

Womenwithdisabilitiesvictoria
empowering women



ANNUAL REPORT 2009/2010

Our Vision

A world where all women are respected and can fully experience life

Our Mission

Leading the way for Victorian women with disabilities and improving women's choices by building partnerships and providing support, information and community education.

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Our Values

Women with Disabilities Victoria works within a value base that upholds:

- Equality of opportunity
- Accessibility for all
- Respect for all
- Working together collaboratively
- Effectiveness
- Creativity
- Different opinions and perspectives
- Human Rights
- Social justice
- Valuing diverse abilities

Our Goals for 2009 - 2011

1. Provide advocacy, information and community education to improve the choices of women with disabilities particularly in relation to our priority issues.
2. Continue to develop policies and processes for effective governance and development of the organisation as a whole.
3. Further strengthen and resource member's involvement in advocacy and leadership on behalf of the Network.
4. Continue to build collaborative partnerships with other women's and disability related organisations to advance our goals.
5. Secure a financial base that affords sustainability for the organisation's future growth.



Wendy Brooks
Co-Chair (Governance)



Tricia Malowney
Co-Chair (Representation)

The Chairs' Report

We are delighted to present this Annual Report for 2009-2010. As Co-Chairs of Women with Disabilities Victoria it has been exciting to see the organisation continuing to work with our members and partners, government and the community, in our quest to make Victoria a better place for women with disabilities.

At the beginning of this financial year, Women with Disabilities Victoria (WDV) became a "stand alone" organisation. After 5 years working closely with Women's Health Victoria (WHV) as our partner and auspice for the Victorian Women with Disabilities Network Advocacy Information Service, Women with Disabilities Victoria assumed responsibility from WHV for the management of funding and employment of staff of the service. In doing so, Women with Disabilities Victoria dropped the Advocacy Information Service from the title. As part of our strategic plan we have also changed the name of the service from Victorian Women with Disabilities Network to Women with Disabilities Victoria at a special General Meeting in July 2010. In our work on a new name and logo we have been fortunate to have the pro bono assistance of AJF Partnership.

As Chair of Governance of the Board Wendy has guided the Board in overseeing Women with Disabilities Victoria's strategic direction and financial and legal accountability. Simone Rutherford and Catherine Brooks were co-opted to the Board in 2009. Simone, an accountant, has fulfilled the responsibilities of Treasurer and Catherine, as a lawyer, provided legal advice on the constitution and the human

resources responsibilities of the Board. At the Annual General Meeting in November they were formally elected to the Board. Catherine resigned in February 2010 to take up employment in Sydney.

Tricia, as Chair of Representation, has taken an active role in representing the critical issues for women with disabilities in a host of forums and committees. Through her representation, Tricia ensures that the voice of women with disabilities is heard by policy makers.

The success of Women with Disabilities Victoria over the past 12 months has been contingent on a number of key groups and individuals:

- Our members' for their involvement as representatives and participants in forums and consultations.
- Government and philanthropic trusts for their critical financial support for our projects and programs.
- Our partner organisations, in particular Women's Health Victoria, who have provided excellent office space and support and collaborated with us in our mission and objectives.
- Our staff, who on our behalf have implemented the Board's strategic plan with enthusiasm and creativity.
- The Board members' for their active involvement in planning the direction of the organisation

Our heartfelt thanks to all of you for your continuing involvement in our vision. We hope you enjoy reading this report.

Executive Director's Report



Keran Howe
Executive Director

Passion and aspiration have again been the drivers for the work that has engaged the Board, staff and members of Women with Disabilities Victoria this year. We aspire to making Victoria better for women with disabilities and we passionately believe that we can. Our work is underpinned by this belief.

This year has seen the consolidation of our work in the area of violence against women with disabilities; the development of some promising opportunities to improve our knowledge about health outcomes for women with disabilities, and; building on our capacity through engaging with our members in new and creative ways.

We continue to provide advice and advocacy through submissions, high level meetings and committee work and to bring the extreme disadvantage that women with disabilities face to the attention of people working in health, police, courts, refuges and community organisations around the state.

We are keen to embrace the potential that social networking offers to deliver our messages in ways that are both relevant to young women and accessible to different communication styles and needs. We aim to disseminate information that women, service providers and government can draw on to create policy, services and community facilities that are inclusive of women with disabilities. We began exploring these tools during the year and hope to continue to build on this work during 2010/11.

This year has been an opportunity to reflect on our origins. With the assistance of the Victorian Women's Trust we have embarked on recording our history as an organisation. We

look forward to launching this publication of our history in 2010.

On 1 July 2010, Women with Disabilities Victoria assumed responsibility for the Advocacy and Information Service. Over the last 4 years Women's Health Victoria (WHV) has auspiced this service and supported the development of Women with Disabilities Victoria in readiness for Women with Disabilities Victoria to take responsibility for the employment of its staff and finances. The realisation of this goal a year ahead of schedule was a wonderful achievement for the organisation.

We have appreciated the opportunity to continue to co-locate with WHV. This year, along with WHV, we moved lodgings to fresher, brighter offices at level 8, 255 Bourke Street in the centre of the CBD. The space has excellent access and is a pleasant and productive environment.

This year has seen many new innovations in our administrative processes. For example, we have a donations 'link' from Women with Disabilities Victoria's website to Our Community's website which provides a marketing opportunity and the option for donations via credit card channelled through Our Community.

My thanks to the staff of Women with Disabilities Victoria for their absolute dedication to our work: Sarah Boyd, Jen Hargrave, and Lauren Hayes. Thanks also to Kate Hood and Chris Jennings, both of whom left in 2009. Thanks must also go to Wendy Marris, for her excellent Accounting on our behalf.

We look forward to 2010-2011 as another exciting step in our journey together.



Highlights of the Year

Forum shines spotlight on violence against women with disabilities

In July 2009, Women with Disabilities Victoria in partnership with Women's Health in the North, University of Melbourne and Family Violence Actioning Interdisciplinary Research hosted a forum "Working with women with disabilities experiencing violence".

We were privileged to have Dr Gill Hague of the Social Policy Unit at Bristol University, as keynote speaker. Dr Hague, an international researcher on violence against women with disabilities, spoke on her research in which domestic violence services in the UK were surveyed regarding their response to women with disabilities. Women with disabilities were also surveyed as to their experience of the service.

Presentations from regional services showcased positive examples of what can be achieved when disability and family violence services collaborate. A definite highlight of the forum was a dynamic interactive panel of women with disabilities speaking about 'what is disability?' Lesley Hall, CEO of Australian Federation of Disability Organizations (and Women with Disabilities Victoria member) chaired this discussion.

The forum gathered over 130 workers across the sector and started a conversation about how organizations can better approach their work with women with disabilities experiencing violence. Participant feedback from the forum was overwhelmingly positive with participants describing the forum as "inspiring", "educational, experiential and stimulating" and that it was "great to see such a diverse audience" and to enjoy a "valuable networking opportunity".

Roundtable connects leaders

In September we were thrilled to be joined by over 100 women attending the Leadership and Disability Roundtable held in conjunction with Leadership Plus. Guest speakers were Charlotte McClain Nhlapo, from the World Bank, Maryanne Diamond, President of the World Blind Union and Women with Disabilities Victoria Board members, Effie Meehan and Wendy Brooks.

The Roundtable was an invaluable opportunity for participants to share their experiences of leadership and to network with current and future leaders. Feedback from participants included:

"What a gift to be surrounded by so many fabulous women willing to share their lived experience – the ups, downs, laughter, struggles and triumphs. Their vision and enthusiasm to work towards positive solutions was both humbling and inspirational. I wasn't going to stay for the leadership forum (many piles of work left behind at the office), but felt I couldn't as I didn't want to miss out on a second of all the conversations occurring all around me."
Marianna Codognotto

"one of the best forums I've been to, incredible speakers and inspirational advocates for other women"

Creating links with international thought leaders

In May Dr. Marsha Saxton, a highly renowned academic from the University of California, Berkley, visited Melbourne as a guest of the Department of Human Services. Marsha, who has a physical disability, joined members of Women with Disabilities Victoria for an afternoon tea and discussion about addressing violence against women with disabilities on both sides of the Pacific Ocean. Marsha shared the work she is involved in back home and was equally interested to learn about Women with Disabilities Victoria initiatives. These meetings are an important way for Women with Disabilities Victoria to stay connected with international best practice and to share the good work that is being done in Victoria.

Supporting our members

In May 2010, four representatives of Women with Disabilities Victoria attended the Sixth Australian Women's Health Conference in Hobart. Over 600 women from around Australia, New Zealand and Canada attended the conference. There was very good representation of the issues for women with disabilities with a number of papers from women with disabilities including from Women with Disabilities Victoria's Executive Officer, Keran Howe. Women with Disabilities Victoria's representatives met with Women with Disabilities Australia delegates and Tasmanian women with disabilities. One of Women with Disabilities Victoria's representatives attending the conference, made the following comments:

"I believe that the awareness of many of the conference attendees and the subsequent realization of the need to consider women with disabilities as a specific group was a result of many of the topics raised in question times and during informal discussion by the women with disabilities.

I found the whole experience of attending the conference personally enriching. It broadened my knowledge and confidence, increased my networks and inspired me to renew my efforts to work for a better deal for women with disabilities."

Highlights of the Year



Young Women's Forum

Changing the way we engage with young women

Women with Disabilities Victoria is aware that some young women do not identify with traditional representation practices such as participation in advisory committees, submission writing and meeting with politicians. In order to identify ways that young women would like to engage in representation, Women with Disabilities Victoria conducted an information sharing session for young women with disabilities on improving access to health care. The forum had extremely positive feedback, with one participant making the following comments about her experience in attending the session:

"I think you had a brilliant cross section of the disability communities and of women in general, it was fantastic witnessing women from vastly different disability backgrounds sharing and caring about each other's stories, then more importantly being able to relate personally to these stories with common themes coming through. It was actually an extremely moving experience for me. I left feeling really inspired and empowered about my own place in life, after hearing people's comments and stories.



Improving member communications

Information and Administration
Officer, Sarah Boyd

In 2009/10 we continued to review our membership processes with a focus on providing better communication and increased capacity to support our growing membership base.

We identified the opportunity to explore and implement more advanced contact and information management capabilities and set out to assess the suitability of current contact relationship management software available. We undertook an extensive review of current CRM's on the market - including donor and membership management software – and consulted widely with peer organisations and IT specialists. A key consideration is to identify a database that is accessible to screen readers.

Our Information and Administration Officer, Sarah Boyd, has been very active in developing the website and exploring opportunities for its improvement and use as a communication tool with members and the public. This has involved numerous design and content changes to the Women with Disabilities Victoria website. These included, implementation of a text resize function, Google Analytics, and breadcrumbs; the addition of a photo collage to the homepage, general layout aesthetics and the addition of several new pages; and the addition of Board Member profiles on the 'About Us' page.

As well as maintaining an informative website, Women with Disabilities Victoria communicates with its members and other stakeholders through:

- E-bulletins – distributed fortnightly, these bulletins outline upcoming events and

opportunities such as forums, workshops and conferences; training, consultation and representations; and relevant funding and awards. This has proved very popular with frequent requests to be added being received.

- Women with Disabilities Victoria Newsletter – distributed periodically, the newsletter provides information on specific themes relevant to our work. This year the themes were leadership, representation, health and parenting. The Newsletters are available on the Women with Disabilities Victoria website in various accessible formats.
- The Quarterly Newsletter – targeted to services interested in news about responding effectively to violence against women with disabilities. The demand for this is also growing with each edition.

"Just wanted to say what an incredibly helpful newsletter this is for us – I have already forwarded on 2 items to other people in my networks. Especially good when strapped for time" Chris Atmore, Federation of Community Legal Centres

"Since we've been receiving the newsletter we have been forwarding it on to disability services which has extended our networking with these services. As a consequence, we have had a lot of interest from these services in receiving training in family violence and getting workers together from the family violence and disability sectors." Cheryl Munzel, Regional Family Violence Integration Coordinator



Executive Director Keran Howe, inducted to the Victorian Honour Roll of Women 2010 by Maxine Morand, Minister for Women's Affairs

Improving our financial processes

Formulation of new processes for financial administration unfolded throughout the year as the Information & Administration Officer took over book-keeping responsibilities.

A move to online business banking enabled greater agility and efficiency in processing accounts payable, with authorisations now able to be activated remotely, rather than in person.

The introduction of a linked Our Community 'give now' donations portal and facility gave the organisation capacity to receive secure credit card donations online through the Women with Disabilities Victoria website.

As part of the application process for the new donations facility, Women with Disabilities Victoria was granted registration to fundraise (which applies for three years) from Consumer Affairs Victoria.



Taking action on violence

This has been a year of consolidation in Women with Disabilities Victoria's work in our priority area, violence against women with disabilities. We have built on our work in collaboration, communication and representation on the topic of violence. The transition from Kate Hood in the role of Policy Officer, to Jen Hargrave stepping in to the role, has been a smooth one with Chris Jennings acting as Policy Officer and supporting Jen's orientation to the role.

We strengthened our communication with workers from relevant fields such as disability, family violence and research. We did this through the circulation of a quarterly newsletter which is emailed to a growing number of local and international recipients which now number over five hundred. The newsletter promotes information sharing between the family violence and disability sectors through reporting on research, policy development and resources.

People interested in seeking our resources on violence against women with disabilities can go online to access our Violence Newsletter, our Clearinghouse articles, and our submissions.

Women with Disabilities Victoria has also communicated through presentations. Keran and Jen met with the Regional Integration Coordinators and the Chairs of their Regional Committees to present an update on work on the recommendations from Women with Disabilities Victoria's Building the Evidence Report (2009) and to hear about the key



Family Violence And Disability Forum

against women with disabilities

issues they face when working with women with disabilities. Keran and Jen spoke to the Magistrates Court's Family Violence Registrars, presenting evidence on the prevalence and nature of violence against women with disabilities, access strategies and a list of disability agencies for referral and secondary consultation. Keran spoke to an audience of around two thousand at Reclaim the Night in October 2009, her speech put women with disabilities in the mainstream picture and got rousing applause from the crowd.

Submissions have been an important aspect of our work in terms of representing issues for women with disabilities this year. Our submissions featured input from members - who are women with disabilities - including our submission to the Identity Motivated Hate Crime Review (Victoria), and our submission to A Right to Justice and Safety: Continuing Family Violence Reform in Victoria 2010 – 2011 Consultation. Women with Disabilities Victoria's input in to the development of the Personal Safety Bill resulted in disability specific examples of abuse being incorporated in the draft Bill.

The other important avenue for representation of women with disabilities is through participation in committees and reference groups. We have had members represent Women with Disabilities Victoria in forums such as the Systemic Review of Family Violence Deaths in Custody Reference Group and the Victim's Charter Disability Strategy Advisory Committee. The Women with Disabilities Victoria Policy Officer has

been a voice for women with disabilities in forums such as the Common Risk Assessment Framework Reference Group and the Family Violence Statewide Advisory Committee. This participation has been vital in lifting the profile of disability-specific safety concerns and access to service, both in peoples' consciousness, and in policy.

Collaboration was a key feature of our work this year. We teamed up with Women's Health in the North for a forum on Family Violence and Disability held in July 2009, where recommendations from Women with Disabilities Victoria's Building The Evidence Report (2009) were presented. Over one-hundred attendees discussed the value of data collection with a panel of women with disabilities. Momentum from this forum grew in to a Community of Practice for Northern Metropolitan workers to meet and share knowledge between sectors.

Our work in this field aligns with research undertaken at the Office of the Public Advocate, and in March we co-hosted a forum where Janine Dillon, a Guardian / Advocate, presented a project on abuse of people with disabilities, and fertile links between sectors were fostered.

We also partnered with the Domestic Violence Resource Centre Victoria to run a three-day Train the Trainer workshop series for women with disabilities to build skills in Family Violence Awareness Training with a disability / gender perspective. Projects are planned for these women to apply their new skills over the next 12 months.



Peer Mentoring
and Support
Officer, Lauren
Hayes

Supporting peer mentoring

Portland House Foundation has generously provided funding to Women with Disabilities Victoria to develop peer mentoring and support opportunities for women with disabilities. The aims of the project are to:

1. offer mentoring and support to members of Women with Disabilities Victoria,
2. achieve better representation of the key issues on which Women with Disabilities Victoria focuses: violence against women with disabilities, access to health care and parenting support for women with disabilities
3. build partnerships with relevant organizations which increase our efficiencies and share our expertise across the disability and health fields.

Women with Disabilities Victoria has developed a range of initiatives under the banner of representation and peer mentoring.

Representative support

Women with Disabilities Victoria conducted a consultation with members to determine how to best support them and other members in their work as representatives of Women with Disabilities Victoria. From this discussion fact sheets pertaining to the organization's history and key priority areas are being developed as part of a resource kit with other material on leadership and mentoring. Meetings to support representatives will continue.

Mentoring to members and other women with disabilities has been offered in various ways including support to members representing Women with Disabilities Victoria at advisory committees. Women are also sponsored in other ways: a member was supported to attend a Certificate IV training program on violence prevention held by Vichealth; mentoring was provided to a member creating a DVD on employment of people with disabilities; a member was sponsored to attend a training workshop on media skills; and a member was sponsored to attend the Our Communities Conference representing women with disabilities at the conference.

History of Women with Disabilities Victoria

Research on the history of Women with Disabilities Victoria has commenced with funding from the Victorian Women's Trust. Dr Nikki Henningham and Dr Rosemary Francis, two energetic and experienced historians, have been commissioned to write this history, which is expected to be finished in late 2010.

The aim of the publication is to document the history of the organisation since its inception around 1992 and to promote the work of the network. It is planned to be a high quality product covering the history and current activity of Women with Disabilities Victoria, promoting positive images of women with disabilities and highlighting the issues facing women with disabilities.



Health Resources on Display at the Young Women's Health Forum

Making a difference in healthcare

Women with Disabilities Victoria has partnered with the Centre for Women's Health Gender and Society, Vichealth, Melbourne City Mission and Flinders University of South Australia to undertake research with funding from the Australian Research Council. The research aims to:

1. Develop our understanding of:
 - a. the ways in which the social and economic conditions of adult women and men living with disabilities differs from people without disabilities, focusing on housing, employment and education circumstances
 - b. how the social and economic circumstances of adult women and men living with disabilities influences their mental health
2. Identify gaps in our knowledge about the ways in which gender and socio-economic disadvantage shape the mental health of people with disabilities
3. Develop an evidence-base to inform cross-sectoral policy development and service delivery in relation to housing, employment, education and mental health for people with disabilities.

The total budget over 3 years is \$317,613. Disability Services Division has provided \$10,000 towards Women with Disabilities Victoria's involvement in the research.

Women's Health Ten Point Plan

As a member of the Women's Health Association of Victoria (WHA) Women with Disabilities Victoria contributed to the development of the Ten Point Plan for Women's Health in Victoria. This plan calls on government to commit to women's health and improve women's health status as well as improving environmental, social and economic outcomes for women. It adopts the social determinants of health and calls for an inclusive and whole of government approach that recognizes the diversity of women, including women with disabilities.

Victorian Women's Health and wellbeing strategy 2010-2014

Women with Disabilities Victoria has been keen to ensure that women with disabilities are included in the Third Victorian Women's Health and wellbeing strategy 2010-2014. Members of Women with Disabilities Victoria attended a consultation forum and Keran Howe is representing Women with Disabilities Victoria on the Victorian Women's Health and wellbeing strategy Advisory Committee. The Strategy is expected to be launched later in 2010.

National Women's Health Policy

Women with Disabilities Victoria asserted the critical importance of inclusion of women with disabilities in all women's health policy and service delivery in a submission to the National Women's Health Policy Consultation. The policy has not yet been released.

Conference papers, presentations and submissions

1. Disability Regional Client Services Managers: "Findings from the Building the Evidence report: the need for collaboration between disability and family violence services".
2. Family Violence Court Registrars: "Responding to violence against women with disabilities ; human rights"
3. Reclaim the night Rally "How do we reclaim the night for women with disabilities?"
4. Women's Health East 2009 AGM 'Social Inclusion and People with disabilities"
5. Leadership Plus Roundtable on Social Inclusion November 2009
6. Leadership Plus Leadership Program
7. Victorian Women Lawyer's Sexual Assault Forum
8. Eastern region WAYSS practice meeting.
9. Training session to Support workers at the Magistrates Court regarding "Supporting women with disabilities presenting for intervention orders"
10. Australia and New Zealand Disability Forensic Conference: Findings of the Building the Evidence Report (in conjunction with Lucy Healey, University of Melbourne).
11. 6th National Women's Health Conference: A model for integrating women with disabilities within family violence services
12. Regional Family Violence Integration Coordinators
13. Northern Communities of Practice Group Meeting
14. A submission to the National Women's Health Consultation on Women's Health with recommendations based on Women with Disabilities Victoria priorities and philosophy.
15. A submission to the National Consultation on Human Rights promoting the need for a national Human Rights Act
16. State plan on prevention of violence in conjunction with ARCHs and University of Melbourne SAFER Program.
17. Submission in response to the State Framework, 'A Right to Justice and Safety: Continuing Family Violence Reform in Victoria 2010-2020'



Catherine Brooks (second from right) i
Brooks (far right), and Effie Meehan (a
parenthood at the 2009 Women and



Shannon Keebaugh speaking at the F



Interviewing her mother Wendy (centre) about their experience of Leadership Forum



Family Violence and Disability Forum

Representation on Committees

1. Australian Center for the Study of Sexual Assault Reference Group (Keran Howe)
2. Common Risk Assessment Framework Reference Group (Jen Hargrave)
3. Coroner's Death Review Committee. (Tricia Malowney)
4. Department of Justice Disability Strategy for the Victim Charter Reference Group. (Brenda Gabe)
5. Department of Human Services Industry Advisory Group and Consumer Advisory Group. (Margaret Stevens)
6. Disability Services Division Industry Plan Working Group (Margaret Stevens)
7. Domestic Violence Victoria Board (Keran Howe)
8. Family Violence Homelessness 2020 Statewide Forum (Brenda Gabe).
9. Family Violence Statewide Advisory Committee (Jen Hargrave, Keran Howe)
10. Leadership Plus Partnership Governance Group (Keran Howe)
11. Preventing violence working groups (Margaret Stevens, Jody Saxton, Kate Hood, Brenda Gabe)
12. Victorian Disability Advocacy Network Co-coordinating Committee (Brenda Gabe)
13. Victorian Law Reform Commission Guardianship Act Review (Tricia Malowney)
14. Women's Health Association of Victoria (Keran Howe)
15. Women's Health and Well-being Strategy Advisory Committee (Keran Howe)
16. Women's Health West Intensive Case Managers Reference Group. (Liz Ellis)



Board members - Margaret Stevens, Simone Rutherford, Effie Meehan, Catherine Brooks, Wendy Brooks, Tricia Malowney, Brenda Gabe and Margaret Bayly with Keran Howe (second from left) and Charlotte McClain Nhlapo (far right).

Our Board

Chairs

Wendy Brooks
(Co-Chair, Governance)
Tricia Malowney
(Co-Chair, Representation)

Treasurer

Simone Rutherford

Directors

Margaret Bayly
Catherine Brooks (Resigned Feb. 2010)
Sharon Granek
Effie Meehan
Delia Portlock
Brenda Gabe
Margaret Stevens



The 2009-10 staff: Keran Howe, Jen Hargrave, Sarah Boyd, Kate Hood and Chris Jennings (absent: Lauren Hayes).

Our Staff

Keran Howe
Executive Director
Sarah Boyd
Information and Administration Officer
Jen Hargrave
Policy Officer
Lauren Hayes
Project Officer
Peer Mentoring & Support
Kate Hood
Policy Officer (until July 2009)
Chris Jennings
Acting Policy Officer (July - Oct. 2009)

The Future

The coming year promises to be a creative one for Women with Disabilities Victoria with funding opportunities for new projects being explored. Women with Disabilities Victoria intends to continue to implement the goals of the 2009-2011 Strategic Plan:

- Planning will commence on the feasibility of establishing a community education program on gender and disability. This will consider the potential for women with disabilities providing professional education to health and community service providers to improve their understanding and competence in responding to women with disabilities
- Women with Disabilities Victoria will seek to expand its Information Program including opportunities for greater utilization of social networking and multi-media approaches to accessible information and community education.
- Leadership programs particularly for isolated women with disabilities will continue in partnership with other disability organizations and a mentoring program for women with disabilities is planned to be held later in 2010. This will particularly target young women with disabilities.
- Members will meet to vote on a change of name for the organization and a new logo will be launched
- The history of Women with Disabilities Victoria will be launched in late 2010.

Thank you

We sincerely acknowledge and thank the contribution of donors, funding bodies, sponsors and volunteers who have been so vital to making this year such a successful one for Women with Disabilities Victoria:

Donor Honour Roll

Rosemary Betts
Teresa Cumpston Bird
Wendy Brooks
Erin Deppeler
Mr S.Fong
Colleen Hartland
Dr Lucy Healey
Ann C. Jackson
Rebecca Maxwell

Funders and Grant makers

Disability Services Division, Department of Human Services
Office of Housing, Department of Human Services
Office for Disability, Department of Planning and Community Development
Office of Women's Policy, Department of Planning and Community Development
Portland House Foundation
Victorian Women's Trust

Corporate contributors

AJF Partnership: Advertising Company
Bridget Francis: Communications Student
Deloitte Touche Tohmatsu: Auditor
Holding Redlich: Legal Advice
Jane Murray: Communications Consultant
Justine Dalla Riva: Graphic Design
Katrina Lawrence Pty Ltd: Photography
Susie Shears, Museum of Medicine: Advice to History Project
Vicki Jones Photography: Photography.

Financial Statements

Statement of comprehensive income for the year ended 30 June 2010

	Note	2010 \$
<u>Continuing operations</u>		
Revenue	4	385,964
Employee benefits expense		(197,614)
Depreciation expense		(2,593)
Other expenses		(53,139)
Surplus before tax		132,618
Income tax expense	2(e)	-
Surplus for the year		<u>132,618</u>
Other comprehensive income		-
Total comprehensive surplus for the year		<u>132,618</u>

Statement of financial position at 30 June 2010

<u>Current assets</u>		
Cash and cash equivalents	13(a)	208,898
Trade and other receivables	6	8,962
Other Assets	7	1,023
Total current assets		<u>218,883</u>
<u>Non-current assets</u>		
Plant and equipment	8	5,195
Total non-current assets		<u>5,195</u>
Total assets		<u>224,078</u>
<u>Current liabilities</u>		
Trade and other payables	9	21,030
Provisions	10	23,193
Total current liabilities		<u>44,223</u>
Total liabilities		<u>44,223</u>
Net assets		<u>179,855</u>
<u>Equity</u>		
Retained earnings		179,855
Total equity		<u>179,855</u>

Statement of changes in equity for the year ended 30 June 2010

	Retained Earnings \$	Total \$
Balance at 1 July 2009	47,237	47,237
Surplus for the year	132,618	132,618
Balance at 30 June 2010	<u>179,855</u>	<u>179,855</u>

Statement of cash flows for the year ended 30 June 2010

	Note	2010 \$
<u>Cash flows from operating activities</u>		
Receipts from operating activities		402,257
Payments to suppliers and employees		(235,761)
Interest received		3,002
Net cash generated by operating activities	13(b)	<u>169,498</u>
<u>Cash flows from investing activities</u>		
Payments for plant and equipment		(7,788)
Net cash used in investing activities		<u>(7,788)</u>
Net (decrease)/increase in cash and cash equivalents		161,710
Cash and cash equivalents at the beginning of the year		47,188
Cash and cash equivalents at the end of the year	13(a)	<u>208,898</u>

The accompanying notes form part of this financial report

Notes to the Financial Statements

for the year ended 30 June 2010

1. General Information

Women with Disabilities Victoria Inc is an incorporated association, incorporated and operating in Australia.

Women with Disabilities Victoria Inc registered office and its principal place of business is as follows: Level 8, 255 Bourke Street, Melbourne 3000.

2. Significant accounting policies

Financial reporting framework

The incorporated association is not a reporting entity because in the opinion of the directors there are unlikely to exist users of the financial report who are unable to command the preparation of reports tailored so as to satisfy specifically all of their information needs. Accordingly, these special purpose financial statements have been prepared to satisfy the directors' reporting requirements under the *Associations Incorporation Act (Vic) 1987*.

Statement of compliance

The financial report has been prepared in accordance with the *Associations Incorporation Act (Vic) 1987*, the recognition and measurement requirements specified by all Australian Accounting Standards and Interpretations, and the disclosure requirements of Accounting Standards AASB 101 'Presentation of Financial Statements', AASB 107 'Cash Flow Statements' and AASB 108 'Accounting Policies, Changes in Accounting Estimates and Errors'.

Basis of preparation

The financial report has been prepared on the basis of historical cost. Cost is based on the fair values of the consideration given in exchange for assets. All amounts are presented in Australian dollars, unless otherwise noted.

Critical accounting judgments and key sources of estimation uncertainty

In the application of the incorporated association's accounting policies, which are described below, the directors are required to make judgements, estimates and assumptions about carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods. These are described below in the incorporated association's accounting policies.

The following significant accounting policies have been adopted in the preparation and presentation of the financial report:

(a) Cash and cash equivalents

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

(b) Employee benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave when it is probable that settlement will be required and they are capable of being measured reliably.

Liabilities recognised in respect of employee benefits expected to be settled within 12 months are measured at their nominal values using the remuneration rate expected to apply at the time of settlement.

Liabilities recognised in respect of employee benefits which are not expected to be settled within 12 months are measured as the present value of the estimated future cash outflows to be made by the

incorporated association in respect of services provided by employees up to the reporting date.

Defined contribution plans

Contributions to defined contribution superannuation plans are expensed when incurred.

(c) Financial assets

Loans and receivables

Trade receivables, loans, and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'.

Fair values of financial assets

The fair values of financial assets measured at fair value are determined as follows:

- the fair value of financial assets with standard terms and conditions and traded on active liquid markets are determined with reference to quoted market prices; and
- the fair value of other financial assets (excluding derivative instruments) are determined in accordance with generally accepted pricing models based on discounted cash flow analysis; and
- the fair value of derivative instruments are calculated using quoted prices. Where such prices are not available use is made of discounted cash flow analysis using the applicable yield curve for the duration of the instruments for non-optional derivatives, and option pricing models for optional derivatives.

(d) Government grants

Government grants are assistance by the government in the form of transfers of resources to the incorporated association in return for past or future compliance with certain conditions relating to the operating activities of the entity. Government grants include government assistance where there are no conditions specifically relating to the operating activities of the incorporated association other than the requirement to operate in certain regions or industry sectors.

Government grants are not recognised until there is reasonable assurance that the incorporated association will comply with the conditions attaching to them and the grants will be received

Government grants that are receivable as compensation for expenses or losses already incurred or for the purpose of giving immediate financial support to the incorporated association with no future related costs are recognised as income of the period in which it becomes receivable.

(e) Income tax

No provision for income tax has been raised as the incorporated association is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

(f) Plant and equipment

Plant and equipment is stated at cost less accumulated depreciation and impairment. Cost includes expenditure that is directly attributable to the acquisition of the item. In the event that settlement of all or part of the purchase consideration is deferred, cost is determined by discounting the amounts payable in the future to their present value as at the date of acquisition.

Depreciation is provided on plant and equipment and is calculated on a straight-line basis so as to write off the net cost or other revalued amount of each asset over its expected useful life to its estimated residual value. The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, with the effect of any changes recognised on a prospective basis.

The following useful lives are used in the calculation of depreciation:

Plant and equipment	2 - 5 years
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(f) Provisions

Provisions are recognised when the incorporated association has a present obligation (legal or constructive) as a result of a past event, it is probable that the incorporated association will be required to settle

Notes to the Financial Statements

the obligation, and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at reporting date, taking into account the risks and uncertainties surrounding the obligation. Where a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows.

When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, the receivable is recognised as an asset if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

(g) Revenue

Revenue is measured at the fair value of the consideration received or receivable.

Interest revenue

Interest revenue is accrued on a time basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount.

Other revenue

Revenue is recognised when the right to receive the revenue has been established.

(h) Goods and services tax

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except:

- i. where the amount of GST incurred is not recoverable from the taxation authority, it is recognised as part of the cost of acquisition of an asset or as part of an item of expense; or
- ii. for receivables and payables which are recognised inclusive of GST.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables.

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

(i) Comparative amounts

No comparative amounts have been provided due to the current financial year being the first year the Incorporated Association has been required to have the financial statements audited under the Associations Incorporation Act (Vic) 1981.

(j) Adoption of new and revised Accounting Standards *Standards and Interpretations affecting amounts reported in the current period (and/or prior periods)*

The following new and revised Standards and Interpretations have been adopted in the current period and have affected the amounts reported in these financial statements. Details of other Standards and Interpretations applicable to the entity, adopted in these financial statements but that have had no effect on the amounts reported are set out below.

Standards affecting presentation and disclosure

AASB 101 *Presentation of Financial Statements* (as revised in September 2007), AASB 2007-8 *Amendments to Australian Accounting Standards arising from AASB 101 and AASB 2007-10 Further Amendments to Australian Accounting Standards arising from AASB 101*.

AASB 2009-2 *Amendments to Australian Accounting Standards – Improving Disclosures about Financial Instruments*.

Amendments to AASB 107 *Statement of Cash Flows* (adopted in advance of effective date of 1 January 2010) the obligation, and a reliable estimate can be made of the amount of the obligation.

Standards and Interpretations affecting the reported results or financial position

Amendments to AASB 120 Accounting for Government Grants and Disclosure of Government Assistance

As part of AASB 2008-5 Amendments to Australian Accounting Standards arising from the Annual Improvements Project, AASB 120 has been amended to require that the benefit of a government loan at a below-market rate of interest be treated as a government grant. This accounting treatment was not permitted prior to these amendments.

Standards and Interpretations adopted with no effect on financial statements

The following new and revised Standards and Interpretations, where applicable, have also been adopted in these financial statements. Their adoption has not had any significant impact on the amounts reported in these financial statements but may affect the accounting for future transactions or arrangements.

AASB 123 Borrowing Costs (as revised in 2007) and AASB 2007-6 Amendments to Australian Accounting Standards arising from AASB 123

AASB 2008-5 Amendments to Australian Accounting Standards arising from the Annual Improvements Project and AASB 2008-6 Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project

AASB 2009-4 Amendments to Australian Accounting Standards arising from the Annual Improvements Project and AASB 2009-5 Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project

4. Revenue

Revenue from operating activities

Operating Grants	378,581
Fundraising	2,902
Interest	3,726
Other revenue	755
	<u>385,964</u>

2010
\$

20

5. Remuneration of auditors

Audit of the financial report

The auditor of the WDV for the year ending 30 June 2010 is Deloitte Touche Tohmatsu.

6. Trade and other receivables

Current

Trade receivables	8,038
Cab Charge Bond	200
Accrued income	724
	<u>8,962</u>
	<u>1,023</u>

2010
\$

7. Other Assets

Prepayments

1,023

8. Plant and equipment

Balance at start of the year

-

Acquisitions

7,788

Balance at end of the year

7,788

Accumulated Depreciation

Balance at start of the year

-

Depreciation expense

(2,593)

Balance at end of the year

(2,593)

Carrying amounts

At start of the year

-

At end of the year

5,195

9. Trade and other payables**Current**

Trade payables
undry creditors and accruals

2010	\$
6,487	
14,543	
<u>21,030</u>	
23,193	

10. Provisions**Current**

Employee benefits

11. Contingent liabilities

There were no contingent liabilities noted as at 30 June 2010.

12. Commitments for expenditure**Non-cancellable operating lease payments**

Not longer than 1 year

13. Cash and cash equivalents**(a) Reconciliation of cash and cash equivalents**

For the purposes of the statement of cash flows, cash and cash equivalents includes cash on hand and in banks and investments in money market instruments, net of outstanding bank overdrafts. Cash and cash equivalents at the end of the financial year as shown in the cash flow statement is reconciled to the related items in the statement of financial position as follows:

2010	\$
46	
127,537	
81,315	
<u>208,898</u>	

Cash on hand
Cash at bank
At call deposits with financial institutions

(b) Reconciliation of the surplus for the year to net cash flows from operating activities

132,168
2,593

Surplus for the year
Depreciation

Movement in working capital

(Increase)/decrease in assets:

Trade and other receivables
Other Assets

(8,913)
(1,023)

Increase/(decrease) in liabilities:

Trade and other payables
Provisions

21,030
23,193

Net cash generated by operating activities

<u>169,498</u>

14. Related party transactions

Directors of the Incorporated Association being, Margaret Stevens, Delia Portlock, Patricia Malowney and Brenda Gabe, were paid fees under normal commercial terms and conditions for consultation meeting attendance. The amount paid for the year ended 30 June 2010 was \$1,385 to these directors in total.

15. Economic dependency

A significant amount of revenue \$169,150 is received through annual distributions from the Department of Planning and Community Development.

Women with Disabilities Victoria Inc

Directors' declaration

As detailed in Note 2 to the financial statements, the incorporated association is not a reporting entity because in the opinion of the directors there are unlikely to exist users of the financial report who are unable to command the preparation of reports tailored so as to satisfy specifically all of their information needs. Accordingly, this 'special purpose financial report' has been prepared to satisfy the directors' reporting requirements under the *Associations Incorporation Act (Vic) 1981*.

The directors declare that:

- (a) in the directors' opinion, there are reasonable grounds to believe that the incorporated association will be able to pay its debts as and when they become due and payable; and
- (b) in the directors' opinion, the attached financial statements and notes thereto are in accordance with the *Associations Incorporation Act (Vic) 1981* including compliance with accounting standards and giving a true and fair view of the financial position and performance of the incorporated association.

Signed in accordance with a resolution of the directors.

On behalf of the directors



Wendy Brooks
Director
Melbourne, 25 October 2010



Simone Rutherford
Director
Melbourne, 25 October 2010

Independent Auditor's Report to the Members of Women with Disabilities Victoria Inc (Formerly Victorian Women with Disabilities Network Inc)

We have audited the accompanying financial report, being a special purpose financial report, of Women with Disabilities Victoria Inc (formerly Victorian Women with Disabilities Network Inc), which comprises the statement of financial position as at 30 June 2010, and the statement of comprehensive income, the statement of cash flows and statement of changes in equity for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the boards' declaration as set out on pages 16 to 22.

Board of Management's Responsibility for the Financial Report

The board of management of the entity are responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial report, are appropriate to meet the financial reporting requirements of the *Associations Incorporations Act (VIC) 1981* and are appropriate to meet the needs of the Members. The responsibility of the board of management also includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the Members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing 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 judgement, 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 entity'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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

The financial report has been prepared for distribution to the members for the purpose of fulfilling the Board's financial reporting requirements under the *Associations Incorporations Act (VIC) 1981*. We disclaim any assumption for any reliance on this report or on the financial report to which it relates to any person other than the Member, or for any purpose other than for which it was prepared.

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

Auditor's Independence Declaration

In conducting our audit, we have complied with the independence requirements of the Australian professional accounting bodies.

Auditor's Opinion

In our opinion, the financial report presents fairly, in all material respects, the financial position of Women with Disabilities Inc as at 30 June 2010 and of its financial performance, its cash flows and its changes in equity for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.

DELOITTE TOUCHE TOHMATSU

Rachel Smith
Partner
Chartered Accountants
Melbourne, 25 October 2010

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Women with Disabilities Working for Women with Disabilities