



2019-20

**WOMEN'S HEALTH
IN THE SOUTH EAST**
ANNUAL REPORT

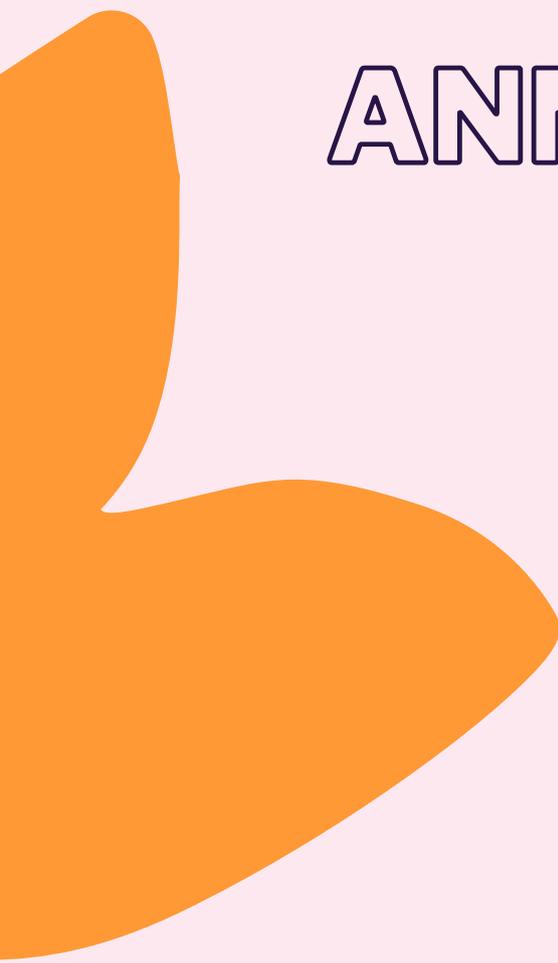


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ACKNOWLEDGEMENT OF THE TRADITIONAL OWNERS

Women's Health in the South East acknowledges the traditional owners of the land of the Southern Metropolitan Region of Melbourne including the Bunurong People and Wurundjeri People of the Kulin Nation. We pay our respects to elders past, present and emerging. WHISE acknowledges that sovereignty of this land has never been ceded and we are committed to honouring Australian Aboriginal and Torres Strait Islander peoples in our work.



Women's Health in the South East (WHISE) is a member of Gender Equity Victoria (GEN VIC), the peak body for gender equity, women's health and the prevention of violence against women. GEN VIC works with organisations across Victoria to advance a shared vision of gender equality, health and freedom from violence for every woman and girl in every community across Victoria. Through GEN VIC, WHISE is able to advocate, influence and collaborate to improve outcomes in gender equity, women's health and in the prevention of violence against women at a state wide level.

FOREWORD

As we put together our annual report for 2020, our state of Victoria is in the middle of what has been defined by none other as the “defining global health crisis of our time, and the greatest challenge we have faced since World War Two.” More than a health crisis, the COVID-19 Pandemic is a social-economic crisis.

WHISE is a regionally based women's health organisation. As we undertake primary prevention and health promotion work in the social determinants of health to improve the health and wellbeing of all women, we are seeing first hand the significant impacts of this pandemic on women. Evidence all around us tells us, that this pandemic is a gendered problem with family violence, women's economic security, mental and sexual health, all affected in gendered ways. As Victoria is still recovering from the disastrous bushfire season of 2019-2020, we were feeling the first effects of the global pandemic with words like “lockdown” and “unprecedented” being frequently used as we struggle to understand and learn quickly what to do.

We have always been proud of the work of WHISE – our staff, volunteers and more importantly partners and stakeholders of whom our work seeks to support and serve. We are doubly so now. Through the pages of this report we hope you will bear witness to an organisation learning, being agile and responsive to our community and the reality of the pandemic.

Driven by the clear feedback from our partners and members, our team learnt very quickly that primary prevention work must continue and, that the need for a collaborative mission centered women's health service, that kept a focus on health promotion and primary prevention, was needed. As many of our colleagues and partners were redeployed to response, recovery, relief and back to response work, WHISE sought to continue its work to prevent violence against women, increase gender equity, improve sexual and reproductive health and promote health and wellbeing for all women in our region. The evidence was clear – women suffer more than ever during disaster.

Our team adapted, took on new skills, learnt how to undertake primary prevention and stakeholder engagement in remote settings and evolved new practices. We found our reach and impact expanding through the pandemic – some silver linings emerged through the lockdown for our team.

For the first time in this annual report we provide another form of evidence of our positive impact in the community. In addition to the evidence against our social impact framework, the reports from our participants through our programs and services, and the reach of our activities, you will also find the outcomes of our first social valuation through the Australian Social Value Bank. Through this social value process, we can demonstrate in dollar terms how the work of WHISE delivers net benefit to the community. We acknowledge that dollar return is not the only indicator of value, but for funders, government, partners and the community at large it is now, and in the future, part of the way that we know we will need to demonstrate our value.



We would like to close by expressing our sincere thanks to all members of the WHISE Board for their support and leadership. Our Board has worked constructively, collaboratively and in keeping with the values of our organisation during a year of disruption when, many of our Directors were new to WHISE. 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,



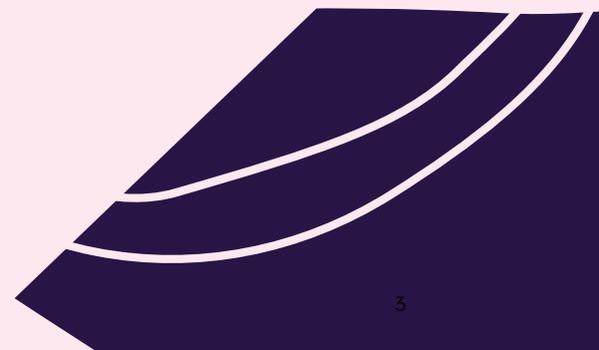
ROBINETTE EMONSON

Chair



KIT MCMAHON

CEO



WHO IS WHISE AND WHAT DO WE DO?

WHISE proudly works in the South East Region of Melbourne to create equity by learning, educating and advocating for all women. We create positive and productive relationships based on understanding and evidence with leaders, individuals, communities and organisations in our region.

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.

Our operating principles:

- We are collaborative and innovative
- We seek to create long term change to improve the lives of all women in our region
- We are curious and seek to constantly learn to improve our practice

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



Primary prevention

Primary prevention in health promotion is at the very core of what WHISE does. Primary prevention is a deliberate way of changing the underlying causes of poor health. Rather than treating disease, our work seeks to prevent disease. WHISE's work aims to reduce incidence of poor health of women in our community.

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

Health promotion and primary prevention saves lives, increases community well-being and most importantly for WHISE, empowers women.

Our region

WHISE works in the Southern Metropolitan Region of Melbourne (SMR). The region is a diverse and expanding area. It is home to a wide range of ethnicities and socio-economic groups. The significant diversity present in the SMR represents a growing community, with diverse needs and experiences.

Understanding this diversity is pivotal to the work WHISE undertakes and supports. Our programs and activities therefore seek to address the variety of experiences and needs within our community, through innovative and relevant strategies and procedures.

INTERSECTIONAL FEMINISM

WHISE is a feminist organisation that practices intersectionality through all our work – prevention of violence against women, gender equity and sexual and reproductive health. Learning from leaders in the field, an intersectional approach acknowledges the multiple forms of oppression that individuals experience, simultaneously at times. This includes gender, religion, sexuality, disability, nationality and racial identity. Intersectionality is an analysis of the power dynamics that impact on people's lives defining place, experience and context. Moreover, intersectionality is not just about difference, but rather, about how specific differences come about and what purpose these differences serve as they are emphasised in everyday life.

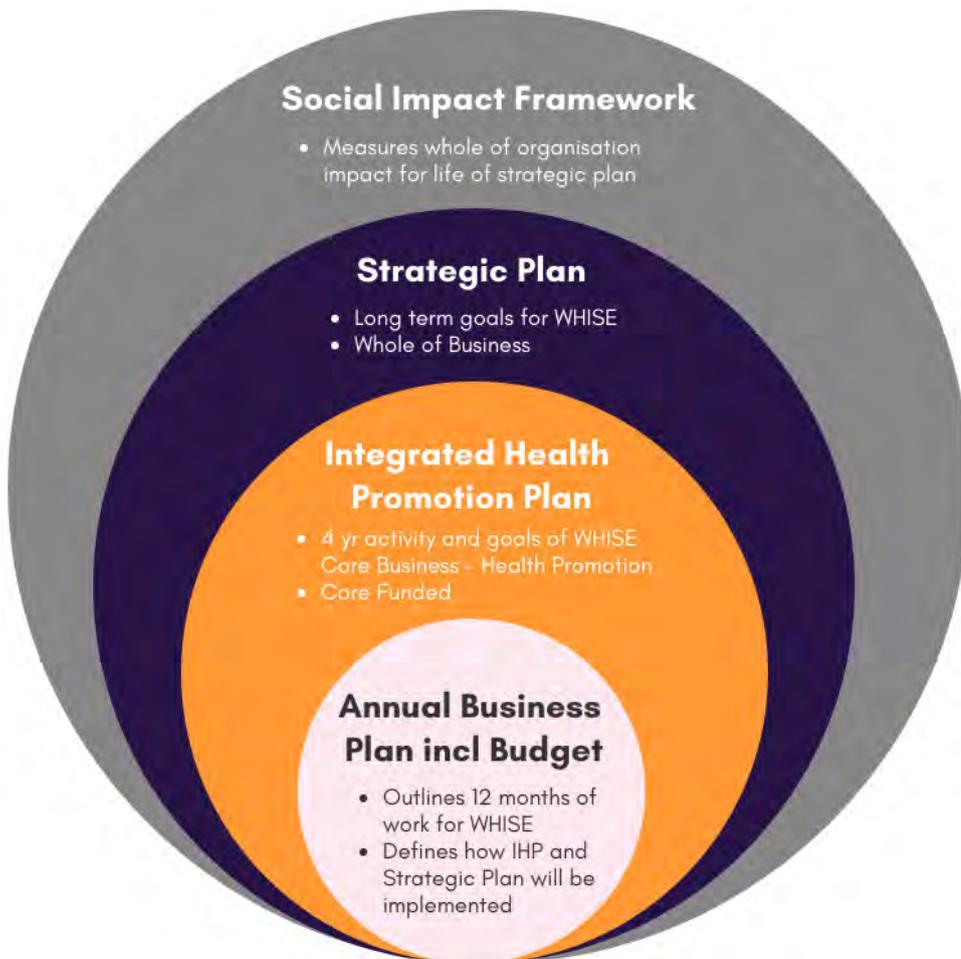
Our intersectional and feminist approach is visible through our work in a variety of ways. WHISE is deeply committed to the long term process of ensuring our feminism is intersectional. We cannot do this, without hearing from our community, partners and stakeholders. WHISE recognises through its work, that this is a process of change that is ever changing, in response to a system of oppression.

WHISE has sought to better highlight some of these differences including indigeneity, religious belief and disability. We actively seek opportunities to hear how these differences have impacted on people's experiences of violence against women, and we advocate for sexual rights in disabled communities.

We understand through our work that 'woman' can never express the experience of every woman – the process of our primary prevention and health promotion work seeks to practice with the knowledge that a woman's experience is dependent on many facets of her lived experience.

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.

How we will see a Southern Metropolitan Region of Melbourne where women are safe healthy and thriving



Our strategic goals and initiatives

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

Integrated Health Promotion Plan (IHP)

WHISE's IHP was published in February 2018 and aims to:

'build the capacity of the Southern Metropolitan Region to create norms, practices and structures which promote gender equality.'

The IHP delivers a four-year plan for WHISE's health promotion activities, which is "The process of enabling people to increase control over, and to improve, their health. It moves beyond a focus on individual behaviour towards a wide range of social and environmental interventions."

Taking a primary prevention and settings based approach, the IHP has WHISE delivering health promotion programs and services in three areas.

From the perspective of our current Strategic Plan, these fall under the pillar of Regional Leadership and its sub categories.

1. Gender Equity (GE)

Through setting based approaches, increase capacity of partners to achieve gender equality and promote implementation of system level changes.

Collaborate on research that builds the evidence base of gender equity and disseminate best practice findings to key stakeholders across the SMR.

Improve outcomes and experiences for women within the SMR through localised and higher level collective advocacy on existing, new and emerging gender equity issues.

2. Prevention of Violence Against Women (PVAW)

Increase the understanding and capacity of partner agencies to work collaboratively in the Prevention of Violence Against Women through the continued implementation of the Regional PVAW Strategy.

3. Sexual and Reproductive Health (SRH)

Build a collaborative focus towards improving women's SRH through the development, implementation and evaluation of a regional sexual and reproductive health strategy.

Keys to success

In 2020, WHISE undertook and completed a project to review its values and cultural goals. This project resulted in the following new set of values, which underpin the work that we do.

Value	What it means for WHISE
LEARNING	We have a thirst for knowledge and embrace opportunities to learn. We approach our work with curiosity, asking questions, listening and being interested in new possibilities. We see mistakes as opportunities for learning and seek to constantly increase our knowledge and skills to improve our practice. We welcome a diversity of opinion and embrace new perspectives as these offer opportunities for growth.
INNOVATION	We embrace, encourage and nurture creativity and innovation in the work that we do. We like to challenge assumptions and find new ways of doing things. Building on previous research and evidence, we take thoughtful risks to discover new ideas and develop innovative approaches. We are flexible, adaptive and responsive, acknowledging that we work in a changing environment.
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.
INTEGRITY	Authenticity, honesty, trustworthiness and reliability provide the foundation for all our work. We are committed to open communication and transparent decision-making. When faced with difficult decisions, we do the right thing to achieve our mission, even in the face of adversity. We act consistently according to our values, hold ourselves accountable to each other and our community and respect each other.
LEADERSHIP	We are committed to the mission of WHISE and ambitious for our future. We want to change the world for the better, to make a difference and to transform attitudes to ensure that all women in our region are safe, healthy and thriving. We are proudly feminist and want to inspire and influence when building support for change. With resourcefulness and energy, we work across the region to advance our goals, developed in partnership with our community. Our leadership is at all times congruent with our values as we work towards achieving our vision.



REPORT ON OUR IMPACT

Why and how WHISE measures its impact

WHISE measures its impact against its Social Impact Framework (The Framework) which, in effect, is our theory of change.

The Framework is the “other side” of our Strategic Goals and guides how and what we measure.

A number of significant benefits exist in measuring the impact of an organisation’s work. These include:

- To know you are making a difference
- Accountability and increased efficiency
- Create a better organisation all round that is meaningful to partners and the community.

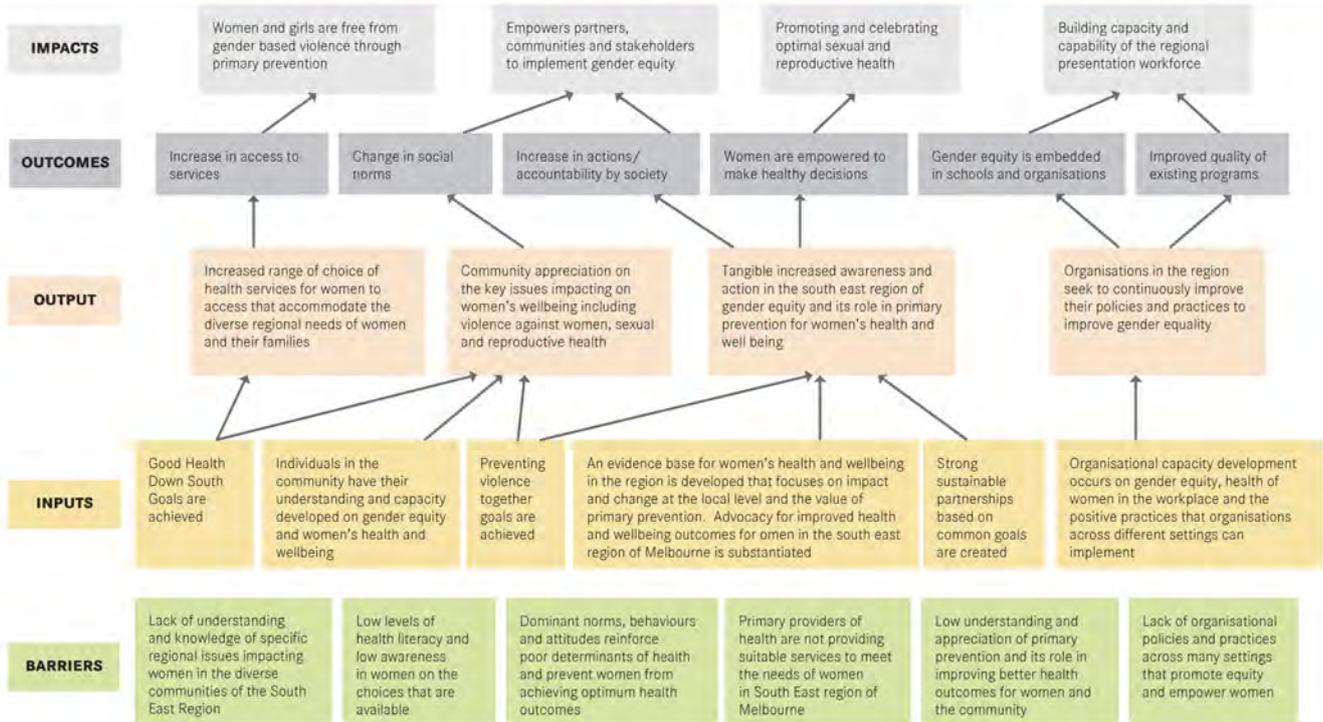
The Framework outlines four key areas of impact that WHISE seeks to influence through its work and actions. These are:

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.

Through our work, WHISE has sought to understand the impact our work has had over the last twelve months and capture the extent to which our activities have reached the wider community.

This report demonstrates the types of activities that we have undertaken over the last 12 months and how these have made a difference and created impact.

All women in our region are safe, healthy and thriving



Disparity in gender equity leading to gender based violence, poor sexual and reproductive health, and dis-empowered women negatively impacting their positive influence on family and community

Measuring the work of WHISE

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

For the first time in this Annual Report, WHISE will be reporting on our impact in a range of ways. In addition to reporting against our Social Impact Framework, we will also be using the methodology of social value as provided through the Australian Social Value Bank (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.

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 ASVB, WHISE is able to measure if activity, work and our Social Impact Framework/theory of change is creating social value.

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 contains Social Impact Valuation Statements for each project assessed this financial year. This year's report, details social value of a discrete set of projects delivered across the 12 months of our report and, does not include all activities of the 2019-2020 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).

The full set of social impact statements for each project provided in this report can be found on the WHISE website with our annual report.

[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 gender based violence through primary prevention

WHISE’s work aims to prevent violence before it occurs by addressing the underlying causes of violence against women and their children.

Our programs and activities/outputs seek to increase awareness about the drivers of violence against women and their children through an intersectional lens. 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.

The table below outlines which projects undertaken in 2019-2020 we are assessing against the outcomes in our Social Impact Framework to see a future where women and girls are free from gender based violence through primary prevention.



Impact of Activities to achieve “Women and girls are free from gender based violence through primary prevention”

Victorian Sikh Guruduara Council	Healthy Families Healthy Relationships – Cardinia Shire Council and Sikh Australia Support for Family Violence	Courage to Change (City of Kingston Council)	Elder Abuse – Southern Melbourne Elder Abuse Primary Prevention Network – A Literature Review of Prevention of Elder Abuse	COVID-19 Campaign – Women and Health during the pandemic	Developing Capacity to PVAW, City of Greater Dandenong
Working with the Sikh community to raise awareness and establish a sustainable primary prevention infrastructure for the Victorian Sikh Community.	Establishing “train the trainer” program for a local faith-based volunteer led not-for-profit, to build community capacity to educate and raise awareness of prevention of family violence in diverse communities.	Internal training with 100 crossing supervisors and external training with 20 community leaders from cultural and faith diverse backgrounds to build awareness of prevalence of family violence, and to raise understanding of how to prevent family violence.	Working with local industry, WHISE supported the development of a literature review that recommended the development of a primary prevention framework for Elder Abuse.	At the start of the pandemic, WHISE undertook a rapid review of needs and priorities that our partners had for primary prevention and women’s health through COVID-19. It resulted in a range of initiatives including the COVID-19 and Women’s Health Campaign.	Training for Rohingya community and sports clubs in Greater Dandenong to raise awareness about the prevalence of family violence and to build capacity of the local community to access services and talk about family violence.

Program reach

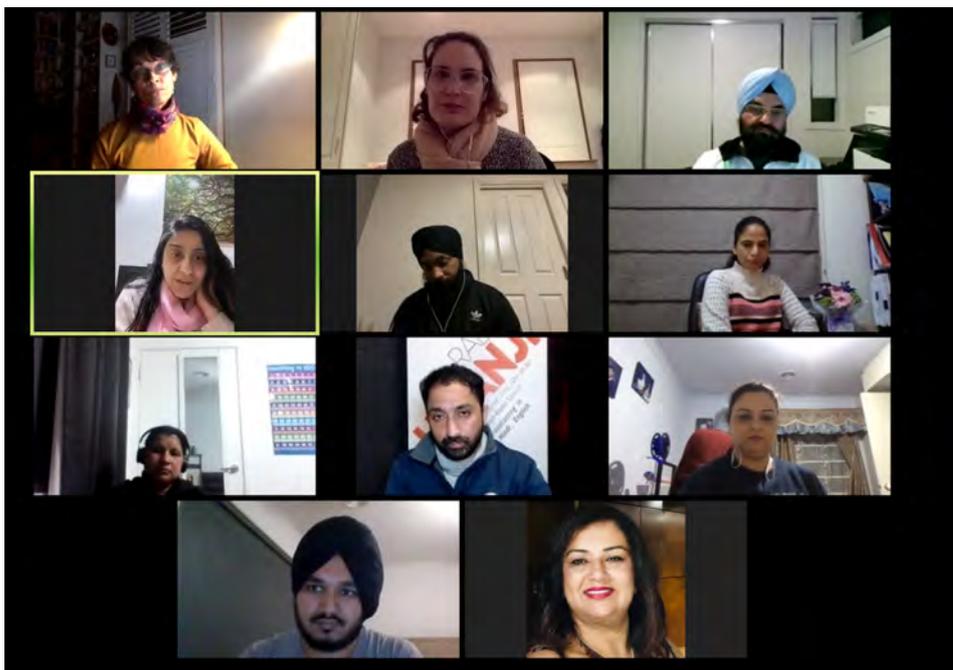
WHISE has sought to increase awareness about violence against women and their children as well as better understanding the drivers. WHISE worked with a variety of community groups and organisations and created targeted and tailored programs that sought to embed cultural sensitivity as it strove to raise awareness.

VSGC Faith for Change Project (Sikh community)

Working with five Sikh temples and their communities in Victoria, WHISE worked to establish strong foundations for ongoing community work to prevent family violence.

Project Outcomes:

1. Sikh faith leaders and communities develop culturally aligned primary prevention infrastructure to achieve the social change required to effectively prevent and respond to family violence and violence against women. This will include increased awareness for preventing violence against women in the community, increased understanding of the drivers of family violence and increased awareness on referral pathways.
2. Sikh faith and community leaders are equipped with the skills and knowledge to communicate consistently key messages to prevent violence against women and family violence.
3. The community feels empowered as they understand what family violence is and what causes it, and being able to talk about it including knowing how to refer and respond appropriately to family violence.



Healthy Families Healthy Relationships Project (diverse communities in Southern Melbourne)

The Healthy Families Healthy Relationships (HFHR) project aimed to prevent family violence by assisting faith and cultural leaders in the Casey, Cardinia and Dandenong regions. The project sought to build the capacity of various communities in gender equity and prevention of family violence.

WHISE facilitated information sessions in these communities throughout the SMR. Using the 'Train the Trainer' format, workshops for 66 volunteer community educators were delivered.

Sikh Australian Support Family Violence (SASFV) and trained community educators will deliver the HFHR workshops to men, women and school-aged students within Cardinia Shire's Sikh, Indian, Sudanese and cross-cultural communities to raise awareness, challenge attitudes and behaviours and achieve greater gender equality and respectful relationships.

The overall project:

- Developed a practice paper to support the Healthy Families Healthy Relationships project in partnership with Together We Can (Cardinia Shire Council) and SASFV.
- Developed a resource to train up community educators from diverse and faith based communities to deliver HFHR training to their communities.
- Created a network of trained leaders in the community who can deliver HFHR training to at least three groups in 12 months.
- Created awareness and understanding about family violence and its drivers in the Southern Melbourne community.
- Reduce the attitudes and negative behaviours in a community that lead to family violence.



Social Impact

Project: Healthy Families Healthy Relationships

Net Social Benefit to Community

 **\$391,755**
 \$5,936 per person for a cost of \$20,088
 (adjusted for opportunity cost and optimism bias)

 **66**
 Directly delivered to 66 participants with
 an estimated impact for 12 months

20.50 
Benefit Cost Ratio

Social Impact as calculated through Australia Social Value Bank for the Healthy Families Healthy Relationships 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 surveys.

Courage to Change Gender Equity and Active Bystander Project (City of Kingston)

In an effort to create and build safe and respectful relationships, WHISE, in collaboration with City of Kingston, undertook a series of workshops for community leaders and influential community members from cultural and faith diverse backgrounds in Westall, Clayton South and Clarinda. The project also provided internal training for 100 staff employed by City of Kingston as crossing supervisors. The combined total of participants was 140.

The aim of the workforce capacity sessions was to:

- Increase understanding of the social construction of gender, focusing on the impact masculine and feminine ideology has on individuals throughout their lives, and in particular on children.
- Increase individuals' understanding of how gender inequality persists in Australia.
- Increase knowledge and understanding of how gender inequality leads to gender-based violence. This includes the difference between the key drivers and contributing factors of gender-based violence.
- Provide information regarding gender-based violence on a national, state and local level to explain the ways in which a whole-of-school approach works to prevent gender-based violence and promote gender equality.
- Promote the importance of modelling equal and respectful relationships in community, in order to prevent gender-based violence.



Social Impact
Project: **Courage to Change**

Net Social Benefit to Community



\$870,754

\$6,220 per person for a cost of \$2,851
(adjusted for opportunity cost and optimism bias)



140

Directly delivered to 140 participants
with an estimated impact for 12 months

306.4

Benefit Cost Ratio



Social Impact as calculated through Australia Social Value Bank for the Courage to Change Gender Equity and Active Bystander 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 surveys.

Elder Abuse Prevention Networks (EAPN)

Throughout the last 12 months, WHISE supported the work of two elder abuse prevention networks in our region.

For the Frankston Mornington Peninsula EAPN (FMP EAPN) WHISE has been involved in the Communications sub working group. WHISE attended more than 10 meetings to support the work being undertaken by the FMP EAPN through their monthly meetings.

The FMP EAPN developed the Reflect, Connect, and Support social media campaign to align with World Elder Abuse Awareness Day. A short video was produced where community members spoke and reflected on their own perceptions of aging - the theme of the campaign. In addition, WHISE presented on local radio station J-air Radio about prevention of elder abuse.

Impact and take up of Reflect, Connect and Support (Regional Campaign for World Elder Abuse Awareness Day)

- The social media campaign ads were shown a total of 417,713 times with 6,885 clicking on the ads.
- The website had a total of 1,856 visitors with 239 of these being return visitors. Most of these visitors came to the website through Facebook ads.



For the Southern Melbourne Elder Abuse Prevention Network, WHISE highlighted the importance of gender when preventing elder abuse within our region. In addition, WHISE has also contributed to the production of the literature review as well as advocacy to have a specific primary prevention framework developed for elder abuse (currently being finalised by the Government).



Developing Capacity to PVAW (City of Greater Dandenong) - Healthy and Respectful Families

In collaboration with City of Greater Dandenong, WHISE was engaged to develop community capacity to prevent violence against women (PVAW) within the Rohingya community and sporting clubs.

The Rohingya community

Several challenges were found working with the community and with the assistance of partners and consultation with the community itself, it was decided that sessions would seek to increase awareness and the opportunities for the communities' children and the next generation. It was found that the cultural values entrenched in families would be difficult to shift at this time and so a strength-based approach was decided upon where discussions around healthy masculinities and health and wellbeing for families' children were forefront.

Club Noble

WHISE undertook training with Club Noble, a large sporting club, with a strong family and community focus. The club has nine main clubs, and despite a minority at the club having fairly traditional mind sets to gender norms and practices, there is a growing progressive culture, and strong female representation among the coaches and at the board level. The club is very multi-cultural and has no faith requirement.

During consultations with the club members, participants indicated that they wanted to increase their knowledge and understanding of gender equality (GE) and how to make a difference.

Some statistics:

- Before training, 57% of participants rated their understanding of 'the way GE is good for everyone, men, women and children', as good. There was a significant shift in understanding after the training as all participants rated their understanding as good or very good (75% rated their understanding as very good).
- 57% of participants rated their understanding of 'the ways gender inequality exists in Australia' as average prior to the training. Again there was a significant shift in understanding as after the training as 100% of participants rated their understanding' as either good or very good (63% rated their understanding as very good).
- Participants were asked to rate their understanding of the link between gender inequality and family violence, prior to the training the majority (86%) of participants rated their understanding as either average or good (43% rated their understanding as good). While after the training 88% of participants rated their understanding as either good or very good (50% rated their understanding as very good).

Social Impact

Project: Healthy and Respectful Families

Net Social Benefit to Community



\$318,281

\$6005.00 per person for a cost of \$12,442.00
(adjusted for opportunity cost and optimism bias)

+ 53

Directly delivered to 53 participants with an estimated impact for 12 months

26.58

Benefit Cost Ratio



Social Impact as calculated through Australia Social Value Bank for the Developing Community Capacity Project for the City of Greater Dandenong (Healthy and Respectful Families).

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 surveys.

Empowers partners, communities and stakeholders to implement gender equality

WHISE understands that gender equality is a significant and fundamental feature in preventing violence against women and children. Research has shown that gender inequality is a root cause of violence against women and that the main drivers of violence against women are:

- condoning violence against women
- men’s control of decision-making and limits to women’s independence
- rigid gender roles and stereotypes
- male relationships that emphasise aggression and disrespect towards women .

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. WHISE therefore has been able to engage 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.

The table below outlines which projects undertaken in 2019-2020 we are assessing against the outcomes in our Social Impact Framework to empower partners, communities and stakeholders to implement gender equality.

Impact of Activities to achieve “Empowers partners, communities and stakeholders to implement gender equality”

Partnership Meetings	COVID-19 Campaign	Support of International Women’s Day	16 Days Contribution	Critical Friends Network	Gender Equity Audit (Port Phillip)
A crucial part of WHISE’s work is the participation and contribution to external working groups and committees – our participation ranges from state-wide advisory groups, through to local council and regional committees. We act in a range of roles from member to Chair and always participating to advance the wellbeing of women in our region through primary prevention.	In response the COVID-19 pandemic, WHISE launched a campaign to promote health and wellbeing of women, and build our primary prevention work in the region during the pandemic in April. The purpose of the campaign was in response to feedback from our partners who, despite the pandemic still saw the clear need of primary prevention and health promotion work.	Connect Health & Community in partnership with WHISE, Bayside Council, Central Bayside Community Health Services, Highett Neighbourhood House, Moongala Community Centre and Bentleigh Secondary College celebrated ‘Women in Sport’ #BalanceforBetter, discussing the successes and challenges of sport, from leadership to playing.	WHISE was able to contribute to the 16 Days of Activism campaign - Collaborating with our partners and the wider Women’s Health Services network, we encouraged others to take action during Nav-Dec 2019. #RespectStartsWithMe #CallitOut #16days	Embedding a Respectful Relationships whole-of-school approach is vital for the success of the Respectful Relationships program. Throughout the SMR, WHISE partnered with the Victorian Department of Education and Training (DET) to establish a “Critical Friends Network” to support delivery of Respectful Relationships within local schools.	WHISE engages with all our partners to provide support, advice and resources on gender equity in workplaces. Amongst the work for this year, WHISE conducted a Gender Equity Audit for Port Phillip Council.

Program reach

Partnership meetings

Our participation in partnerships is fundamental to embedding an awareness about the importance of gender equality as well as supporting partners with the tools necessary to promote gender equality wherever they may work and live.

Over the past 12 months, WHISE continued to have a strong focus on our relationships with partners in the SMR and have attended over 26 partner-committees and advisory groups as well as additional attended collaborations and working groups at partner's request.

Another key part of our work is supporting organisations to progress their Municipality Health and Wellbeing Plans, Family Violence & Gender Equity Strategies and associated Action Plans. WHISE provides support on many stakeholder's Communities of Practice and Steering Committees to support prevention work across the SMR.

Collaboration across the network of Women's Health Services is another vital way that WHISE can maximise reach and make the best use of resources. Collaboration with peers also provides our staff with crucial opportunities to learn and develop their practice. Participation of Communities of Practice supported by our peak organisation, Gender Equity Victoria, for a range of work (including prevention of violence against women, sexual and reproductive health, health promotion, communications and finance) also enables WHISE to contribute to broader initiatives such as assisting with advocacy, submissions and state-wide campaigns.

WHISE ensures we remain up to date with a fast paced and growing sector by attending forums, workshops, lectures and events and by continuing to ensure the work we do is best practice and evidence based.



COVID-19 CAMPAIGN

Assessing the needs of our partners through the pandemic

To build the campaign, WHISE undertook a rapid review and interview with our partners. In addition to the clear feedback on the role that WHISE needed to take during the pandemic, the findings told us that:

- Many in health promotion and primary prevention roles were being redeployed to response roles
- Many prevention workers were struggling with the increased levels of care in the home, and adapting to working from home arrangements
- Many were being exposed to disclosures for the first time, and
- Many were seeking out single sources of truth on how services were adapting to the pandemic.

Our partners wanted us to:

- Amplify credible public health messages
- Continue to focus on primary prevention work
- Facilitate online meetings, network opportunities and webinars to continue to provide connection opportunities and build capacity and capability
- Take action to emphasise the gender lens in terms of recovery
- Support well-being of partners.

The campaign resulted in the production of a social media campaign, sharing of public health messaging, adapting our networking and partnership meetings to provide opportunity for staff in the sector to debrief and share knowledge and finally, adapting our services to deliver them via video conference etc.

WHISE with partners developed:

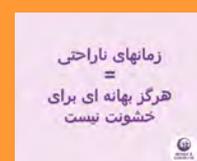
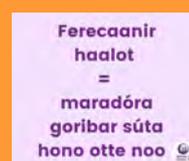
Primary prevention through the pandemic

WHISE launched a campaign to promote health and wellbeing of women, and build our primary prevention work in the region during the pandemic in April. The purpose of the campaign was in response to feedback from our partners who, despite the pandemic still saw the clear need of primary prevention and health promotion work.

- A set of social media tiles and campaign to promote health messages for women's wellbeing
- Easy English resources on prevention of family violence and mental health
- Translation of health messages for women and their safety in Dari, Rohingya and Punjabi

WHISE used a variety of evidence sources, the principles of emergency response communication and VicHealth Healthy Persuasion Messaging to put together these key messages. WHISE further produced a resource for our partners on how to deliver primary prevention activity online to support our partners during the pandemic. The full campaign is available on our [website](#).

The campaign page together with the social media toolkit has attracted more than 1200 visitors since it launched in April.



Support of International Women's Day

Along with Central Bayside Community Health, Connect Health & Community and partners, WHISE marked International Women's Day by celebrating the achievements and contributions of women in the Southern Metropolitan Region of Melbourne. Specifically, 'Change the Way' - a free community event to celebrate International Women's Day - was hosted on Thursday 5 March. The event was designed to encourage conversations about the impacts of gender equality and an opportunity to discuss actions individuals can make to create change.

Well-known host and broadcaster, Libbi Gorr, was the key note speaker for the evening and participated in the panel alongside Christina Gangemi, Sergeant Arran Ferguson and Vicky Vacondios, with Kirstan Corben as MC.



16 Days of Activism contribution

In 2019-2020, WHISE was part of a state-wide campaign for 16 Days of Activism coordinated by organised by Respect Victoria.



Critical Friends Network

The Critical Friends Network was established with the purpose of providing schools with a critical friend from a local community organisation within the context of the Respectful Relationships initiative. This has been found to be particularly useful as embedding a Respectful Relationships whole-of-school approach can be challenging due to the complexity of systems, policy and procedures in schools and the complex nature of family violence. Evidence suggests that Respectful Relationships initiatives are most successful when schools are supported by local community organisations with family violence and gender equity expertise.

The aims of the Critical Friends Network include:

1. To develop and improve the school's PVAW practice.
2. Strengthen relationships between schools, as a key prevention setting, and the PVAW sector.

Approximately 170 schools have signed up to this initiative. In addition, 45 individuals have signed up as partner organisations.

Together with the Department of Education and Training (DET), WHISE has recruited 45 local community and local government sector professionals, who have skills, interest and expertise in gender equality and the prevention of violence. All Critical Friends have taken part in professional development designed by DET and WHISE, to build on their existing knowledge and offer them specific knowledge and skills on how to support schools using the Respectful Relationships whole-of-school approach. The Critical Friends have the capacity to support around 170 schools in our region.



In the pre-training survey, 64% of participants described their current level of knowledge about gender equality as a driver of family violence as “excellent” or “good”. This had increased to 100% by the end of the training.

In the pre-training survey, 50% of participants “agreed” or “strongly agreed” that they felt confident in being a Critical Friend. This number increased to 100% by the end of the training.

Gender Equity Audit (Port Phillip)

WHISE supported the City of Port Phillip to design and implement a workplace gender equity (GE) audit. The main aims of the audit were to:

- Identify and reflect on the current status of gender equality in the organisation
- Establish a baseline to track progress over time
- Identify areas of strength and opportunities for improvement
- Engage staff and raise awareness of workplace gender equality

The initial consultations commenced in June 2019 where a proposal was sent and accepted by the Executive Leadership Team at the City of Port Phillip. However, there was a delay in the project commencing due to staff changes at WHISE. The initial planning meeting took place in September with the project completion expected by December 2019. However, a delay in disseminating the all-staff survey to establish a baseline meant that the final report was submitted in February 2020.

WHISE was able to tailor an approach guided by the Workplace Equality and Respect Standards developed by 'Our Watch'. This focused on unearthing where organisational practices might privilege or disadvantage one gender over another, and gather information about staff experiences of gender in the workplace, their awareness of relevant policies and procedures and perceptions of organisational support for gender equality.

GENDER EQUALITY LEGISLATION IMPLEMENTATION SUPPORT AND COMMUNICATION CAMPAIGN

At WHISE, we challenge the causes of gender inequality that impact upon women, their health and wellbeing and strengthen actions to support equality and equity. Women's health and wellbeing outcomes are shaped by the unequal distribution of power and resources, discrimination and harmful gender norms and practices, which is why gender equity is at the centre of all our work.

Challenging inequality is different to each place, setting, workplace and community that we work with. WHISE does this by:

- Building capacity and capability
- Designing and creating systems and tools
- Working in partnership to create change
- Translating evidence and existing practice into our region to assist with implementation of the Gender Equality Act

Following the passing of the Gender Equality Bill in February 2020, WHISE contacted over 40 key staff from across 16 public organisations outlining the support and services we can offer. Since March, we have met with six local councils at senior leadership level and education providers. The purpose of this engagement was to understand the needs and readiness of our partners with regard to the implementation of the Gender Equality (GE) Act, and understand what existing strengths and structures are already in place that future implementation of the GE Act could access.

Conversations with Mornington Peninsula Shire led to further conversations with the Health Promotion Team as they conducted a GE Audit and have engaged with the People and Culture Manager who expressed support of WHISE's offer to support them during the audit process.

Major themes of our engagement with public sector employers were shared with the State Government and we continue to engage with Government on behalf of our partners. As WHISE moves into 2020-2021, we continue to host, facilitate and contribute to a range of webinars and online digital forums to raise awareness and understanding with our partners about the incoming legislation and to encourage our partners to see this as an opportunity to achieve better outcomes for their community and organisation.

Preventing Violence Together Toolkit rebranded as Gender Equality in the Workplace Toolkit

The Preventing Violence Together (PVT) Toolkit was developed to guide partners along their gender equity and prevention of violence against women journey.

On December 9 2019, WHISE hosted the PVT Toolkit Practice Forum. It was an opportunity for our partners to share their experiences regarding their gender equality journey, and to support their work in creating sustainable organisational change.

The forum also provided an opportunity to take a closer look at the PVT Toolkit (and its links to Our Watch's Workplace Equality and Respect Standards) developed by PVT partners using an appreciation inquiry lens.

Following feedback from our partners through this forum and other activities, the Toolkit is currently being rebranded as the Gender Equality in the Workplace Toolkit. The microsite was to be relaunched in June 2020. However, this was delayed due to COVID-19, and an anticipated new launch date of September 2020.



Social Impact Project: PVAW and GE Toolkit

Net Social Benefit to Community

 **\$1,047,118**
\$6,088 per person for a cost of \$26,169
(adjusted for opportunity cost and optimism bias)

 **172**
Directly delivered to 172 participants
with an estimated impact for 12 months

41.01 
Benefit Cost Ratio

Social Impact as calculated through Australia Social Value Bank for the PVAW and GE Toolkit.

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 surveys.

Promoting and celebrating optimal sexual and reproductive health

Access to Sexual and Reproductive Health (SRH) services is a fundamental right for every woman. In early 2017, Victoria released its first ever Sexual and Reproductive Health Strategy and Action Plan with a focus on four priority action areas.

The release of this state strategy reinforced the significance of SRH and its link to Preventing Violence Against Women (PVAW). The strategy highlighted the way in which family and gender-based violence can create barriers to women's right to safely access appropriate SRH care services including timely access to contraception and fertility services. Moreover, there was an acknowledgement that SRH is not just about the absence of disease, but importantly includes the right to healthy and respectful relationships that are safe and free from violence.

The work of WHISE over the last 12 months has focused on continuing to promote and celebrate optimal SRH throughout the SMR. 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.



The table below outlines which projects undertaken in 2019-2020 we are assessing against the outcomes in our social impact framework to promote and celebrate optimal sexual and reproductive health.

Impact of Activities to achieve “Promoting and celebrating optimal sexual and reproductive health”

Delivery of 2nd Year Action Plan for Good Health Down South	Training Events Talking the Talk: Sex and Health Education (Pilot)	Training Events: Sexual Lives and Respectful Relationships (SL&RR)	Superheros of SRH	Let's Talk about Good Health Down South Webinar Forum
This is the second year of action for the Good Health Down South Strategy - a regional strategy that has been endorsed by 19 organisations across the SMR. The Strategy encompasses a range of health promotion and primary prevention activities that aims to promote, celebrate and guide future direction that continuously improves sexual and reproductive health outcomes throughout the SMR.	WHISE received funding with a focus to increase health literacy and refer women to objective evidence-based information and resources to support awareness and choices. WHISE liaised with Vanessa Hamilton from 'Talking the Talk: Sex & Health Education' to deliver two days of professional development to youth workers across the 10 Local Government areas of the SMR and one youth session delivered to young people from Mornington Peninsula Secondary College.	WHISE is an active member and part of the SL&RR (formerly Living Safer Sexual Lives: Respectful Relationships or LSSL:RR) program. SL & RR is a program for people with intellectual disability that focuses on talking and learning about sexuality and relationship rights, sexual health, and violence and abuse prevention. It was developed in collaboration with people with intellectual disability and university researchers, and is delivered using a peer education model.	In September 2019, the Good Health Down South partnership, led by WHISE showcased the superpowers of four passionate women who advocate for and work in sexual and reproductive health. Superheroes of Sexual and Reproductive Health was part of a larger social media campaign that Women's Health Services across Victoria have participated in. Throughout the week, we profiled each of our superheros as well as shared important information and dispelled myths about sexually transmitted infections, contraception, abortion, endometriosis, polycystic ovary syndrome (PCOS) and other sexual health concerns.	On 5 May 2020, over 70 participants from various organisations, including Community Health Services, Schools, Department of Education, Local Government and Women's Health Services came together online to join the 'Let's Talk about Good Health Down South' webinar. Dr Andrea Waling delivered an informative keynote on the intersection of body image, social media and sexual health. Dr Christopher Fisher provided a presentation on the most recent findings of the National Sexual Health Survey, and Jacquie O'Brien concluded the webinar with an overview of COVID-19's impact on sexual and reproductive access and rights.

Program reach

Delivery of 2nd Year Action Plan for Good Health Down South

Good Health Down South: A Sexual and Reproductive Health (SRH) Strategy for the SMR 2018-2021 (Good Health Down South) is the first strategy for the SMR to promote, celebrate, and guide future directions that continuously improves SRH outcomes throughout our region.

The strategy seeks to:

- Advocate for sexual and reproductive health to be viewed as a priority in the SMR across targeted settings
- Influence and inform practices, policies and legislation that promote equity, inclusion and non-discriminatory behaviours
- Build workforce capacity to meet the diverse sexual and reproductive health needs in the SMR
- Improve coordination of existing sexual and reproductive health services in the SMR
- Continuously inform and improve our activities, based upon research and emerging evidence base of sexual and reproductive health trends in the SMR
- Raise awareness of safe and respectful practices through a number of communication platforms

Key highlights of the second year of action include:

- Mapping General Practitioners in the region who provide sexual and reproductive health services, with the assistance of a university student on placement
- Coordinating a Steering Committee and Community of Practice (CoP) to support the implementation of the Action Plan
- Developing and disseminating regional SRH data snapshots to assist councils in the planning process to incorporate sexual and reproductive and related priorities into their Health and Wellbeing Plans



“ I think the collaboration of the CoP is very valuable to ensure information is received and understood across a wide range of areas, to ensure the strategy is most effective. ”

“ Very valuable! The CoP has encouraged a platform for positive and vigorous discussion between key stakeholders to apply to desired key improvement outcomes. ”

- Development, distribution and presentation of African Diaspora: Women's Voices in the South East - research into culturally and linguistically diverse women's understanding of sexual and reproductive health, and access to information and services
- Coordinating the Sexual and Reproductive Health Week 2019 Social Media Superheroes Campaign
- Presenting research at the Advancing the Evidence: Migrant and Refugees Women's Sexual and Reproductive Health Conference in February 2020
- Strengthening our relationship with Marie Stopes Australia (MSA) in the form of an MOU



Let's Talk about Good Health Down South Webinar

On 5 May 2020, over 70 participants from various organisations, including community health services, schools, Department of Education, Local Government and Women's Health Services came together online to join the 'Let's Talk about Good Health Down South' webinar.

Dr. Andrea Waling delivered an informative keynote on the intersection of body image, social media and sexual health. Dr. Christopher Fisher provided a presentation on the most recent findings of the National Sexual Health Survey, and Jacquie O'Brien concluded the webinar with an overview of COVID-19's impact on sexual and reproductive access and rights.



“

Well done for adjusting so incredibly well in such a short time frame and still offering a great forum!

”

“

It was very informative and helped me view thoughts around body image differently to what I have before.

”

Social Impact

Project: Lets Talk about Good Health Down South Webinar

Net Social Benefit to Community



\$422,568

\$6,037 per person for a cost of \$14,235 (adjusted for opportunity cost and optimism bias)



70

Directly delivered to 70 participants with an estimated impact for 12 months

30.68

Benefit Cost Ratio



Social Impact as calculated through Australia Social Value Bank for the Lets Talk about Good Health Down South 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 surveys.

ASSESSING THE NEEDS OF OUR REGION – ACCESS TO TERMINATION OF PREGNANCY SERVICES IN THE SMR

WHISE conducted a mapping exercise to determine the range of options available to women in regard to accessing termination of pregnancy (TOP) and contraception from their local General Practice (GP). The study was undertaken in order to improve the coordination of existing SRH services in the SMR (WHISE, 2019).

No prior research has been undertaken on this important area of SRH within the SMR. WHISE and our partners' goal with this project is to increase awareness and create sustained momentum and support for these services in the region. The findings of the research showed that there was interest and value in building primary care capacity to provide TOP and contraception services. The report has supported advocacy for improved women's health and underpinned a call to action for more resources to assist women in accessing SRH services. Importantly, this piece will assist in advocating for a continued SRH strategy beyond 2020.

The current State SRH strategy has highlighted the importance of SRH and WHISE hopes that this will continue beyond 2020.

A mixed method study was conducted with GP clinics working in the SMR. A desktop review of all publicly listed GP clinics was conducted to obtain information about access to female doctors, operating hours and whether the clinic was listed on the 1800 My Options website. Following this desktop review, GP clinics that stated on their website that they provided women's health services were invited to complete a three-minute survey. The survey contained eight questions about the type of SRH services they provide.

A total of 239 GP clinics were invited to complete the survey. Thirty-five (35) GP clinics completed the survey (15% response rate). A majority of the clinics offered Oral Hormonal Contraception and Long Acting Reversible Contraception (LARC), with very few clinics providing bulk billing for these services. A majority of clinics did not offer Medical Termination of Pregnancy (MTP) but did have referral pathways in place.

The outcome of this work was the creation of a partnership with the Southern Melbourne Primary Health Network to roll out a set of professional development seminars for medical professionals in the SMR on Medical Abortion. WHISE will be partnering with The Women's, Peninsula Health, 1800 My Options, Monash Health and the Good Health Down South partnership to deliver these through late 2020 and 2021.

Talking the Talk: Sex and Health Education (Pilot)

WHISE liaised with lead sexuality educator, Vanessa Hamilton, from 'Talking the Talk: Sex & Health Education' to deliver two days of professional development to youth workers across three local government areas of the SMR. The 'Sexuality and Respectful Relationships' workshop explored the concept of human sexuality and built the capacity of participants to increase their own comfort levels in providing sexuality education and having conversations with young people.

Topics covered included:

- Overview of human sexuality covering such areas as diversity, childhood & teen development, behaviour and safety, pleasure
- Violence, disrespect, relationships and the connection with sexuality
- Supporting children while growing up in a sexualised society
- Adult's myths and fears of talking about sex and sexuality to young people
- Skills and tips for addressing sexual health conversations with young people i.e. contraception, pornography, STIs.

“

I really enjoyed this training, I was engaged the whole time and found it very interesting. I am a lot more confident in this area now.

”

“

Great to be able to learn correct terminology and how to change your spoken language with regards to gender, sexuality, etc.

”

Sexual Lives and Respectful Relationships

Violence against women is a major social issue in Australia. Since the age of 15, one in five women have experienced sexual violence, one in three women have experienced physical violence and one in four women have experienced violence by an intimate partner (Our Watch 2015). The situation for people with an intellectual disability is even more concerning, as they are more likely to experience higher rates of sexual assault or abuse than the rest of the population. Additionally, decisions about their lives are often made by their families or service providers, resulting in lack of information or skills required to enter into respectful relationships and avoid exploitative relationships.

Sexual Lives and Respectful Relationships (SLRR) is a peer-led sexuality and respectful relationships program bringing together people with an intellectual disability to talk about rights and share ways to have safe and respectful relationships in their lives. The SLRR model and program are unique. It focuses on ideas of privacy, rights and respect in relationships using stories told by people with intellectual disabilities gathered through research.

As the lead partner with the program for South East Melbourne, WHISE is a strong advocate for this health promotion and primary prevention initiative.

Over 12 months, our work with partners saw program delivery to six participants, two new peer educators and program partners trained, and many members have been recognised by other services for their work in the community. One peer educator – Sarina – was recognised and her work celebrated in WHISE's own Superheroes of SRH campaign.



Conferences and sector engagement

Having a Say Conference

WHISE presented at the “The Having a Say” conference in early 2020. The “Having a Say” conference is the largest conference for people with disabilities within Australia. The aim of the conference is to “empower people with a disability with the opportunity to ‘have a say’ about issues that affect their lives and to celebrate ability and achievement” (VALID, 2020).

WHISE presented as part of its involvement in the Sexual Lives and Respectful Relationships (SLRR) training for peer educators and program partners. The SLRR program was developed for “people with an intellectual disability to talk about having respectful relationships in their lives” (Frawley, et al., 2019). Its aim is also to encourage people to think about being safe in relationships free from violence and abuse.

African Diaspora: Women’s Voices in the South East Consultation Report

On Thursday 27 February, the WHISE health promotion team launched African Diaspora Women’s Voices in the South East Consultation Report at Multicultural Centre for Women’s Health ‘Advancing the Evidence’ conference. A number of findings emerged from these consultations. These included the role of racism when accessing health services, the role of migration and resettlement and its continuing impact on women’s experiences of sexual and reproductive health.



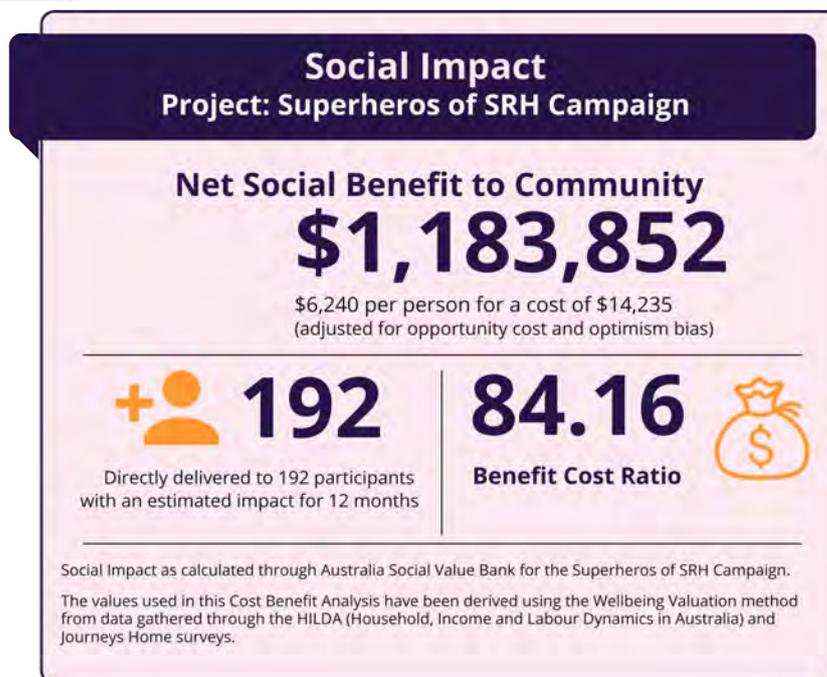
Superheroes of SRH

The Superheroes of SRH social media campaign was designed to “Raise awareness of safe and respectful sexual practices through a number of communication platforms” and “Improve the sexual and reproductive health literacy of community members” (WHISE, 2019). Commencing on 23 September 2019, the campaign showcased the superpowers of four passionate women who advocate for and work in sexual and reproductive health across seven days.

The campaign was aligned with Good Health Down South objectives with the aim to:

- Profile four people in the SMR doing great work in sexual and reproductive health
- Promote two internationally significant days: World Contraception Day on 26 September and International Safe Abortion Day on 28 September
- Raise awareness around lesser known reproductive issues affecting women: menopause, endometriosis and polycystic ovary syndrome
- Promote Victoria’s first sexual and reproductive health help line: 1800 MY OPTIONS

Over the campaign period, there were a total of 15 posts on WHISE Facebook page. Organically, this reached a total of 5,340 community members (see appendix 2 for a further breakdown of engagement).



LGA and SMR Snapshots

The SRH Snapshots were designed by WHISE to provide an overview of the sexual and reproductive health status of women in the SMR. They provide insight into the most recently available data and information about contraception, fertility management, unintended pregnancy, sexually transmissible infections, cervical screening, HPV immunisation, negotiating consent, young people and safe sex, and sexual assault.

These snapshots were developed to assist health planners and policy makers prioritise sexual and reproductive health in the development of health planning. WHISE understands the importance of SRH and that it includes the right to healthy and respectful relationships, inclusive, safe and appropriate services, access to accurate information, and effective and affordable methods of family planning and fertility regulation. While Victoria’s population is statistically among the healthiest in the world, the burden of disease associated with SRH ill health continues to rise.

Building capacity & capability of the regional prevention workforce

To improve the lives, health and wellbeing of women in the SMR, WHISE has worked to develop the capacity and capability of our partners, stakeholders and clients. The SMR is a diverse region and WHISE is mindful and proactive in delivering and tailoring specific programs that are both relevant and useful.

Equally important is being able to respond and adapt to our partners' needs by understanding their specific situation, context and requirements. Being adaptive in our work is vital.

In the last 12 months, our work has consolidated our capacity and capability building through a variety of programs and connections. WHISE understands that "A culture of continuous learning enables specialist family violence response and primary prevention workforces to build the skills and capabilities required for their work" (State Government of Victoria, 2019). In addition, WHISE acknowledges the complex and diverse nature of the work our partners undertake in their efforts to prevent violence against women, and increase gender equity.

Utilising a range of approaches, WHISE has supported the regional prevention workforce through:

- Supporting organisations to embrace and create sustainable change in gender equity.
- Structured formal learning programs.
- Supporting leaders to lead gender equity change in organisations and community.
- Managing and supporting regional partnership structures that create better health outcomes across the region.



The table below outlines which projects undertaken in 2019-2020 we are assessing against the outcomes in our social impact framework to build capacity and capability of the regional prevention workforce.

Impact of activities to achieve "Building capacity and capability of the regional prevention workforce"

Communities of Practice	Delivery of the 3rd Year Action Plan for Preventing Violence Together	Building capacity
<p>WHISE's coordination and facilitation of Communities of Practice has been vital to developing a culture of continual learning. Our goal is to provide a forum to not only impart information and greater understanding of specific issues but to also learn from partners about their needs and so better understand how we might support them.</p> <p>The capacity and capability building of the prevention workforce in our region included the delivery of a suite of events on key topics identified by our partners:</p> <ul style="list-style-type: none"> • Healthy Masculinities • Intersectionality and Diverse Communities. 	<p>The Preventing Violence Together Strategy is a regional strategy that is supported by 33 partners across the SMR. The Strategy encompasses a range of primary prevention activities that aims to prevent violence against women in our community. These activities include; research, product and resource development, building of capacity and capability, supporting professional practice and integration across the SMR.</p> <p>Delivery of the strategy has included the Community of Practices, Working Groups, research papers and information resources including the environmental scan, and, information sharing and alerts. Work for the 3rd year of the regional strategy also includes participation in the two regional integrated family violence committees (RICS) in Bayside Mornington Peninsula and, Southern Melbourne. The strategy impacts and creates positive change to the wellbeing of all women in the region across the longer term.</p>	<p>Bystander Program for organisations in our region on bystander action, prevention of family violence and understanding what family violence is, signs and drivers, impact of COVID-19 & how to support staff and community.</p> <p>WHISE also built capacity and capability through online delivery of targeted programs on healthy masculinities and 'Intersectionality and Diverse Communities' to compliment the Communities of Practice work.</p>

Program reach

Communities of Practice - Healthier Masculinities

Healthier masculinities are characterised by equality and respect, non-violence, reflection and self-awareness, emotional expression and vulnerability, and accountability. Our program is aimed at promoting healthy masculinities for the prevention of violence against women and gender equality. In January 2020, WHISE launched the Healthier Masculinities for Gender Equality Communities of Practice, which involved 27 different organisations representing local government, sports and education settings. Sixty participants attended the launch event. Key note speaker Dr. Michael Flood provided excellent insights into the concept of healthy masculinities alongside partners from The Men’s Project, Our Watch, Eastern Health and AFL Outer East.



86%

Attendees rated their understanding and knowledge of a healthier masculinities approach to gender equality as GOOD or VERY GOOD after the event, compared to 43% prior to the event.

“

The Man Box information was highly relevant for the work I am currently engaged in and can see this as being extremely useful and one I'd like to learn more about.

”

“

The events combination of presentations was dynamic and allowed questions and variety - very good speakers in different areas.

”

Social Impact

Project: Healthy Masculinities Communities of Practice

Net Social Benefit to Community

 **\$356,521**
\$5,942 per person for a cost of \$17,881
(adjusted for opportunity cost and optimism bias)

 **60**

Directly delivered to 60 participants with an estimated impact for 12 months

20.94 
Benefit Cost Ratio

Social Impact as calculated through Australia Social Value Bank for the Healthy Masculinities Communities 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 surveys.

Healthy Masculinities Webinar – Value-based messaging for gender equality

WHISE delivered a webinar on 15 April – "Healthier Masculinities and Values-Based Messaging: In Theory and in Practice" with 55 participants. The webinar attended by partners within the SMR focused on values-based messaging and practical application of a healthier masculinities approach to engaging men and boys in violence prevention. We welcomed back Dr. Flood, who this time shared his experience of being involved in a research piece with VicHealth and Common Cause Australia, into values-based messaging, healthier masculinities and the creation of practical tools for practitioners. Benjamin Brewin from Eastern Health then followed in sharing Eastern Health's experiences of working to effectively engage men and boys in this work in sports settings. As primary prevention, engaging with boys and men to promote healthy masculinity will decrease less unhealthy, violent and risky behaviours associated with harmful masculine stereotypes e.g. less violence against women, less risky drinking, more help-seeking.



“

I am just starting to dip my toe into this content having recently reviewed the VicHealth guide, etc. As a health promotion generalist who is neither a communications or social marketing expert, I am feeling a bit overwhelmed about the potential to 'get it wrong' and 'make it worse' but it is fascinating stuff.

”

100%

Respondents reported an increase in their understanding and knowledge in values-based messaging after the webinar

Social Impact

Project: Healthy Masculinities Webinar

Net Social Benefit to Community



\$328,455

\$5,972 per person for a cost of \$14,747
(adjusted for opportunity cost and optimism bias)



55

Directly delivered to 55 participants with an estimated impact for 12 months

23.27

Benefit Cost Ratio



Social Impact as calculated through Australia Social Value Bank for the Healthy Masculinities 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 surveys.

Community of Practice: Intersectionality & Diverse Communities (Aboriginal Self Determination)

In February, on behalf of the Preventing Violence Together (PVT) Partnership, WHISE launched the first Communities of Practice (CoP) on intersectionality and diverse communities. A best-practice approach to intersectional work must commence with Australia's colonial history and the prevention of violence against Aboriginal and Torres Strait Islander women. Several participants commented on how wonderful it was to hold this event at the Frankston Aboriginal Gathering Place, Nairn Marr Djambana.

The evaluation clearly demonstrated that participants found hearing from, and talking to, leaders of prevention work from Our Watch, Family Safety Victoria and Department of Health and Human Services (DHHS), was a unique opportunity.

When asked what the key insights from the day were, three key themes emerged:

- That family violence is an everyone problem, not an Aboriginal problem
- The importance of cultural safety in prevention
- The importance of self-determination in prevention initiatives



KEY INSIGHT

Non-Indigenous organisations need to invest in building cultural safety into workplace practice, promote healing, prioritise strengthening culture and work as allies to be effective in efforts to prevent violence.

Social Impact

Project: Intersectionality & Diverse Communities CoP

Net Social Benefit to Community



\$180,428

\$6,014 per person for a cost of \$6,773
(adjusted for opportunity cost and optimism bias)



30

Directly delivered to 30 participants with an estimated impact for 12 months

27.64

Benefit Cost Ratio



Social Impact as calculated through Australia Social Value Bank for the Community of Practice: Intersectionality and Diverse Communities (Aboriginal Self Determination).

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 surveys.

Intersectionality and Diverse Communities: From Theory to Practice Webinar

In May 2020, this webinar explored the importance of embedding an intersectional approach by looking at intersecting patterns of privilege and oppression, and how this is vital for the prevention of violence against women.

The webinar took a close look at the origins of intersectionality. It was a pleasure to hear from Suzette Mitchell from Respect Victoria on the international, national and state models of intersectionality. Equally welcome was the news from Karene Fairbairn and Mary Lee from Family Safety Victoria, that practical tools that support this work are currently in development.

Participants' understanding & knowledge of intersectionality pre and post webinar



KEY INSIGHTS

"It's important to critically reflect on our own positions, actions and potential in the system"

"The Importance of using critical reflection"

"Gender is the base of intersectionality"

"There is very rarely just one barrier that someone is facing - look for the intersectionality"

"the importance of examining own bias"



Social Impact

Project: Intersectionality & Diverse Communities Webinar - From Theory to Practice

Net Social Benefit to Community

\$337,172
 \$6,130 per person for a cost of \$6,030
 (adjusted for opportunity cost and optimism bias)

55

Directly delivered to 55 participants with an estimated impact for 12 months

56.91

Benefit Cost Ratio



Social Impact as calculated through Australia Social Value Bank for the Intersectionality and Diverse Communities - Webinar From Theory to 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 surveys.

GENDER EQUALITY AND PVAW IN THE WORKPLACE PROGRESS SURVEY 2020 PVT BENCHMARKING SURVEY

Between June and July 2018, WHISE conducted a benchmarking survey on behalf of the Preventing Violence Together (PVT) partners to identify the adoption of Gender Equality (GE) and Prevention of Violence against Women (PVAW) strategies within their workplace.

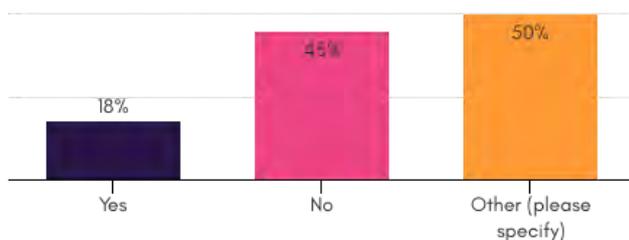
WHISE understand the importance of recognising the progress made since 2018 and so undertook a further survey that built on the original survey to track and showcase the progress made over the last 20 months. The following survey was divided into three sections and was designed to track progress in the areas of:

- Workforce capability (knowledge, attitude, skill) and capacity building (extent of staff with the skills)
- Implementation of GE and PVAW workplace initiatives
- Collaboration and regional connections to GE and PVAW work

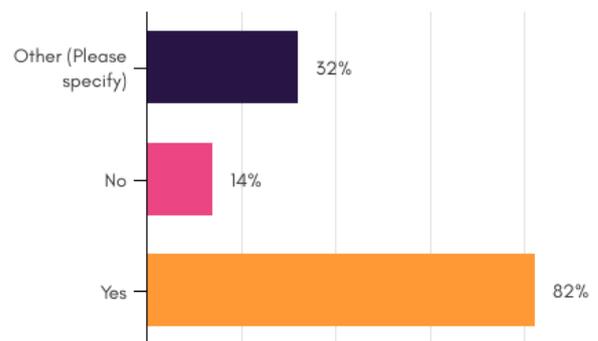
Some Statistics

We can see that during the last 20 months, considerable progress has been made. While questions were framed slightly differently in the two surveys, the data presented highlights significant improvement in the adoption of gender equality policy and family violence leave in the organisations benchmarked.

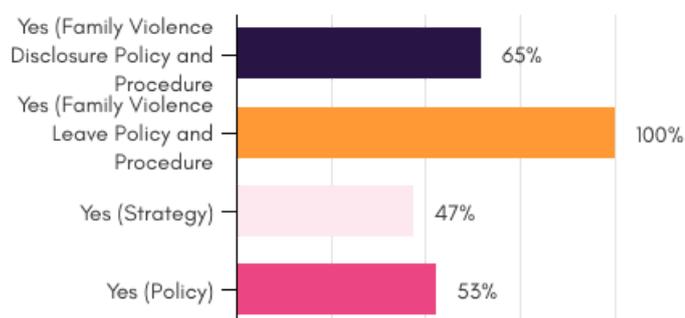
Has your workplace adopted a Gender Equality Policy? (2018)



Has your workplace adopted a Family Violence Policy? (2018)



Does your workplace have formal policies and strategies in place related to prevention of family violence and PVAW? (2020)



Does your workplace have formal policies and/or strategies in place that specifically support/promote gender equality? (2020)



MAPPING THE PRIMARY PREVENTION ACTIVITIES IN SOUTHERN METROPOLITAN MELBOURNE

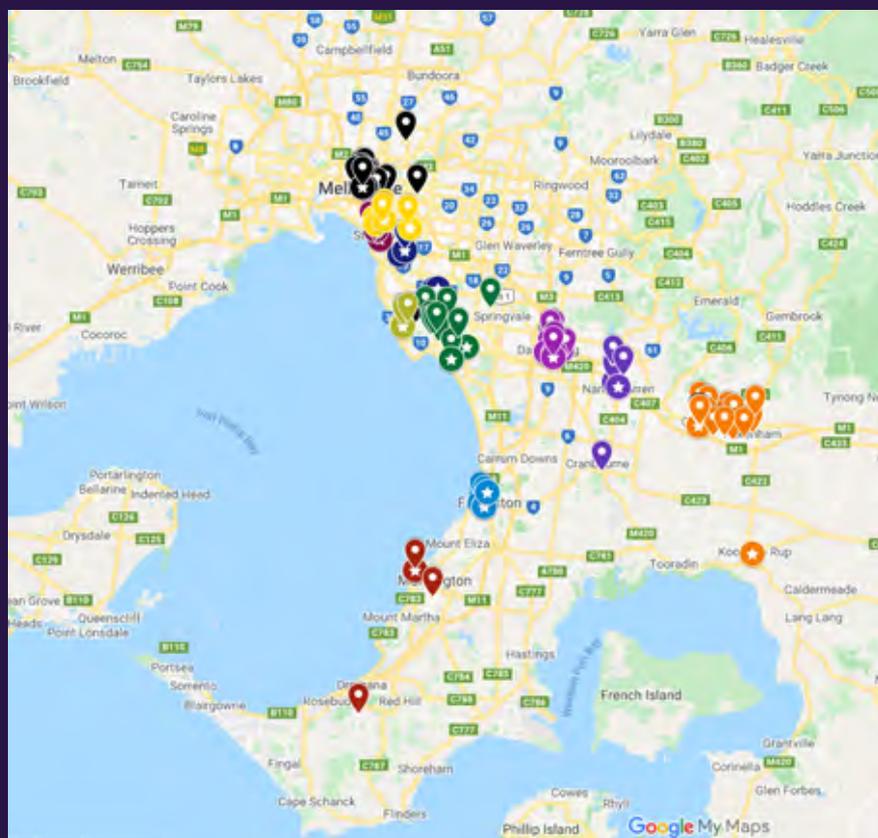
In 2019, the Preventing Violence Together (PVT) partners expressed the need for clear visibility of regional primary prevention activities in the SMR.

This project commenced at the 2019 PVT community forum, with partners beginning the process of mapping the plethora of work around prevention of violence against women (PVAW) and gender equality (GE) in the region. WHISE has taken this data and created a digital mapping tool. WHISE is committed to coordinating, maintaining and updating this tool.

Understanding the diversity and reach of local primary prevention of violence against women and family violence activity is an ongoing activity. Value and benefit to the whole community arises from the collaboration and connection across diverse partners and different activity. Through the spirit of collective impact, we can see a network of aligned primary prevention activities that are all driving change in their local area.

This tool allows funders, stakeholders, partners, planners and the region as a whole to understand the level of activity and where opportunities for future work to prevent violence against women and family violence can occur.

Primary Prevention Activities in the SMR



Casey family violence training for frontline workers

Between 27 May and 4 June 2020, 78 frontline workers (72 women, six men), from across seven council departments (Active Communities, Arts and Cultural Development, Child Youth and Family, Connected Communities, Customer and Digital, People and Culture and Safer Communities) participated in 4 x 60-minute online training sessions. The training focused on understanding what is family violence, the signs and drivers, impact of COVID-19, how to proactively support staff and community and feel more confident doing this.



Post training 18% of participants' reported their understanding of family violence was the same – a really good refresher, 38% a little better, with 44% reporting their understanding was a lot better

Post training 22% of participants' reported their understanding of family violence was the same – a really good refresher, 32% a little better, with 46% reporting their understanding was a lot better

With regards to the confidence in appropriately managing disclosures, 45% of participants' reported their confidence was a little higher, 39% a lot higher and 15% the same – a really good refresher

Social Impact

Project: Family Violence Referral Training for COVID-19

Net Social Benefit to Community

\$1,327,826


 \$6,205 per person for a cost of \$7,543
 (adjusted for opportunity cost and optimism bias)


214

Directly delivered to 214 participants with an estimated impact for 12 months

177.04


Benefit Cost Ratio

Social Impact as calculated through Australia Social Value Bank for the Family Violence Referral Training for COVID-19 (City of Casey Council).

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 surveys.



Stand Up for Equality and Respect: An Active Bystander Program

In 2019, the City of Casey was successful in winning a grant as part of the “Local Government Free from Violence Grants” via Municipal Association of Victoria called “Embedding Change: Creating a Safe and Inclusive Casey”. A part of the project included delivery of a capacity and capability program on bystander action and gender equity. There were two strategic goals:

- A. To raise community awareness about prevention of violence and the powerful role bystanders can play towards ending sexism and gender inequality; and
- B. To build the capacity of the City of Casey so that their program could be sustained and delivered on an ongoing basis by council for council.

WHISE was contracted by the City of Casey to deliver this bystander program between August and November 2019. In partnership with the City of Casey, WHISE co-facilitated the delivery of the program to 12 groups of approximately 160 people – a combination of City of Casey Staff and community members. In addition, the City of Casey internal bystander coaches delivered the program to 350 Child, Youth and Family staff in one session, with follow up sessions planned.

In responding to whether participants had gained the skills necessary to taking action as a positive bystander to call out aggressive and poor behaviors towards women following the training;

- 90.74% stated they now did compared to 44.32% before the training, an increase of 46.42%
- Post training 100% of respondents could identify all the different forms of family violence

Social Impact Project: Stand Up for Equality and Respect

Net Social Benefit to Community



\$3,169,220

\$6,202 per person for a cost of \$19,440
(adjusted for opportunity cost and optimism bias)



511

Directly delivered to 511 participants
with an estimated impact for 12 months

164.03

Benefit Cost Ratio



Social Impact as calculated through Australia Social Value Bank for the Stand Up for Equality and Respect project (City of Casey Council).

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 surveys.

WHERE TO NEXT?

The 2020 Annual Stakeholder Survey provides WHISE with an insight into potential short to medium term priorities that our stakeholders, members and partners hope that WHISE can progress on over the next 12 months.

This year, we had 55 responses to our stakeholder engagement survey which complements insights gained through our Environmental Scan for Women's Health in the Southern Metropolitan Region (online). The survey, also provides feedback to WHISE on the perceptions that our community has about our work.

Key highlights tell us that in this survey:

- We have more engagement from not-for-profit organisations and individuals, however, a majority of feedback comes from our local government partners and stakeholders
- We are engaging with a more diverse and varied workforce than in 2019 with more of our respondents reporting that they are members of WHISE than 2019 (62% up from 58% in 2019)
- Nearly 20% of respondents described themselves as a "friend" of WHISE having had engagement with WHISE through meetings and other engagement - another 17% reported they are part of the Preventing Violence Together Communities of Practice with another 8% saying that they have worked with WHISE on training their staff
- More than 80% of respondents describe WHISE as collaborative (important as this is one of the key values for WHISE) with another 68% describing our organisation as professional



Key issues in the region

This year, WHISE updated its Environmental Scan of Women's Health in the Southern Metropolitan Region. As well as describing the region, its diversity and the social determinants of health that impact women in the SMR, the Scan also highlights emerging trends for our health promotion and primary prevention work. In addition to primary prevention of violence against women, gender equity and health promotion of sexual and reproductive health, the WHISE team has identified that over the next 12 to 18 months, we will need to address:

Mental Health and Wellbeing

A gender-sensitive approach to improving women's health and wellbeing will help build individual and community resilience. Taking a systems approach will address social determinants that are unique to women in our region. Furthermore, an intersectional lens on women and mental health will provide primary prevention with the opportunity to understand the drivers of poor and positive mental health and develop with our Southern Metropolitan community, sustainable health promotion strategies to build capacity and capability.

Climate Change and Disaster

The COVID-19 Pandemic and bushfires have provided clear evidence of the gendered impact of disaster. Globally, we know that women's health and wellbeing is especially impacted by climate change – yet in spite of this evidence, Australia is yet to fully appreciate this. Our work will be to raise awareness and capacity to see health promotion to improve women's health and equity in light of disaster and climate change.

Aging

We know for women, gender and aging intersect to compound inequality. Older women experience significant risks to their social inclusion and because of that, often lack resources, and opportunities to work, engage and live healthy lives. Health promotion and primary prevention benefits from addressing intersectional drivers of inequality in older women, by taking a social inclusion perspective. With no framework for prevention for older women available, particularly when it comes to abuse, and little with regard to sexual and reproductive health, the building of capacity in community and agencies to better understand specific risk factors for older women, will enable primary prevention work to create and provide suitable services for older women.

As a result of the stakeholder engagement survey we also know that our respondents are keen to see us work and advocate on:

- Family violence
- Sexual and Reproductive Health – contraception
- Gender equity
- Workplace issues
- Young women issues

In terms of the priorities for the next 12 to 18 months, respondents to the survey also are keen for WHISE to continue our advocacy for women's health as well as:

- Sexual and Reproductive Health – contraception and termination
- COVID-19
- Engage with diverse communities
- Family violence
- Gender equity
- Mental health
- Preventing violence against women in the workplace
- Young people

Some specified areas where WHISE should support our region through capacity and capability building (including training) are:

- Bystander training
- Family violence and CALD women
- Gender equity
- Preventing violence against women
- Sexual and reproductive health
- Young people

In 2019, some of the more significant or pressing issues mentioned were:

1. Family violence
2. Sexual and reproductive health, in particular, access to contraception
3. Support/information for diverse communities particularly CALD women and the LGBTQIA community with reference to SRH, family violence and workplace issues
4. Gender equity training.
5. Issues related to young people, older people, mental health and disability were also highlighted but to a lesser degree

In 2020, similar themes have been seen but with additional matters including:

1. Family violence: with a focus on CALD women
2. Sexual and reproductive Health – particularly access to contraception and termination
3. Gender equity
4. Workplaces: in terms of preventing violence against women and gender equity
5. Issues related to young people
6. Bystander training

These themes reveal a strong endorsement of the work already being undertaken by WHISE. There is also an emphasis on how to include some additional parameters such as working with women from diverse backgrounds or how to better engage with those providing services to older people or mental health issues.

Working with women from diverse backgrounds and the issues relevant to them were of particular significance for many of the respondents. Respondents cited the challenges women from diverse backgrounds encounter particularly in relation to accessing health services for sexual and reproductive health (contraception for example) and understanding their workplace rights.

“

“The resources produced by WHISE have been very good and welcome when organisations may not have capabilities or capacity to undertake themselves.”

”

“

Thanks for taking the time to understand our organisations and communities needs during Covid and being responsive. The COP's are really valuable.

”

“

Thank you for preparing this survey. It is a prime opportunity to "connect" with you.

”

FINANCIAL REPORTS



Audited Financial Statements

Women's Health in the South East

ABN 90 641 895 966

For the year ended 30 June 2020

Prepared by APL Financial Pty Ltd

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Committee's Report

Women's Health in the South East For the year ended 30 June 2020

Committee's Report

Your committee members submit the financial report of Women's Health in the South East for the financial year ended 30 June 2020.

Principal Activities

The principal activities during the financial year was the provision of health services and well being promotion to women in the Southern Metropolitan region of Melbourne and to advocate for system and policy change in health.

Significant Changes

There was no significant change.

Operating Result

The shortfall for the financial year amounted to \$33,163

Going Concern

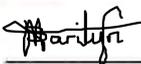
This financial report has been prepared on a going concern basis which contemplates continuity of normal business activities and the realization of assets and settlement of liabilities in the ordinary course of business. The ability of the association to continue to operate as a going concern is dependent upon the ability of the association to generate sufficient cash flows from operations to meet its liabilities. The members of the association believe that the going concern assumption is appropriate.

Signed in accordance with a resolution of the Members of the Committee on:



Chairperson M/s Robinette Emonson

Date 31/8/2020



Treasurer M/s Simeon Chirunga

Date 31 / 08 / 2020

Profit & Loss Statement

Women's Health in the South East For the year ended 30 June 2020

	2020	2019
Income		
1. Donations	-	200
2. Education & Training	58,155	46,831
2. Quality Auditing	-	38
3. 16 Days of Activism Income	-	27,275
3. City of Greater Dandenong Grant	-	2,000
3. DHHS Funding Income	703,791	694,212
3. OMAC Project Income	-	58,052
3. PVAW Regional Strategy Income	88,993	120,639
3. Settlement Services Program Income	-	60,711
3. Sexual and Reproductive Health	47,248	52,489
Adjustment on LG Telephone Contract Completed	421	-
Unsecured Additional Grant Funding	3,990	-
Total Income	902,599	1,062,447
Gross Profit	902,599	1,062,447
Other Income		
JobKeeper COVID19 Stimulus Relief	81,000	-
Cash Flow Boost COVID19	55,482	-
Interest Income	3,391	9,129
Total Other Income	139,873	9,129
Expenditure		
1. General:Advertising, Promo, Website & Logo	2,482	8,852
1. General:Dues & Subscriptions	4,207	1,996
1. General:Furniture & Fittings Under \$300	1,995	-
1. General:Gifts	125	520
1. General:Internet Provider	978	873
1. General:Office Expenses	2,569	390
1. General:Postage & Freight	940	1,325
1. General:Printing & Stationery	6,804	8,823
1. General:Software Licences	2,924	1,812
1. General:Staff Amenities	1,566	2,145
1. General:Staff Functions	504	592
1. General:Telephone/Mobile	4,055	5,727
1. General:Travel & Entertainment	46	426
2. Board:Administration	456	-
2. Board:AGM	603	1,356
2. Board:Annual Report	1,132	700
2. Board:Board Costs Other	124	10,448
2. Board:Elections	420	420
2. Board:Parking/Travel	2	55

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

	2020	2019
3. Occupancy:Cleaning & Laundry	3,049	4,604
3. Occupancy:Contents Insurance	2,708	1,907
3. Occupancy:Gas & Electricity	3,950	3,584
3. Occupancy:Office Outgoings	7,809	17,024
3. Occupancy:Office Parking	587	7,039
3. Occupancy:Office Rent	69,371	56,667
3. Occupancy:Repairs and Maintenance	17,499	421
3. Occupancy:Waste Management	736	2,726
4. Professional Fees:Consulting Fees	8,600	11,836
4. Professional Fees:External Audit	3,500	3,200
4. Professional Fees:IT Costs & Server Management	21,609	15,825
5. Programs and Services: Overheads	132,736	25,244
5. Programs and Services:Catering	1,704	9,643
5. Programs and Services:Childcare	-	176
5. Programs and Services:Education & Training	752	15,032
5. Programs and Services:Interpreting	5,121	1,564
5. Programs and Services:Marketing & Promotion	1,062	23,861
5. Programs and Services:Other costs	3,504	4,532
5. Programs and Services:Peer Educators	6,614	1,116
5. Programs and Services:Phone	-	36
5. Programs and Services:Police/WWC Check	124	-
5. Programs and Services:Resources	-	6,666
5. Programs and Services:Training	429	959
5. Programs and Services:Travel Expenses	1,469	719
5. Programs and Services:Venue Hire	364	1,414
5. Programs and Services:Volunteer Expenses	127	2,848
6. Finance:Bank Fees - CSB	125	146
6. Finance:Bank Fees - Other	79	79
6. Finance:Fuel Card Fees	872	452
7. Motor Vehicle:CEO Fuel Expense	2,142	2,987
7. Motor Vehicle:Fuel	-	413
7. Motor Vehicle:Insurance	1,547	2,110
7. Motor Vehicle:Parking	-	9
7. Motor Vehicle:Registration	1,582	1,547
7. Motor Vehicle:Repairs & Maintenance	2,288	1,075
7. Motor Vehicle:Tolls	2,650	3,991
8. Employment:Allowances	890	885
8. Employment:Annual Leave Provision	32,473	13,216
8. Employment:Company/Team Training	-	244
8. Employment:Fringe Benefits Tax	583	584
8. Employment:Police Check/WWCC	-	45
8. Employment:Professional Development	-	1,559
8. Employment:Recruitment	221	955
8. Employment:Salary Packaging Paid	75	-
8. Employment:Superannuation	23,383	44,297

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.



	2020	2019
8. Employment:Workcover	14,360	11,732
6. Finance:Depreciation	11,871	12,923
Depreciation - Prev. Year Adjust.	-	4,716
Other Expenses:Long Service Leave Provision	12,412	1,878
8. Employment:Employee Assistance Program	2,250	4,569
Salaries & Costs		
8. Employment:Gross Wages	246,489	429,041
5. Programs and Services:Salaries and On-Costs	526,729	265,042
Other Expenses:Corporate Costs	(132,736)	(25,244)
Total Salaries & Costs	640,482	668,839
Total Expenditure	1,075,635	1,044,352
Surplus/(Shortfall)	(33,163)	27,224

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

Balance Sheet

Women's Health in the South East As at 30 June 2020

	NOTES	30 JUN 2020	30 JUN 2019
Assets			
Current Assets			
Cash and Cash Equivalents			
CSB CMT Account 136011715		90,907	103,376
CSB Debit Card Account		2,110	2,924
CSB SID Account		285,197	330,093
CSB Term Deposit		114,118	112,885
Petty Cash Account		47	55
Petty Cash		125	-
Total Cash and Cash Equivalents		492,504	549,333
Trade and Other Receivables			
Accounts Receivable		6,450	3,104
Prepaid Expenses		9,317	13,796
Sundry Debtor		55,938	-
Total Trade and Other Receivables		71,705	16,900
Total Current Assets		564,210	566,233
Non-Current Assets			
Equipment and Vehicles			
Computers & Office Equipment		52,137	26,351
Computer & Office Equip : Less Accum. Depreciation		(27,875)	(20,348)
Motor Vehicle at Cost		29,223	47,755
Motor Vehicles : Less Accum. Depreciation		(16,142)	(25,804)
Furniture and Fittings		3,129	-
Furniture and Fittings:Less Accumulated Depreciation		(122)	-
Total Equipment and Vehicles		40,351	27,954
Other Non-Current Assets			
Rental Bond: St Kilda Road		19,254	19,250
Rental Bond:Princes Hwy		-	6,005
Total Other Non-Current Assets		19,254	25,255
Total Non-Current Assets		59,604	53,209
Total Assets		623,814	619,442
Liabilities			
Current Liabilities			
Trade and Other Payables		6,295	33,649
GST Payable		23,232	21,873
PAYG Withheld		16,145	10,760
Provision for Annual Leave		69,440	36,792
Provision for LSL		8,945	8,472
Salary packaging		66	(3,942)

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.



	NOTES	30 JUN 2020	30 JUN 2019
Unearned Income		89,820	71,815
Total Current Liabilities		213,942	179,419
Other Current Liabilities		-	-
Non-Current Liabilities			
Other Non-Current Liabilities			
LG Phone System loan		-	2,576
Mazda CX-5 Lease		16,179	22,029
NEC Phone System Loan		11,439	-
Total Other Non-Current Liabilities		27,617	24,605
Total Non-Current Liabilities		27,617	24,605
Total Liabilities		241,559	204,024
Net Assets		382,255	415,418
Member's Funds			
Capital Reserve			
Capital Fund		5,000	5,000
Current Year Earnings		(33,163)	27,224
Retained Earnings		400,418	373,194
Robyn Mason Bequest		10,000	10,000
Total Capital Reserve		382,255	415,418
Total Member's Funds		382,255	415,418

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

Notes to the Financial Statements

Women's Health in the South East For the year ended 30 June 2020

1. Summary of Significant Accounting Policies

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act (Vic). The committee has determined that the association is not a reporting entity.

The financial statements have been prepared on an accruals basis and are based on historic costs and do not take into account changing money values or, except where stated specifically, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these financial statements.

Income Tax

The association is exempt for Income Tax under relevant legislation.

Property, Plant and Equipment (PPE)

Leasehold improvements and office equipment are carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all PPE is depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use.

Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

Impairment of Assets

At the end of each reporting period, the committee reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in the income and expenditure statement.

Employee Provisions

Provision is made for the association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee provisions have been measured at the amounts expected to be paid when the liability is settled.

Provisions

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured at the best estimate of the amounts required to settle the obligation at the end of the reporting period.

Cash on Hand

These notes should be read in conjunction with the attached compilation report.

Cash on hand includes cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of three months or less.

Accounts Receivable and Other Debtors

Accounts receivable and other debtors include amounts due from members as well as amounts receivable from donors. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

Revenue and Other Income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Interest revenue is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

Grant and donation income is recognised generally when the entity obtains control over the funds, which is usually at the time of receipt.

If conditions are attached to the grant that must be satisfied, recognition of the grant as revenue will be deferred until those conditions are satisfied.

All revenue is stated net of the amount of goods and services tax.

Leases

Leases of PPE, where substantially all the risks and benefits incidental to the ownership of the asset (but not the legal ownership) are transferred to the association, are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for that period.

Leased assets are depreciated on a straight-line basis over the shorter of their estimated useful lives or the lease term. Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the assets and liabilities statement.



Financial Assets

Investments in financial assets are initially recognised at cost, which includes transaction costs, and are subsequently measured at fair value, which is equivalent to their market bid price at the end of the reporting period. Movements in fair value are recognised through an equity reserve.

Accounts Payable and Other Payables

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

True and Fair Position

Women's Health in the South East For the year ended 30 June 2020

Annual Statements Give True and Fair View of Financial Position and Performance of the Association

We, the President, and the Treasurer, being members of the committee of Women's Health in the South East, certify that -

The statements attached to this certificate give a true and fair view of the financial position and performance of Women's Health in the South East during and at the end of the financial year of the association ended on 30 June 2020.

Signed:

Dated: 31/08/2020

Signed:

Dated: 31/08/2020

Auditor's Report

Women's Health in the South East For the year ended 30 June 2020

Independent Auditors Report to the members of the Association

We have audited the accompanying financial report, being a special purpose financial report, of Women's Health in the South East (the association), which comprises the committee's report, the assets and liabilities statement as at 30 June 2020, the income and expenditure statement for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the certification by members of the committee on the annual statements giving a true and fair view of the financial position and performance of the association.

Committee's Responsibility for the Financial Report

The committee of Women's Health in the South East is responsible for the preparation and fair presentation of the financial report, and has determined that the basis of preparation described in Note 1 is appropriate to meet the requirements of the Victorian Act and is appropriate to meet the needs of the members. The committee's responsibility also includes such internal control as the committee determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the association's preparation and fair presentation of the financial report, 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. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

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

Opinion

In our opinion, the financial report presents fairly, in all material respects (or gives a true and fair view – per the Victorian Act, the financial position of Women's Health in the South East as at 30 June 2020 and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the requirements of the Victorian Act.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 to the financial statements, which describes the basis of accounting. The financial report has been prepared to assist Women's Health in the South East to meet the requirements of the Victorian Act. As a result, the financial report may not be suitable for another purpose.

Auditor's signature: Jon Griffin



Auditor's address: APL Financial Pty Ltd Level 1, 32 Business Park Drive Notting Hill, Vic, 3168

Dated: 28/ 08 / 2020

Certificate by a Member of the Committee

Women's Health in the South East For the year ended 30 June 2020

I, Robinette Emonson being a Committee Member certify that:

1. I attended the annual general meeting of the association held on [/ /].
2. The financial statements for the year ended 30 June 2020 were submitted to the members of the association at its annual general meeting.

.....

Dated: / /

DIRECTORS REPORT

Our Board

Role and Purpose of the Board

The purpose of the Board is to represent the interests of its members, and to advocate for the improvement in women's health and wellbeing in the Southern Metropolitan Region of Melbourne.

To facilitate this, The Board will develop and monitor Board-level policies which provide direction and boundaries for both the CEO's functions and its own.

The Board monitors the performance of the CEO against the Strategic Plan.

The overall responsibilities of the Board are set out in the Constitution.

In summary, the Board is responsible for overseeing the business and affairs of WHISE, in accordance with the Constitution, and all applicable legislation, regulation, and funding requirements.

Remuneration of the Board

The Board members of WHISE volunteer their time and skills to the organisation and, as such are not remunerated. No remuneration was paid or is payable to Board members in their capacity as Board members.

Composition of the Board and Structure

As per the Constitution (revised and approved by members in November 2016,) the board is comprised of no less than five and no more than 12 members that operate as individuals, not formal representatives of a particular group. The term of Board members is two years with a maximum of three years. If a Board member retires from the Board they may re-nominate in one year's time from date of resignation.

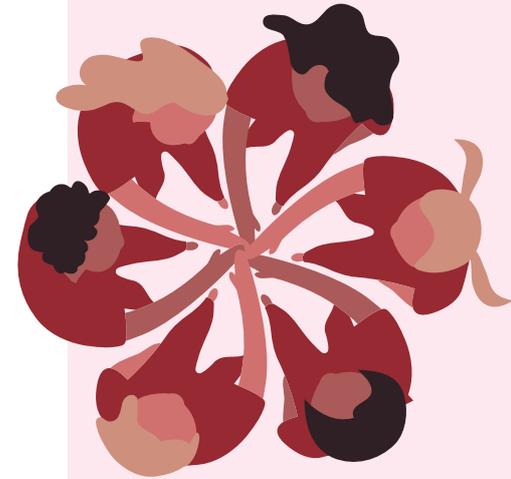
Members of WHISE elect members to the Board. The Board at its first meeting after the Annual General Meeting each year, appoint a Chair, Deputy Chair and Treasurer.

In 2019-2020, our Directors were:

- Robinette Emonson (Chair)
- Camilla Radia-George (Deputy Chair)
- Sinfree Chirunga (Treasurer; Chair of Finance and Audit Committee);
- Katherine Dennis (Chair of People and Culture Committee)
- Kerry Bradley (Chair of Quality, Risk and Compliance Committee)
- Rhiannon Matthews
- Marg D'Arcy
- Susanne Siggins
- Reena Dahiya

Board meeting attendance 2019 - 2020

Board member	Eligible to attend (out of 6 meetings)	Attended
Joy Walker	3	3
Maya Avdibegovic	2	1
Robinette Emonson	5	5
Camilla Radia-George	5	5
Sinfree Chirunga	5	4
Katherine Dennis	4	3
Kerry Bradley	4	3
Rhiannon Matthews	5	5
Marg D'Arcy	5	4
Susanne Siggins	4	4
Reena Dahiya	3	2



Board Committees

Finance and Audit Committee

The primary role of the Finance and Audit Committee is to assist the Board in fulfilling its responsibilities relating to the accounting and reporting practices of WHISE, to review the integrity of financial information and the effectiveness of internal controls, including WHISE's internal audit function.

Board member	Eligible to attend (out of 6 meetings)	Attended
Sinfree Chirunga (Chairperson)	5	5
Joy Walker	2	1
Robinette Emonson	3	2
Reena Dahiya	3	3
Maya Avdibegovic	1	0

Quality and Compliance

The Quality and Compliance sub-committee supports the Board in its oversight of WHISE's governance arrangements as related to quality performance, including compliance with regulatory and other obligations.

Board member	Eligible to attend (out of 6 meetings)	Attended
Kerry Bradley Chairperson	5	5
Camilla Radia - George	5	5
Marg D'Arcy	5	4
Sinfree Chirunga	5	4

People and Culture

The Quality and Compliance sub-committee supports the Board in its oversight of WHISE's governance arrangements as related to quality performance, including compliance with regulatory and other obligations.

Board member	Eligible to attend (out of 6 meetings)	Attended
Katherine Dennis (Chairperson)	4	4
Susie Siggins	4	4
Rhiannon Matthews	4	4
Robinette Emonson	4	4

Our Team

WHISE is a people business – without the hard work, dedication and efforts of our staff, volunteers, contractors and partners, our goals would not be achieved. It truly is a collaborative effort.

We say thank you to all the following people listed below and, certainly many, many more...

- Kit McMahon
- Deb Pugsley
- Laura Ardley
- Denise Paxinos
- Dosedra Hetherington
- Zoe Francis
- Jessica Elsworth
- Paula Hernandez
- Lucie Magill
- Grace McArthur



Volunteers

In addition to our Board members, participants on our steering committees, and support we receive through our partners, we recognise the following volunteers for their incredible service, dedication and commitment to empowering women in the South East.

Ana Fried

Steering Committee – Sexual and Reproductive Health Strategy

- Deborah Hubbard – Department of Health and Human Services
- Vinita Rane – Monash Health & Melbourne University
- Tracey Collines – SMPCP
- Rodney Mackintosh – FMPPCP
- Jacqueline Coombe – Melbourne University

Communities of Practice – Sexual and Reproductive Health Strategy

- Anna Syposs – Department of Education and Training
- Cathy Halmarick – Peninsula Health & Headspace
- Siarn Wilson – Central Bayside Community Health Services
- Chris Lemoh – Monash Health
- Wudad Salim – Monash Health Community
- Jessica Kelly – Department of Education and Training
- Pip Brennan – Monash Health Community
- Chiedza Malunga – Monash Health Community

- Carly Schreiber – Department of Education and Training
- Mel Tattersall – Department of Education and Training
- Eudia Kipsuto – Centre for Ethnicity and Health
- Emily Hough – Department of Education and Training
- Alison Coelho – Centre for Ethnicity and Health
- Michelle Templeton – Monash Health Community
- Patrick Burn – Department of Education and Training
- Ryan Peace – FMPPCP (until October 2019)
- Christina Inness – Monash Health Community (until September 2019)

Steering Committee- Preventing Violence Together Strategy

- George Robinson – Central Bayside Community Health Services
- Amanda Murphy – Connect Health
- Rosemary Burrell – Uniting (Bayside Peninsula Integrated Family Violence Partnership)
- Catherine McGrath – Department of Health and Human Services
- Stephen Sparrow – Cardinia Shire
- Allison Wainwright – Family Life
- Jess Dawson – Department of Health and Human Services
- Rob MacIndoe – Enliven (PCP)
- Gaye Stewart – Glen Eira Council

Bayside and Mornington Peninsula Primary Prevention Working Group

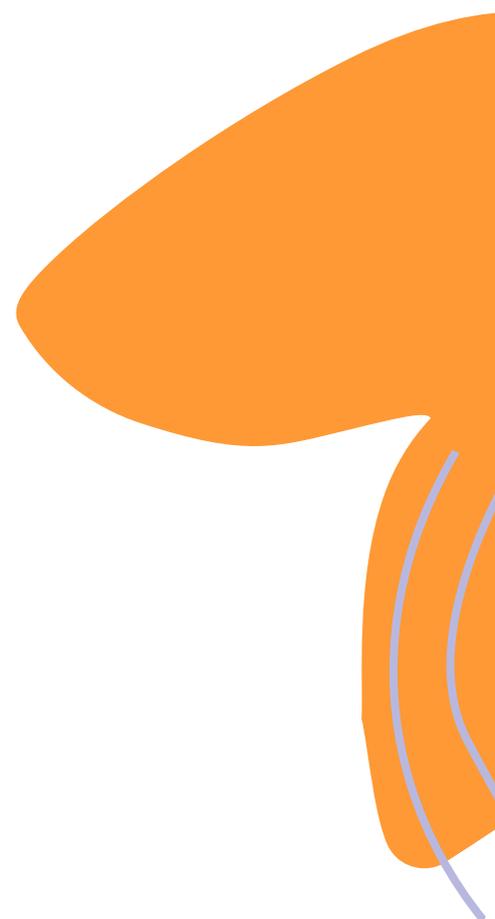
- Amy Wallis – Kingston City Council
- Andrea Hay – Department of Health and Human Services
- Andrew Shannon – Bayside City Council
- Belinda Tascone – Peninsula Health
- Bev Lewi – Family Life
- Carpell Dang – Department of Education and Training
- Cassandra Barrett – Jewish Care
- Catherine McQueen – Alfred Health & Caulfield Community Health Service
- Danielle McCaffrey – Star Health
- Emma – Emerge
- Hannah Opeskin – Alfred Health & Caulfield Community Health Service
- Jackie Bateman – Monash Health
- Jodie Belyea – Family Life
- Karyn Knight – Stonnington City Council
- Kate Temby – Connect Health & Community
- Katrina Nurse – Glen Eira City Council
- Kelsey Laffy – City of Port Phillip
- Kristy Lang – Department of Education and Training
- Lucy Wickham – PHCN
- Mandy Roche – Mornington Peninsula Shire
- Megan Milne – City of Glen Eira

Southern Melbourne Primary Prevention Working Group

- Amrit Kaur – Chisholm Institute of TAFE
- Andrea Minica – City of Casey
- Krissy Nicholson – City of Casey
- Catherine McGrath – Department of Health and Human Services
- Dalal Smiley – Wellsprings for Women
- Elizabeth Fox – Department of Education and Training
- Emma McDonald – Victoria Police- Sexual Offences and Child Abuse Team
- Fiona Cost – Cardinia Shire



- Hayden Brown - City of Greater Dandenong
- Susanna Moore - City of Greater Dandenong
- Lee Kennedy - InTouch
- Mary Karambilas - InTouch
- Michelle Rowland - Central Bayside Community Health Service
- Patricia Plompen - Monash Health
- Toby Sargent - Monash Health
- Robyn Barton - Alfred Health & Caulfield Community Health Service
- Seena Michael - Uniting
- City of Greater Dandenong
- Silvia Wan - Southern Migrant Resource Centre
- Michelle Kiernan - WAYSS Ltd
- Brenna Johnstone - WAYSS Ltd





Women's Health in the South East

Website: www.whise.org.au

Email: whise@whise.org.au

