

Womenwithdisabilitiesvictoria

empowering women

Annual Report
2015-16

Contents

- 1** Our vision and mission
Our values and approach
- 2** Our goals and priorities
- 3** Our model
- 4** Co-Chairs' report
- 5** Our board
- 8** Our members
- 10** Executive Director's report
- 12** Our staff
- 13** Policy and Representation
- 18** Workforce Development
- 21** Women's Empowerment
- 29** Communicating
our vision
- 32** 2015–16 financial
statements
- 34** Auditor's report
- 35** Acknowledgements
- 36** Support our work





Womenwithdisabilitiesvictoria

empowering women

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
- building sector capacity
- 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 to:



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



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

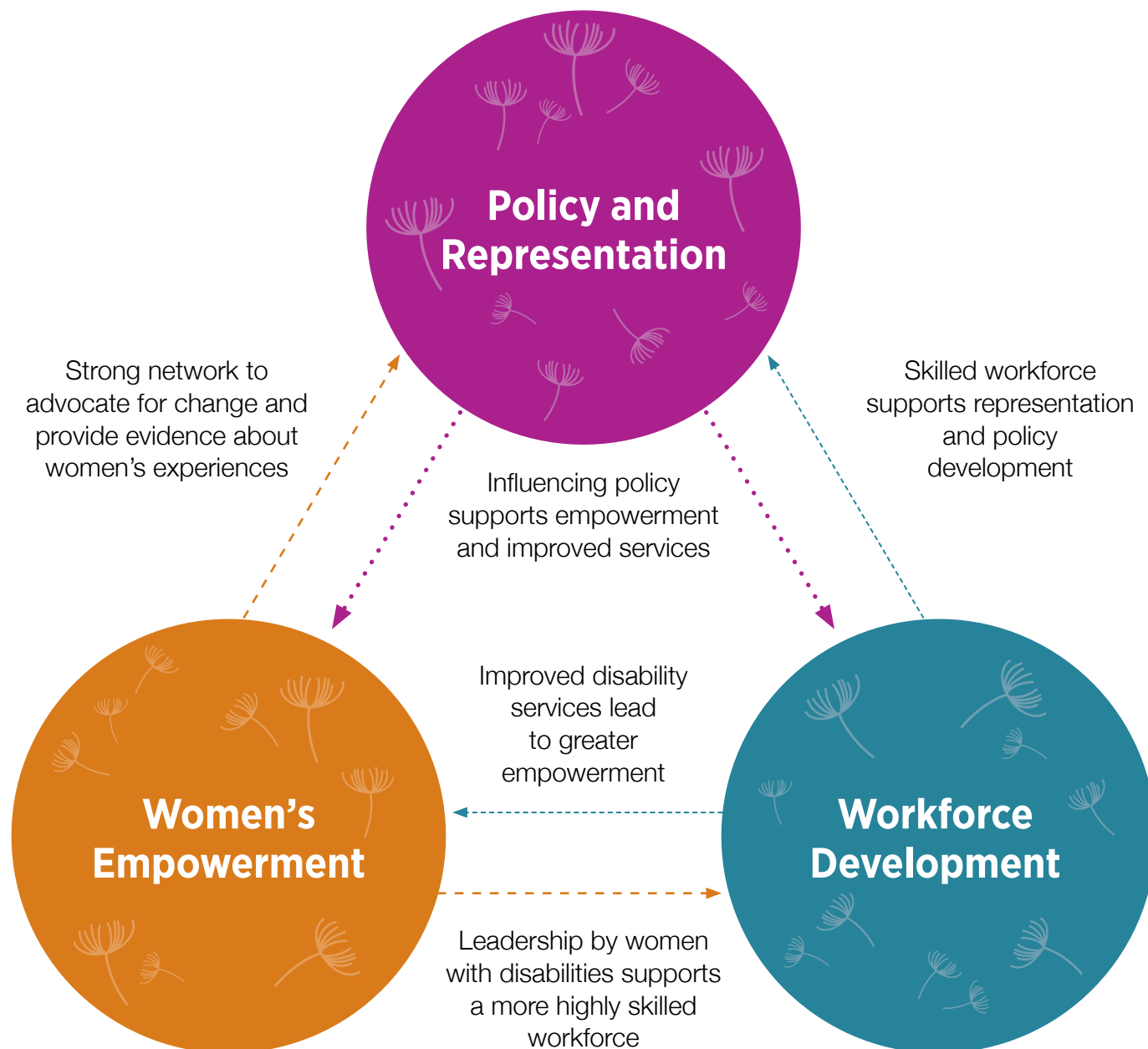
Women with Disabilities Victoria seeks opportunities for innovative approaches to achieving our mission and goals.

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.

Our model

Our model for improving social and economic inclusion for women with disabilities



Co-Chairs' report



Ann-Marie Baker & Marija Groen
Co-Chairs
Women with Disabilities Victoria

Our last Women with Disabilities Victoria Strategic Plan (2014–2016) guided us through a time of great change and into a landmark year in public policy.

It shaped and supported our response to major developments such as the introduction of the National Disability Insurance Scheme (NDIS) into pilot regions and focused much-needed attention on family violence in Victoria. This attention provided powerful support for the Royal Commission into Family Violence. Many of our recommendations have been taken up both by the Royal Commission and the Victorian Parliament's Inquiry into Abuse in Disability Services.

Over the past year we saw the NDIS taking shape through its national rollout and the Royal Commission delivering findings that have a strong focus on issues for women with disabilities and make clear recommendations across many portfolio areas, from health to housing and justice.

Our work empowering women with disabilities and in the violence prevention program has enjoyed strong support from our partners and these programs are growing each year.

As we enter a very important phase of implementation, we have worked to develop a strong and focused Strategic Plan (2017–20) to guide our next four years of work.

We have been privileged as Co-Chairs to be part of a strong, consultative review that has reflected on successes and challenges at WDV and have consulted with the sector and with our key partners and funders about what is valuable in our work.

Our members made it clear they agree with our main areas of focus – NDIS, violence and

health – and want us to continue to build greater opportunities for women's leadership and representation.

The proof of WDV's effectiveness came with the announcement in November 2015 that our Executive Director Keran Howe had won the prestigious Lesley Hall Award for Lifetime Achievement in Disability.

Presented in Canberra by the Federal Assistant Minister for Social Services, Alan Tudge, it was a much-deserved award for Keran who is a powerful advocate for change and provides strong leadership for Women with Disabilities Victoria.

We congratulate her, not just for this award but for another year of outstanding work.

Thanks also to all the staff of Women with Disabilities Victoria for their excellent work.

We are also grateful to our fellow board members of WDV for their individual and collective contributions. Your work is much appreciated.

We commend this 2015–16 Annual Report to all.

Our board

The board acknowledges the Traditional Owners of the land we are on and the sea we are by, and their Elders past and present.



Ann-Marie Baker



Marija Groen



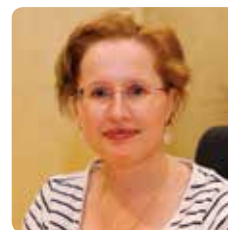
Binda Gokhale



Saphron Hastie



Esperanza Torres



Angela Fitzpatrick



Sonja Ilievska



Val Johnstone



Trudy Ryall



Marija Groen

Co-Chair
BA

Appointed to the Board November 2011. Appointed as Chair February 2013 and as Co-Chair in 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 Co-Vice-Chair in February 2013. Appointed Co-Chair December 2014. Board Liaison for the Brenda Gabe Leadership Award. Risk Committee member.

Ann-Marie has more than 27 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
(to December 2015)
GradDip HR

Appointed to the Board November 2011 and as Co-Vice-Chair February 2013 to December 2015. Governance Committee Chair.

Angela has 15 years experience in strategic planning of human resources, and 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. Risk Committee member.

Esperanza works as a consultant on research, evaluation and data analysis for the government and not-for-profit sectors, and on contract to the Department of Health and Human Services.

Saphron Hastie

Co-Vice-Chair
(from December 2015)
BA (English & Women's Studies),
PG Dip. Social Science Research

Appointed to the Board November 2013. Finance 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, GAICD

Appointed to the Board November 2012. Risk Committee Chair.

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

Val Johnstone

B.SW, ADWS, Dip.Bus Studies

Appointed to the Board November 2013. Governance Committee member.

Val is a social worker by profession, experienced in the public and private health and rehabilitation sectors. Val is an NDIS adviser and has served on the inaugural Disability Advisory Council of Victoria, the Victorian Equal Opportunity and Human Rights Commission's Disability Reference Group, and many health-related working groups.

Trudy Ryall

Appointed to the Board November 2013.

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. She is currently employed as Information Officer at Able Australia.

Directors who resigned or whose term was completed during 2015–16



Catherine Reidy

B.Social Work, MAASW (Acccredited)

Appointed to the Board November 2015. Resigned May 2016 due to health considerations and work commitments.

Catherine works as a counsellor/advocate at the Centre Against Sexual Assault at the Royal Women's Hospital and has worked extensively on health issues for people with disabilities, asylum seekers, women and the LGBTIQ community.



Kumari Middleton

Appointed to the Board November 2010. Retired due to completion of term November 2015.

Kumari works in community development, social entrepreneurship and adult HIV education. She is Youth Settlement Worker at Spectrum Migrant Resource Centre.

Our members

It is wonderful to enjoy the active participation of our membership in the work of Women with Disabilities Victoria. Members are the lifeblood of our organisation and this year we have held a number of formal events and consultations with members.



In July, at the Members' Lunch, 50 members met with the Minister for Women and Violence Prevention, Fiona Richardson. Members raised their issues of concerns with the Minister and also with the Women with Disabilities Victoria board. The informal lunch was a great opportunity for members to network together and make new connections.



Over 120 members and guests attended the Annual General Meeting in November and took the opportunity to ask questions and present their views to the meeting. This was followed by an address from the Minister for Housing, Disability, Ageing, Mental Health, Equality and Creative Industries, Martin Foley, about a number of issues including the NDIS and the future of disability advocacy in Victoria. The Minister then joined Liz Wright from the Victorian Equal Opportunity Commission Disability Reference Group in presenting the Brenda Gabe Leadership Award.

In December we conducted a Members' Survey asking members about their views on our priorities, our communications and the effectiveness of our strategies. Members were overwhelmingly supportive of our priorities and strategies and valued the regular eNews coming fortnightly. Creating leadership opportunities was seen as the area of greatest influence, followed by preventing and responding to violence.

Quotes from the Members' Survey

“ Constantly promoting equal rights for women with disabilities.”

“ Creating opportunities for women.”

“ The voice of women with disabilities is at the table through WDV's work.”

“ (Without WDV) there would be no voice for women with disabilities. United we stand!”

“ WDV has a voice to government policy makers to ensure OUR issues are not forgotten.”

“ WDV has raised awareness that violence against women with disabilities is an even larger problem.”

“ The information provided to me by women I met through the WDV network has been of immense value to me personally and has enabled me to fight the system and win.”

“ You are a vital and positive force.”

Executive Director's report



Keran Howe
Executive Director
Women with Disabilities Victoria

This has been a remarkable year for Women with Disabilities Victoria, where our voices – and the strength of our research, advocacy and experiences – have been heard in important forums.

We very much welcomed the findings of the Royal Commission into Family Violence and of the Victorian Parliament's Inquiry into Abuse in Disability Services.

They were both vital investigations that paid close attention to our work, our presentations and to the brave women – like Melissa in detailing the violence inflicted on her by her husband, who she relied on for day-to-day disability supports – who gave evidence and shared their stories of abuse and neglect.

My thanks go to everyone who contributed to these processes – including those who have campaigned for years to put issues of violence against women with disabilities on the agenda, and of course, our staff at Women with Disabilities Victoria for their many contributions.

In response to these concerns, the Royal Commission and Parliamentary Inquiry have designed structural changes that at last intersect the policy tracks of 'Violence Against Women' and 'Disability-based violence' and can create a safer future for us. We are hopeful that the National Safeguards Framework and initiatives within the National Disability Insurance Agency will further strengthen and complement these much needed policy changes.

Our focus since has been on the implementation of the findings, that it is now over to governments and agencies to make safety and equality a reality.

As our Co-Chairs outline in their report, our Strategic Plan review confirmed that focusing on implementation of these important recommendations should be key to our future direction.

This focus is particularly important for the National Disability Insurance Scheme as it begins its national rollout. We will be working to ensure it educates staff and other disability workers about family violence and sends them a strong message, that supporting the safety of women is their business.

Regarding the National Disability Insurance Scheme, we are very pleased to have received Department of Health and Human Services funding through the NDIS Transition Support Package. This funding will help to build Women with Disabilities Victoria's work in supporting women to be ready and empowered to access the National Disability Insurance Scheme. In May we welcomed Mary-Ann Robinson as Strategic Development Manager. Mary-Ann's role is to build our organisational capacity in this important work.

Our third priority focus is policy on access to health services. We have worked closely with the Women's Health Association of Victoria in advocating for effective health promoting policies for women. We have also lobbied

government for funding to appoint a health policy officer to support this important work at Women with Disabilities Victoria.

Our program to empower women with disabilities focusses on providing women with the opportunity to build a sense of pride in their identity as women with disabilities. This strengthened sense of self has motivated graduates of the program to advocate for their rights in their local communities and to be more engaged in community life.

Our violence prevention program is an important part of our work in challenging the disability sector to be gender sensitive and gender equitable in providing services to women with disabilities. This program is a world first and is receiving recognition for its impact in the disability space.

Developing our Strategic Plan (2017–20) has been a valuable process of review, and we thank all those who participated, both within and outside of our sector. Through it, we were particularly pleased to receive significant support from our members who participated in our survey.

They reported support for WDV's priorities and that they feel WDV is an important organisation which makes an impact in its priority areas. That is felt particularly for members through involvement in programs we offer, such as Enabling Women, which this year again amplified the voices of women with disabilities.

We were also honoured to win further recognition of the strength of our work, being presented with the Award for Excellence in Advocacy and Human Rights

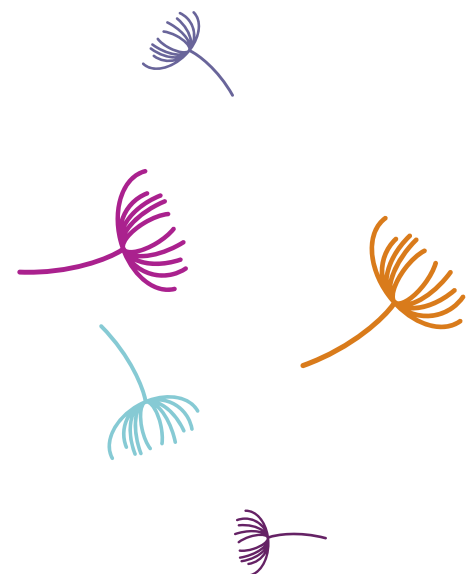
at the 2015 Victorian Disability Awards, sponsored by the Victorian Government and National Disability Services.

We thank our nominators, Domestic Violence Victoria, Warrnambool City Council and Gateways who are much valued partners in our three areas of work – advocacy, women's empowerment and workforce development.

My thanks go again this year to the board, our members and partners, allies and supporters, and of course to the wonderfully skilled and committed team at WDV. We look forward to the challenges of the coming year as we engage in the implementation of recommendations of the Royal Commission into Family Violence and the commencement of the NDIS in Victoria.



WDV representatives receiving the Award for Excellence in Advocacy and Human Rights from Minister Foley L–R: Jen Hargrave, Martin Foley MP, Fofi Christou and Sharon Granek



Our staff

Executive Director: **Keran Howe**

Program Manager, Women's Empowerment Program: **Sharon Granek**

Policy Officer, Violence against Women with Disabilities: **Jen Hargrave**

Gender Equity Training Co-ordinator (to January 2015); Gender Equity Program Manager (from January 2016): **Fofi Christou**

Operations Manager: **Maria Burchell**

Gender Equity Training Co-ordinator (from January 2016): **Bianca Evans**

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

Partnership and Leadership Development Officer: **Cath McNamara**

Strategic Development Manager (from May 2016): **Mary-Ann Robinson**

Project Worker, Women Leading by Example (from May 2016): **Karen McKenzie**

Administration Officer (to June 2016): **Karen Russell**

Administration Officer (casual, from May 2016): **Serena Burchell**

Accountant: **Christine Spence**, Green Wedge Business Services



Keran Howe



Sharon Granek



Jen Hargrave



Fofi Christou



Maria Burchell



Bianca Evans



Jane Oldfield



Cath McNamara



Mary-Ann Robinson



Karen McKenzie



Karen Russell



Christine Spence

Policy and Representation

Royal Commission listens closely to women with disabilities

WDV welcomed and celebrated the findings of Victoria's landmark Royal Commission into Family Violence.

We were heartened that it adopted many of our recommendations and identified a series of systemic and practical ways to address family violence against women with disabilities.

WDV was deeply involved in the work of the Royal Commission. We provided a comprehensive written submission, supported a focus group with women with disabilities, and on 11 August 2015, Executive Officer Keran Howe and Policy Officer Jen Hargrave were Expert Witnesses for the hearing day on 'Diversity.' The Commission heard from us about additional ways and places that women with disabilities experience family violence – in our homes and in services.

Our evidence and written witness statement also highlighted how violence



Presenting at the Royal Commission, Colleen Pearce (Office of the Public Advocate), Keran Howe and Jen Hargrave

can be prevented through accessible housing, employment and leadership opportunities for women with disabilities.

We were asked to provide insights and advice on how the National Disability Insurance Scheme will impact on housing, and on preventing and responding to family violence.

The Royal Commission's recommendations, handed down in March 2016, included:

- access standards for family violence services
- accessible prevention programs
- flexible disability crisis supports
- workforce development across disability, justice, police and family violence services.

Gender and the NDIS

WDV continues to advocate to the National Disability Insurance Agency (NDIA) regarding the needs of women with disabilities. We advocate for NDIA frontline staff to be cognisant of the issues that are particular to women's health and well-being, their role as care providers and the dynamics of family violence. We seek to ensure workforce development policies and processes all identify how to prevent and respond to family violence.

Gender in focus in report on abuse in disability services

WDV was strongly involved in the Victorian Parliament's Family and Community Development Committee's Inquiry into Abuse in Disability Services, another landmark investigation.

WDV made a well endorsed submission to the inquiry, hosted the committee for a site visit, and presented evidence at the hearing.

The inquiry's final report begins with a quote from WDV:

"We are fortunate to have great expertise at hand. Our state of Victoria has been a leader, nationally and internationally, in responding to violence against women. What has been learnt is transferable. It is transferable because the effects and treatments are similar and because the causes are similar. They lie in the derogatory attitudes towards both women and people with disabilities and inequalities in power."

Many recommendations emerging from this inquiry embrace WDV advice and support the work of the Royal Commission into Family Violence. We particularly welcomed recommendations that:

- People with disabilities should have a right to choose the gender of their support workers.
- People with disabilities should have a right to respectful relationships programs.
- Disability workers should be trained in family violence response.

A heartfelt thanks to the women with disabilities who shared their experiences for this inquiry with the expectation that Victoria will act to prevent violence against women with disabilities.

"Why wasn't anyone listening": From the Parliamentary Committee report

The report quoted the powerful and distressing experience of 'Melissa', whose story was shared as part of WDV's evidence:

A disability support worker stalked me over a period of 6 months. ... He would come to my house many times, even after I had clearly told him not to. He learnt my schedule and the places I went to and he would follow me around. He left gifts for me which I returned to him. I was scared.

I reported this to the service provider at least 3 times, to my house manager, my key worker and her manager. They did nothing ...

About a month after that the worker sexually assaulted a woman who is also a client of the service. She has a communication disability and had trouble reporting the assault.

After this assault the service stood the worker down.

The service said I should have told them about the problem more clearly. They offered counselling from an in house counsellor. I felt like everything I told the counsellor would go back to the service.

Now he is working for another service. I am scared where he is and if he will turn up in my life.

To this day I say, "I was talking. Why wasn't anyone listening to me?"



Site visit from the Parliament of Victoria's Family and Community Development Committee for the Inquiry into Abuse in Disability Services



WDV representatives heading to present at the Victorian Inquiry into Abuse in Disability Services

Working across sectors, policy areas to prevent violence

This year we really began to think deeply about how to prevent violence against women who experience intersectional risks.

We know the risks of family violence increase with the combination of being a woman and having a disability, and rise further with intersecting risks like Aboriginality, age, sexuality, rurality and cultural isolation.

The beginning of our discussion arose from our input into *Change the Story: a shared framework for the primary prevention of violence against women and their children in Australia*.

It has been excellent to share these issues with organisations including the Multicultural Centre for Women's Health, Gay and Lesbian Health Victoria and Our Watch. Together we are considering research, sharing recommendations for guidelines and working on ideas for better program design for violence prevention.

Increasing access to courts and justice

WDV has called on the Victorian legal system to review disability access of its courts, after our pioneering survey showcased access barriers that impact on the safety of women. Participants reported that the inaccessibility of many regional courts makes them 'unfit for purpose.'

Nearly 50 people – including lawyers, police, court staff and people with disabilities – completed the survey on disability access to Victorian Magistrates' Courts.

WDV presented the report to Court Services Victoria and the Chief Magistrate calling for a review of disability access, and met with Court Services Victoria, the Victorian Human Rights and Equal Opportunity Commission and Women's Legal Service to ensure that all work to increase safety for women in courts is also linked to increasing disability access.

WDV will continue working to support this important reform through our representation on the Chief Magistrate's Family Violence Taskforce and Royal Commission on Family Violence implementation.

Working with researchers

WDV has greatly valued being able to work alongside researchers with expertise in violence against women and disability. As part of that work:

- We are partnering with Deakin University, La Trobe University and the University of the Southern Cross on a national project for Australia's National Research Organisation for Women's Safety Limited (ANROWS). This research seeks to identify models of good practice for women and girls with disabilities who have experienced domestic violence or sexual assault. Dr Patsie Frawley, Deakin University, is the Principal Investigator leading this research.
- Dr Lucy Healey has continued to contribute a wealth of expertise to WDV in relation to violence data and investigation.
- Dr Anne Kavanagh visited WDV to present her research on the safety and health of people with disabilities.

“Congratulations on your excellent Gender Equality submission. This provides a clear and comprehensive overview of the issues faced by women with disabilities and we are keen to reflect and draw on some of the issues raised in our upcoming submission to the Inquiry into Domestic Violence and Gender Equality. Many thanks.” – Carly Nowell, Policy Advisor, Victorian Council of Social Service (VCOSS)

“Congratulations on a fabulous piece of work with WDV’s submission to the Family Violence Royal Commission.” – Dr Lara Fergus, Director, Policy and Evaluation, Our Watch

Submissions

- Victorian Public Health and Wellbeing Plan 2015–2019 consultation
- Australian Senate Inquiry into violence, abuse and neglect against people with disability in institutional and residential settings
- Victorian Parliament’s Family and Community Development Committee’s Inquiry into Abuse in Disability Services
- Response to the NDIS Information, Linkages and Capacity Building (ILC) Commissioning Framework
- Victorian Mental Health Strategy consultation
- National Disability Advocacy Framework consultation
- Victorian Gender Equality Strategy consultation

- Willing to Work – National Inquiry into Employment Discrimination Against Older Australians and Australians with Disability

Endorsed submissions and letters

- Justice Connect’s joint submission on family violence, housing and homelessness to the Royal Commission into Family Violence
- Domestic Violence Victoria, YWCA, Australian Women Against Violence Alliance (AWAVA), DV NSW and the National Foundation for Australian Women’s letter to the Prime Minister calling for appropriate funding for primary prevention activities and frontline services working to address violence against women

- Greens’ Open Letter to the Victorian Premier about women’s right to choose
- Rights & Inclusion Australia and Australian Network for Universal Housing Design’s statement for minimum access features in all new and extensively modified housing
- Joint NGO Submission to the United Nation’s Human Rights Committee’s 2015 Universal Periodic Review of Australia
- Open Letter to the Prime Minister re community legal centre funding
- Support of self-advocates for women’s safety in mental health services
- Support of self advocates for fair Child Protection regulations
- Open Letter from Women’s Legal Services Australia to put safety first in Family Law Courts
- Women’s Health Association of Victoria (WHAV) Gender Equality Strategy consultation

Joint Submissions

- Chief Magistrate's Family Violence Taskforce statement to the Royal Commission into Family Violence
- Our Watch's joint statement on prevention to the Royal Commission into Family Violence

Hearings

- Australian Senate Inquiry into violence, abuse and neglect against people with disability in institutional and residential settings
- Victorian Parliament's Family and Community Development Committee's Inquiry into Abuse in Disability Services
- Royal Commission into Family Violence

Input to Consultations

- Victorian Law Reform Commission's consultation on Victims of Crime in the Criminal Trial Process (written)
- VCOSS National Advocacy Framework consultation (spoken and written)

- VCOSS National Disability Advocacy Program Review consultation (spoken)
- Ministerial Roundtables on the Royal Commission into Family Violence
- Women's Health Association of Victoria Regional Preventing Violence Against Women Plan Guide
- Victorian Equal Opportunity and Human Rights Commission bench book *Beyond Doubt Progress* and *Easy English guide to reporting crime*
- Royal Women's Hospital family violence training package
- National Disability Services Zero Tolerance Framework draft review
- Third National Plan on Violence Against Women and their Children
- Victoria Police disability capacity building consultation
- Victoria Police consultation plan
- Victoria Police on arrests of and interviews with priority groups
- Victoria Police code of practice for working with people with disabilities
- Victoria Police responding to family violence consultation
- Family Violence Risk Assessment review
- Monash Ambulance family violence assessment and response guideline research
- Department of Justice on intermediaries
- Department of Health and Human Services on child protection consultation
- National Disability Services on zero tolerance framework
- Domestic Violence Victoria guide for working with media
- Domestic Violence Victoria on early intervention research
- Southern Metropolitan Regional Strategy on Violence Against Women
- Women's Health Victoria submissions on gender equality
- Royal Women's Hospital Community Board Meeting
- University of New South Wales research on the Family Violence Royal Commission
- Council of Australian Governments (COAG) violence against women advisory panel

Workforce Development

Minister announced funding for Workforce Development Program

In July 2015, to great applause at our Members' Lunch, Minister for Women and Prevention of Family Violence, Fiona Richardson, announced funding of \$400,000 for the continuation of our Workforce Development Program on Gender and Disability.

The program recommenced in November 2015 and has continued to provide workplace training to support culture change within disability organisations and to further support women with disabilities to achieve gender and disability equality.



Minister Fiona Richardson announces continuation of WDV's Gender and Disability Workforce Development Program

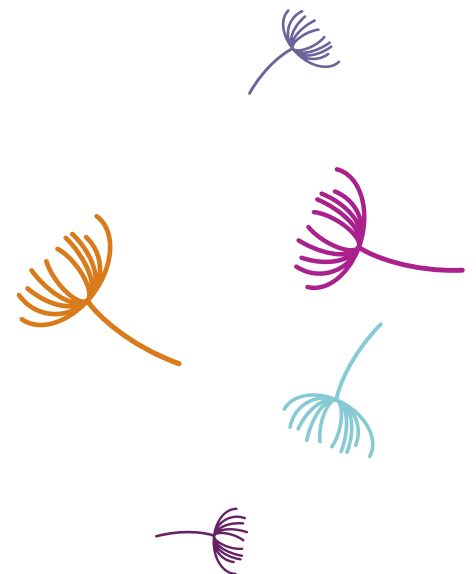
Among the highlights, we have:

- recruited a Gender Equity Training Coordinator
- reviewed and redeveloped our leadership and disability support worker training packages – *Human Rights & Quality Services: What does gender have to do with it?*
- delivered refresher training for current co-facilitators
- developed a *Train the Trainer* Apprenticeship Model
- recruited and commenced training for 13 new co-facilitators
- formed partnerships with Wesley Mission Victoria, Scope and Vision Australia to deliver training in 2016–17.

Refreshed training for our co-facilitators

With extended funding for our Workforce Development Program on Gender and Disability, we were able to bring together co-facilitators with lived experience of disability and from partner organisations (Barwon Centre Against Sexual Assault, South East Centre Against Sexual Assault and Women's Health East) for refresher training.

Co-facilitators unanimously reported the training as interesting, meaningful and informative.





Jackie Moden (Jackie Moden Consulting) facilitating the Refresher Training



L-R: Sam Winch and Jess Boccia



L-R: Eva Sifis and Dagmar Jenkins



L-R: Sue Rosenhain, Amanda Lawrie-Jones and Bianca Evans (WDV Gender Equity Training Coordinator)

Building our team of co-facilitators

This year WDV recruited seven women with disabilities and six from partner organisations – who together have a diversity of lived and professional experience – to undertake the co-facilitator apprenticeship *Train the Trainer* program. We enthusiastically welcomed:

- Larissa MacFarlane
- Michelle Wilcox
- Robyn Wright
- Stef Tipping
- Vildana Praljak
- Tracey McGeehan
- Sharon Sellick
- Annie Douglass – Women's Health in the North
- Lauren Temminghof – Women's Health in the West
- Wendy Miller, Cara Hammond – South East Centre Against Sexual Assault
- Tracey Egan, Kimberly Batsas – Women's Health in the South-East

Asked what was her most important learning from the induction, one new recruit said:

“ It is reinforcing for me that having an open mind and giving things a go can lead to great things – being part of this training.”



L-R: New recruits Michelle Wilcox and Annie Douglass

“ WDV’s Gender and Workforce Development program induction was a really powerful and positive experience for me. It provided me with an opportunity to think in depth about issues faced by women with disabilities, both in their everyday lives and on a broader level as well. The learnings from these sessions have also been really valuable and useful for all aspects of my work.” – Annie Douglass, Heath Promotion Worker, Women’s Health in the North

Riding the wave of Gender Equity on the Surf Coast

WDV Executive Director Keran Howe was a keynote speaker at the Barwon Centre Against Sexual Assault (Barwon CASA) Working Towards Gender Equity, Prevention of Violence Against Women forum in Torquay in November 2015.

WDV also supported the delivery of a workshop by co-facilitators of the Workforce Development Program on Gender and Disability.

WDV on air

Keran Howe and Fofi Christou were interviewed in April 2016 by Aoife Cooke on 3CR’s national women’s current affairs program, *Women on the Line*.

They spoke about the history of WDV and highlighted the issues that women with disabilities continue to face: gender inequality, violence and abuse, lack of access to health services and uncertainty within the rapidly changing landscape of the National Disability Insurance Scheme.

They were joined on the show by WDV Workforce Development Program on Gender and Disability co-facilitators Eva Sifis and Dagmar Jenkins who shared what the delivery of training to disability support organisations had meant for them personally and professionally.



Aoife Cooke interviewing Keran Howe, Eva Sifis and Dagmar Jenkins on air on 3CR’s *Women on the Line* program

Women's Empowerment

Delivering *Enabling Women* programs

Our Enabling Women program empowers women with disabilities to have a voice about issues that relate to them and other women with disabilities.

It provides the opportunity to come together to share their lived experiences of disability, find solutions to address issues of social disadvantage and rise to their true leadership potential.

We delivered four programs this year, including in Bendigo, Warrnambool and South

Morang. The fourth, in Wangaratta, involved a new model of delivery to ensure the sustainability and the delivery of courses where demand was high. There we partnered with Women's Health Goulburn North East – a joint approach that enabled the work load and limited resources to be shared.

In the Gippsland region a number of local organisations have come together to form the Enabling Women in Gippsland Leadership Program Partnership Group. WDV will provide program materials, and has licensed the group to deliver the course in 2016–17.

Carol Morton, Community Support Service Coordinator said of one of the participants:

“ Since being involved in the group, she has challenged herself daily, setting personal goals and assisting others within the facility that she lives, showing leadership qualities. She has grown in confidence and is blossoming. Thank you for involving and supporting her to participate in the program.”

“ Before people would talk for me and it was frustrating. Now I speak. I have a voice” – Megan Schmaeger

Image: Megan Schmaeger using her voice at the Wangaratta Graduation



Building local hubs

Women with Disabilities Victoria is auspicing the Barwon Hub as the first local network in Victoria of women with disabilities.

Chaired by *Enabling Women* graduate Deb Haygarth, the group meets each month in Geelong. Their achievements include:

- developing their own brochure and logo



- presenting at the *Having a Say* conference in Geelong
- offering a self-defence class for women with disabilities on International Women's Day.

We hope to replicate this model throughout Victoria. Hubs will allow women to come together to share stories, network, speak out for other women with disabilities, raise issues of concern, promote disability awareness, and identify opportunities within their local community.

Enabling Women reunions

It's always great for our Enabling Women groups to get together again, to catch up and share their achievements.

This year one group spent the day at the Women's Circus, which works in West Footscray with women who are the survivors of violence or abuse.

“ Our WDV Enabling Women reunion at the Women's Circus was an amazing experience; a great opportunity both to push beyond the comfort zone and put paid to idea that people with disabilities don't have fun – a perception that I've encountered all too often lately (apparently we're meant to sit around all day and generally live a rather boring existence...errr). The day was a big physical challenge, but reminding myself of what I can do despite my disabilities was a real confidence boost, on top of the one I'd already gained doing the Enabling Women program itself.” – Laura Black, Enabling Women South Morang participant



Enabling Women South Morang group at their reunion at the Women's Circus

News about our Enabling Women graduates

Snippets to celebrate from the graduates of our program:

- **Belinda Curro**, a Goulburn Valley graduate, used her presentation skills to address a number of professional and service groups about the benefits of the program and joined the Reference Committee that supported the delivery of the program in Wangaratta.

"Enabling Women was so important to me – it gave me so much confidence. So I wanted women from Wangaratta to benefit as well."

Belinda also helped to kick start a Youth Disability Advisory Committee Project for Wangaratta as well as joining the Rural City of Wangaratta's Accessibility Reference Group along with three of the Wangaratta graduates.



The South Morang Enabling Women program offered the mentoring program previously piloted in the Goulburn Valley. All 13 participants chose to have mentors who they met over lunch.

- **Tegan Allen** and **Renee McCarthy**, two other graduates, have played mentor roles and provided support to participants in the Wangaratta program.
- Wangaratta graduate **Alison Holmes** used her newly gained assertiveness skills to address students on her local bus about her right to have a seat after a hard day at work. She said they always give her one now!
- **Jane McRoberts** was very excited to secure a paid position with Disability Advocacy and Information Service (DAIS) after approaching them for some information about their service that she could share with the group. She said the program gave her the confidence to approach them.



Tegan Allen (L) assisting Helen Findlay (R) with strength scarf



Alison Holmes (centre) at her graduation



Jane McRoberts presenting information on the Disability Advocacy and Information Service to Enabling Women participants

Enabling young women

This year we piloted the Enabling Young Women program at Emerson School in Dandenong with great success.

The program aims to better equip girls and women aged 15–20 to make the transition from school or other settings to the next stage of their lives – vocational training, tertiary education or employment.

Its focus was on self-understanding, the social model of disability, human rights and advocacy, and then building the skills needed to navigate into the wider community, including being safe. Participants also received some credits towards their Victorian Certificate of Applied Learning (VCAL).

The program's lead facilitator was experienced in working with people with intellectual disability. Its co-facilitator was a young woman with disability, who was an invaluable role model.



Sarah Jane (course co-facilitator) with some of the participants at their graduation

One participant described the experience:

“ They (the speakers) were inspirational – they taught us a lot about what it’s like to have a disability, that it’s not so bad because you can do anything you put your mind to. It is a great program for girls, we were lucky to do it.”



Some of the Enabling Young Women group with course facilitators Beth Atkins and Sarah Jane Haywood

Enabling Young Women participants, on what they learnt in the program:

“ That I can speak up for myself no matter what happens.”

“ Every woman has the right to be independent.”

Enabling Young Women at the 2015 AGM

Enabling Young Women facilitator Sarah Jane Haywood and participant Renee Carter presented at our 2015 Annual General Meeting. It was great to hear Renee talk about the positive impact of the program, and Sarah Jane about her personal journey, hopes and aspirations.



Sarah Jane Haywood (R) speaking at WDV's 2015 AGM



Empowering women with information

Women with Disabilities Victoria was pleased to receive funding from the Department of Health and Human Services to develop a resource to support women with disabilities to recognise and report abuse and violence. This resource will be developed in 2017.

Women with Disabilities Victoria also received funding from the Department of Health and Human Services to support women in preparing for the NDIS roll-out commencing in July 2016. An accessible resource to assist women to best use the NDIS will be developed in the coming year.

Women leading by example

WDV secured funding from the City of Melbourne to develop and deliver a 2-day workshop for younger women with disabilities.

The Women Leading by Example program will be led by high profile women with and without disabilities who have made a difference in the corporate, community and political sectors.

In May we welcomed Karen McKenzie to our team to work on the program.

2015 Brenda Gabe Leadership Award

About the Brenda Gabe Leadership Award

Brenda Gabe was a strong and committed disability advocate, and a much loved and respected member of WDV. The Award celebrates leadership amongst women with disabilities for women with disabilities.

The annual winner receives \$2,000 towards their professional development, generously donated by Dr. Helen Sykes, Director of Future Leaders.

Now in its third year, WDV's Brenda Gabe Leadership Award continues to attract nominations from many amazing women with disabilities who have made outstanding contributions in their communities.

This year's selection panel included Micaela Driberg, Councillor, Monash City Council and, from WDV, Executive Director Keran Howe and board representative Ann-Marie Baker.

Our nominees

Our nominees for 2015 were: Jax Jacki Brown, Lynne Foreman, Deborah Haygarth, Fran Henke, Effie Meehan, Maribel Steel, Simone Stevens and Fiona Tuomy.

All were presented with a certificate of appreciation at the 2015 WDV AGM by Martin Foley, Minister for Housing, Disability, Ageing, Mental Health, Equality, and Creative Industries, and by Liz Wright, Chair of the Victorian Equal Opportunity and Human Rights Commission Disability Reference Group.



The nominees for the 2015 Brenda Gabe Leadership Award (L-R): Fran Henke, Lynne Foreman, Deborah Haygarth, Fiona Tuomy, Maribel Steel, Jax Jacki Brown, Colleen Furlanetto, Simone Stevens and Effie Meehan

2015 Brenda Gabe Leadership Award winner: Colleen Furlanetto

Colleen Furlanetto lives with multiple sclerosis and is a champion for women with disabilities.

As Deputy Mayor of Strathbogie Shire Council, Colleen is committed to bringing change at all levels for women in the areas of disability, violence and health care. She chairs the Municipal Association of Victoria's Prevention of Violence against Women Network. She is also

a participant in the acclaimed Williamson Leadership Program.

Her extensive networking and involvement in multiple issues has allowed her to speak out and advocate for women with disabilities to a broad audience.

As a WDV member, Colleen is actively involved in mentoring and co-facilitating training to address violence against women with disabilities. She is another very worthy winner of WDV's annual leadership award.

“ *Confidence is something we can all struggle with at times. The Brenda Gabe Award for me validated that I was acknowledged for doing what I love and what I am passionate about... ...Women with Disabilities Victoria's work is so important, with vibrant women and diversity reflected in the team.* ”
– Colleen Furlanetto



Colleen Furlanetto (centre) was presented the 2015 Brenda Gabe Leadership Award by Martin Foley MP (L) and Liz Wright (R)



Liz Wright, from the Victorian Equal Opportunity and Human Rights Commission, speaking at WDV's 2015 AGM

Inspiring work by our members

Three WDV members were presented with a high profile Inspire Award – an initiative of Funds in Court, a division of the Supreme Court of Victoria. These Awards recognise people with disabilities for their outstanding contributions in fields including law, policing, arts, journalism and disability advocacy. They were:

- Colleen Furlanetto: Best Achievement, Human Rights
- Simone Stevens: Best Achievement, Community Volunteering
- Susan Arthur: Best Achievement Disability Advocacy.

WDV partnered with Funds in Court and the Portland House Foundation in the Inaugural Funds in Court Awards Presentation event.



Colleen Furlanetto receives her Inspire Award from Australian Human Rights Commissioner Professor Gillian Triggs

Raising women's voices

Through the year, WDV supported women to share their experiences in a range of forums including providing evidence at a hearing of the Victorian Parliamentary Inquiry into Abuse in Disability Services, taking a seat on the Victorian Victims Survivors' Advisory Council, and speaking in Domestic Violence Victoria's forthcoming video on women's experiences of family violence.

Advancing the Leadership Network

The WDV Leadership Network provides peer support to women wanting to explore shared concerns, interests and expertise as women with disabilities.

It staged a Feminist Practice Workshop that was attended by 17 women, including participants from Sale, Geelong and other regional areas.

Follow up meetings of the Network have continued to advance its structure and focus along with preparing for another workshop called Women Leading By Example.



Map showing where participants in the Feminist Practice Workshop had travelled from

Communicating our vision

WDV works hard to communicate with politicians and policy makers, our members and others who work in the community sector, and in the broader community.

Our aim is to communicate our research and experience to help bring change in policy, practice and the lives of women with disabilities.

Our internal communications include our fortnightly eNews (with a readership averaging 500 per issue) and the WDV Violence and Disability Quarterly, (with a readership of over 800 per issue) and social media is becoming increasingly important.

Some highlights:

- After attending the briefing on the report of the Royal Commission into Family Violence, WDV Executive Director Keran Howe shared her responses in a video posted on Facebook. It attracted more than 1,000 views in a week.
- WDV's most viewed Facebook post shared news of the release of the Victorian Parliament's report on Abuse in Disability Services. It reached more than 4,500 people.

- Both our Facebook 'likes' and Twitter followers passed the 1,000 mark – a great indication of the level of engagement we are enjoying with women with disabilities and others in the community.
- Articles by Keran Howe and Jen Hargrave on what the Royal Commission into Family Violence means for the National Disability Insurance Scheme were published in *Parity* and at *Croakey*.
- Keran Howe took part in a *Croakey* #Periscope discussion with WDV member Jane Rosengrave and Deakin University's Dr Patsie Frawley at the National Research Conference on Violence against Women and Children hosted by Australia's National Research Organisation for Women's Safety (ANROWS). The message: that research on violence against women must incorporate disability and culture.



Keran Howe responding to the Royal Commission into Family Violence in a video posted on Facebook



WDV's Facebook post on the Report on Abuse in Disability Services



Parity magazine

Representation and Committee Work

- Barwon Disability Advocacy Network (until February 2016)
- Chief Magistrate's Family Violence Taskforce
- Coroner's Family Violence Death Review Reference Group
- Cross Sector Alliance to Respond to the Royal Commission into Family Violence
- Disability Research Initiative Advisory Committee, University of Melbourne
- Domestic Violence Victoria Board
- Domestic Violence Victoria Members meetings
- Domestic Violence Victoria EVA Media Action Group
- Victorian Family Violence Steering Committee
- Office of the Public Advocate's Policy Reference Group
- Municipal Association of Victoria (MAV) and Our Watch (National Foundation for Primary Prevention of Violence Against Women) networks and communities of practice
- National Disability Services safeguarding network
- NDIS Implementation Taskforce
- NDIS Housing Working Group
- NDIS Workforce Development Working Group
- NDIS Transition Support Package Reference Group
- Series of meetings with NDIA senior executives on the roll out of the NDIS
- Victorian Skills Commissioner Taskforce
- Victoria Police's Disability Priority Reference Group
- Women's Health Association of Victoria (WHAV)
- Women's Health Victoria Prevention of Violence Against Women Community of Practice



Sharon Granek, Place Matters for People with Disabilities Workshop 26 Nov 2015



Cath McNamara and Sharon Granek at the Disability, Equity and Rights Conference, Feb 2016

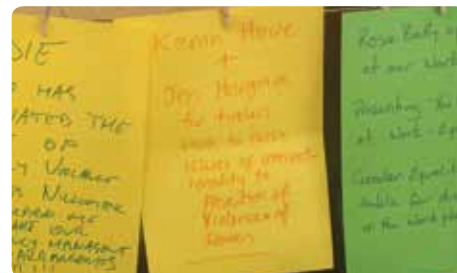
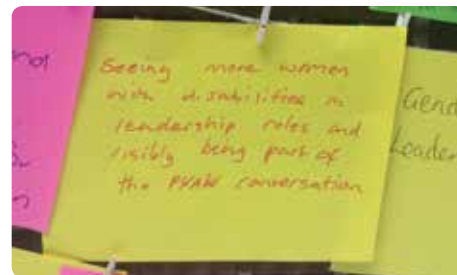


Charlotte McClain-Nhlapo, Disability Advisor in the Social, Urban, Rural and Resilience Global Practice of the World Bank Group with Keran Howe at the Melbourne Social Equity Institute Conference Feb 2016



Presentations

- Place Matters for People with Disabilities Workshop: housing needs for women with disabilities
- Melbourne Social Equity Institute – Disability, Equity and Rights conference: the Enabling Women program
- Local Government Preventing Violence Against Women forum run by the Municipal Association of Victoria (MAV), Our Watch and the City of Melbourne: The need for an intersectoral approach
- Council for Homeless Persons Conference Plenary Session: The implications of the Royal Commission on Family Violence
- Barwon CASA Forum on Violence Prevention: Keynote address
- Australian College of Health Service Managers: The benefits of diversity in leadership
- National Council of Women: The NDIS and women
- Barwon G21 Prevention Forum: Putting disability in the region's plan
- NDIA staff: The importance of independent advocacy
- Senior Ringwood High students involved in Youth in Philanthropy: The Enabling Young Women Program



Photos from the Local Government Preventing Violence Against Women Forum. Clockwise from top left: Colleen Furlanetto; Statements from attendees at the forum; Keran Howe joined a panel discussion with Adele Murdolo (Multi Cultural Centre for Women's Health), Emma Parkinson (Our Watch) and Kellie Nagle (MAV)

- Melbourne Social Equity Institute: Violence against women with disabilities
- Disability Resource Centre Annual General Meeting: Violence against women with disabilities
- Women with Disabilities Australia: Strategic planning forum
- WIRE phone worker training
- Magistrates' Family Violence professional development: Violence against women with disabilities
- Deakin University forum: Safeguarding people with disabilities
- Centres Against Sexual Assault Forum training: Working with people with disabilities
- Women's Legal Service: Duty Lawyer training session on violence
- Magistrate's training video: What is family violence?
- Victoria Police training video: How to respond to family violence
- Self Advocacy Resource Unit (SARU) forum panel: Why self advocacy matters
- ANROWS National Research Conference on Violence against Women and Children

2015–16 financial statements

Statement of profit or loss and other comprehensive income for the year ended 30 June 2016

	2016 \$	2015 \$
CONTINUING OPERATIONS		
Revenue	991,021	610,353
Employee benefits expense	(620,753)	(536,438)
Depreciation expense	(13,530)	(12,880)
Client support services	(75,254)	(120,505)
Other expenses	(142,940)	(128,851)
Surplus before tax	138,544	(188,321)
Income tax expense	-	-
Surplus/(Deficit) for the year	138,544	(188,321)
Other comprehensive income	-	-
Total comprehensive surplus/(deficit) for the year	138,544	(188,321)

Statement of financial position at 30 June 2016

	2016 \$	2015 \$
CURRENT ASSETS		
Cash and cash equivalents	679,416	462,484
Trade and other receivables	200	1,640
Other Assets	7,434	422
Total current assets	687,050	464,546
NON-CURRENT ASSETS		
Plant and equipment	15,569	24,499
Total non-current assets	15,569	24,499
Total assets	702,619	489,045
CURRENT LIABILITIES		
Trade and other payables	61,203	24,893
Provisions	104,328	75,821
Total current liabilities	165,531	100,714
NON CURRENT LIABILITIES		
Provisions	19,966	9,753
Total non current liabilities	19,966	9,753
Total liabilities	185,497	110,467
Net assets	517,122	378,578
EQUITY		
Retained earnings	517,122	378,578
Total equity	517,122	378,578

Statement of changes in equity for the year ended 30 June 2016

	Retained Earnings \$	Total \$
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
Balance at 1 July 2015	378,578	378,578
Surplus for the year	138,544	138,544
Balance at 30 June 2016	517,122	517,122

Statement of cash flows for the year ended 30 June 2016

	2016 \$	2015 \$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from operating activities	979,979	622,354
Payments to suppliers and employees	(770,929)	(860,709)
Interest received	12,482	19,320
Net cash generated by/(used in) operating activities	221,532	(219,035)
CASH FLOWS FROM INVESTING ACTIVITIES		
Payments for property, plant and equipment	(4,600)	(2,120)
Net cash used in investing activities	(4,600)	(2,120)
Net increase/(decrease) in cash and cash equivalents	216,932	(221,155)
Cash and cash equivalents at the beginning of the year	462,484	683,639
Cash and cash equivalents at the end of the year	679,416	462,484



The full Annual Financial Report for 2015–16 can be found on the WDV website at [http://www.wdv.org.au/documents/WDV Annual Financial Report 2015-16.pdf](http://www.wdv.org.au/documents/WDV%20Annual%20Financial%20Report%202015-16.pdf)

Auditor's report



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 2016, 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 2016. We expressed an unmodified audit opinion on that financial report in our report dated 7 October 2016. 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 2016 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.

A handwritten signature in black ink that reads "Deloitte Touche Tohmatsu".

DELOITTE TOUCHE TOHMATSU

A handwritten signature in black ink that appears to read "Rachel Smith".

Rachel Smith

Partner

Chartered Accountants

Melbourne, 7 October 2016

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

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 2015–16.

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

Funding partners, grant makers and donors

- Department of Health and Human Services
- Department of Premier and Cabinet
- Future Leaders (Dr Helen Sykes)
- Gross Foundation
- Lord Mayor's Charitable Foundation – Youth in Philanthropy
- Melbourne City Council – Community Grants program
- Melbourne Women's Fund
- Portland House Foundation
- The Collie Foundation

Partners and Working Group members

Banyule City Council, Barwon Centre Against Sexual Assault, Benalla Rural City, Bendigo City Council, Bendigo Community Health Service, City of Greater

Bendigo, City of Greater Dandenong, City of Melbourne, City of Whittlesea, ConnectGV, Cross Sector Alliance to Respond to the Royal Commission into Family Violence, Deakin University, Diamond Valley Learning Centre, Emerson School, Golden City Support Services, Goulburn Valley Health, Greater Shepparton City Council, La Trobe University, Leadership Great South Coast, Mill Park Community House, Nillumbik Shire Council, No More Deaths Alliance, Personnel Group, Rural City of Wangaratta, Shepparton Access, South East Centre Against Sexual Assault, South East Local Learning and Employment Network, South West Advocacy Association, South West Carer and Respite Services Network, SportsRulz Victoria, Trustees of the Shepparton Mechanics Institute, University of Melbourne, Volunteering Warrnambool, Warrnambool City Council, Women's Health Barwon South West, Women's Health East, Women's Health Goulburn North East, Women's Health in the North, Women's Health in the South East, Women's Health West, Women's Legal Service Victoria, Youth Disability Advocacy Service

Annie Galvin, Cindy Dodds, Dawn Whitehead, Dieu Nguyen, Heide Schulz, Karuna Santosa, Linda Bos, Martine Hyde, Maureen McMahon, Rebecca Biddle, Rosemary Aitken, Suzanne Lau-Gooey

Pro bono and voluntary contributors

- Jane Fenton, Consultant (strategic planning)
- Liz Ryan, Consultant (organisational review)
- Deloitte Touche Tohmatsu (audit)
- Candy Christou, Emily Wood, Jenni Mitchell, Liz Hogan, Gary Cook (assistance with the AGM)
- Moores Legal (legal and human resources advice, pro bono subscription)
- Australian Network on Disability (AND) (pro bono subscription)
- Carmel Johnson, Colleen Furlanetto, Jan Phillips, Kate Radevski, Kirrily Flanagan, Leanne Raditsas, Ricci Simone, Ruth Sims, Sue Nalder, Terri Cowley, Wendy Shanks (Enabling Women mentors and program volunteers)

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 (\$50) and/or organisations (\$140) 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 or by calling 03 9286 7800.

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 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 with any suggestions and items for inclusion.

Join us on Facebook and Twitter

[@WDVtweet](https://www.facebook.com/womenwithdisabilitiesvictoria)

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

.....

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

www.wdv.org.au