

Annual Report

2018-2019



women's health
goulburn north east
challenging inequity, embracing diversity

www.whealth.com.au

Women's Health Goulburn North East acknowledges and thanks the funding bodies, organisations and individuals that allow us to continue to support the women and girls of Goulburn North East Victoria.

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For more information on the projects and activities referenced throughout this report, please visit our website www.whealth.com.au or contact us at whealth@whealth.com.au or on (03) 5722 3009.

Women's Health Goulburn North East respectfully acknowledges the Traditional owners of our region.



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**Our staff have a
combined total 118
years' of experience
in the women's health
sector.**

Our Team

Susie Reid

Executive Officer (to June 2019)

Christine Alexander

Finance & Administration Team Leader

Bernadette Fraser

Health Promotion Worker

Caitlyn Hoggan

Health Promotion Worker (to October 2018)

Renata Spiller

Health Promotion Team Leader

Rachael Mackay

Health Promotion Worker/Training Coordinator

Karen O'Connor

NILS/Microfinance Worker (to December 2018)

Jane Gehrig

NILS/Economic Empowerment Worker
(from July 2018)

Debra Parkinson

Researcher

Anthea Pratt

Office Administration/Finance Assistant

Alison Maclean

Principal Strategic Advisor Goulburn Ovens
Murray (to October 2018)

Julie Tyler

Health Promotion Worker (to May 2019)

Naomi Bailey

Senior Project Coordinator Capacity Building
Leaders & Principal Strategic Advisor (from
September 2018)

Nadia Jacobsen

Health Promotion Worker (from August 2018)

Emma Fahey

Casual Administration Support (from January
2019)

Emma Wagg

Quality and Project Worker

Mary Steel

Health Promotion Worker & Administration
Support

Tracey Whinray

Cleaner

Thank you to the dedicated staff, volunteers,
and board members of Women's Health Goulburn
North East in 2018-19.

Board Members

Sarah Noble

Chairperson

Nadia Tilson

Secretary

Jenny Sleep

Treasurer

Simone Campbell

Assistant Secretary (to October 2016) Vice Chair
(from October 2018)

Kate O'Neill

Assistant Treasurer

June Stamp

Member of the Board

Katherine Robertson

Member of the Board

Kerrie Hicks

Member of the Board (from September 2018)

Elizabeth Wilson

Member of the Board (from September 2018)

Helen Hickenbottom

Member of the Board (co-opted from October
2018)

Colleen Balfour

Member of the Board (resigned March 2019)

Colleen Furlanetto

Deputy Chair (to October 2018) (resigned May
2019)

Board Minute Takers

Tasmin Hughes

(from August 2018)

Tamara Petersen – Taylor

(Casual)

Volunteers

Maureen Adcock

Judy Burns

Anne Foley

Marion Gay

Moira Thomson

Debbie Tully

Strategic Plan

2017 - 2021

The Women's Health Goulburn North East Board of Management and staff have undertaken an extensive process of reviewing, planning and developing the 2017 - 2021 Strategic Plan.

Mission

Positively transforming the health, wellbeing and safety of all women and girls.

Vision

Rural women and girls have optimal health and wellbeing.

Values

- Feminism
- Human Rights
- Respect
- Women-Centred
- Inclusiveness
- Excellence

Guiding Principles

- Women's Voices
- Partnerships & Collaboration
- Leadership
- Theory to Practice
- Best Practice
- People & Culture
- Workplace Practices
- Accountability

Leadership in Primary Prevention

Address the underlying determinants that influence women's health:

- Demonstrate and advocate for best practice in gender transformative primary prevention approaches.
- Work with organisations, communities, and systems to build health promotion capacity to embed gender equity into practice.
- Research current and emerging issues affecting women and turn research into practice.

Organisational Excellence

Deliver exceptional outcomes while maintaining a strong, productive organisational culture:

- Develop leadership capacity of staff, board and volunteers.
- Build workforce capacity through professional development.
- Ensure that governance and finance systems are in place and are effective.
- All staff and volunteers enjoy a supportive working environment consistent with WHGNE values.

Growth, Sustainability & Innovation

Expand the reach and influence of our work and maintain sustainability into the future:

- Lead the response to emerging issues and create and embrace new opportunities.
- Ensure that the organisation has quality systems and resources to respond innovatively to opportunities in a timely manner.
- Invest in IT and communication resources and skills to increase reach and social impact.



Chairperson's Report

Leadership is an apt theme for this year's Annual Report. The focus for the Board this year was recruiting a Chief Executive Officer following the resignation of our long-standing Executive Officer, Susie Reid.

As part of the recruitment process, the Board participated in a workshop to create a blueprint of our ideal candidate, comprising a list of desired attitudes, skills and experiences. These included; authenticity, honesty, respectfulness, unprejudiced, agile and adaptable. That is, a leader who would take a considered and reflective approach, while demonstrating confident humility.

Susie commenced as Executive Officer in April 2005 and has embodied these attributes throughout her tenure. She has worked tirelessly to develop and use her influence to positively transform the health, wellbeing and safety of women and girls in our region and beyond.

One of Susie's many strengths is her ability to create and nurture relationships at all levels, including state and national level politicians. Susie is an advocate for women's sexual and reproductive rights, gender equity and the prevention of violence against women. She has been appointed to many executive positions including; the Women's Health Association of Victoria (now GEN VIC), the Australian Women's Health Network and she co-chaired the Gender and Disaster Taskforce for three years alongside the Emergency Services Commissioner, Craig Lapsley.

Under Susie's leadership WHGNE has undertaken research, projects and delivered training that has had a significant impact locally, nationally and internationally. Examples include ground-breaking work such as the B-Safe program (family violence safety initiative), CENTSable (promoting financial literacy), Making Two Worlds Work (Indigenous resources), Courageous Conversations (bystander training) and the Gender and Disaster work, to name a few. Much of this work was undertaken in collaboration with other organisations.

On behalf of the Board I would like to sincerely thank Susie for her years of service and the legacy that her contributions have made. I also wish to acknowledge and thank the WHGNE team and volunteers for their hard work and contributions over the past year.

We look forward with great enthusiasm to the next chapter in the history of WHGNE under the leadership of our new Chief Executive Officer, Amanda Kelly.

Sarah Noble
Chairperson

Executive Officer's Report



It gives me great pleasure to report on the second year of our Strategic Plan. The theme of this year's annual report is leadership. Our leadership achievements in gender equity and primary prevention are detailed in the following pages under the headings of our strategic goals.

This year we launched the organisation's *Respect and Equality for All* regional strategy and *Sexual and Reproductive Health Plan*. These strategic documents are aligned with the state and focus on gender equity, prevention of violence against women and sexual and reproductive health. These documents have enhanced the focus of our overall strategic plan and guided the development of new initiatives promoting women's economic empowerment, equality and leadership.

We shared the unique research and partnership projects of the Gender and Disaster Pod at national and international conferences. The Pod's long-term disaster resilience research also led to the development of the Gender and Emergency Management Guidelines, which are being implemented across Queensland.

We have also continued to focus on partnership development, with a relationship management approach to partnering across our twelve local government areas to collaboratively advance gender equality. Our Capacity Building Leaders program has exemplified this approach, engaging with organisations across the region to challenge inequity, promote adaptive leadership and celebrate female leaders.

WHGNE remains committed to highlighting local women's experiences and enabling their voices to inform policy and programs through initiatives

such as the Storylines project. This project, conducted in collaboration with Women's Health Loddon Mallee, led to the inception of the Steps to Success project, a workplace and economic empowerment program being delivered with Sudanese and South Sudanese women.

This year has also been a significant period of change within the team as we farewelled long-time staff and valued advocates Caitlyn, Karen and Julie. With their departure we have been fortunate to welcome Naomi, Nadia, Jane and Mary who bring diverse skillsets and new ways of thinking.

We also welcome Amanda Kelly, as the new Chief Executive Officer, who will have the pleasure of leading a skilled and passionate team.

As my final annual report, I recognise and thank the staff, volunteers, members, and Board of WHGNE for their long-standing leadership commitment to health and wellbeing of rural women and girls.

I wish you all a heartfelt farewell and look forward to following the important work of WHGNE and our primary prevention partners into the future.

Susie Reid
Executive Officer



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Leadership in Primary Prevention

Capacity Building Leaders Project

The Capacity Building Leaders project has been running across our 12 local government areas since September 2018. In November 2018, WHGNE's Naomi Bailey presented alongside community leaders to mark 16 Days of Activism and the Step Out Campaign in Wodonga.

Since then, WHGNE has curated a series of events:

- In partnership with Wodonga City Council, we hosted a breakfast session with the Sex Discrimination Commissioner and the Australian Defence Force to discuss leading change for gender equality in the workplace.
- For International Women's Day, we featured senior female leaders in emergency management, Donna Wheatley and Kerrie Hicks, discussing leadership in male dominated environments.
- WHGNE also hosted an evening event with Phil Cleary on ending family violence, and leadership for gender equity in sport settings, as part of a Law Week partnership with Hume Riverina Community Legal Service and Rural City of Wangaratta.

Stakeholder Engagement

The Capacity Building Leaders project has engaged with 511 people from over 300 organisations.

Representatives from these organisations attended a masterclass or forum to learn more about what leadership looks like when it comes to equality.

The training on leadership will continue as WHGNE challenges inequity, promotes adaptive leadership and recognises the female leaders who have positively transformed workplaces and communities.

Project participants tell us what leadership looks like for them.



Gender Transformative Primary
Prevention

Respect & Equality for All Strategy

Creating the authorising
environment

The *Respect & Equality for All* regional strategy was developed by WHGNE in September 2018. A best-practice primary prevention framework, this strategy represents a collective impact approach to preventing violence against women and advancing gender equality across Goulburn and North East Victoria for the next four years.

The vision calls on organisations and individuals from diverse settings and geographical locations to demonstrate regional leadership and commit to actions that build a fair, equitable, compassionate and accountable culture.

Using the core principles identified in *Respect & Equality for All*, a process of creating an authorising environment for collaborative action in Goulburn North East was undertaken in April-May 2019. A Principles of Agreement for Working Together was developed as a formal way for organisations to sign-on and commit to the *Respect & Equality for All* strategy.

Participants at the Goulburn Forum



The Concept

The concept of a jigsaw puzzle, where individual organisations implement their piece as part of a bigger whole was used as a visual representation of how organisations can be involved in a collective impact approach.

Engagement

As a way of engaging strategic partners and encouraging commitment, two events were held in May; one in Goulburn at Avenel and one in Ovens Murray at Beechworth. The events featured a keynote speaker, Kit McMahon from Gender Equity Victoria (Avenel) and Natalie Russell from VicHealth (Beechworth). Presentations from the WHGNE EO and project staff were also shared to contextualise the *Respect & Equality for All* strategy and its importance for ongoing leadership work in the region.

Results

By the end of June 2019, a total of eight organisations had formally endorsed the core principles of the *Respect & Equality for All* strategy, demonstrating leadership commitment and capacity to drive actions across the region that prevent violence against women and promote gender equality.



In the second year of the strategy, WHGNE looks forward to continuing our work with strategic partners. This work will facilitate the translation of commitment into actions.

Respect & Equality for All Signed Partners (to 30 June 2019)

- Department of Education and Training Goulburn and Ovens Murray Areas – Respectful Relationships Program
- Fowles Winery
- Lower Hume Primary Care Partnership
- Moira Shire Council
- Tallangatta Health
- The Kilmore and District Hospital
- The Wheeler Centre
- Uniting Goulburn North East



WHGNE EO Susie Reid (left) with Denise Parry as Tallangatta Health signs on at Ovens Murray forum.

Gender Transformative Primary Prevention

Mapping of Prevention Activities for Collective Impact

On behalf of our partners, WHGNE created an electronic mapping tool of current prevention activities.

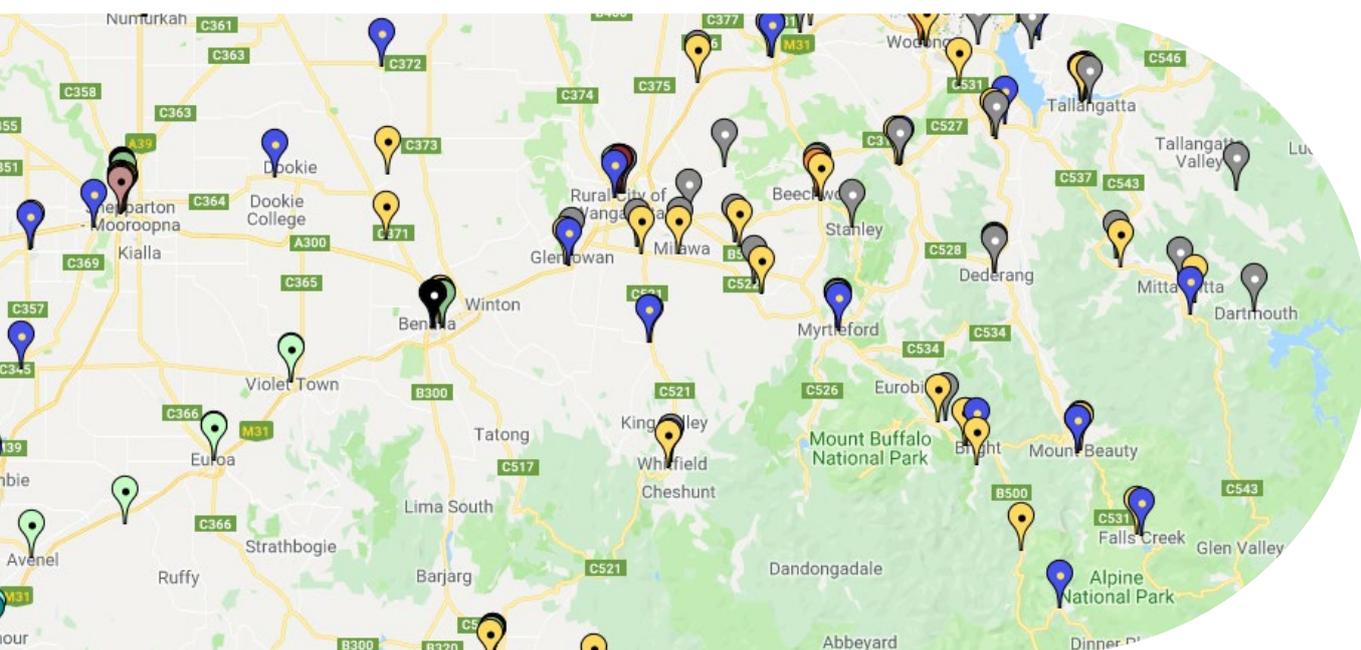
The Purpose

This tool showcases prevention of violence against women and gender equality work being undertaken by organisations across Goulburn Valley and Ovens Murray areas.

Future Development

Over the coming months, this map will include the work of all WHGNE partners.

Having a centralised resource facilitates collaboration and further develops collective awareness of activities that contribute to the *Respect & Equality for All* strategy.



How It Works

Markers in this visual tool represent the whole continuum of activities being conducted across the region including; response, early intervention, awareness raising and primary prevention.

Preventing Violence Against Women Community of Practice

This tool was developed in consultation with the Preventing Violence Against Women Community of Practice in April. Currently 30 of WHGNE's partners are represented on the map.

Work with organisations, communities and systems to build health promotion capacity to embed gender equity into practice

International Women's Day

Leadership in Emergency Management

This year's IWD event helped shape the regional discussion WHGNE has fostered about the kind of leadership needed to deliver on the promise of respect and equality for all.

This year's International Women's Day (IWD) breakfast in Wangaratta featured our work in emergency management.

In 2019, the ten-year anniversary of the Black Saturday Fires, our Gender & Disaster team released a report on findings from our long-term resilience research.

Event Speakers

Our IWD event featured two senior female leaders; Kerrie Hicks from Victoria Police and Donna Wheatley from the Metropolitan Fire Brigade.

These women spoke to an audience of 70 about leadership in male-dominated institutions. They shared strategies for leading in challenging times, strengths they brought to their roles, and their experience of the power women bring to legacy cultures when we lead with authenticity, vulnerability and style.

Attendance

The Wangaratta Mayor and several councillors were in attendance, as were women, girls and a few men representing all parts of the community.

Board members Kate, Sarah, Helen, Nadia and Katherine with keynote speakers Kerrie and Donna.



Work with organisations, communities and systems to build health promotion capacity to embed gender equity into practice

16 Days of Activism Against Gender Based Violence

Creating a unified, collective online presence in 2018

The 16 Days of Activism Against Gender-based Violence is an annual opportunity, held between 25 November and 10 December, to engage with partners to increase awareness and inspire action in the broader community to end violence against women. The state-wide initiative, Victorians Against Violence, runs alongside the global campaign.

Social Media Toolkit

For the 2018 campaign, WHGNE consulted with members of the Regional Community of Practice to develop a Social Media Toolkit.

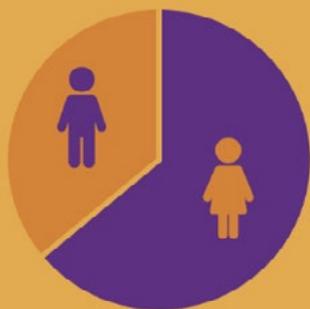
The toolkit contained key messages about the link between violence against women and gender inequality, and actions to engage workplaces and communities in conversations about the prevention of violence against women.

Purpose

Having one toolkit used by multiple organisations facilitated a consistent and unified approach to promoting key campaign messages across Goulburn and North East Victoria.

Infographics promoted on social media for the 16 Days of Activism Campaign.

Share the work



More men named Andrew than women CEOs



Let's change the language

Who Used the Toolkit?

A total of 43 organisations used some or all toolkit materials as part of the 16 Days Campaign promotion, covering all 12 local governments areas in Goulburn North East.

Regional organisations and networks that promoted campaign messages through their social media included:

- Benalla Health
- Benalla Ensign
- Upper Hume Primary Care Partnership
- Lower Hume Primary Care Partnership
- Regional Disability Advocacy Service
- Rural City of Wangaratta
- Wangaratta North Rural Fire Brigade
- Wangaratta Family Violence Prevention Network
- Wangaratta Chronicle
- Sport Northeast
- Albury Wodonga Ethnic Communities Council
- Mungabareena Aboriginal Corporation
- Gateway Health
- Greater Shepparton City Council
- Greater Shepparton Family Violence Prevention Network
- Hume Riverina Community Legal Service
- Mansfield Shire Council
- Towong Shire
- Moira Shire Council
- The Kilmore and District Hospital
- Assumption College Kilmore
- North East Local Learning & Employment Network



#reproductiveright

Audience Engagement

A total of 10,560 people engaged with the WHGNE social media campaign via Facebook, with an average of 93 unique users engaging on a daily basis. Additionally, there were a total of 29 partner events and activities held across the 16 Days Campaign.

WHGNE led, or was actively involved, in 12 events by providing presentations or delivering training.

Work with organisations, communities and systems to build health promotion capacity to embed gender equity into practice

No Interest Loans Scheme

Leading a rural model of care, compassion and respect

Over the past financial year, WHGNE has processed 81 loans for the General and Domestic Violence No Interest Loans Scheme (NILS). A total of \$84,118.50 has been lent to women to purchase essential goods and services.

What does a NILS loan look like from a Women's Health service?

Women who seek a loan with our service are presenting with increasingly complex needs. In conjunction with the extreme stress of experiencing violence our clients are under increasing financial pressure, requiring loans to assist with essential expenses such as washing machines, computers, optical, car tyres and mechanical repairs. These items fulfil basic needs and assist women and children with their participation in society.

Care, Compassion & Respect

Women have reported feeling like there is less support in our area for much-needed services to assist with the challenges of everyday life such as rising energy bills, education fees, rental costs, the price of nutritious food, healthcare and medical requirements.

Women who access our loans receive a holistic service that is delivered with care, compassion and respect. For WHGNE, leadership in financial resilience is working alongside women in their journey, placing their needs and voices at the centre of everything we do.



From left: Rebecca Wringe, Jane Gehrig and Peter McNamara at the 2018 NILS State Conference.



Case Study

A 'woman-centred' approach to build financial resilience

As the WHGNE NILS project worker, I am often asked what I do at work. What follows is a case study of a woman's experience in the past year.

Belinda* applied for a \$1,400 NILS loan. She is a single mother with one dependent child of school age receiving Newstart from Centrelink. She had incomplete paperwork, which is common, and was anxious for the loan to be approved as soon as possible. During the interview, Belinda spoke about her life and the strain that her finances were having on her and her daughter. She stressed that she needed the loan.

We discussed the additional documents that were required for her application and agreed to meet the following week once she had completed her paperwork. Prior to the second meeting two referrals were made to local services for Belinda to attend.

Belinda presented the following week with incomplete paperwork. We decided to have a cup of tea and discuss what was happening, while working through the documentation. As we talked, it became apparent that she had experienced family and domestic violence over the past few years. She was paying the price for this both emotionally and financially.

Belinda was servicing a small mortgage on her home, which she and her daughter lived in. She also had a car loan, utility debt, credit card debt and another debt from her past relationship that she was still paying off via payment plans and debt agreements she had entered into. She was not in a financial position to service more debt, so did not qualify for a NILS loan. Belinda had recently been advised to go bankrupt and move into rental housing (in areas she had previously lived that were unsafe). She was in tears and felt hopeless about the situation she found herself in.

I helped Belinda to review her situation by outlining the support available to her through other agencies within our network. Legal and financial advice was desperately needed and Belinda was unaware that there were community

agencies that provided free legal services and financial counselling. Urgent referrals were made to these services and Belinda planned to return to WHGNE in a week.

Belinda missed her next appointment and I reached out to remind her she was welcome to reconnect with us if needed. Belinda called three weeks later with good news. At her legal and financial counselling appointments Belinda discovered that because she had experienced family violence in her recent past she could have \$10,000 worth of debt waived. The waived debt included some unethical banking practices of lending while she was receiving Newstart payments that I had discovered during our initial loan interview. She also had substantial utility debt waived.

This meant that Belinda did not have to go bankrupt and was in a much better financial position due to the services she had accessed. She was relieved that she was able to stay in her home, pay her mortgage and provide a better future for herself and her daughter.

She thanked me and WHGNE for the support at a time when she was vulnerable and at the point of giving up. She said that the time we spent together having the cup of tea in the office enabled her story to be heard without judgement and gave her courage to continue to face her difficulties. She resumed counselling and is planning to finish her studies, while also starting a new part-time job. On saying our farewell, Belinda said she has her budget done and knows where to come if she needs a loan.

Belinda did not end up receiving a NILS loan, which meant that no formal statistics were recorded as part of the WHGNE NILS program. This is the unseen work of a 'women-centred' practice that WHGNE provides to enable financial resilience to women across the region.

Written by Jane Gehrig
NILS/Economic Empowerment Worker

*Name and some details have been changed.

Research current and emerging issues affecting women and turn research into practice

Storylines: Her Voice Matters

A collaborative research project

Sexual and reproductive health is an essential part of every woman's health and wellbeing. However, indicators point to poorer sexual and reproductive health outcomes for women in regional areas compared to those in metropolitan areas (Women's Health Victoria, 2016).

About Storylines: Her Voice Matters

Storylines: Her Voice Matters is a joint initiative of Murray Primary Health Network, Women's Health Loddon Mallee and Women's Health Goulburn North East. The aim of the project was to understand women's sexual and reproductive health needs across the Murray catchment by giving voice to their experiences.



From left: Bern, WHGNE staff member, and Storylines participants, Rebecca, Anne-Marie, Donna and Doris.

Story Collection Process

Principles of co-design were adopted with collective effort during 2018 to support women's engagement and sharing of their sexual and reproductive health experiences with privacy and respect.

A dedicated website was developed with inclusive information and resources. Women's participation was enabled through sharing options to suit their circumstances. On-line, email, phone and meet up groups facilitated by a women's health worker were available.

Project Participation

Sixty-two women of all abilities aged 16 to 75 years living in the regional catchment participated, with 29 giving permission to share stories online. A range of sexual and reproductive health experiences were shared, with menstruation, endometriosis and contraception being prominent.

"My biggest problem was that nobody listened and nobody heard what I was actually saying. I had so many doctors who were trying to treat things as a wheelchair issue rather than a women's issue...I am still a woman. I still function as a woman."

- Storylines Participant

Project Results

Regional service mapping, data collection and women's lived experience informed recommendations in the report to the Murray Primary Health Network and regional priorities in the *WHGNE Sexual and Reproductive Health Plan for Goulburn North East Victoria 2018-2021*.

Aligned with the Victorian Women's Health Strategy, the new plan aims to address service gaps, access barriers and priorities for all regional girls and women to achieve optimal health and wellbeing. While health and demographic data identified patterns of ill health and disadvantage across the region, women's lived experience was crucial in guiding targeted, place-based responses for diverse women of all abilities.



From left: Storylines participants Justine, Antonita, Kuol, Lorna, Ayon & WHGNE staff member Emma.

Research current and emerging issues affecting women and turn research into practice

Gender & Disaster (GAD) Pod

Launch of long-term disaster resilience research

The Assistant Minister for Home Affairs, Senator Linda Reynolds, launched the GAD Pod's new research on long-term disaster resilience. The Senator welcomed this unique report, stating that she would consider the recommendations carefully. Cathy McGowan, MP for Indi, and Metropolitan Fire Brigade Commander, Donna Wheatley, also addressed the gathering in Wangaratta on 22 February 2019.



Susie Reid, Deb Parkinson, Senator Linda Reynolds, and Helen Riseborough at the launch.

Research Launch

The research was presented by WHGNE, Women's Health in the North and Monash University Disaster Resilience Initiative research team. Three participants also spoke of their own experiences, sharing their insights of disaster resilience over decades.

Emergency Management Commissioner Andrew Crisp was a late apology but provided a statement of support, read by WHGNE's EO, Susie Reid.

Individual & Community Resilience in Disasters

This qualitative research into long-term disaster resilience identifies what helps and hinders individual and community resilience in disasters. It documents the experiences and wisdom of 56 disaster survivors nine years after the 2009 Black Saturday fires and up to 50 years after earlier fires and floods in Victoria, including the 1983 Ash Wednesday fires.

Participants ranged in age from 18 to 94 years and the disasters spanned bushfires and floods from 1943 to 2011. The purpose of the research was to identify how individuals and communities understand the risk to long-term health and wellbeing that disaster experience brings, and how to promote resilience over decades.

Resilience

Resilience may be a mix of individual characteristics, intersections of privilege, and the legacy of a lifetime's experience. It is equally a twist of fate, and the difference between surviving with resilience, and not, appears to lie outside the survivors themselves.

Translation into Practice

In acknowledging that long-term resilience is premised on effective disaster prevention and management, it sits with government to provide expert advice on areas of safe human habitation, and to promptly re-establish essential services after a disaster. It sits with Australian women, men and children, led by those involved in emergency management, to engage in explicit discussions of gendered expectations, realistic expectations of government services, and human rights in a disaster context.

Research current and emerging issues affecting women and turn research into practice

Delivering Lessons in Disaster Training in Tasmania



In partnership with Women's Health Tasmania, GAD Pod trainers, Steve O'Malley and Rachael Mackay travelled to Tasmania to conduct training sessions in Launceston and Hobart.

The Lessons in Disaster training incorporates key learnings from the GAD Pod research. The session was delivered to Tasmania Police, Tasmania Fire services and emergency services staff.



Participants from the Lessons in Disaster training held in Tasmania.



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Leadership in Organisational Excellence

Develop leadership capacity of staff,
Board and volunteers

Promoting the GAD Pod

International and national conference presentations

In 2018-19, abstracts on the GAD Pod's unique research and partnership projects were accepted at diverse conferences in Australia and internationally.

We were invited to present in a plenary session at the Women and Firefighting Australasia conference in Wellington, New Zealand, on the Gender and Emergency Management (GEM) Guidelines, and a separate presentation on LGBTI communities and Emergency Management.

Highlights

In an exciting project, the GAD Pod's GEM Guidelines are to be implemented across Queensland, led by the Inspector-General of Emergency Management Queensland, Iain MacKenzie and Allison Rifai, and Collin Sivalingum and Elyshia Ray from the Red Cross. In Brisbane, the GAD Pod and our partners presented a 90-minute workshop on this joint project at the World Association of Disaster and Emergency Medicine (WADEM) Congress. The presentation was oversubscribed, energetic and well-received.

Another highlight was our role on a panel at the No to Violence conference, Working Together to End Men's Family Violence, alongside Rosie Batty. The plenary panel topic was Changing Systems and Practice That Allow Violence to Occur. Our contribution on gender inequality in the emergency management sector and the role of gendered expectations in disasters was unique and welcomed by the conference audience.

Conference Presentations

The GAD Pod presented at the World Community Development Conference; People, Place and Power, in Dundee, Scotland, in a session with Professor Maureen Fordham, Director of the Gender and Disaster Centre at the University College of London.

The conference affirmed the leading work of our women's health services in regard to community engagement, advocacy on women's rights, and action with women to progress gender equality. The conference threw out a challenge for accelerated change and disruption in community development in response to increasing inequality.

Other conferences included the 2nd Emergency Management Leadership Conference in Melbourne, and two days of speaking engagements during the Lismore Women's Festival commemorating the 2-year anniversary of the devastating Lismore floods.

Deb Parkinson, Commander Donna Wheatley, Alyssa Duncan, Helen Riseborough, Steve O'Malley at the WAFA conference.



Develop leadership capacity of staff, Board and volunteers

Community Fellowship Research Program

Build workforce capacity through professional development

This year WHGNE staff member Emma Wagg had the opportunity to participate in the University of Melbourne Social Equity Institute Community Fellowship Program.

About the Program

This program provides small organisations the chance to partner with experts from the University of Melbourne to receive supervision, training and guidance to conduct a research project. Emma was fortunate to be partnered with Professor Jane Tomnay, Director of the Centre for Excellence in Rural Sexual Health.

Results & Findings

The research project investigated effects of stigma on testing and treatment for chlamydia among young women living in Goulburn North East Victoria. Findings are currently being formulated into a report to inform health promotion activities.

WHGNE staff members, Jane Gehrig and Nadia Jacobsen, attended a two-day train the trainer session hosted by Our Watch in Melbourne. The training took place in April, with approximately 50 participants in attendance.

The training package included two components:

1. Change the Story, Change the Picture; and
2. Workplace Equality and Respect.

About the Training Package

The package is well researched and resourced and compliments the Workplace Equality and Respect Standards that have been adopted by 6 councils across Goulburn North East. Nadia and Jane were both successful in obtaining endorsement from Our Watch, joining a register of endorsed trainers that can be engaged to deliver the session to organisations throughout Australia.

Additional Resources & Materials

An online community of practice has been established to support the trainers. Additional materials and subject matter are regularly added to keep the work current and up to date. To ensure that this training package maintains its integrity, two endorsed facilitators are required to deliver each session.

Develop leadership capacity of staff, Board and volunteers

Our Watch Endorsed Trainers Program

Build workforce capacity through professional development



Pilot Project

WHGNE has signed an agreement with Our Watch to deliver this training, with the pilot concluding in December 2019. Nadia and Jane look forward to delivering this training throughout Goulburn North East in the future.

For more information please visit www.workplace.ourwatch.org.au



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Leadership in Growth Sustainability & Innovation

In the 2018–2019 financial year WHGNE hosted 58 sessions, including major events, trainings and presentations delivered to over 1,800 participants.

WHGNE is the leading organisation in gender equity and prevention of violence against women in Goulburn and North East Victoria.

We continue to lead the sector in utilising current research and innovation to create environments that enable transformative change in either responding directly to family violence or in gender transformative practice within organisations and businesses.

Training Development

Innovations have included the development of a suite of masterclasses for gender equity including a session for sports leadership, training for hairdressers and the development of a series of café conversations to engage whole of community approaches.

Lead the response to emerging issues and create and embrace new opportunities

Specialists in Gender Transformative Change

Development of a new training suite

In 2019 the Capacity Building Leaders project enabled WHGNE to engage more sectors such as local businesses and government, through strategic partnerships to facilitate cultural change at a higher level.



Lead the response to emerging issues and create and embrace new opportunities

Healthy Masculinities Forum 2019

Following the success of last year's forum, the Healthy Masculinities day was hosted in June 2019 at the Shepparton Swans Football and Netball Club.

Registrations came from a diverse range of organisations and individuals with strong representation from the ethnic community's council, local government and community organisations.

Keynote Speakers

Keynote speakers Phil Barker, broadcaster and author of *The Revolution of Man* and renowned researcher Dr Michael Flood, engaged the audience with their knowledge, research and experiences which promoted rich discussion on the diverse notions of manhood in rural communities.

Workshop

The forum hosted Tom Bell from the Tomorrow Man organisation who delivered a powerful and engaging interactive session, enabling participants to examine human interaction and explore how men and boys can flex their 'emotional muscle'.



From left: Tom Bell, Joel Board, Rachael Mackay, Phil Barker and Michael Flood.

Lead the response to emerging issues and create
and embrace new opportunities

Quality Systems Framework

Peer review



Colleen Russell from Women's Health East completed WHGNE's first quality systems peer review in August 2018.

The Review

The peer review process included examination of the standardised Women's Health Services quality matrix.

Colleen surveyed key documents and resources listed as evidence of good practice for each of the 14 standards, and held discussions with key WHGNE staff.

Outcomes

The review was successful and demonstrated a high level of compliance and competence. The organisation remains committed to ongoing strengthening of quality systems.



women's health
goulburn north east
challenging inequity, embracing diversity

Financial Statements

Financial Statements

Women's Health Goulburn North East Inc.

Statement of Profit or Loss and other Comprehensive Income for the year ended 30 June 2019

	Note	2019	2018
Revenues	2 (a)	\$1,130,143	\$1,258,490
Staffing Costs	2 (b)	\$830,784	\$951,589
Program Costs	2 (b)	\$141,346	\$110,498
Depreciation Expenses	2 (b)	\$25,232	\$28,587
Other Expenses	2 (b)	\$103,358	\$116,738
Surplus before income tax		\$29,423	\$51,078
Income tax expenses			
Surplus for the year		\$29,423	\$51,078
Other comprehensive income after income tax			
Total comprehensive income for the year		\$29,423	\$51,078

Statement of Financial Position as at 30 June 2019

Assets	Note	2019	2018
Current Assets			
Cash & Cash Equivalents	3	\$1,114,932	\$1,159,053
Trade & Other Receivables	4	\$3,860	\$34,801
Other Assets	5	\$4,815	\$7,500
Total Current Assets		\$1,123,608	\$1,201,354
Non Current Assets			
Property, Plant & Equipment	6	\$82,339	\$93,805
Total Non Current Assets		\$82,339	\$93,805
Total Assets		\$1,205,946	\$1,295,159
Liabilities			
Current Liabilities			
Trade & Other Payables	7	\$64,054	\$65,641
Deferred Income	8	\$359,527	\$457,539
Provisions	9	\$145,046	\$141,176
Total Current Liabilities		\$568,627	\$664,356
Non Current Liabilities			
Provisions	9	\$19,713	\$42,621
Total Non Current Liabilities		\$19,713	\$42,621
Total Liabilities		\$588,340	\$706,978
NET ASSETS		\$617,606	\$588,182
Equity			
Accumulated Surplus	10	\$617,606	\$588,182
Total Equity		\$617,606	\$588,182

Financial Statements

Statement of Cash Flows as at 30 June 2019

Cash Flow from Operating Activities	Note	2019	2018
Receipts from Government		\$744,758	\$851,472
Other Receipts		\$286,220	\$281,860
Donations, Bequests & Trust Receipts		\$6,338	\$1,687
Interest Received		\$23,317	\$28,007
Payments to Suppliers & Employees		(\$1,096,988)	(\$1,145,828)
Net Cash Generated from Operating Activities	11 (a)	(\$30,356)	\$17,198

Cash Flow from Investing Activities	Note	2019	2018
Payment from Property, Plant & Equipment		(\$23,869)	(\$55,670)
Proceeds from Sale of Property, Plant & Equipment		\$15,228	\$12,046
Net Cash Used in Investing Activities		(\$8,641)	(\$43,624)
Net Increase/(Decrease) in Cash Held		(\$38,997)	(\$26,426)
Cash & Cash Equivalents at Beginning of the Financial Year		\$1,159,054	\$1,185,480
Cash & Cash Equivalents at End of Financial Year	3	\$1,120,057	\$1,159,054

Statement by Members of the Board

The members of the Board declare that:

- The financial statements and notes are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and:
 - comply with Australian Accounting Standards; and
 - give a true and fair view of the financial position as at 30 June 2019, and of the performance for the year ended on that date of the agency
- In the board members' opinion there are reasonable grounds to believe that the agency will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Management.

The Full General Purpose Financial Statements & Notes are available on request.



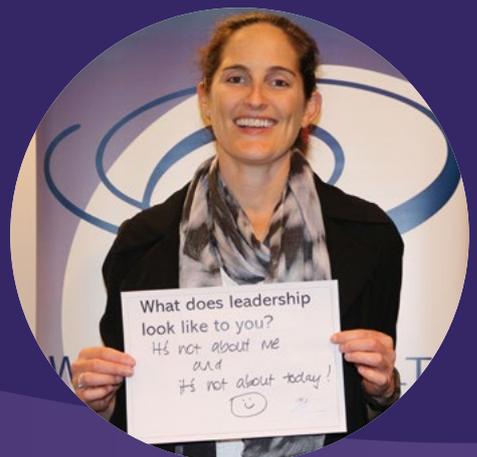
Sarah Noble (Chair)

Dated this 26th day of August 2019



Jennifer Sleep (Treasurer)

Leadership Looks Like...





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