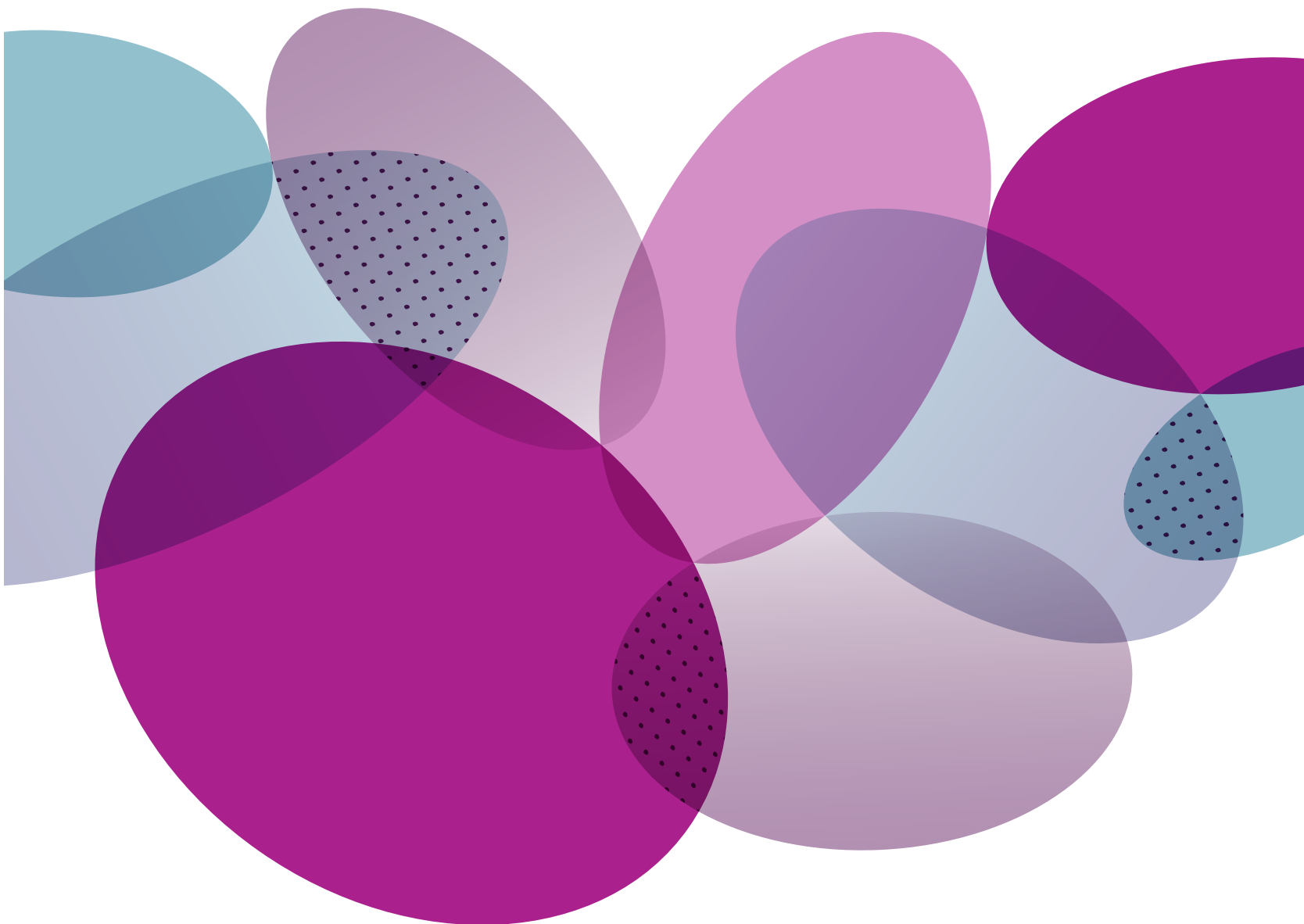


*W*omenwithdisabilitiesvictoria  
empowering women



Annual Report **2014-15**

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## Our vision and mission

### 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:

- being a voice for women with disabilities
- building partnerships
- providing information
- engaging the community

## Our values and approach

### Our values

Our values uphold human rights and social justice

- equal opportunity
- accessibility
- respect
- collaboration
- effectiveness
- creativity
- diversity

### Our approach

- providing policy advice and systemic advocacy
- empowering women with disabilities
- sector capacity-building
- developing partnerships and engaging stakeholders
- working with our members' experiences as women with disabilities
- building the evidence base
- finding solutions to systemic problems

# Our goals and priorities

Women with Disabilities Victoria (WDV) is an organisation of women with disabilities for women with disabilities.

Our goals are:

1

**Influence government and the community to recognise and remove barriers to full participation by women with disabilities.**

2

**Engage and empower women with disabilities to influence their communities.**

Our priorities for action under those goals are to:

- Prevent and respond to violence against women with disabilities.
- Demand accessible and inclusive health systems.
- Make the NDIS relevant to women with disabilities.

While focusing on our three priorities we will use every opportunity to:

- Promote the importance of access to mainstream services.
- Create leadership opportunities for women with disabilities.

To achieve these aims we work to ensure that Women with Disabilities Victoria is a strong, vibrant, sustainable organisation and that we raise and maintain its profile with key stakeholders and the community.

## Risk statement

Women with Disabilities Victoria seeks opportunities for innovative approaches to achieving our mission and goals.

We value taking measured risks in exploring new strategies and we are committed to being innovative in the way we do our work in research, community education, leadership and advocacy. In doing so, our goal is to work effectively to improve the outcomes for women with disabilities in Victoria and to ensure the sustainability of the organisation.

We are averse to risks related to legislative compliance, financial management and occupational health and safety and seek to mitigate such risks in all our activities. Our governance and operational policies and processes guide the mitigation of such risks.

## 21 years: another great milestone for WDV

*Women with Disabilities Victoria grew out of social protests through the 1970s and 1980s – including the International Year of the Disabled Persons in 1981 – which saw people with disabilities call on the community to ‘break down the barriers’.*

It was a time of great change but of frustration too for women with disabilities whose concerns were still marginalised by both disability and feminist political movements.

In 1992, word went out and a diverse group of women with disabilities began to meet in Melbourne on Saturdays to ‘do something’. They lived the mantra of ‘nothing about us without us’. A new organisation and mission for change was born. Here’s a snapshot of our remarkable journey.

Funding received for a project worker based at DVIRC in partnership with VWDN to improve responses to women with disabilities who experience violence.

1992

Women begin meeting to discuss the need for an organisation of women with disabilities.

1994

Victorian Women with Disabilities Network (VWDN) is incorporated as an association.

1995

June: VWDN held its first AGM and received funding for two projects examining access to health services.

1997

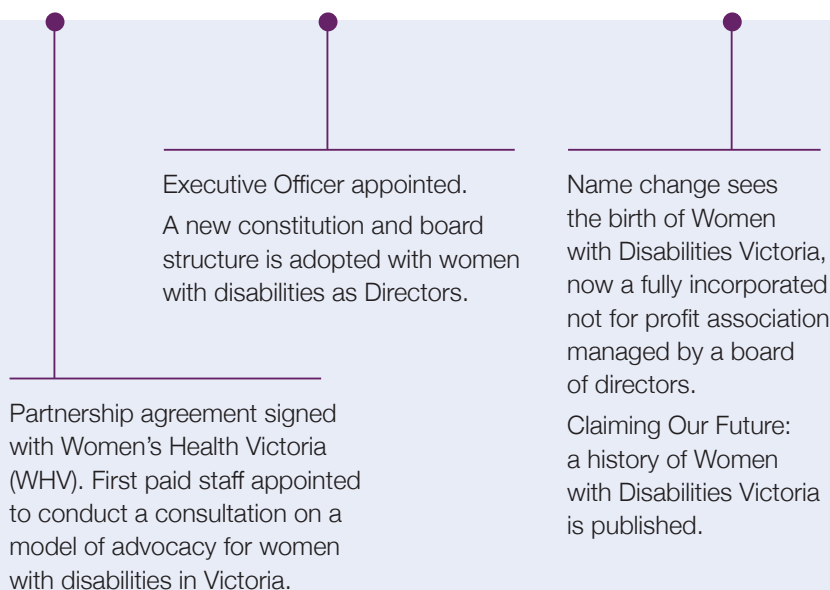
The Woorarra Women’s Refuge Project based in Melbourne results in VWDN’s ongoing partnership with Domestic Violence and Incest Resource Centre (DVIRC) addressing violence against women with disabilities.

2000

VWDN in partnership with Women with Disabilities Australia (WWDA) runs the first ever national workshop to increase leadership and mentoring skills for women with disabilities, with a dinner attended by then Disability Minister Christine Campbell. VWDN produced and published Oyster Grit, a breakthrough publication of stories about women with disabilities, written by women with disabilities.

2001





From the beginning we have placed great store in the power of partnership to influence government and the community, and have created important links with a diverse range of groups.

We also knew from the start that to be effective agents of change we needed to build a strong evidence base and through the years have contributed important research and analysis.

At its core, WDV is still the same organisation it was in 1994, but we have built strongly on our ability to influence change at the grassroots and at the highest decision making levels.

## 21 years: another great milestone for WDV



2001 AGM



2001 Gala Dinner dance performance



AGM 2005



Building the Evidence Project Team 2008



2010 Launch of Claiming Our Future





Speakers at the DisabiliTEA 2011



Fiona at Voices Against Violence launch 2014



2012 Forum with UN Special Rapporteur on Violence



Stella Young – AGM 2013



Workforce Development facilitators 2015

## Co-Chairs' report



**Marija Groen**



**Ann-Marie Baker**

**Board Co-chairs  
Women with Disabilities  
Victoria**

Welcome to the 21st year of Women with Disabilities Victoria!

The Board acknowledges the traditional owners of the land we are on and the sea we are by, and their Elders past and present. We also thank all members and supporters of Women with Disabilities Victoria over the past 21 years.

We have now entered the adult phase of our organisational development and it is with much pride that we reflect on our wonderful achievements, connections and developments. Not only has the organisation grown – but so has the profile of women with disabilities, and our pride in claiming our place and space as women with disabilities in our communities.

Much thanks and praise must go to all the women with disabilities over the past 21 years who took courage and revelled in their pride, and joined together to empower one another.

We would like to thank the Executive Director, Keran Howe, and her team of workers who have continued to produce excellent and

nationally acclaimed results over the past year. It has been a year of evidence-based research, reports and enquiries – all of which have painted a very daunting picture of the world in which women with disabilities must survive. Our partnerships with other not for profits, philanthropic organisations, governments and individuals over the past year have been rich and rewarding.

The Board of WDV has grown in number now to 10, as well as in depth and diversity. The Board upgraded the constitution, strengthened and activated its committees and provided due diligence and governance. Congratulations to all Board members for giving their valuable time and efforts.

We commend this 2014–15 Annual Report to all, knowing that, through the progress of WDV, women with disabilities will experience a world where all women are respected and can fully experience life.

## Our board



**Marija Groen**



**Ann-Marie Baker**



**Binda Gokhale**



**Angela Fitzpatrick**



**Esperanza Torres**



**Saphron Hastie**



**Sonja Ilievska**



**Val Johnstone**



**Kumari Middleton**



**Trudy Ryall**



## Our board

### continued

#### **Marija Groen**

Co-Chair  
*BA*

Appointed to the Board November 2011. Appointed as Chair February 2013 and again December 2014. Finance Committee member.

Marija holds a Bachelor of Arts from Monash University and has more than 25 years of management, service delivery and advocacy experience in the not for profit sector covering areas of homelessness, family violence prevention, housing and disability.

#### **Ann-Marie Baker**

Co-Chair  
*BA (Hons), GradDip App.Sc.*

Appointed to the Board November 2012 and Joint Vice-Chair since February 2013. Appointed Co-Chair December 2014. Board Liaison for the Brenda Gabe Leadership Award.

Ann-Marie has more than 26 years experience in the tertiary education sector in the areas of museum management, curatorship and project management.

#### **Binda Gokhale**

Treasurer  
*BEC, CPA,  
MBA, GAICD*

Co-opted to the Board as a Non-Executive Director and Treasurer since December 2011. Finance Committee Chair.

Binda is employed as Manager, Financial Services for Wyndham City Council and holds a range of finance and management qualifications including an MBA from the University of Melbourne and Graduate Membership with the Australian Institute of Company Directors.

#### **Angela Fitzpatrick**

Co-Vice-Chair  
*GradDip HR*

Appointed to the Board November 2011 and as Co-Vice-Chair February 2013. Governance Committee Chair.

Angela works as a consultant and consumer advocate in health and disability.

#### **Esperanza Torres**

Co-Vice-Chair  
*B.Behav.Sci, M.App.Social  
Research*

Appointed to the Board November 2013 and appointed Co-Vice-Chair in December 2014. Membership Committee Chair, Risk Committee member.

Esperanza works as a research and evaluation consultant on projects related to disability access and disability human rights for government, academia and not for profit organisations. Esperanza also works with women in small businesses.

#### **Saphron Hastie**

*BA (English & Women's Studies),  
PG Dip. Social Science Research*

Appointed to the Board November 2013. Governance Committee and Risk Committee member.

Saphron has varied experience in not for profit governance and community leadership and currently works as a project manager, trainer and research consultant specialising in the higher education and not for profit sectors.

## Sonja Ilievska

*BEC, MAICD*

Appointed to the Board November 2012. Risk Committee Chair, Governance Committee member.

Sonja is experienced in risk management, policy development and governance and is currently Managing Partner in a risk management and consulting firm.

## Val Johnstone

*B.SW*

Appointed to the Board November 2013. Governance Committee member, Membership Committee member.

Val is a social worker in the health and rehabilitation sector and an NDIS adviser.

## Kumari Middleton

Appointed to the Board November 2010. Membership Committee member.

Kumari works in community development, social entrepreneurship and adult HIV education. She is currently Global Community and Youth Manager at Cultural Infusion.

## Trudy Ryall

Appointed to the Board November 2013. Membership Committee member.

Trudy has over 20 years of experience working in the not for profit sector in disability advocacy and other industries ranging from animal care, administration, library and research.



**Suzanne Lau-Gooley**



**Delia Portlock**

## Directors whose term was completed during 2014–15

### **Suzanne Lau-Gooley** *B.Pharm, M.PublicHealth*

Appointed to the Board November 2012. Risk Committee member, Membership Committee member. Retired November 2014.

Suzanne has worked as a hospital pharmacist for more than 30 years, including as a volunteer in Zimbabwe, and is a former HIV/AIDS adviser at Oxfam.

### **Delia Portlock** *RN*

Appointed to the Board in 2007, re-appointed November 2013. Risk Committee member, Brenda Gabe Leadership Award Committee member. Retired November 2014.

Delia has previously worked as a registered nurse and has extensive experience in advocating for people living with disabilities, particularly people with acquired brain injury.

# Executive Director's report



**Keran Howe**  
Executive Director  
Women with Disabilities  
Victoria

Well, what a great year it's been. Here at WDV it's been the Year of the Submission.

After many years of advocacy regarding violence against women with disabilities, in Victoria we have seen calls for submissions to the Royal Commission into Family Violence, the State Family and Community Development Committee Inquiry into Abuse in Disability Services, Victorian Ombudsman's *Reporting and investigation of allegations of abuse in the disability sector* and the *Victorian Public Health and Wellbeing Plan 2015–2019* consultation. At a national level we have seen three NDIS consultations and the continuing Senate inquiries into domestic violence and into violence, abuse and neglect against people with disability in institutional and residential settings.

Women with Disabilities Victoria has been proactive in ensuring the rights of women with disabilities are recognised in the terms of reference of such inquiries and we will monitor their recommendations for the outcomes for women with disabilities.

We've been actively training women with disabilities and violence prevention facilitators to deliver professional development to disability service managers and direct service staff. Our evaluation of the pilot program as a violence prevention strategy will guide how it will proceed in the coming year.

We have also been busy developing a new professional education package for health workers that we have trialled in conjunction with the Royal Women's Hospital. The results have been very positive and we will be seeking further funding to implement this training at the Royal Women's and through health services more widely.

Our Enabling Women leadership program has been rolled out in four more rural areas and in suburban Melbourne. We are strongly committed to women in rural areas being given opportunities to come together and to see the possibilities for their leadership in their local communities. Their enthusiasm has been great to see.



I am particularly excited that we can provide opportunities for women with disabilities to demonstrate their facilitation skills through both the Enabling Women leadership programs and our Workforce Development programs. Women with disabilities lag behind men with disabilities as well as other women in gaining paid employment. Our employment of women with disabilities as facilitators provides a way for women to increase their ability to gain entry to the workforce.

I was thrilled to be invited to be guest speaker along with Sue Salthouse from ACT Women with Disabilities at the New Zealand Women with Disabilities forum for International Women's Day. We were given a beautiful Maori welcome and experienced the warm Kiwi hospitality for our stay in Auckland. It was great to share our experiences as women and to find that many of the issues are common across our two countries.

As always, we welcomed opportunities to come together with WDV members, including at the inaugural members' lunch and through our AGM. We celebrated a great array of leadership talent at our Brenda Gabe Leadership Award which reflects the enormous amount of voluntary work undertaken by women with disabilities as leaders within their communities around Victoria.

My thanks to the fabulous staff at Women with Disabilities Victoria. We are a small team but somehow manage to get through a tower of work with the commitment of all involved. Of course, our work would not be possible without the wonderful partnerships we enjoy throughout Victoria. We deeply appreciate all of the organisations that join with us to achieve our vision of "a world where all women are respected and can fully experience life."



Keran Howe, Marija Groen and Binda Gokhale.

## Our staff

Executive Director: **Keran Howe**

Program Manager: **Sharon Granek**

Policy Officer, Violence against  
Women with Disabilities:

**Jen Hargrave**

Gender Equity Training Coordinator:  
**Fofi Christou**

Gender Equity Training Project  
Officer: **Pip Robertson** (to April  
2015)

Partnership and Leadership  
Development Officer: **Jane Oldfield**

Partnership and Leadership  
Development Officer: **Cath  
McNamara** (from August 2014)

Communications Officer: **Simone  
Flanagan** (to December 2014)

Office Manager (to May 2015)/  
Operations Manager (from  
June 2015): **Maria Burchell**

Administration Officer:  
**Karen Russell** (from June 2015)

Accountants: **Wendy Marris**  
and **Christine Spence**, Green  
Wedge Business Services



**Keran Howe**



**Sharon Granek**



**Jen Hargrave**



**Fofi Christou**



**Pip Robertson**



**Jane Oldfield**



**Cath McNamara**



**Simone Flanagan**



**Maria Burchell**



**Karen Russell**

## Strategic goal

# 1

Influence government and the community to recognise and remove barriers to full participation by women with disabilities

### State Election 2014: putting women with disabilities on the agenda

Victorian women with disabilities often miss out on social and economic opportunities because of access barriers at individual and systemic levels. We experience high rates of violence, poor health outcomes and ignorance about these inequities. Leading up to the Victorian State Election 2014, WDV worked to put these issues on the agenda.

#### Election platform

WDV's 2014 State Election platform called on political parties to commit to three vital areas of action:

- Address the high rates of violence against women with disabilities.
- Make sure women with disabilities have full and appropriate access to health care and health promotion.
- Commit to equal access for women with disabilities in education, housing, employment and support services.

“Please note how proud I am of Women with Disabilities Victoria to see that your attention to domestic violence has finally become a spoken of issue. Congratulations WDV. Magnificent.”  
WDV member Philippa Nichol

We took our priorities to discussions with MPs and candidates across the parties, and encouraged members and supporters to do the same.

A highlight of the election strategy was the strength of members' commitment to the platform, attendance at the Election Forum and our involvement in other campaign work done across the sector, including as part of the No More Deaths Alliance made up of family violence workers from across the state who called for family violence to lead the agenda.

#### Members' Election Forum

WDV invited representatives from each of the major parties to outline their policies to a forum of our members ahead of the 2014 State Election.

Party representatives were:

**Andrea Coote**, then Parliamentary Secretary for Families & Community Services

**Danielle Green**, then Shadow Minister for the Prevention of Family Violence, Women and Health Promotion

**Colleen Hartland**, Victorian Greens' spokesperson for Health, Community Services, Women's and Multicultural Affairs.

Each gave a policy overview, and then responded to members' questions regarding health, violence prevention and the social participation of women with disabilities.

We were pleased that all parties agreed on the importance of addressing the inequities women with disabilities face and saw trilateral agreement on the importance of violence prevention programs for women with disabilities. The Greens represented all WDV's policy positions within their election policies.

Video of the forum was made available on the WDV website.



## Priority 1

# Prevent and respond to violence against women with disabilities



Rosemary Malone CEO Gateways (seated right) with Leadership workshop participants.

## Workforce Development

WDV's Workforce Development Program on Gender and Disability, aimed at preventing violence and improving the quality of service for women with disabilities, has been delivered to key organisations and is generating changes in thinking and practice. An independent evaluation is currently being completed and will inform the future roll out of the program.

This year, under the program:

- successful partnerships were developed with two key disability

support organisations – Yooralla and Gateways Support Services – to pilot the program

- 10 workshops on 'Human Rights & Quality Services: What does Gender have to do with it?' were delivered to 158 participants
- 8 women with disabilities completed the 'Women with Disabilities: Our Right to Respect!' Peer Education Program
- 4 women with disabilities were employed as co-facilitators of 'Human Rights & Quality Services: What does Gender have to do with it?' workshops
- Communities of Practice were established and resourced for Yooralla and Gateways to bring together training participants, women with disabilities and others to keep learning and apply their knowledge in their lives and in the workplace.

We have seen good progress in gender sensitive and responsive service delivery, including:

- female clients being able to choose a female worker
- a complaints and compliments box implemented
- gender included as a regular agenda item in team meetings



Jax Brown and Emma Mahony (co-facilitators) with Gateways' CEO and Senior Managers.

“ I will commit to support my team to embrace the changes needed and support them fully in their action plan.”

Training participant

“ I can now say ‘I am not sure about that but I will give it a go’ – I learnt a lot about myself.”

Training co-facilitator

- connections made with local violence prevention and response services and women’s health services.

During one meeting, a service manager spoke of:

*“...the marked difference I have observed in staff approaches to working with women with disabilities, in particular between staff who have completed the training and those that have not. Moving from managing one residential service to another has highlighted this for me.”*

Women with Disabilities Victoria thank our Project Advisory Group for their valuable expertise and engagement with the program; the participating pilot organisations, Yooralla and Gateways for their commitment to the partnership; and our team of co-facilitators and the specialist women’s health, family violence, sexual assault and legal services who have so ably supported the program delivery.

## Working with Magistrates

The Judicial College of Victoria is delivering a family violence professional development program for Victorian Magistrates. WDV joined Public Advocate Colleen Pearce to deliver a session on the family violence experienced by women with disabilities.

Magistrate Pauline Spencer chaired the session which presented findings and case studies from our Voices Against Violence research. There was opportunity to highlight the family-like relationships between people with disabilities and disability workers covered in the Family Violence Protection Act. There was also discussion on balancing a woman’s need for disability support and/or guardianship with her need to be safe from violence.



Image: Jen Hargrave (WDV) joins Public Advocate Colleen Pearce and Magistrate Pauline Spencer at the Judicial College of Victoria’s Family Violence Professional Development Program.



## The Great Debate on violence as a crime

We joined The Great Debate: *Is Family Violence a Crime?* in Dandenong ahead of the 2014 state election to raise regional awareness. The debaters included Assistant Police Commissioner Luke Cornelius, inTouch CEO Maya Avidibegovic, Law Professor Adrian Evans, Magistrate Pauline Spencer, Federation of Community Legal Centres Senior Policy Advisor Dr Chris Atmore and our CEO Keran Howe.

The debate was proudly presented by the Outer Southern Peninsula’s Integrated Family Violence Partnership and attracted strong local media interest.

Image: Great Debaters Fiona McCormack (DV Vic), Maya Avidibegovic (inTouch), Chris Atmore (Federation of CLCs), Keran Howe (WDV), Adrian Evans (Monash University, Law), Luke Cornelius (Victoria Police).



## Voices Against Violence research

Project partners of the Voices Against Violence research, which was launched in May 2014, continued to work to realise its 21 recommendations.

The Office of the Public Advocate and Domestic Violence Resource Centre Victoria joined WDV for follow-up discussions with Ministers, MPs, election candidates and government officials. Findings were presented in dozens of forums, committees, conferences and training sessions, including the 2014 World AIDS Congress, the Inaugural Asia-Pacific Conference on Gendered Violence & Violations and 12 forums for disability, health and family violence service workers.

We were very pleased to have two Victorian Government inter-departmental committees

(IDCs) come together for the first time in response to the research. The Violence Against Women and the Disability IDCs held a joint meeting where Voices Against Violence project partners presented the findings and recommendations and the committees discussed next steps. We took this as an indication of the seriousness with which the State Government accepts its responsibility to reduce violence against women with disabilities.

Voices Against Violence findings and recommendations have been published or referenced across a range of media reports (including ABC online, radio and TV), submissions to government and to the United Nations, and informed election statements by WDV and the No More Deaths Alliance.

## Position Statement

WDV produced a Position Statement on violence against women with disabilities that gives an overview of:

- women's experiences
- service initiatives
- research
- recommendations for action
- how to prevent and respond to violence against women with disabilities.

It was designed to assist policy makers, program managers and those interested in violence from the perspectives of both gender and disability.

## Senate hearings on family violence

Our July 2014 submission to the Senate Finance and Public Administration Committee Inquiry into Domestic Violence made 19 recommendations to drive change regarding violence against women with disabilities.

These included:

- the development of national disability standards
- improved data collection
- disability workforce training that includes responding to violence against women with disabilities.



Our submission called on the National Disability Insurance Agency to ensure it covered mechanisms to support women and children to access domestic violence crisis services and accommodation (such as portability of support packages, flexible, timely planning, and safe, confidential processes). We noted that an example of such a program exists in Victoria through the Department of Health and Human Services (DHHS) Disability Family Violence Crisis Response Initiative.

We were pleased to be invited by the Senate Committee to present to one of its hearings, alongside one of our Voices Against Violence research partners, the Office of the Public Advocate, with whom we share a vision for improved responses to women with disabilities experiencing violence.

In its report, published early in the new financial year, the Committee accepted WDV's recommendation that the Australian Bureau of Statistics' Personal Safety Survey consider concerns about the adequacy of sampling sizes of particular groups, including women with a disability, and seek to address them before the next survey is conducted.

## No More Deaths Election Campaign

*"For the first time anyone can remember, family violence will be an election issue. Over-worked and under-resourced domestic violence groups believe now is the time to better coordinate services and increase funding. All sides of politics are sensitive to this issue, with Labor leader Daniel Andrews calling it a 'national emergency' and pledging a Royal Commission if elected."* Gay Alcorn, *Guardian Australia*, 21 August 2014.

WDV joined a coalition to put family violence at the forefront of the election through the No More Deaths election campaign. Together we represented most statewide and local organisations working with women and children, community legal services and men's behaviour change programs across Victoria.

We called on state political parties to commit to 25 priority actions across housing, justice, police, health, education and

other portfolios to keep women and children safe in Victoria.

*"Our political leaders have to stand up and be counted, to see where failure by governments to act – on safe housing, in the courts, on the status of women and across other areas of policy and practice – puts women and children at risk of family violence. We are not just asking for money. We are asking for leadership and accountability."* Fiona McCormack, Domestic Violence Victoria CEO.

The members of the *No More Deaths* election campaign team were:

- Domestic Violence Victoria
- Federation of Community Legal Centres
- No To Violence
- Women's Legal Service Victoria
- Domestic Violence Resource Centre Victoria
- Women's Domestic Violence Crisis Service
- Women with Disabilities Victoria.

2014 Victorian Election

# NO MORE DEATHS

Keep women and children safe from family violence.



## Priority 2

## Demand accessible and inclusive health systems

### Healthy Services, Healthy Women

In 2014 WDV received a one-off grant from the Ian Potter Foundation to develop a Healthy Services, Healthy Women professional development program. Its aim is to build the knowledge, confidence and capacity of health professionals to deliver quality health care to women with disabilities.

The funding enabled the development of the learning package and a train-the-trainer program for women with disabilities to deliver it.



Jackie Moden (consultant) facilitating a workshop for women with disabilities to ensure the contents of the learning package would be meaningful and relevant.

Image top right: Royal Women's Hospital Melbourne.

The pilot delivered training over four weeks to nurses, midwives and other health professionals at the Royal Women's Hospital on:

- the medical and social model of disability
- gender and disability awareness
- legislation and policy
- ways to improve practice.

Over 70 hospital staff attended the program – well exceeding expectations – and provided strong and positive feedback. The evaluation process indicated that the delivery and content of the training package was beneficial and that work practices would change as a result.

The project was supported by an Advisory Group from key stakeholder groups including WDV, the Royal Women's Hospital, Women's Health Victoria, Cancer Council Victoria, Health Issues Centre and Melbourne University.

The final report presented to the Project Advisory Group contained a number of recommendations to enhance the package and suggestions for a wider rollout in the second stage of the project.



### From our Healthy Services, Healthy Women Participants

*"I noticed that sign on the toilet at the RWH was 'disabled toilet' not 'accessible toilet' and I had never noticed this before...."*

*"(This) will allow me to communicate more effectively with women with a disability."*

*"(This has provided me with) more tools to enable positive healthcare experiences for women with disabilities."*

*"( I can now) change the work environment so that midwives are more inclusive/less judgemental when working with women with a disability."*



## AIDS 2014

Melbourne hosted the 20th International AIDS Conference in 2014, bringing over 14,000 delegates from 200 countries. WDV Board Member Suzanne Lau-Gooey worked tirelessly to see the rights of women with disabilities highlighted at the conference.

Suzanne helped coordinate the Conference Disability Networking Zone with a four day program of speakers sharing projects from around the globe. She also co-wrote a paper on 'HIV and sexuality: why are people with disabilities left behind?' for a special conference edition of *HIV Australia*.

WDV Policy Officer Jen Hargrave presented on 'Violence against women with disabilities: strategies for safety' in a session chaired by Federal Labor frontbencher Tanya Plibersek and former Papua New Guinea Cabinet Minister Dame Carol Kidu.

Many delegates were surprised (and some shocked) to hear the rates of violence against women with disabilities in Victoria, with one noting:

*"It goes to show, violence against women with disabilities goes beyond poverty and war. Gender and disability discrimination are global problems."*

Bringing attention to disability at this conference was important. As UNAIDS reported, people with disabilities are commonly left out of sexual and reproductive health programs – despite people with disabilities, particularly women, in fact having a greater need for them.

“People living with HIV and people with disabilities share similar experiences of stigma, discrimination, devaluation and exclusion. Neither people living with HIV nor people living with disabilities are regarded as ‘normal’ sexual beings. Considered unworthy of motherhood, women with disabilities and HIV-positive women still routinely undergo forced sterilisations and abortions in many parts of the world.”  
Suzanne Lau-Gooey and Dr Paul Chappell



Image left: Muriel Mac-Seing (HIV and AIDS Advisor, Handicap International), Jen Hargrave (WDV Policy Officer) and Suzanne Lau-Gooey (Disability Networking Zone Coordinator and WDV Board Member) meeting at the AIDS Conference Disability Networking Zone. Image right: Tanya Plibersek MP and Dame Carol Kidu chair a violence against women panel discussion at AIDS 2014, with WDV policy officer Jen Hargrave (left).

## Cancer Act data collection

WDV has advocated for women with disabilities to also be included in the data collection under Victoria's proposed new Cancer Act.

One of the components of the Act is to provide data on particular groups of women who present for cervical screening, to help identify under-screened groups. Currently women from Aboriginal and Torres Strait Islander communities and those from culturally and linguistically diverse (CALD) backgrounds are being considered for inclusion.

In Victoria only 14 per cent of women with an intellectual disability were screened for cervical cancer compared to 71 per cent in the general population (Dept of Health 2011). WDV is concerned that we cannot improve these very low participation rates without proper data collection.

WDV believes this data collection is vital in informing policy and planning. It should include an appropriate definition of disability, based on the social model of disability and the need to provide an opportunity for a woman to identify her particular impairment.

## Disability, disadvantage and mental health

Over the last three years Women with Disabilities Victoria has collaborated in research undertaken by the Gender and Women's Health Unit of the Centre for Health Equity at Melbourne's School of Population and Global Health, VicHealth, Hanover Welfare Services and the University of Adelaide.

The focus of the research has been on the importance of gender and socio-economic disadvantage for the mental health of people living with disabilities. The project has provided the first comprehensive examination of the living conditions of adult Australians with disabilities and their health consequences. The results have major implications for health and social policy. The project had a number of key findings which have been published or are under review.

## International Women's Day celebrations

WDV Executive Director Keran Howe celebrated International Women's Day at home and away.

A breakfast celebration hosted by Women's Health Goulburn North East in Wangaratta attracted nearly 70 women from across the region to progress the empowerment of all women, with a focus on women with disabilities.

The event was covered by the local *Wangaratta Chronicle*, providing a fantastic profile for women's rights in the region.

Keran said in her presentation:

*"We're marginalised and that marginalisation means we're not taken as seriously. We have to get through a certain fog about*

*who we are before we can really be seen and heard."*

Keran and Sue Salthouse from ACT Women with Disabilities were also guest presenters at the New Zealand Women with Disabilities forum in Auckland for International Women's Day, and together facilitated a planning workshop for women interested in progressing the agenda for women with disabilities in New Zealand.



International Women's Day celebrations at Women's Health Goulburn North East.

## Priority 3

## Make the NDIS relevant to women with disabilities

The National Disability Insurance Scheme (NDIS) is an exciting opportunity to improve the lives of all people with disabilities. It is a major social reform and a once-in-a-lifetime opportunity to influence how this reform affects women. To this end, WDV wanted to make sure that the NDIS understood gendered concerns and that women with disabilities understood how the scheme would affect them and that they had access to the information needed to make informed choices and take control of their lives.

WDV has been actively involved in providing recommendations to government about the role and function of the NDIS. We held meetings with members of the National Disability Insurance Agency (NDIA) Executive Team to ensure that safety concerns for women, support for women with disabilities as parents and the sexual and reproductive health of women are considered in the implementation of the scheme.

### NDIS Quality and Safeguarding Framework

Women with Disabilities Victoria, the Department of Social Services

(DSS) and Women with Disabilities Australia ran a consultation for women on the NDIS Quality and Safeguarding Framework.

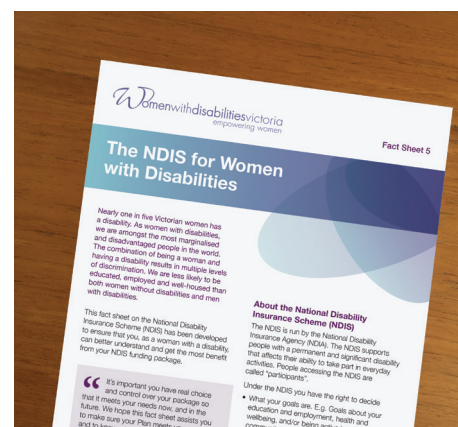
This consultation was important as the Safeguards will set many of the rights and responsibilities of services and clients under the NDIS. A diversity of women with disabilities attended and assisted DSS to understand quality and safety issues for women.

WDV also submitted three submissions relevant to the NDIS, on the Quality and Safeguarding Framework, the Information Linkages and Collaboration Program and the National Advocacy Framework.

### NDIS Fact Sheet

With funding from the Eric and Elizabeth Gross Foundation we were able to develop a fact sheet that was relevant, informative and accessible to women with disabilities as users of the NDIS.

To make sure we got the information right, we met with a number of relevant stakeholders including staff from the NDIA and invited our members to participate in one of four focus groups held in Melbourne and Barwon where the pilot is currently rolling out.



In these sessions we asked:

- What information about the NDIS is important to know prior to being assessed?
- What will assist to make good choices?
- How can gender be respected?

The sessions made it clear that our fact sheet needed to include a checklist that outlined:

- what was important to know about the NDIS
- how to prepare for the assessment and planning process
- how to ensure that services are women-sensitive.

The fact sheet has been printed and distributed widely and is available on the WDV website.

## Promote access to mainstream services

*We continued through the year to bring attention to the importance of access to housing, employment, education and parenting support for women with a disability, through many submissions, presentations and our state election advocacy.*

### **Victoria: Social Inclusion inquiry**

Women with Disabilities Victoria made a submission to the Victorian Parliamentary Committee of Family and Community Development inquiry into social inclusion for people with a disability and presented to a hearing of the inquiry.

We provided evidence to demonstrate the higher levels of discrimination, bullying and violence experienced by people with disabilities (from a young age and throughout life) that have negative consequences for building relationships and social connections. They can lead people to lose trust in others resulting in a narrowing of networks, and higher levels of social exclusion.

The Committee also heard that women with disabilities are at higher risk of exposure to violence in their intimate relationships. WDV's submission explained the diversity of risks, forms and environments of the violence.

We were heartened to be quoted across the Inquiry's report and that at least two recommendations were of significance to women with disabilities:

That the Victorian Government:

- Is more specific about its intentions to encourage the building industry, councils and social housing providers to incorporate the national *Liveable housing design guidelines* and introduces specific incentives to encourage the development of affordable housing that meets liveable housing design guidelines. (Recommendation 5.3)
- Negotiate with the National Disability Insurance Agency to ensure resourcing for flexible housing models that have proven success in promoting the social inclusion of people with disability. (Recommendation 5.4)



## Disability rights, feminism and self-advocacy

WDV delivered the Disability Rights, Feminism and Self-Advocacy workshop for Flat Out's Centre for Human Rights of Imprisoned People's 2015 Effective Advocacy Training Program to a range of workers from WIRE, Flat Out and other community organisations as well as community members. It covered topics such as:

- the disability rights movement and disability feminism

- understanding the Social Model of Disability
- understanding the intersection of gender and disability
- women with disabilities' experiences of the justice system and imprisonment
- working alongside women with disabilities.

These topics were explored through a range of interactive activities

including disability and feminist timelines, a step-forward-and-back activity based on life experience, viewing of archival disability activist footage and case studies group work.

The Self-Advocacy Resource Unit generously entrusted us with their unique archival print materials which we displayed for participants' exploration.

“The case studies were very eye opening and the activity with taking steps forward and back was also thought provoking.”  
Flat Out Training Participant



Image left: Disability Rights and Feminism timeline activity. Image middle: Phoebe Barton (Flat Out Project Coordinator), Fofi Christou and Jen Hargrave. Image right: Workshop participants engaged in timeline activity.

## Strategic Goal

# 2

Engage and empower women with disabilities to influence their communities

*This year we have seen our Leadership and Empowerment programs continue to expand and strengthen.*

*The Enabling Women Leadership Programs, the Brenda Gabe Leadership Award and the WDV Leadership Network have all provided opportunities for women with disabilities to step up and influence their communities.*

### Enabling Women

WDV's Enabling Women program was piloted in Melbourne in 2013 with 14 participants from a diverse range of backgrounds. Since then it has run in various locations around the state including Melbourne's southeast and in Gippsland. Through 2014–15 programs ran in Sale, Torquay, and commenced in Shepparton and Warrnambool. Demand has prompted the employment of a second program worker.

### Graduate outcomes

Deb, an Enabling Women graduate, has since helped to initiate a WDV Leadership Network hub in Geelong which she facilitates.



Enabling Women – Torquay group claiming their roles.

Other women from the Barwon Enabling Women program are also actively involved. *"I gained confidence to step up to whatever comes my way."*

Jacinta joined the program after becoming a wheelchair user just 8 weeks before. *"The program gave me the knowledge and confidence to become an advocate not only for myself but for all women with a*

*disability."* She plans to join the local Goulburn Valley Hospital committee.

Renee has been invited to attend the Moira Shire Disability Advisory Committee meeting. *"Something I am taking from the program is to stand up for what I believe to be right and to help women with disabilities."*

## Enabling Women profile

### Carolyn Pimentel

What did I get out of being involved in the Enabling Women program?

Firstly it improved my awareness of issues faced by others with a disability. It helps to recognise there are others faced with difficulties so it takes away your feelings of being so isolated. It helps to recognise that we can help each other to improve our lives, individually and collectively, by giving each other helpful feedback and the sense of being in a safe place to raise future possibilities and face potential pitfalls.

Secondly, it has given me tools to make positive changes that will bring me closer to a more satisfying life. Getting involved was a bit like the old saying – ‘don’t think, DO’. At least initially I forced myself to not think too hard about any possible consequences, otherwise I would have focused on the

negatives and talked myself out of going. And that would have meant missing out on some amazing friendships and experiences.

The program empowers you to have confidence in your own voice, wants and needs. Here is a simple example.

Due to multiple sclerosis (MS), I am unable to walk unaided for any length of time. I have had an electric wheelchair for a couple of years now, but I had rarely used it. I felt very self-conscious and almost apologetic for taking up more space or occasionally needing help to reach a high item in a supermarket or to open a swing door. Now, I ask with confidence for help if I need it.

In a nutshell, being involved in Enabling Women has improved my self-esteem and given me the confidence to work out how I want to live my life. Who knows what the future will hold, but at least I have chosen its direction.



Jessica Smart and Kaylene Rook working on their scarves.

## Mentoring for Enabling Women

This year we piloted a mentoring program for Enabling Women participants in Shepparton. Feedback has been very positive.

*“I have learned that there are people out in the wider community willing to help and I do not have to do it alone.”*

Chris

*“The mentoring program has been awesome. To have the opportunity to be inspired by such a strong and passionate woman has been amazing.”*

Bianca



Shepparton Enabling Women participants with their strength scarves.





Barwon Enabling Women graduation ceremony.

## Enabling Young Women

Making the transition from secondary education can be difficult for any student. For students with a disability this can bring additional challenges.

After the success of the Enabling Women Leadership course we wanted to meet the needs of younger women. After securing funding from the Lord Mayor's Charitable Foundation's Youth in Philanthropy arm we have adapted our existing Leadership program to meet the needs of female students with disabilities as they prepare to exit high school, special school or day centres so that they are better equipped to make the transition into vocational training, tertiary education and/or employment.

The Enabling Young Women course begins the process of building a bridge between the individual, the school and the wider community.

Beth Atkins was engaged in March 2015 to write an educational program for younger women with disabilities to develop their leadership, knowledge and advocacy skills for their transition from secondary education.

We developed an important partnership with Emerson Specialist School which will pilot the program in the third term in 2015. A project reference group was established including representatives from Emerson, the City of Greater Dandenong Council, South East Local Learning and Employment Network – SELLEN and two young women with disabilities.



Beth Atkins – Project Consultant, Enabling Young Women.

The course has been developed and aligns with Victorian Certificate of Applied Learning (VCAL) core competencies. This is important so that we can seek to have the course embedded in school curriculums in the future.



## Getting together on leadership

The graduates of the Enabling Women program and Brenda Gabe Leadership Award nominees are invited to participate in the Women with Disabilities Victoria Leadership Network. This Network is in its inaugural year and provides an opportunity for women from around the state to come together and to support one another in their ongoing leadership efforts. A small working group of women has been appointed to build the Network.



The inaugural meeting to establish the WDV Leadership Network.

## Getting the message across

WDV has engaged with our members, organisations and the broader community through traditional and social media and our targeted communications, including WDV's fortnightly eNews, Violence Quarterly, Facebook and Twitter.

The eNews has been a valuable way for members to share their ideas, projects and the resources they find important and for us to provide updates on activity in our priority areas by us and across the sector. Through the year we were able to share women's personal and professional writing.

The Violence Quarterly captures updates on research and resources regarding women with disabilities experiencing violence and is read by government, universities and services.

WDV's Facebook and Twitter followers both more than doubled in the year to each reach over 700. Our thanks to WDV members Sonia Marcon and Katrina Wardle who assisted in many ways including the development of our social media policy, information flyers and captioning video.

WDV attracted a great media response this year, particularly through local TV and newspapers. The Enabling Women Program starred across Victoria through the *Dandenong Journal*, *Surf Coast Times*, *Geelong Advisor*, *Shepparton Advisor*, *Shepparton News* and 3CR community radio. The Surf Coast Shire produced a video about the program featuring interviews with women about the power of leadership for women with disabilities.



Jane Oldfield, Deb Haygarth and Jacqueline Pierce working towards a Geelong Leadership Network for Women with Disability as featured by Peter Ristevski in the Geelong Advertiser.

## 2014 Brenda Gabe Leadership Award

*Celebrating leadership  
amongst women with disabilities  
for women with disabilities.*

The 2014 Brenda Gabe Leadership Award was presented to Jody Barney at a ceremony attended by more than 140 members and other community representatives at the Women with Disabilities Annual General Meeting.

Jody has made enduring and valuable contributions as an Indigenous leader in Australia, as a woman, and as an advocate particularly for women of all abilities.



2014 Brenda Gabe Leadership Award  
winner Jody Barney

She is a Murri woman from Urangan (near Hervey Bay), who has lived and worked for the past 25 years in Victoria. Jody is the first Deaf Aboriginal woman to present at local, state, national and international levels on the empowerment of Aboriginal people with disabilities.

She was actively involved in the First People's Disability Network (Australia) and the International Deaf Native Gathering.

Jody models leadership to others in the Aboriginal and disability communities. She demonstrates a holistic approach to strengthening leadership and self-determination, making her the perfect Brenda Gabe Leadership Award recipient.

### Our finalists

This year's other nominees were: Amanda Lawrie-Jones, Anj Barker, Barb Edis, Colleen Furlanetto, Danni Di Toro, Elle Steele, Fran Vicary, Jen Morris, Maureen Hewitt, Melinda Smith, Rebecca Davie, Yvette Keane, Kathrene Peters, Penny Stevenson, Susan Arthur and Tully Zygiar.



## About the Brenda Gabe Leadership Award

The Brenda Gabe Leadership Award recognises and rewards a woman living with a disability, who has made a significant contribution to improving the status of women with disabilities in Victoria. It also highlights the work done by the winner and our many impressive finalists in challenging the disadvantage that women with disabilities face.

This award was created to honour Brenda Gabe, a much loved and respected member of Women with Disabilities Victoria and a strong and committed disability advocate.

The winner of the award receives \$2,000 towards a capacity building project or professional development. The award would not be possible without the generous support of Dr Helen Sykes, Director of Future Leaders.



Jody Barney and Dr. Helen Sykes.



2014 Brenda Gabe Leadership Award finalists.



## Empowering through information

This year Women with Disabilities Victoria has produced a series of fact sheets designed to give women and the broader community knowledge about our organisation and our priority areas. Our fact sheets contain key facts, testimonials from women we work with, and resources. We have produced fact sheets on:

- Women with Disabilities Victoria
- women with disabilities
- violence
- health
- the NDIS.

## Building our operational capacity

Recent growth in staff numbers at WDV (our staff doubled over 2013–14) has meant we have had to take a fresh look and reassess our operational capacity for the future.

In early 2015 we undertook a comprehensive review of our ICT (Information and Communication Technology) systems. It made several recommendations which will result in:

- greater productivity (through improved remote working capabilities, cloud-based file-sharing and document collaboration)
- increased efficiency (by creating a staff and Board intranet)
- reduced operational costs (by moving to a more cost-effective phone system).

The ICT restructure will be implemented during 2015–16.

We also recognised that a restructure was needed in our administration area.

In June 2015, Maria Burchell, formerly Office Manager, moved into the position of Operations Manager, and Karen Russell began work as our Administration Officer after many years of experience in administration in the not for profit sector.

The expanded Operations structure will enable implementation of the ICT upgrade, the revision of all of WDV's Policies and Procedures, and increased administration efficiency for WDV program areas, while also freeing up the Executive Director for more strategic engagement on behalf of WDV.



# Submissions

- Australian Senate Committee Inquiry into domestic violence 2014
- NDIS Safeguards and Quality Framework consultation 2015
- Response to the Ombudsman of Victoria's consultation on the scope for an inquiry into disability abuse 2015
- Victorian Royal Commission into Family Violence 2015
- Victorian Parliamentary Family and Community Development Committee Inquiry into abuse in disability services 2015
- Australian Senate Community Affairs References Committee Inquiry into violence, abuse and neglect against people with disability in institutional and residential settings 2015
- NDIS Consultation on the Information Linkages and Capacity Building Program 2015

## Joint submissions

- Royal Commission into Family Violence, with No More Deaths Election Campaign Alliance 2015
- NGO alliance response to Department of Justice regarding the proposal to streamline the Family Violence Intervention Order system 2014

## Endorsed and/or contributed

- VCOSS Victorian Election submission 2014
- National Disability Ethnic Alliance: Joint statement of disability organisations calling for the release of people living with a disability in immigration detention centres
- Our Watch: Statement of principles to the Royal Commission into Family Violence
- 2014 Victorian Election Platform for the No More Deaths Election Campaign Alliance
- Australian Network for Universal Housing Design and Rights and Inclusion Australia's Housing Position Statement 2015
- Victorian Greens Open Letter to the Victorian Premier supporting women's right to choice 2015
- YWCA, Australian Women Against Violence Alliance (AWAVA), Domestic Violence New South Wales and the National Foundation for Australian Women letter to the Council of Australian Governments (COAG) for appropriate violence against women response funding 2015
- Federation of Community Legal Centres' position on the Family Violence Protection Amendment Bill 2014
- Letter to Victorian MPs concerning the Crimes Amendment (Protection of Children) Bill 2014
- Department of Health and Human Services (DHHS) Risk Assessment and Management Panel Guidelines 2015
- National Disability Insurance Scheme complaints system consultation 2015
- Victoria Police Disability Action Plan 2015
- DHHS Common Risk Assessment Framework online training 2014–15
- NGO report to the UN Committee Against Torture 2014
- NGO report: Australia's Human Rights Scorecard: 2014
- NGO report on the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) 2014



# Presentations

- WDV 2014 Victorian election forum
- Outer Southern Peninsula's The Great Debate: *is family violence a crime?*
- Joint Interdepartmental Committee Meeting on the Voices Against Violence report
- Presentation of Voices Against Violence findings at the Inaugural Asia Pacific Conference on Gendered Violence
- Women's Health Goulburn North East International Women's Day Breakfast: Make it Happen: the leadership of women with disabilities
- Presentation to International Women's Day New Zealand Disabled Women's Forum (Auckland)
- WHAV and Women's Health Victoria prevention forum
- 2014 World AIDS conference, Melbourne
- Southern Regional Integration Committee Forum on working with vulnerable clients
- Violence prevention forum, City of Whitehorse
- Magistrates Court: family violence professional development
- Disability Advocacy Resource Unit (DARU) forum on violence against women with disabilities
- Advocacy Training: *Flat Out*
- Maribyrnong Metro Access Committee: the issues for women with disabilities
- Melbourne Women's Fund: the importance of leadership for women with disabilities
- Challenge Preventing Violence against Women Forum, Casey Cardinia
- 'Violence prevention: It's Everybody's Business' conference, Bendigo
- Ballarat Community Health Challenging Responses to Family Violence conference
- Violence Prevention: Everybody's Business Forum, Warrnambool
- Australian Institute of Family Studies conference
- DARU Strengthening Disability Advocacy Conference

# 2014-15 financial statements

## Statement of profit or loss and other comprehensive income for the year ended 30 June 2015

	2015 \$	2014 \$
<b>CONTINUING OPERATIONS</b>		
Revenue	610,353	986,786
Employee benefits expense	(536,438)	(476,704)
Depreciation expense	(12,880)	(10,574)
Client support services	(120,505)	(204,791)
Other expenses	(128,851)	(127,869)
(Deficit)/ Surplus before tax	(188,321)	166,848
Income tax expense	-	-
<b>(Deficit)/Surplus for the year</b>	<b>(188,321)</b>	<b>166,848</b>
<b>Other comprehensive income</b>	<b>-</b>	<b>-</b>
<b>Total comprehensive (deficit)/surplus for the year</b>	<b>(188,321)</b>	<b>166,848</b>

## Statement of financial position at 30 June 2015

	2015 \$	2014 \$
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	462,484	683,639
Trade and other receivables	1,640	3,544
Other Assets	422	1,467
<b>Total current assets</b>	<b>464,546</b>	<b>688,650</b>
<b>NON-CURRENT ASSETS</b>		
Plant and equipment	24,499	35,259
<b>Total non-current assets</b>	<b>24,499</b>	<b>35,259</b>
<b>Total assets</b>	<b>489,045</b>	<b>723,909</b>
<b>CURRENT LIABILITIES</b>		
Trade and other payables	24,893	80,182
Provisions	75,821	73,534
<b>Total current liabilities</b>	<b>100,714</b>	<b>153,716</b>
<b>NON CURRENT LIABILITIES</b>		
Provisions	9,753	3,294
<b>Total non current liabilities</b>	<b>9,753</b>	<b>3,294</b>
<b>Total liabilities</b>	<b>110,467</b>	<b>157,010</b>
<b>Net assets</b>	<b>378,578</b>	<b>566,899</b>
<b>EQUITY</b>		
Retained earnings	378,578	566,899
<b>Total equity</b>	<b>378,578</b>	<b>566,899</b>

# 2014–15 financial statements

continued

## Statement of changes in equity for the year ended 30 June 2015

	Retained Earnings \$	Total \$
Balance at 1 July 2013	400,051	400,051
Surplus for the year	166,848	166,848
Balance at 30 June 2014	566,899	566,899
Balance at 1 July 2014	566,899	566,899
Deficit for the year	(188,321)	(188,321)
Balance at 30 June 2015	378,578	378,578

## Statement of cash flows for the year ended 30 June 2015

	2015 \$	2014 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Receipts from operating activities	622,354	1,033,706
Payments to suppliers and employees	(860,709)	(808,277)
Interest received	19,320	19,989
Net cash (used in)/generated by operating activities	(219,035)	245,418
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Payments for property, plant and equipment	(2,120)	(5,715)
Net cash used in investing activities	(2,120)	(5,715)
<b>Net (decrease)/increase in cash and cash equivalents</b>	(221,155)	239,703
<b>Cash and cash equivalents at the beginning of the year</b>	683,639	443,936
<b>Cash and cash equivalents at the end of the year</b>	462,484	683,639



The full Annual Financial Report for 2014–15 can be found on the WDV website at [http://www.wdv.org.au/documents/WDV\\_Annual\\_Financial\\_Report\\_2014-15.pdf](http://www.wdv.org.au/documents/WDV_Annual_Financial_Report_2014-15.pdf)



# Auditor's report

Deloitte Touche Tohmatsu  
ABN 74 490 121 060  
550 Bourke Street  
Melbourne VIC 3000  
GPO Box 78  
Melbourne VIC 3001 Australia  
DX: 111  
Tel: +61 (0) 3 9671 7000  
Fax: +61 (0) 3 9671 7001  
[www.deloitte.com.au](http://www.deloitte.com.au)

# Deloitte.

## Report of the Independent Auditor on the Summary Financial Report to the Members of Women with Disabilities Victoria Inc

The accompanying summary financial report prepared by Women with Disabilities Victoria Inc, which comprises the summary statement of financial position as at 30 June 2015, the summary statement of profit or loss and other comprehensive income, the summary statement of cash flows and the summary statement of changes in equity for the year then ended, is derived from the audited special purpose financial report of Women with Disabilities Victoria Inc for the year ended 30 June 2015. We expressed an unmodified audit opinion on that financial report in our report dated 8 October 2015. The financial report and the summary financial report do not reflect the effects of events that occurred subsequent to the date of our report on that financial report.

The summary financial report does not contain all the disclosures required by the Australian Accounting Standards to the extent described in Note 2 of the financial report of Women with Disabilities Victoria Inc. Reading the summary financial report, therefore, is not a substitute for reading the audited financial report of Women with Disabilities Victoria Inc.

### *Directors' Responsibility for the Summary Financial Report*

The directors are responsible for the preparation of the summary financial report.

### *Auditor's Responsibility*

Our responsibility is to express an opinion on the summary financial report based on our procedures, which were

conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

### *Opinion*

In our opinion, the summary financial report derived from the audited financial report of Women with Disabilities Victoria Inc for the year ended 30 June 2015 is consistent, in all material respects, with that audited financial report.

### *Basis of Accounting and Restriction on Distribution and Use*

Without modifying our opinion, we draw attention to the "Directors' Responsibility for the Summary Financial Report" paragraph above. The summary financial report has been prepared to assist Women with Disabilities Victoria Inc to meet the financial reporting requirements to its members. As a result, the summary financial report may not be suitable for another purpose. Our report is intended solely for the members of Women with Disabilities Victoria Inc and should not be distributed to or used by parties other than the member of Women with Disabilities Victoria Inc.



DELOITTE TOUCHE TOHMATSU



Rachel Smith  
Partner  
Chartered Accountants  
Melbourne, 8 October 2015

# Acknowledgements

*Thank you to our members, pro bono contributors, financial donors and grant makers, and those who have volunteered their time and energy to work with Women with Disabilities Victoria in 2014–15.*

*Your support enables us to work more effectively for a world where all women are respected and can fully experience life.*

## Grant makers and donors

Ballarat Community Health, Department of Health and Human Services (Victoria), Department of Premier and Cabinet, Future Leaders (Dr. Helen Sykes), Gross Foundation, Lord Mayor's Charitable Foundation – Youth in Philanthropy program, Portland House Foundation, The Collie Foundation, Val Johnstone.

## Pro bono/voluntary contributors

Audrey Dwyer, Chris Jennings, Deloitte Touche Tohmatsu, Edie Collyer, Gilbert and Tobin Lawyers, Jen Sykes, Joanne Donahoe-Beckwith, Katrina Wardle, Kellie Nagle (Municipal Association of Victoria), Moores Legal, Robert Oldfield, Russell Kennedy Lawyers, Sonia Marcon, Stella Barton, Wei Leng Kwok (VicHealth).

## Partners

Action on Disability within Ethnic Communities, Allied Health (La Trobe University), Barwon Centre Against Sexual Assault, Cancer Council of Victoria, City of Greater Dandenong, Community College Gippsland, ConnectGV, Disability & Inclusion (School of Health & Social Development, Deakin University), Disability Resource Centre, Emerson School, Dandenong, Emma House, Gender and Women's Health Unit (Centre for Health Equity, University of Melbourne), Gippsland Disability Advocacy Inc., Gippsland Women's Health Service, Goulburn Valley Health, Greater Shepparton City Council, Health Issues Centre

Latrobe City, Leadership Great South Coast, Mpower, Outlook, Regional Information & Advocacy Council, Royal Women's Hospital, SCOPE, Shepparton Access, South East Centre Against Sexual Assault, South East Local Learning and Employment Network, South Gippsland Shire, South West Advocacy Association, South West Carer & Respite Services Network, Surf Coast Shire, The Personnel Group, Wallara, Warrnambool City Council – Rural Access, Warrnambool Neighbourhood and Community Centre, Wellington Shire, Windermere, Women With Disabilities Australia, Women's Health and Wellbeing Barwon South West, Women's Health Association of Victoria, Women's Health Goulburn North East, Women's Health Victoria, Women's Health West, Women's Legal Service Victoria, WRISC Family Violence Support, Youth Disability Advocacy Service.

# Support our work

## Become a member

Our members can:

- help to strengthen the voice of women with disabilities by being involved in focus groups, consultations and campaigns and contributing to government submissions
- join our leadership programs
- share information through our e-News
- stay informed about the issues affecting women with disabilities through member events and other forums.

Full membership is available to women with disabilities in Victoria and is free.

Associate membership is open to individuals (\$40) and/or organisations (\$100) supportive of our aims, and enables exchange of knowledge and participation with WDV and its members.

More information on how to become a member is available on our website [www.wdv.org.au](http://www.wdv.org.au) or by calling 03 9286 7800.

## Tell your story

Sharing your story can be an effective way to make changes in the community and – indeed – the world! If you would like to share your experience with us, please contact Jane at [jane.oldfield@wdv.org.au](mailto:jane.oldfield@wdv.org.au) or on 03 9286 7807.

## Make a financial donation

We gratefully accept donations to support our work. Donations of \$2.00 or more are tax deductible. Please visit our website at [www.wdv.org.au](http://www.wdv.org.au) for the payment options.

## Donate your expertise

We welcome any pro bono support that can help us to realise our goals.

## Contribute to our newsletters

We welcome and encourage your contributions to our newsletters. Please email [wdv@wdv.org.au](mailto:wdv@wdv.org.au) with any suggestions and items for inclusion.

## Join us on Facebook and Twitter

<https://www.facebook.com/womenwithdisabilitiesvictoria>

<https://twitter.com/WDVtweet>

Join us on social media to share your ideas and get the latest updates on WDV and human rights for women with disabilities.

## Check out our youtube channel

<http://www.youtube.com/WDVchannel>

Check out and share our videos at 'WDVchannel' and suggest other videos that we might like to see. Our videos are a great way to get informed about issues affecting women with disabilities. Hear our staff and other women with disabilities tell their stories!

## **Women with Disabilities Victoria**

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Level 9, 255 Bourke Street, Melbourne VIC 3000

Postal: GPO Box 1160, Melbourne VIC 3001

Phone: 03 9286 7800

Fax: 03 9663 7955

Email: [wdv@wdv.org.au](mailto:wdv@wdv.org.au)

**[www.wdv.org.au](http://www.wdv.org.au)**