youth development and support, education and community services attended a CoP on values-based messaging and engaging men and boys in gender equality.

Jewish Care presented the work they are doing to engage men and boys in gender equality in their diverse community and the Department of Education and Training, The Men's Project and Edithvale Primary School presented the work they are doing on respectful relationships in schools, on how to free boys from outdated gendered expectations.

Both organisations spoke about the importance of values-based and strength-based messaging and referenced the [Framing Masculinities Message Guide](#). This guide provides excellent evidence-based advice on how to have productive conversations about masculine stereotypes in Australia and includes, for example, the importance of avoiding myth-busting, which serves to activate and strengthen regressive narratives.



Most significant takeaways from the COP included:

Get the language/messaging right.

Importance of language to break stereotypes.

Benefits to men.

Gender stereotypes are not good for anyone - pleased to see the move away from 'toxic masculinity'.

Confidence in applying effective and persuasive messaging for gender equality initiatives

Increase in CoP member's confidence with 60% of respondents reporting they were confident, compared to 31% prior to CoP.



[Source for images](#)

In November 2020, 15 representatives from 12 different organisations across local government, youth development and support, education and community services attended the second CoP on Engaging Men and Boys in Gender Equality – this time focusing on emerging practice in the region.

Partners shared their work and provided participants the opportunity to ask questions. Insights and work were presented from:

- Mornington Shire Council, Family Life and The Men's Project: Men & Boys Making it Happen
- Wellsprings for Women; Men Speak Out on Migration and Gender Roles
- Edithvale Primary School: A snapshot from a Respectful Relationships primary school

After attending the second CoP, 45% of members stated they were **confident** in applying best practice principles, (e.g., engaging men and boys in gender equality include addressing outdated stereotypes, embedding an intersectional approach, maintaining accountability to women) into their practice. Nine percent indicated they were very confident.

There's a lot of great work being done in the space.

Lots of great information. The case study from the Primary School teacher was inspiring.

Interesting to hear about the experiences of men and boys from different cultural backgrounds.

We really need to develop more programs for CALD men to support them through the massive changes of settlement.

Men and boys need role models that they can identify with, for example migrant or refugee men and boys.

Practical learnings from implementing Respectful Relationships Education in schools that I can apply.

The importance of early years - embedding in various programs such as parenting.

Great tips and shared resources.



In March 2021, 20 representatives from 13 different organisations across local government, youth development and community services attended a Community of Practice on *Intersectionality and Diverse Communities*.

This CoP had a specific focus on the primary prevention of family violence experienced by LGBTIQ+ communities as overlapping systems of inequality and discrimination can influence LGBTIQ+ peoples' experiences of intimate partner and family violence.

The CoP provided attendees with the opportunity to hear from Jackson Fairchild, Head of Policy and Programs at Rainbow Health Victoria. He provided a passionate, informative and engaging overview of the Pride in Prevention Evidence Guide, and inspired attendees to consider how to incorporate the recommendations into future primary prevention activities.

Prior to attending the CoP 35% of CoP members stated they were confident in applying an intersectional lens into their practice, with 40% somewhat confident and 20% either not so confident or not at all confident. After attending there was a positive shift with 55.56% indicating they were confident in applying an intersectional lens into their practice.

It was also positive to see that over 77% of CoP members will take/have taken action to integrate an element of intersectionality into their work.

Most significant takeaway

Importance of engaging with the LGBTIQ+ community

- Ensuring that LGBTIQ+ people are consulted and considered as part of gender equity audits and plans.
- No GE Strategy or Action Plan can be successful without engaging with members of the LGBTIQ+ community. Best to start by focusing on shared connections that amplify and celebrate the experiences of the LGBTIQ+ community & maintain connection.
- Talk with people from the LGBTIQ+ community to gauge their perceptions, in our work with LGBTIQ+ issues in particular and gender equality in general
- The importance of community discussions and consultations to understand the lived experiences of LGBTIQ+ communities

Reflections on complexity, challenges, bias and backlash

- Discussing how to apply theory to practice.
- The complex layers of harm the LGBTIQ+ community experience and benefits of collaborative practice.

- The challenge to both continue to drive PFV work to reduce VAW but also bring in the LGBTIQ+ as it is so connected - but difficult to do particularly when community readiness is at the lower end of the scale. A challenge, as we are well aware the very critical & immediate need for this work.
- Don't fall into the cisgender, heteronormative trap.
- How to work with backlash to planned change.

SOCIAL VALUE IMPACT:

Project: Pride in Prevention Community of Practice

Net Social Benefit to Community \$110,948.00

Directly delivered to **16** Participants with an estimated impact for 12 months.

Benefit Cost Ratio 26.81

Social Impact as calculated through Australia for the Delivery of the Pride in Prevention Community of Practice.

The values used in this cost benefit analysis have been derived using the wellbeing valuation method from data gathered through the HILDA (Household Income and Labour Dynamics in Australia) and Journeys Home Survey.

16 Days of Activism: Values-Based Messaging

To support 16 Days of Activism activities across the region, WHISE applied for and received funding to run a capacity building forum on values-based messaging.

Based on feedback from our partners, this methodology is receiving traction and support across primary prevention and health promotion practitioners for its effectiveness and adaptability to a wide range of health promotion causes.

The purpose of the forum was to provide health promotion and primary prevention practitioners in our region, the opportunity to understand why values-based messaging is effective, how it can be applied/integrated into social media posts during 16 Days of Activism for the prevention of violence against women and the advancement of gender equality and healthier masculinities.

With 63 registrations from across Victoria, the funding allowed WHISE to bring in Mark Chenery from Common Cause (experts and leaders in this field of work) to deliver the session.

The event was well received with feedback including:

The session was direct, to the point, with clear explanation behind the reasoning, which I found beneficial.

The clear, straightforward, and informal way in which the key speaker explained the messaging principles.

The speaker was very good and very well informed. WHISE are a respected organisation, so the invite from WHISE gave credibility to the presentation. All tech worked!

Fantastic session: a fresh evidence-based perspective, practical tips and links to helpful resources.

In addition, WHISE collaborated with Gender Equity Victoria and Women's Health Services across Victoria to build and promote a social media campaign, to send a powerful message that we stand united for gender equality and together we are stronger if we work collectively for the elimination of violence against women during and beyond 16 Days of Activism.

In support of this campaign, WHISE posted:

- 16 posts on Facebook reaching 8,411 users.
- 19 posts through Twitter which resulted in 11,200 impressions with an average engagement rate of 3% (up from WHISE normal engagement of 2.1%).

- 10 updates on WHISE LinkedIn page earning 1,378 impressions and engagement of around 7% (which is the monthly average for WHISE).

March 4 Justice

On 15 March, members of WHISE Staff, Board and Partners joined with thousands of Melburnians and participated in the Melbourne March 4 Justice Walk at Treasury Gardens.

WHISE was part of a loud movement for change.

Demanding action on violence and abuse against women, the protest of #EnoughIsEnough was a call for real gender equality and justice. The WHISE team stood with colleagues and friends old and new and heard from an amazing line up of speakers. It was a momentous event for Melbourne, across Australia and one that we were all proud to be a part of and support.



Women's Spirit Project

From Friday 30 April to Sunday 2 May, WHISE staff supported the Women's Spirit Project (WSP).

The WSP is a grassroots, volunteer-led initiative which aims to inspire and empower women experiencing disadvantage to transform their lives through fitness, health and wellbeing activities. Founded by Jodie Belyea, it is "a group of women with a vision on a mission... supporting women through the provision of accessible (free) fitness, health and wellbeing programs that create connection to a tribe of like-minded women with the aim to reduce isolation and loneliness".

The 70km trek aimed to engage women in fitness, health and wellbeing activities to inspire, empower and transform their lives while raising funds to support the delivery of accessible health and wellbeing programs for women doing it tough.

We were proud to be part of such a great event and to be right in the middle of all the action, seeing women break through the barriers and overcome challenges of the trek to cross the finish line. WHISE provided a support team (Jo French and CEO Kit McMahon) to assist the walkers across the three days.

WHISE CEO, Kit McMahon, was also a guest speaker at the celebration dinner held on the Saturday night.

The trek was [well covered in the local media](#).

WHISE continues to work with the WSP team as it prepares to develop its next strategic plan and release findings/outcomes of this year's event.



Prevention of Violence against Women (PVT Strategy)

2020-2021 marks the final year of the region's first four-year strategy to prevent violence against women. *Preventing Violence Together* was first launched in 2017 and succeeded in building the capability of prevention

practitioners and contributors, through its Communities of Practice, which have been well attended and have attracted a broader workforce than in the previous year.

In this final year, a key success was the relationships built through the creation of the Critical Friends Network. This network was created through a partnership between WHISE and the Bayside Peninsula and Southern Melbourne Department of Education and Training's Respectful Relationships team. It is now well established and has its own Communities of Practice, backboned by WHISE and Department of Education and Training's Respectful Relationships teams.

WHISE has also succeeded in developing the leadership and organisational capacity of local and regional partners to strengthen their current work in the promotion of gender equality and the prevention of family violence and all forms of violence against women. To move towards a whole of organisational approach to promoting gender equality and prevent gendered violence in the workplace setting, the partnership's Regional Working Group members told WHISE they wanted to work together, to engage others in their organisation, who don't hold gender equality and/or prevention of violence against women, in their portfolio. With partners, WHISE designed a series of lunchtime information sessions that were very well attended by a broad range of Council departments, especially those in People and Culture teams.

Through the pandemic, the online space was a significant facilitator and supported project implementation. We were able to bring those who might not normally engage in the prevention of violence against women, into our Communities of Practice and the Critical Friends Network.

The enactment of the Gender Equality Act (the Act) was a significant opportunity to strengthen the engagement of partners to the core evidence and practice to prevent violence against women. The requirements under the Act meant that the broader workforce in Councils for example, were seeking to build capability in applying an intersectional gendered lens to their work for possibly the first time.

Another enabler was the significant energy and passion among partners, to involve men in the solution to the prevention of violence.

The use of values-based messaging was a huge enabler in the work being effective. Practitioners told us that they wish to learn more about how to do this practically, and therefore it was built into two of our online events with a focus on framing the work around men's advantage (rather than women's disadvantage), on solutions (rather than problems), on sticking to what we want to see (not what we don't want to see), and on causation (rather than outcomes).

Our region's next strategy

WHISE is currently in the process of consulting with partners on the next regional strategy to prevent violence against women. This work commenced with a presentation to the PVT Steering Committee outlining the challenges and opportunities for the next strategy, and what potential approach the next strategy will take.

Based on this, a consultation paper was distributed to partners and stakeholders.

The project plan aims to launch the new Strategy in October this year.

- Active members of the Preventing Violence Together partnership has more than doubled in 2020 (total of 110) to the previous 50 in 2019.
- The workforce has expanded (10 new active members of PVT CoPs come from Youth Services/Youth Development, 15 from community organisations).

Critical Friends

WHISE has achieved huge success in the creation of a Critical Friends Network (CFN).



WHISE and the Department of Education and Training (DET) Bayside Peninsula & Southern Melbourne Regional offices worked together to engage, train and support a network of approximately 50 professionals in our region, to support schools with their gender auditing and action planning.

The Critical Friends model meets an identified gap in the existing model of the state-wide Respectful Relationships (RR) initiative. Each region currently has around two to three staff members to support hundreds of schools and implement the whole of school statewide Respectful Relationships program. Success requires capability and capacity building to ensure that principals, leaders and all staff in schools have competency in primary prevention and the drivers of family violence.

Through the Critical Friends model, more support can be targeted to schools according to regional need and workforce make-up.

WHISE, the *Preventing Violence Together* partnership, DET, schools, school nurses and professionals in our region have all been engaged in this work and the outcomes for this model created by WHISE & DET through in-kind, are impressive.



The success of this work is demonstrated in consistent and sustained high levels of engagement at online events/meetings, substantial growth in the number of active members of the CoPs, broadening of the workforce that attend program CoPs/working groups and forums, and positive feedback in pre and post evaluation.

Critical Friends who had never previously attended a WHISE Communities of Practice activity enrolled and registered in our events. Approximately 40% of registrations for CoP have come from Critical Friends.

A total of 25 Critical Friends also attended the half day CoP run by WHISE, Department of Education and Training & Jesuit Social Services, further building their capability and the regional capacity in engaging men and boys in gender equality work.

At the first CoP in November, Critical Friends shared that as a result of being in the Network they have reported:

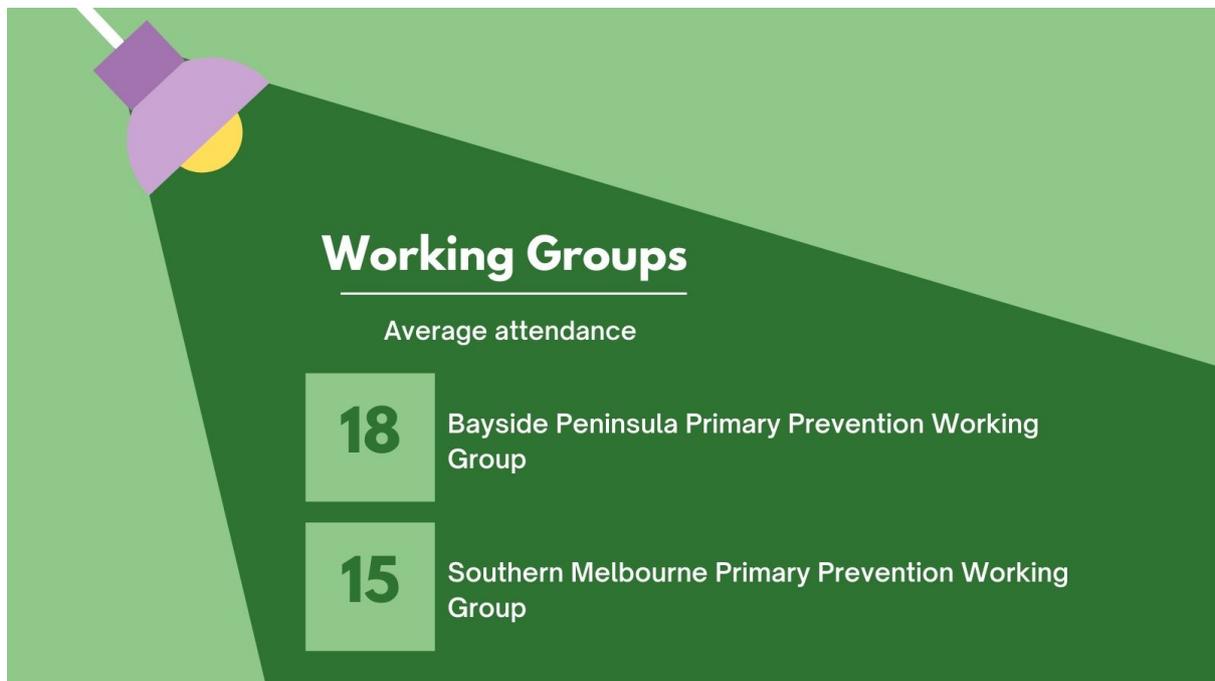
- Increased knowledge and confidence from working together on PVAW in a peer supported space.
- Increased knowledge and confidence in how to effectively engage and communicate with schools.
- Increased knowledge and confidence of the drivers of violence against women.
- Increased confidence in identifying gender stereotypes, looking through a gendered lens.

Mutually reinforcing activities and the partnership between WHISE and DET has demonstrated what can be achieved. This network has a positive reputation in our region and has become embedded in the culture of the prevention workforce in our region.



Preventing Violence Together

- Intersectionality and Diverse CoP - 20 attended (16 women and 4 men)
- Intersectionality and Diverse CoP: Theory to Practice – 55 attended (50 women & 5 men)
- Engaging Men and Boys CoP - 29 attended (25 women, 4 men)
- Intersectionality and Diverse CoP: Gender, Intersectionality and Ableism - 24 attended (19 women, 3 non-binary, 2 men)
- Engaging Men and Boys CoP - 15 attended (12 women and 3 men)



Empowers partners, communities and stakeholders to implement gender equality

WHISE has worked with a variety of partners and stakeholders in the last 12 months to not just raise awareness about the significance of gender equality, but also to empower and provide them with the tools necessary to implement gender equality in the various settings people live, work and participate in. While an awareness about the importance of implementing gender equality in our communities is vital, it is equally important for communities to be given the tools to be able to *implement* gender equality in the many settings where gender inequality still exists. In empowering our partners, communities and stakeholders with these tools, we can significantly shift and challenge many of the norms and views about gender roles and stereotypes.

Gender and Recovery: A Digital Forum (28 July)

Over 60 participants from various organisations, including Local Government Response & Recovery Teams, Community Health Services, Department of Education and Women's Health Services came together online to join the Gender & Recovery Planning Digital Forum.

The Hon. Gabrielle Williams, Minister for Women and Minister for Prevention of Family Violence and Tanja Kovac, CEO, Gender Equity Victoria presented compelling reasons for applying a gender lens to response and recovery planning.

Presenters from Cardinia Shire Council, Victorian Local Governance Association and Bushfire Recovery Victoria facilitated practical, hands-on sessions, shared their work and provided practical resources.

Key takeaways from partners who attended include:

Have gender at the core of your planning from the start.

Take the time to set up systems and projects with the right foundations.

Collect data - you don't know what you can't see.

Now is the opportunity for change -not fall back into old ways - take on the opportunities that come with the Gender Equality Act.

Great to have the stats to highlight the importance of a gender lens on response and recovery.

Gender Equality in the Workplace: A Forum for People and Culture Professionals

On October 28, 2020, WHISE hosted an online forum called, *Gender Equality in the Workplace: A Forum for People and Culture*. The forum provided people and culture managers, coordinators and officers, and anyone supporting the implementation of the Gender Equality Act 2020 (the Act) the opportunity to better understand the requirements of the Act and what it means for them. Over 70 gender equality practitioners and people and culture professionals from across our region and beyond attended.

Representatives from The Commission for Gender Equality in the Public Sector provided an overview of:

- 1) the Act,
- 2) the role of the Commission for Gender Equality in the Public Sector to progress gender equality workplace reform, and
- 3) how they will best support implementation efforts.
- 4) This was followed by a comprehensive Q&A session, from which a Q&A resource was developed.

Attendees requested sessions offering the opportunity to focus on the practicalities of undertaking Gender Impact Assessments (GIAs) and how to collect and make sense of the data obtained from a Workplace Gender Audit (WGA).

Additional forums were offered in response.

Gender Impact Assessment Lunchtime Practice Forum

On February 10, 2021, WHISE held an online lunchtime practice forum focusing on the practicalities of undertaking GIAs. Over 40 gender equality practitioners and people and culture professionals from over 20 prescribed entities attended to gain a better understanding of conducting GIAs as per the Act.

Representatives from The Commission for Gender Equality in the Public Sector returned to provide an overview of the GIA guidelines and answer questions.

Workplace Gender Audit (WGA) Lunchtime Practice Forum

On February 24, 2021, WHISE held a second lunchtime practice forum focusing on how to collect and interpret data for a WGA.

For this session, there was a more diverse range of skills and experiences present as conducting a WGA requires people to work closely with data custodians to gather data from various parts of their organisation.

Approximately 50 people from over 20 organisations attended the forum to gain a better understanding on collecting intersectional gender-disaggregated data against the workplace gender equality indicators, as per the Act.

Again, representatives from The Commission for Gender Equality in the Public Sector provided an overview of the WGA guidelines and the indicative reporting template. An additional Q&A resource was developed

The participants gave the forums an average rating of 4.2/5 and 84% of respondents to the survey saying it did increase understanding of the requirements of the GE Act. The participants reported benefit from the forum including

Clearer on the support guidelines coming from commission.

Understanding the requirements, that we are still waiting on resources, that there is support available, that we're all in this together.

Increased clarity on workforce audit and planning process, and timelines. Gender impact assessments still less clear but that was not the focus of content today.

Have a clearer roadmap of what we need to do and how to do it and what support we will be able to access.

Knowing that some of the work we are doing now will be acceptable for next year.

Have a clearer roadmap of what we need to do and how to do it and what support we will be able to access.

Better understanding of timeframes and the initial expectations of LGAs.

Really good to see some timeframes. Also reassuring that everyone is in the same (slightly panicky) boat - much as the work is very exciting.

There are resources coming to assist. Knowing that some of our existing work can potentially be taken into account.

SOCIAL VALUE IMPACT:

Project: Gender Equality Act Forum

Net Social Benefit to Community \$62,211.00

Directly delivered to **13** Participants with an estimated impact for 12 months.

Benefit Cost Ratio 4.29

Social Impact as calculated through Australia for the Delivery of the Gender Equality Act Forum.

The values used in this cost benefit analysis have been derived using the wellbeing valuation method from data gathered through the HILDA (Household Income and Labour Dynamics in Australia) and Journeys Home Survey.

Putting a Gender Lens on Community Wellbeing – Health and Social Planners Forum

To assist social and health planners in the region, WHISE held a forum to discuss how a gender lens could be put on the development of the next Municipal Public Health and Wellbeing Plans, and Integrated Health Promotion Plans.

Delivered from the context of the requirements of the Public Health and Wellbeing Act for local councils, and aligned to the Victorian Public Health Plan, the webinar introduced partners and colleagues in the Southern Metropolitan Region (SMR) to WHISE's second Environmental Scan on women's health for the region.

The event:

1. Commenced a conversation with Local Government and community health organisations in the SMR about available data on women's health and wellbeing.
2. Highlighted available data on women's health and put forward key themes for consideration for future health and wellbeing plans.
3. Looked forward to implications of the data for health and wellbeing planning including the Gender Equality Act.

Evaluation of the event concluded that while the capacity development event was supported and welcomed, partners and stakeholders are still keen for more information and support. In particular, there is an ongoing need for practical tools and sessions that provide very tactical direction on ways of applying a gender lens. A strong piece of feedback was the recognition for social and health planners to network to learn from each other, particularly around data and how best to utilise it for community outcomes.

SOCIAL VALUE IMPACT:

Project: Health and Social Planners Forum

Net Social Benefit to Community \$42,882.00

Directly delivered to 9 Participants with an estimated impact for 12 months.

Benefit Cost Ratio 4.23

Social Impact as calculated through Australia for the Environmental Scan and Delivery of the Social and Health Planners Webinar.

The values used in this cost benefit analysis have been derived using the wellbeing valuation method from data gathered through the HILDA (Household Income and Labour Dynamics in Australia) and Journeys Home Survey.

Women's Mental Health Alliance

WHISE is an active member of the Women's Mental Health Alliance – a multi-stakeholder alliance that is facilitated by Women's Health Victoria. The Alliance provides expert advice to policy makers and health services on the mental health of women and girls and undertakes advocacy to ensure all women have access to evidence-based, gender-sensitive and trauma-informed mental health support.

The Alliance works to ensure the voices of women with lived experience are centred in policy, advocacy, and service delivery.

WHISE assisted the Alliance in the development of health promotion social media collateral for Mental Health Week, to advocate the actions that government must take for a gender equal recovery to support women's health.



Gender Equality Act 2020 – Panel of Providers

With the advent of the Gender Equality Act, the Commission for Gender Equality in the Public Sector announced the creation of a Panel of Providers to provide services and support to public entities implementing the Gender Equality Act.

WHISE was proud to be part of a newly formed statewide partnership that was successful in being appointed to the panel to deliver:

- Gender Impact Assessments - providing services and support to public entities to guide them through the impact assessment process.
- Developing and implementing strategies to improve gender equality – to provide best practice advice and guidance on developing and implementing plans to improve workplace gender equality.

In addition to this, the partnership of gender equity experts provides a range of services in gender equity to the public, not-for-profit and private sectors across Victoria.

WHISE is proud to be a key part of this group that delivers best practice, evidence informed, gender equity and equality services to organisations across Victoria.



The implementation of the Gender Equality Act has provided WHISE with increasing opportunities to expand our reach and impact while also generating additional income.

WHISE has received requests from local councils to deliver part of the induction session for new councillors – specifically sessions on Gender Equality and the Act.

We are working with:

- City of Greater Dandenong
- Bayside City Council
- City of Casey Planning and Infrastructure Division – Co Design workshop on how to implement the Act
- Workshops and webinars on Gender Equity Act for partnership and stakeholders

Building Vaccine Confidence – Network of Women Multilingual Health Educators (Working For Victoria)

In late 2020, Gender Equity Victoria (GenVic) and the Multicultural Centre for Women’s Health (MCWH) were awarded a Working for Victoria Grant under Jobs Victoria. The funding was for \$1.5 million to employ 32 FTE roles across the Women’s Health Services to deliver a “rapid response multilingual workforce of women’s health educators” across the State to support dissemination of pandemic and other women’s health information.

As part of the consortium WHISE employed a team of bicultural health workers plus one coordinator for six months.

The project:

- Built regional health promotion and education capacity within targeted culturally and linguistically diverse cohorts.

- Enabled community dissemination of pandemic health information including the need for: Testing; Social Distancing; Personal Protective Safety at Home and at Work; Managing the Easing of Restrictions; Vaccine Education and Preparation.
- Deployed workers to complement Department of Health programs and services where required.
- Provided enhanced support in suburbs with restricted movement resulting from COVID-19, including distribution of Government messages, provision of outreach staff and supporting health promotion delivery with partner organisations.



The WOMHEn Project

“

It's important for migrant and refugee women to be supported by a larger network of multilingual women because we have a lot to offer, especially if our voices combine.

AYESHA ALI
BILINGUAL OUTREACH WORKER



MEET THE WOMHEn
Workforce of multilingual health educators

We're providing health education by and for migrant and refugee women across Victoria

12

Regional and Metro
Women's Health
Services

50

Newly hired migrant
and refugee
workforce

20+

Languages
spoken by
educators

WOMHEn
Workforce of multilingual health educators

Inclusive Learning Environments – Equity in Trades: Chisholm Plumbing Teachers Workshop

WHISE supported Tradeswomen Australia's session to TAFE teachers at Chisholm Plumbing School on Gender Equality in Teaching.

Delivering two three-hour sessions, the agreed goals were broad and reviewed, following the first session. The second session was updated and re-structured.

It is now envisaged that this model will be more broadly distributed across Chisholm teachers.

One of the key findings of the delivery of the session was the opportunity to do more work and capacity building with TAFE Teachers in gender equality.

The implementation of the Gender Equality Act across public entities, including TAFE, provides a strong opportunity to do this.

Supporting Councillor Induction: Session on Gender Equality

To support local councils in our region, and assist with implementing the new Local Government Act, WHISE delivered several sessions to councillors across the region as part of induction. These sessions sought to support the councils to fulfil their obligations under the Local Government Act 2020, as it relates to the building of awareness for councillors in regard to gender equality, diversity and inclusion; build councillors understanding of, and obligations under, the Gender Equality Act 2020 as relates to local government; build an appreciation of the opportunities and benefits of gender equality, and introduce the role that Council plays in enabling gender equality in community and within Council itself.

Towards the end of the 2020-2021 year, WHISE delivered sessions to:

- City of Greater Dandenong
- Frankston City Council
- Bayside City Council

City of Casey Women and Girls Taskforce

On Saturday 27 March, Kit McMahon, WHISE CEO, delivered a 2-hour information session to the City of Casey's Women and Girls Taskforce.

The aim of the session was to

- Inform and build a fundamental understanding of gender equality and how promoting gender equality in community benefits all.
- Be participatory in its approach, building on existing knowledge and experience.
- Allow the members of the task force to be active in the process of building meaning and relevance to the concepts of gender equality as it applies to their role.



Our Partners in 2020-2021

WHISE works with the following organisations, on the working groups, the Communities of Practice and the workforce development projects:

- Alfred Health & Caulfield Community Health Service
- Bayside City Council
- Cardinia Shire
- Central Bayside Community Health Services
- Chisholm Institute of TAFE
- City of Casey
- City of Greater Dandenong
- City of Port Phillip
- Connect Health & Community
- Department of Education and Training
- Department of Health and Human Services
- Emerge
- Enliven (PCP)
- Family Life
- Frankston City Council
- Frankston Mornington Peninsula Primary Care Partnership
- Glen Eira Council
- InTouch
- Jewish Care
- Kingston City Council
- Kooweerup Regional Health Service
- Monash Health Community
- Mornington Peninsula Shire
- Peninsula Health
- Salvation Army
- Southern Migrant Resource Centre
- Southern Melbourne Primary Care Partnership
- South Eastern Centre Against Sexual Assault (SECASA)
- Star Health
- Stonnington City Council
- Uniting (Bayside Peninsula Integrated Family Violence Partnership)
- Southern Melbourne Integrated Family Violence Partnership
- Victoria Police- Sexual Offences and Child Abuse Team
- WAYSS Ltd
- Wellsprings for Women
- Windermere

Promoting and celebrating optimal Sexual and Reproductive Health (SRH)

Access to Sexual and Reproductive Health (SRH) services is a fundamental right for every woman. From participating in communities of practice, to presenting in a variety of forums, WHISE has been able to reach a larger audience and promote awareness regarding the importance of sexual and reproductive health in our community. A major highlight for WHISE in 2020-2021 was the delivery of capacity and capability building to General Practitioners, Nurses and Clinical Administrators in the region to improve access to medical termination of abortion services. Something that our team and partners have been working towards for around 18 months.

Womxn's Health Empowerment - Powered by Womxn Mental Health and Young Women

WHISE received additional funding from the Victorian Government (Mental Health COVID-19 Surge funding of \$50,000.00) to roll our programs to support mental health of women.

As part of support provided to all Women's Health Services from the Victorian Government, WHISE joined forces with headspace to design and deliver *Wom*xn's Health Empowerment - Powered by Wom*xn*, a program using an intersectional approach to enhance the mental health literacy of young women. The program sought to:

1. Enhance mental health literacy of young women using an intersectional approach.
2. Provide participants with a foundational understanding and knowledge of positive psychology (character strengths, positive emotion, positive relationships, gratitude and encouraging help seeking).
3. Provide participants with foundational knowledge of both the benefits of freedom from gender stereotypes and the harmful impacts of rigid gender stereotypes/demonstrate link between character strengths and gender.
4. Support participants to encourage young people or those around them, to explore the benefits of positive psychology, as well as strategies to seek help early, including appropriate referrals.
5. Educate the broader community about positive psychology, to frame mental health messaging that breaks down stigma associated with mental health challenges or illness.

Delivered online as a mental health promotion program, it was run by staff at headspace Narre Warren and Dandenong, with support from staff at WHISE. The audience comprised of young women who are on the Youth Advisory Committee (YAC).

The YAC is made up of young people passionate about mental health and well-being. The model took a best-practice approach in embedding young people's voices, opinions, and input into the strategic direction of the headspace in which they volunteer. In exchange for input from youth, which keeps headspace's work relevant, the YAC provided opportunities for skills and leadership development by getting involved in local programs and projects. This program is one of those opportunities. In July 2020, headspace Narre Warren and Dandenong connected with their Youth Action Team (YAC) to ask if they'd be interested in an online course with a focus on mental health first aid.

Eighteen members of the YAC participated in five sessions and learnt skills to develop and deliver a social media campaign on mental health and wellbeing.

The outcomes achieved through the delivery of the "Womxn's Empowerment Project" included increased knowledge of positive psychology and enhanced mental health literacy through an intersectional gendered lens, increased understanding of the impact of gender stereotypes on mental health outcomes, increased confidence to utilise appropriate referrals and seek help, and the creation and dissemination of a social media campaign to challenge mental health-related stigma and increase community knowledge of positive psychology and its benefits.

Additionally, participants felt confident following attendance of five weekly online sessions to contribute to the development of a social media campaign, which was launched shortly after the completion of the sessions and achieved a respectable reach and engagement, as noted above.

100% of participants reported that the online sessions were beneficial to receive during lockdown.

83.3% of participants rated their knowledge of gender stereotypes and their link to gender inequality as either 'good' or 'excellent'.

83.3% of participants indicated their knowledge and understanding of the intersecting forms of discrimination and disadvantage that can impact on mental health as 'good' or 'excellent'.

91.7% of participants rated their confidence in opening conversations about mental health and encouraging someone to access support as either 'confident' or 'very confident'.

91.7% of participants agreed that practicing self-reflection and gratitude are tools that help support mental health and wellbeing.

83.3% of participants responded either 'agree' or 'strongly agree' that the sessions had met their expectations.

SOCIAL VALUE IMPACT:

Project: *Wom*xn's Health Empowerment - Powered by Wom*xn*

Net Social Benefit to Community \$99,841.00

Directly delivered to **16** Participants with an estimated impact for 12 months.

Benefit Cost Ratio 2.77

Social Impact as calculated through Australia for the delivery of the Womxn's Health Empowerment - Powered by Womxn.

The values used in this cost benefit analysis have been derived using the wellbeing valuation method from data gathered through the HILDA (Household Income and Labour Dynamics in Australia) and Journeys Home Survey.



Medical Abortion Education for General Practitioners

A major outcome for WHISE was the finalisation of the development and delivery of professional development to General Practitioners in the region on Medical Termination of Pregnancy (MTO). After two years of advocacy, this program was delivered through the South Eastern Melbourne Public Health Network (SEMPHN),

The project delivered two Medical Abortion (MA) education information sessions delivered by the Royal Women's Hospital in partnership with WHISE, Monash Health, Peninsula Health, 1800 MyOptions, a local medical abortion provider and the SEMPHN.

One session was held for General Practitioners, nursing staff and other medical professionals (53 attendees). The second was specifically designed for Practice Managers (15 attendees).

The sessions were conducted via Zoom due to COVID-19 restrictions.

The conclusions are incredibly powerful as they provided significant insights into the realities faced by GP's in delivering vital women's health services, and the barriers that exist for women to access the services.

The collaboration recommends that any future work should seek to:

- Strengthen relationships with relevant teams in the SMR such as the funded Sexual and Reproductive Health Hubs, primary care and hospital-based services to increase health professionals' confidence, skill and knowledge.
- Promote and foster opportunities to develop innovative models of care to respond to local needs and contexts. These may include task sharing arrangements between a doctor and nurse to manage medical abortion care.
- Provide ongoing support to identified GP practices to assist development of integrated medical abortion services and to list the service on 1800Myoptions database.
- Provide opportunities for medical abortion clinicians to network. These may include developing a new network or promoting an established network for health professionals to share knowledge, skills and experience. This could be achieved in the following ways:
 - o A quarterly or biannual meeting for professionals to network and share information in the SMR, or to
 - o Join an established network such as the Clinical Network for Unintended Pregnancy facilitated by Centre for Excellence in Rural Sexual Health and the Clinical Champion Project.
- Follow up with GP's who expressed interest in being contacted by the Clinical Champions.
- Project and identify opportunities to support practitioners to become medical abortion providers.

SOCIAL VALUE IMPACT:

Project: *Medical Abortion Information Session*

Net Social Benefit to Community \$ \$424,323.00

Directly delivered to **68** Participants with an estimated impact for 12 months.

Benefit Cost Ratio 16.51

Social Impact as calculated through Australia for the Medical Abortion Information Session.

The values used in this cost benefit analysis have been derived using the wellbeing valuation method from data gathered through the HILDA (Household Income and Labour Dynamics in Australia) and Journeys Home Survey.

Sexual and Reproductive Health Week

WHISE has played a key role in designing and supporting implementation of the following health promotion campaigns for women's health across the network of WHS in Victoria.

The week included two days on the International Health Calendar: World Contraception Day (26 September) and International Safe Abortion Day (28 September).

Building on from the 2019 WHS collaboration for this week, this year's collaborative campaign sought to highlight the pervasive and serious impact of COVID-19 on women's health and wellbeing and emphasised the fact that women can and should continue to access sexual and reproductive healthcare, such as testing and screening, contraception and abortion throughout the pandemic and restrictions.

Representatives from several Victorian Women's Health services collaborated to develop a social media campaign pack, including branded tiles and accompanying text appropriate for different platforms (specifically Facebook, Instagram, Twitter and LinkedIn), with alternate text for accessibility. This pack was distributed to all Victorian Women's Health Services and our key partners, along with an explanatory email encouraging our

partners to schedule our tiles throughout Sexual and Reproductive Health Week to highlight the work of our respective organisations.

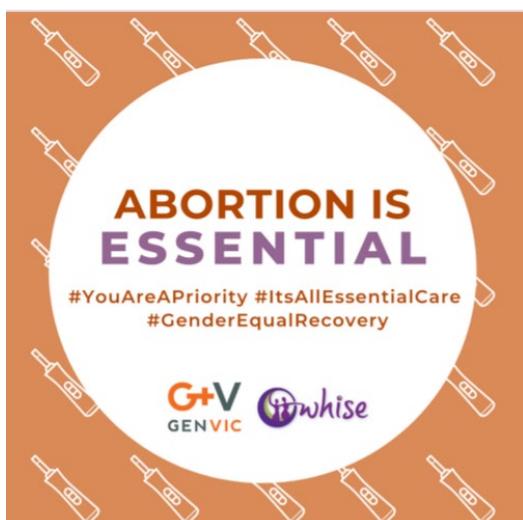
The following topics were highlighted:

- Monday 21st September – Sexual and reproductive health is essential
- Tuesday 22nd September – Reproductive Health Leave is essential
- Friday 25th September – Contraception is essential
- Monday 28th September – Abortion is essential
- Wednesday 30th September – Cervical screening and STI testing is essential
- Friday 2nd October – Sexual wellbeing is essential

Over the campaign period,

- Thirteen Women’s Health Services (WHS) used Facebook, there was a total of 72 posts, which reached 21,538 users and earned 1,224 engagements.
- Nine WHS used Instagram, there was a total of 32 posts, which reached 7,616 users and earned 8,051 impressions.
- Seven WHS used Twitter, there was a total of 33 tweets, which earned 21,143 impressions and 554 engagements.

Overall, across all three channels (Facebook, Instagram and Twitter) the most successful post of the campaign was ‘Abortion is Essential’ which was posted on International Safe Abortion Day (28 September)



EndoMarch

Victorian Women’s Health Services (WHS) developed a social media campaign, ‘Endometriosis Awareness Month’, with tiles and accompanying text for use on Facebook, Instagram and Twitter. The campaign included information on how endometriosis (endo) affects women’s mental health, employment, education, and relationships; suggestions on how to support someone living with endometriosis; current gaps in service provision and referral pathways for endometriosis; and advocacy needed to improve education, knowledge and clinical management of endometriosis.

The campaign was aimed at both our partner organisations and the community, to raise awareness for endo and the significant impact it has on women’s health and wellbeing, and on the healthcare system.

To promote the social media campaign to a broader audience, an article highlighting the work led by the WHSs was published on the Women’s Agenda (Women’s Health News) website.

The following topics were highlighted:

- Week 1 – What not to say to someone with endometriosis
- Week 2 – Endometriosis and its impacts
- Week 3 – We need endometriosis specialists in Australia

- Week 4 – How can we support people living with endometriosis

Over the campaign period (1 – 31 March 2021),

- Six WHS used Facebook, where a total of 27 posts reached 7,389 users and earned 366 engagements.
- Five WHS used Instagram, with a total of 19 posts and four stories. The posts reached 4,405 users and earned 5,967 impressions and the stories reached 429 users and earned 435 impressions.
- Five WHS used Twitter, with a total of 21 tweets, which earned 10,852 impressions and 258 engagements.
- Three WHS used LinkedIn, with a total of eight posts, which earned 1,558 impressions and 63 engagements.

Overall, across each channel the following posts were most successful:

- Facebook: Endometriosis and its impacts – Week 2
- Instagram: What not to say to someone with endometriosis – Week 1
- Twitter: What not to say to someone with endometriosis - Week 1
- LinkedIn: We need endometriosis specialists in Australia – Week 3



Capacity Building – Learning about Women’s Experiences of Managing Endo During Endometriosis Awareness Month, the Victorian Women’s Health Services hosted the ‘Women’s Experiences of Managing Endometriosis’ webinar with guest speaker Dr Beck O’Hara.

On 23 March, over 30 participants from various organisations, including Community Health Services, schools, universities, community members and Women’s Health Services came together online to join Dr O’Hara.

Dr O’Hara delivered an informative presentation based on the research from her PhD at Monash University, where she conducted a mixed-methods study examining women’s experiences of managing endometriosis in Australia and the role of self-management in this disease.

Overall, attendees rated the webinar 4.1 out of 5.

79% of attendees found the presentation either ‘valuable’ or ‘very valuable’.

After attending the webinar, 92% of attendees stated their knowledge of women’s experiences of managing endometriosis as either ‘good’ or ‘very good’.

After attending the webinar, 100% of attendees stated their knowledge of the role of self-management in endometriosis as either 'good' or 'very good'.



DR BECK O'HARA

Grant Fund Researcher
Robinson Research Institute,
Adelaide Medical School



MANAGEMENT OF ENDO:

Women's experiences of managing endometriosis
& the role of self-management



Building capacity and capability of the regional prevention workforce

In the last 12 months, our work has consolidated our capacity and capability building through a variety of programs and connections. Using a range of approaches, WHISE has supported partners to:

- Embrace and create sustainable change in gender equity.
- Undertake formal learning programs.
- Lead gender equity change in organisations and community.

Bayside City Council Changing Faces - Women and Leadership

Through VicHealth's Gender Equity through Arts Funding Campaign, Bayside City Council celebrated 171 local women nominated by the community in recognition of their contribution and leadership. Working with renowned photographic artist Ponch Hawkes, the participants were asked to wear fake moustaches and beards to "humorously disrupt Bayside City Council's gender narrative and highlight the stereotype of men being more capable leaders in politics and at work" (Bayside City Council, 2020). This simple yet powerful statement sought to challenge notions around leadership roles and raise questions about gender inequality in all facets of society.



As a follow up to the project, WHISE was asked to partner with Bayside City Council to devise a potential leadership support/development program for these women in the Changing Faces program.

WHISE undertook two pieces of work that

- Worked with community to determine what capacity and capability is required
- Established partnerships with key institutions who are willing for women in community to find their own voice and path to leadership
- Created a framework for women in community to determine their own pathway to leadership and, a sustainable way to continue that journey.

The first was a needs analysis in collaboration with Bayside, to understand how to create a platform for networking and provide an opportunity for participants to hear from each other and share their own leadership journey. A total of 44 responses were received from the survey sent out to all 171 participants. From these 44 responses, 29 participants agreed to be contacted regarding follow up discussion.

Participants were invited to participate in either a focus group discussion or one on one interview. The survey findings highlighted several key and relevant points around leadership and the project itself. The group discussions and interviews were able to delve more deeply into those themes gained from the survey results.

The participants were asked questions relating to:

- The project itself and any feedback they might have
- Notions of gender equality relevant to their own experiences of leadership
- The role of art in raising awareness about gender-based issues.
- Types of support participants saw as being relevant to the development of their leadership roles.

The second item was the coordination of an online information session about local government by the Victorian Local Governance Association (VLGA) conducted on 26 August and 8 participants from Bayside Changing Faces Project attended in response to the women's interest in learning more about running for Council.

Finally, WHISE hosted an online celebratory networking event on 27 August where over 35 participants attended, and the keynote speaker was author, writer and journalist Catherine Fox.

SOCIAL VALUE IMPACT:

Project: *Bayside City Council Changing Faces – Women and Leadership*

Net Social Benefit to Community \$ 274,562.00

Directly delivered to **644** Participants with an estimated impact for 12 months.

Benefit Cost Ratio 15.53

Social Impact as calculated through Australia for the Bayside City Council – Changing Faces Project

The values used in this cost benefit analysis have been derived using the wellbeing valuation method from data gathered through the HILDA (Household Income and Labour Dynamics in Australia) and Journeys Home Survey.

Chisholm Institute – Gender and COVID19 for Executive

In partnership with Chisholm Institute of TAFE, WHISE co-facilitated three webinars with Chisholm Institute on Gender Equity. One session for leadership and executives was held on Gender, COVID-19 and the Pandemic (in partnership with Gender Equity Victoria) and two sessions for the HR and People Teams on the potential implication for TAFE in the implementation of the Gender Equality Act.

City of Casey – Wellbeing and Healthcare workforce

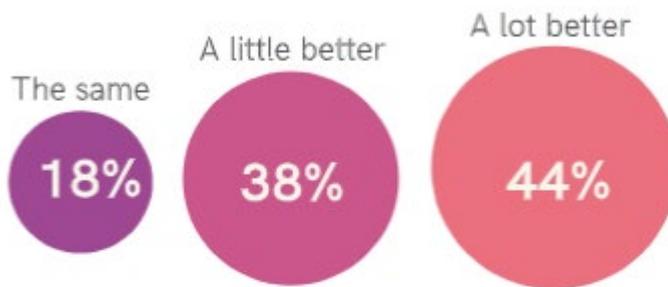
Between 20 May and 4 June 2020, WHISE co-facilitated online family violence training for the City of Casey with a specific focus on understanding family violence – the signs and drivers, the impact of COVID-19 and how Casey leaders and frontline workers can proactively support each other and the Casey community and feel more confident doing this.

Overall, 12 60-minute online training sessions (four sessions for Casey leaders, four for people managers and four for frontline worker) were held. In total, 214 staff (163 women, 51 men), from across 24 Council departments participated in the training.

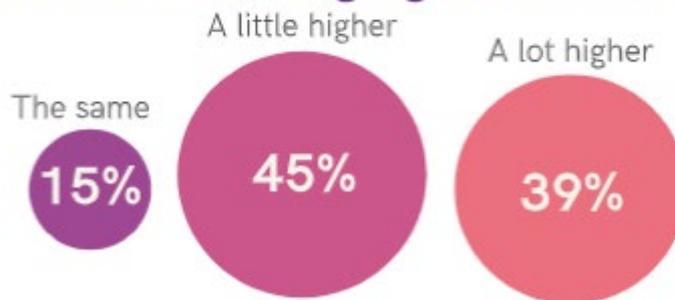
The participants reported the following key takeaways from the sessions:

- Impacts of FV on the wider community
- How powerful statistics are
- Excellent resources to provide appropriate and respectful support
- Great that we have internal staff [family violence contacts] to go to for further advice/guidance/support
- We all have a responsibility for our staffs' welfare and safety
- Importance of 'naming it' and a reminder to avoid trying to 'fix it'
- The importance of self-care!

Post training: Participants' reported their understanding of family violence was...



Post training: Participants' reported their confidence in managing disclosure was...



[Source for image](#)

Careers and Education Pathways for Southern Melbourne

In partnership with Chisholm Institute and the Integrated Family Violence Partnerships of Bayside Peninsula and Southern Melbourne, WHISE hosted a forum to explore what could be done to address challenges in the Family Violence and Gender Equity Workforce in the Southern Metropolitan Region (SMR).

Through a strengths-based approach, the forum sought to:

1. Scope out potential ways that *career and learning pathways in the family violence and gender equity sector can be promoted in our region*.
2. Raise awareness about the workforce development challenges that are shared in the sectors.
3. Seek feedback from industry and partners in the SMR on what actions could be taken to address these challenges.
4. Engage partners in the SMR to address workforce supply challenges across the family violence sector.
5. Explore the benefits of identifying and communicating career and educational pathways for prevention and family violence workforces in our region.

Additionally, the forum sought to provide a broad framework for action for Chisholm and WHISE which underpins the newly formed *Workforce Development Working Group* for the region.

Based upon the priorities and needs of the stakeholders involved, the recommendations emerging for the forum were that:

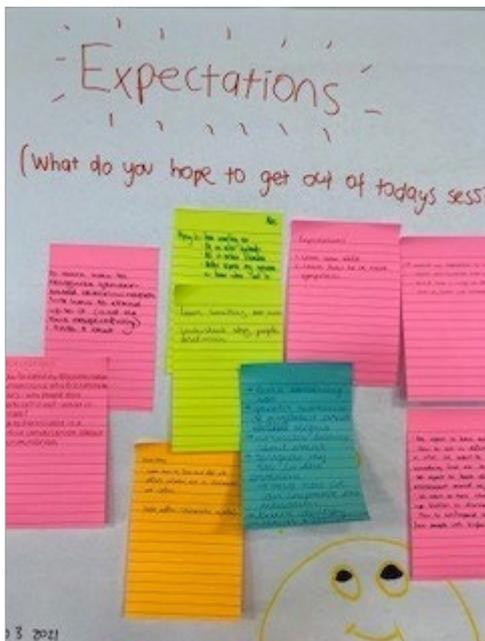
- There needs to be a targeted strategy to promote and assist in implementation of statewide policy reform initiatives at the local level. This needs to include awareness raising and communication of workforce development strategies, programs and initiatives that are available and their purpose and value to agencies and employers.

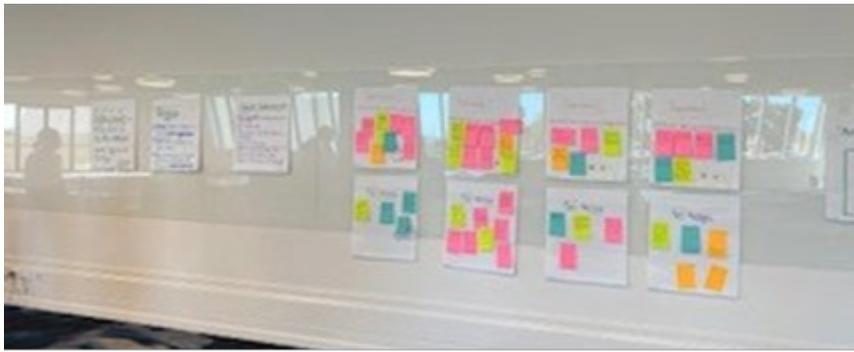
- The diversity and gender equality of the sector needs to increase with particular reference to increasing opportunities to recruit and retain men in perpetrator referral and case management roles and, the development of a feminist informed male workforce in primary prevention practice.
- Work with Family Safety Victoria and the industry to help implement the minimum qualification standard including, working with agencies to build an understanding about the rationale and transition arrangements.
- Continue to develop the workforce’s knowledge and practice of working in a Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM) environment including addressing any MARAM/Change fatigue that is reported to be emerging and create a specific MARAM approach across the region that incorporates broader workforce planning strategies in addition to training.
- Create a region wide graduate year strategy that builds a common approach across employers and education providers on the role of the graduate year, its purpose and how it works.
- Build a career and education pathway that links the different education programs (Vocational Education, Higher Education) to the different parts of the sector can greatly assist in improving understanding of the range of workforce development initiatives, create sector identify and greatly contribute to addressing recruitment and retention issues.

St Leonard’s Bystander Action – Peer led Program

WHISE collaborated with St Leonard’s College to deliver a peer-led active bystander program to the Social Action Student Leadership Group, across two sessions in February 2021. The peer-led model designed by WHISE staff aimed to:

- Build students’ knowledge and understanding of what it means to be an active bystander;
- Provide students with the opportunity to understand the drivers of discrimination, harassment and bullying and the role that equality and respect plays in reducing discrimination, harassment and bullying; using an intersectional gender lens and
- Develop knowledge and confidence so that students know how to be an active bystander in their school community.





Moira: Taking Action for Equality and Respect in the Workplace

On 26 November and 3 December 2020, WHISE delivered online gender equality training for leaders, emerging leaders and frontline staff at Moira with a specific focus on understanding the social construction of gender, the difference between equality and equity, and actions they can take to create a more gender equitable workplace.

The training was part of Moira's commitment to the **I Take This Seriously (ITTS)** initiative, which focuses on culture as the key component of their people first strategy and how this is then reflected in service delivery strategy.

The concepts of gender equity and gender equality and the link between gender inequality and gender-based violence, the social construction of gender and a settings-based approach to primary prevention and promotion of gender equality, with a focus on workplaces, were explored to enable participants to take actions within their organisations to create a more gender equitable workplace and embrace transformative change in gender equity.

The goals of session/s were to:

- Know the difference between gender equity and gender equality: understand the social construction of gender.
- Know/understand what primary prevention and promotion of gender equality is: focus on workplaces.
- Know/understand what action you can take and feel more confident to take action in your workplace to create a more gender equitable workplace while reflecting on their role and responsibilities.

Summary of participants most significant learning include:

That everyone has a part to play in changing violence against women.

How to promote gender equality at workplace and also in personal life.

How to challenge discrimination and violence against women.

The video (Change the Story) that was shown was very powerful and I had never seen it before. Thank you for sharing - it is an important takeaway that this starts at such an early age.

The alarming statistics of violence against women in Australia.

Reminder of equality and equity. It's a tool I have used with team members as a reminder equality isn't enough. We shouldn't compare ourselves to others as we all have different experiences.

SOCIAL VALUE IMPACT:

Project: *Moirra Youth Disability and Family Services – Gender Equality for Leaders*

Net Social Benefit to Community \$ 99,841.00

Directly delivered to **16** Participants with an estimated impact for 12 months.

Benefit Cost Ratio 30.32

Social Impact as calculated through Australia for the Moirra Youth Disability and Family Services – Gender Equality for Leaders

The values used in this cost benefit analysis have been derived using the wellbeing valuation method from data gathered through the HILDA (Household Income and Labour Dynamics in Australia) and Journeys Home Survey.

Research and Advocacy

Over the course of the last 12 months, the team at WHISE has produced a range of resources and tools to support our community, partners and stakeholders to improve the health and wellbeing of women, and to apply gender equality practice.

Factsheets and Snapshots on Prevention of Violence against Women

- 10 x Local Government Area + 1 regional PVAW snapshots
- Critical Friends Network Successes So Far – outputs and outcomes

Resources and Advice

- 10 x LGA advice statements for applying a gender a lens to Municipal Public Health and Wellbeing Plans
- Background paper to prepare for the development of the new regional strategy for gender equity and the prevention of gendered violence
- Recording of 16 Days of Activism online forum – a practical session on how and why to use values-based messaging
- Recording of Careers and Education Pathways in Family Violence and Gender Equity: A Digital Forum – shared on the WHISE YouTube channel.
- Recording of Women's Experiences of Managing Endometriosis on the WHISE YouTube channel
- Two recordings of CoPs on engaging men and boys in gender equality on the WHISE YouTube channel
- Recording of Introduction to Gender and Recovery Planning on the WHISE YouTube channel

Health Promotion/Primary Prevention Toolkits

- *It's Your Body* – The medical and surgical abortion video for the SMR. This is yet to be released.
- IDAHOBIT toolkit for schools.



Media Releases and Communications

To support our advocacy, WHISE released statements to the public through the media on the following areas:

1. [The 2021-22 Victorian State Budget: What does it mean for women our region?](#)
2. [Victorian Government promising investment for women, health and equality](#)
3. [Why Women Walk: Frank to Schanck Challenge Event](#)

4. [WHISE recommends the Victorian Government apply a gender lens to their 10-Year vision for social and affordable housing](#)
5. [WHISE welcomes final report of the Mental Health Royal Commission](#)
6. [State Budget must be equitable for Southern Melbourne to recover from the Pandemic](#)
7. [Lack of certified prescribers limiting women's access to timely and local reproductive health care](#)
8. [WHISE celebrates with all of Victoria the inductees to the 2020 Victorian Women's Honour Roll](#)
9. [WHISE welcomes Victoria's first Commissioner for Gender Equality](#)
10. [The balance between safety and support essential for the mental health of expectant mothers](#)

Submissions

Submissions were provided to Government on the following areas of work and matters:

- Addressing Sexual Harassment in Victorian Workplaces
- Response to Victoria's New Mental Health and Wellbeing Act
- Victorian Social Affordable Housing
- Victorian Public Health Survey
- Proposed Gaming Venue Hotel Royal Koo Wee Rup
- Family Violence Monitor FV Reforms
- Family Safety Victoria Second Rolling Action Plan
- Productivity Skills Commission
- Royal Commission into Aged Care
- Overview for the consultation process on the renewal of the Victorian HIV, STI and viral hepatitis response for 2021-2021
- Women's Health Victoria: A submission to inform a Victorian Youth Strategy

Financial Reports

Women's Health in the South East

ABN 90 641 895 966

Financial Statements

For the Year Ended 30 June 2021

Women's Health in the South East

ABN 90 641 895 966

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For the Year Ended 30 June 2021

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AUDITOR'S INDEPENDENCE DECLARATION

We declare that, to the best of our knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit of the financial report of Women's Health in the South East Inc for the year ended 30 June 2021.



HLB Mann Judd
Chartered Accountants



Nick Walker
Partner

Melbourne
5 October 2021

hlb.com.au

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Women's Health in the South East

ABN 90 641 895 966

Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2021

		2021	Restated 2020
	Note	\$	\$
Program income	4	254,398	194,396
Government grants and other contributions	4	968,266	844,684
Finance income	5(a)	1,772	3,391
Employee benefits expense		(318,218)	(332,915)
Depreciation and amortisation expense		(79,799)	(80,461)
Administration expense		(41,538)	(29,193)
Board related expenses		(1,795)	(2,738)
Occupancy expense		(12,526)	(41,074)
Professional fees expense		(31,058)	(33,709)
Programs and services expense		(605,417)	(547,997)
Finance and banking costs		(302)	(1,132)
Motor vehicles expense		(3,631)	(10,208)
Other employee costs		(1,779)	(221)
Finance expenses	5(b)	(9,918)	(12,221)
Surplus/(deficit) for the year		118,455	(49,398)
Total comprehensive income/(loss) for the year		118,455	(49,398)

The accompanying notes form part of these financial statements.

Women's Health in the South East

ABN 90 641 895 966

Statement of Financial Position

As At 30 June 2021

	Note	2021 \$	Restated 2020 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	627,986	492,504
Trade and other receivables	7	56,188	62,388
Other assets	8	16,143	9,317
TOTAL CURRENT ASSETS		700,317	564,209
NON-CURRENT ASSETS			
Property, plant and equipment	9	17,608	15,778
Right-of-use assets	10	216,412	290,905
Other assets	8	19,254	19,254
TOTAL NON-CURRENT ASSETS		253,274	325,937
TOTAL ASSETS		953,591	890,146
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	11	49,339	45,736
Contract liabilities	12	81,922	89,820
Lease liabilities	10	84,884	71,922
Employee benefits	13	86,691	69,440
TOTAL CURRENT LIABILITIES		302,836	276,918
NON-CURRENT LIABILITIES			
Lease liabilities	10	148,364	233,248
Employee benefits	13	12,901	8,945
TOTAL NON-CURRENT LIABILITIES		161,265	242,193
TOTAL LIABILITIES		464,101	519,111
NET ASSETS		489,490	371,035
MEMBERS' FUNDS			
Reserves	14	15,000	15,000
Accumulated surplus	15	474,490	356,035
TOTAL MEMBERS' FUNDS		489,490	371,035

The accompanying notes form part of these financial statements.

Women's Health in the South East

ABN 90 641 895 966

Statement of Changes in Members' Funds

For the Year Ended 30 June 2021

2021

	Accumulated Surplus	Reserves	Total	
Note	\$	\$	\$	
Previously reported balance at 1 July 2020	15,14	363,266	15,000	378,266
Correction of prior period error	16,15	(11,221)	-	(11,221)
Restated balance at 1 July 2020		352,045	15,000	367,045
Surplus for the year	15	118,455	-	118,455
Balance at 30 June 2021	15,14	470,500	15,000	485,500

2020 (Restated)

	Accumulated Surplus	Reserves	Total	
Note	\$	\$	\$	
Previously reported balance at 1 July 2019	15,14	400,418	15,000	415,418
Correction of prior period error	16,15	5,015	-	5,015
Restated balance at 1 July 2019		405,433	15,000	420,433
Deficit for the year	15	(49,398)	-	(49,398)
Balance at 30 June 2020	15,14	356,035	15,000	371,035

The accompanying notes form part of these financial statements.

Women's Health in the South East

ABN 90 641 895 966

Statement of Cash Flows For the Year Ended 30 June 2021

	2021	Restated 2020
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from customers	1,343,232	1,101,709
Payments to suppliers and employees	(1,120,546)	(1,082,099)
Interest received	1,772	3,391
Interest paid	(9,918)	(6,220)
Net cash provided by/(used in) operating activities	214,540	16,781
	<hr/>	<hr/>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of property, plant and equipment	(7,136)	(15,391)
Net cash provided by/(used in) investing activities	(7,136)	(15,391)
	<hr/>	<hr/>
CASH FLOWS FROM FINANCING ACTIVITIES:		
Payment of lease liabilities	(71,922)	(58,219)
Net cash provided by/(used in) financing activities	(71,922)	(58,219)
	<hr/>	<hr/>
Net increase/(decrease) in cash and cash equivalents held	135,482	(56,829)
Cash and cash equivalents at beginning of year	492,504	549,333
Cash and cash equivalents at end of financial year	627,986	492,504

The accompanying notes form part of these financial statements.

Women's Health in the South East

ABN 90 641 895 966

Notes to the Financial Statements For the Year Ended 30 June 2021

The financial statements cover Women's Health in the South East ("the Association") as an individual entity. Women's Health in the South East is a not-for-profit association incorporated in Victoria under the *Associations Incorporation Reform Act (VIC) 2012*, the *Associations Incorporation Reform Regulations 2012* and the *Australian Charities and Not-for-profits Commission Act 2012* ("ACNC Act 2012").

The principal activity of the Association for the year ended 30 June 2021 was the provision of health information and education to governments, organisations, education providers and community groups.

The functional and presentation currency of Women's Health in the South East is Australian dollars.

The financial report was authorised for issue by those charged with governance on 16 September 2021.

When required by Accounting Standards, or when deemed appropriate by management for financial reporting clarity, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

1 Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012*.

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

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

2 Summary of Significant Accounting Policies

(a) Revenue and other income

Revenue from contracts with customers

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Association expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price to the performance obligations
5. Recognise revenue as and when control of the performance obligations is transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

Notes to the Financial Statements

For the Year Ended 30 June 2021

2 Summary of Significant Accounting Policies

(a) Revenue and other income

Revenue from contracts with customers

None of the revenue streams of the Association have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Statement of financial position balances relating to revenue recognition

Contract assets and liabilities

Where the amounts billed to customers are based on the achievement of various milestones established in the contract, the amounts recognised as revenue in a given period do not necessarily coincide with the amounts billed to or certified by the customer.

When a performance obligation is satisfied by transferring a promised good or service to the customer before the customer pays consideration or the before payment is due, the Association presents the contract as a contract asset, unless the Association's rights to that amount of consideration are unconditional, in which case the Association recognises a receivable.

When an amount of consideration is received from a customer prior to the entity transferring a good or service to the customer, the Association presents the contract as a contract liability.

Other income

Other income is recognised on an accruals basis when the Association is entitled to it.

(b) Income Tax

The Association is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

(c) Goods and services tax (GST)

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

Receivables and payables are stated inclusive of GST.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

(d) Property, plant and equipment

Each class of property, plant and equipment is carried at cost less, where applicable, any accumulated depreciation and impairment.

Notes to the Financial Statements

For the Year Ended 30 June 2021

2 Summary of Significant Accounting Policies

(d) Property, plant and equipment

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the assets useful life to the Association, commencing when the asset is ready for use.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Office Equipment	20%
Right-of-Use - Buildings	20%
Right-of-Use - Motor Vehicles	20%
Right-of-Use - Office Equipment	20%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

(e) Financial instruments

Financial instruments are recognised initially on the date that the Association becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Classification

On initial recognition, the Association classifies its financial assets into the following category, those measured at:

- amortised cost.

Financial assets are not reclassified subsequent to their initial recognition unless the Association changes its business model for managing financial assets.

Amortised cost

Assets measured at amortised cost are financial assets where:

- the business model is to hold assets to collect contractual cash flows; and

Notes to the Financial Statements

For the Year Ended 30 June 2021

2 Summary of Significant Accounting Policies

(e) Financial instruments

Financial assets

- the contractual terms give rise on specified dates to cash flows are solely payments of principal and interest on the principal amount outstanding.

The Association's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

Impairment of financial assets

Impairment of financial assets is recognised on an expected credit loss (ECL) basis for the following assets:

- financial assets measured at amortised cost.

When determining whether the credit risk of a financial asset has increased significantly since initial recognition and when estimating ECL, the Association considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis based on the Association's historical experience and informed credit assessment and including forward looking information.

The Association uses the presumption that an asset which is more than 30 days past due has seen a significant increase in credit risk.

The Association uses the presumption that a financial asset is in default when:

- the other party is unlikely to pay its credit obligations to the Association in full, without recourse to the Association to actions such as realising security (if any is held); or
- the financial assets is more than 90 days past due.

Credit losses are measured as the present value of the difference between the cash flows due to the Association in accordance with the contract and the cash flows expected to be received. This is applied using a probability weighted approach.

Trade receivables

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. The Association has determined the probability of non-payment of the receivable and multiplied this by the amount of the expected loss arising from default.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is

Notes to the Financial Statements

For the Year Ended 30 June 2021

2 Summary of Significant Accounting Policies

(e) Financial instruments

Financial assets

written off against the associated allowance.

Where the Association renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

Other financial assets measured at amortised cost

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

Financial liabilities

The Association measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Association comprise trade payables, and lease liabilities.

(f) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

Bank overdrafts also form part of cash equivalents for the purpose of the statement of cash flows and are presented within current liabilities on the statement of financial position.

(g) Leases

At inception of a contract, the Association assesses whether a lease exists - i.e. does the contract convey the right to control the use of an identified asset for a period of time in exchange for consideration.

This involves an assessment of whether:

- The contract involves the use of an identified asset - this may be explicitly or implicitly identified within the agreement. If the supplier has a substantive substitution right then there is no identified asset.
- The Association has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.
- The Association has the right to direct the use of the asset i.e. decision making rights in relation to changing how and for what purpose the asset is used.

Notes to the Financial Statements

For the Year Ended 30 June 2021

2 Summary of Significant Accounting Policies

(g) Leases

Lessee accounting

The non-lease components included in the lease agreement have been separated and are recognised as an expense as incurred.

Right-of-use asset

At the lease commencement, the Association recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the Association believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

The right-of-use asset is depreciated over the lease term on a straight line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

Lease liability

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Association's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Association's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Adoption of short term leases or low value asset exception

Exceptions to lease accounting

The Association has elected to apply the exceptions to lease accounting for both short-term leases (i.e. leases with a term of less than or equal to 12 months) and leases of low-value assets. The Association recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

Notes to the Financial Statements

For the Year Ended 30 June 2021

2 Summary of Significant Accounting Policies

(h) Employee benefits

Short-term employee benefits

Provision is made for the Association's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service, including wages and salaries. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

The Association's obligations for short-term employee benefits such as wages and salaries are recognised as a part of current trade and other payables in the statement of financial position.

Other long-term employee benefits

Provision is made for employees' long service leave and annual leave entitlements not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Other long-term employee benefits are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures and are discounted at rates determined by reference to market yields at the end of the reporting period on government bonds that have maturity dates that approximate the terms of the obligations. Upon the remeasurement of obligations for other long-term employee benefits, the net change in the obligation is recognised in profit or loss as a part of employee benefits expense.

The Association's obligations for long-term employee benefits are presented as non-current provisions in its statement of financial position, except where the Association does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current provisions.

(i) Adoption of new and revised accounting standards

The Association has adopted all standards which became effective for the first time at 1 July 2020, the adoption of these standards has not caused any material adjustments to the reported financial position, performance or cash flow of the Association.

3 Critical Accounting Estimates and Judgements

Those charged with governance make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The directors have not made any significant accounting estimates or judgements which are likely to affect the future results of the Association.

Women's Health in the South East

ABN 90 641 895 966

Notes to the Financial Statements For the Year Ended 30 June 2021

4 Program Income, Government Grants and Other Contributions

	2021	2020
	\$	\$
Program income		
- Education and training	52,607	58,155
- 16 days Days of Activism income	2,273	-
- PVAW Regional Strategy income	129,593	88,993
- Sexual and Reproductive Health income	69,925	47,248
Total program income	254,398	194,396
Government grants and other contributions		
- Department of Health and Human Services funding	751,120	703,791
- Project Specific Victorian Government grants	77,628	3,990
- COVID-19 related Commonwealth funding and subsidies	139,018	136,482
- other income	-	421
- donations	500	-
Total government grants and other contributions	968,266	844,684

5 Finance Income and Expense

(a) Finance income

	2021	2020
	\$	\$
Interest income		
- Assets measured at amortised cost	1,772	3,391
Total finance income	1,772	3,391

(b) Finance expenses

Interest expense on lease liabilities	9,918	12,221
Total finance expenses	9,918	12,221

6 Cash and Cash Equivalents

	2021	2020
Note	\$	\$
Cash at bank and in hand	512,928	378,386
Short-term deposits	115,058	114,118
Total cash and cash equivalents	627,986	492,504

Women's Health in the South East

ABN 90 641 895 966

Notes to the Financial Statements For the Year Ended 30 June 2021

6 Cash and Cash Equivalents

(a) Reconciliation of cash

Cash and cash equivalents reported in the statement of cash flows are reconciled to the equivalent items in the statement of financial position as follows:

Cash and cash equivalents	6	627,986	492,504
Balance as per statement of cash flows		627,986	492,504

7 Trade and Other Receivables

	2021	2020
	\$	\$
CURRENT		
Trade receivables	56,188	6,450
Other receivables	-	55,938
Total current trade and other receivables	56,188	62,388

8 Other Assets

	2021	2020
	\$	\$
CURRENT		
Prepayments	16,143	9,317
Total current other assets	16,143	9,317
NON-CURRENT		
Rental bond	19,254	19,254
Total non-current other assets	19,254	19,254

Women's Health in the South East

ABN 90 641 895 966

Notes to the Financial Statements For the Year Ended 30 June 2021

9 Property, Plant and Equipment

	2021	2020
	\$	\$
Furniture, fixtures and fittings		
At cost	3,129	3,129
Accumulated depreciation	(279)	(122)
Total furniture, fixtures and fittings	<u>2,850</u>	<u>3,007</u>
Motor vehicles		
Office equipment		
At cost	45,749	38,613
Accumulated depreciation	(30,991)	(25,842)
Total office equipment	<u>14,758</u>	<u>12,771</u>
Total property, plant and equipment	<u><u>17,608</u></u>	<u><u>15,778</u></u>

(a) Movements in Carrying Amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Furniture, Fixtures and Fittings	Motor Vehicles	Office Equipment	Total
	\$	\$	\$	\$
Year ended 30 June 2021				
Balance at the beginning of year	3,007	-	12,771	15,778
Additions	-	-	7,136	7,136
Depreciation expense	(157)	-	(5,149)	(5,306)
Balance at the end of the year	<u><u>2,850</u></u>	<u><u>-</u></u>	<u><u>14,758</u></u>	<u><u>17,608</u></u>

Notes to the Financial Statements

For the Year Ended 30 June 2021

10 Leases

Association as a lessee

The Association has leases over a range of assets including office building, vehicles, and office equipment.

Information relating to the leases in place and associated balances and transactions are provided below.

Terms and conditions of leases

Buildings: The Association leases a building for its corporate office, the lease is for 5 years and includes a renewal option to allow the Association to renew for another 5 years. The lease option has not been included in the recognition and measurement of the lease liability or the corresponding right-of-use asset.

Office equipment: The Association leases a telephone system with a lease term of 5 years, the lease payments are fixed during the lease term.

Vehicles: The Association leases a motor vehicle with a lease term of 5 years, the lease payments are fixed during the lease term.

Right-of-use assets

	Buildings \$	Motor Vehicles \$	Office Equipment \$	Total \$
Year ended 30 June 2021				
Balance at beginning of year	263,604	17,106	10,195	290,905
Depreciation expense	(67,303)	(4,791)	(2,399)	(74,493)
Balance at end of year	196,301	12,315	7,796	216,412
Year ended 30 June 2020				
Gross assets recognised on initial recognition of AASB 16	-	-	-	-
Gross assets recognised on initial recognition of AASB 16	330,907	33,075	11,994	375,976
Prior year adjustment to accumulated depreciation	-	(11,178)	-	(11,178)
Depreciation expense	(67,303)	(4,791)	(1,799)	(73,893)
Balance at end of year	263,604	17,106	10,195	290,905

Women's Health in the South East

ABN 90 641 895 966

Notes to the Financial Statements For the Year Ended 30 June 2021

11 Trade and Other Payables

	2021	2020
	\$	\$
CURRENT		
Trade payables	1,650	6,294
GST payable	34,572	23,232
Employee benefits	13,117	16,210
Total current trade and other payables	49,339	45,736

12 Contract Liabilities

	2021	2020
	\$	\$
CURRENT		
Unearned income	81,922	89,820
Total current contract liabilities	81,922	89,820

13 Employee Benefits

	2021	Restated 2020
	\$	\$
CURRENT		
Annual leave	86,691	69,440
Total current employee benefits	86,691	69,440
NON-CURRENT		
Long service leave	12,901	8,945

14 Reserves

	2021	2020
	\$	\$
Capital fund reserve		
Opening balance	5,000	5,000
Closing balance	5,000	5,000
Robyn Mason reserve		
Opening balance	10,000	10,000
Closing balance	10,000	10,000
Total reserves	15,000	15,000

Women's Health in the South East

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Notes to the Financial Statements For the Year Ended 30 June 2021

15 Accumulated Surplus

	Note	2021 \$	Restated 2020 \$
Previously reported accumulated surplus at the beginning of the financial year		367,256	400,418
Correction of prior period error	16	<u>(11,221)</u>	<u>5,015</u>
Restated accumulated surplus at the beginning of the financial year		356,035	405,433
Suplus/(deficit) for the year		<u>118,455</u>	<u>(49,398)</u>
Accumulated surplus at end of the financial year		<u>474,490</u>	<u>356,035</u>

16 Correction of Prior Period Error

It was established that the Association has not correctly recognised or measured its lease liabilities in accordance with AASB 16 *Leases*. As AASB 16 was application to the Association for the first time from 1 July 2019, no adjustments adjustments have been made to reporting periods ended prior to this date.

The aggregate effect of the error on the annual financial statements for the year ended 30 June 2021 is as follows:

	Previously stated \$	30 June 2020 Adjustments \$	Restated \$	Previously stated \$	1 July 2019 Adjustments \$	Restated \$
Statement of Profit or Loss and Other Comprehensive Income						
Deficit for the year	(33,163)	(20,225)	(53,388)	-	-	-
Statement of Financial Position						
Property, plant and equipment	40,351	(24,573)	15,778	27,954	(17,106)	10,848
Right-of-use assets	-	290,905	290,905	-	21,897	21,897
Lease liabilities	(27,617)	(277,553)	(305,170)	24,605	224	24,829
Accumulated surplus	(363,266)	11,221	(352,045)	(404,408)	(5,015)	(409,423)

17 Key Management Personnel Remuneration

The total remuneration paid to key management personnel of the Association is \$NIL (2020: \$NIL).

18 Contingencies

In the opinion of those charged with governance, the Association did not have any contingencies at 30 June 2021 (30 June 2020: None).

Women's Health in the South East

ABN 90 641 895 966

Notes to the Financial Statements For the Year Ended 30 June 2021

19 Cash Flow Information

(a) Reconciliation of result for the year to cashflows from operating activities

Reconciliation of net income to net cash provided by operating activities:

	2021	2020
	\$	\$
Surplus/(deficit) for the year	118,455	(49,398)
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- depreciation	79,799	80,461
Changes in assets and liabilities:		
- (increase)/decrease in trade and other receivables	6,200	(59,284)
- (increase)/decrease in prepayments	(6,826)	10,480
- increase/(decrease) in trade and other payables	3,603	(61,868)
- (increase)/decrease in contract liabilities	(7,898)	18,005
- increase/(decrease) in employee benefits	21,207	78,385
Cashflows from operations	<u>214,540</u>	<u>16,781</u>

20 Events after the end of the Reporting Period

The financial report was authorised for issue on 05 October 2021 by the Board of Management.

The COVID-19 pandemic has created unprecedented economic uncertainty. Actual economic events and conditions in the future may be materially different from those estimated by the Association at the reporting date. As responses by the government continue to evolve, management recognises that it is difficult to reliably estimate with any degree of certainty the potential impact of the pandemic after the reporting date on the Association's operations, its future results and financial position. The state of emergency in Victoria was extended until 23 September 2021.

Except for the above, no other matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Association, the results of those operations or the state of affairs of the Association in future financial years.

21 Statutory Information

The registered office and principal place of business of the Company is:

Women's Health in the South East
Unit 1, 70-74 St Kilda Road
St Kilda Victoria 3182

Women's Health in the South East

ABN 90 641 895 966

Board of Management's Declaration

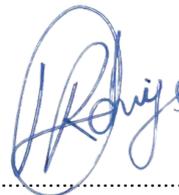
The Board of Management declares that in the Board's opinion:

- there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- the financial statements and notes satisfy the requirements of the *Associations Incorporation Reform Act 2012*, the *Australian Charities and Not-for-profits Commission Act 2012*, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*.



Chairperson
Robinette Emonson



Treasurer
Reena Dahiya

Dated this 5th day of October, 2021

**INDEPENDENT AUDITOR'S REPORT
to the Members of Women's Health in the South East Inc**

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of Women's Health in the South East Inc ("the Association") which comprises the statement of financial position as at 30 June 2021, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the Board of Management's declaration.

In our opinion, the accompanying financial report of the Association has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and the *Associations Incorporation Reform Act 2012 (Vic)*, including:

- (a) giving a true and fair view of the Association's financial position as at 30 June 2021 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the auditor independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* ("the Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

hlb.com.au

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Liability limited by a scheme approved under Professional Standards Legislation.

Responsibilities of Management and the Board of Management for the Financial Report

Management is responsible for the preparation of the financial report that gives a true and fair view in accordance with the Australian Accounting Standards – Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012* and the *Associations Incorporation Reform Act 2012 (Vic)* and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

The Board of Management is responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management.
- Conclude on the appropriateness of the management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

HLB Mann Judd

HLB Mann Judd
Chartered Accountants

Nick Walker

Nick Walker
Partner

Melbourne
5 October 2021