

ANNUAL REPORT 2010/2011



Womenwithdisabilitiesvictoria
empowering women

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:

- providing a voice for women with disabilities
- building partnerships
- providing information, and
- educating the community.

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Women with Disabilities Victoria Board with Mrs Jan de Kretser

OUR BOARD

Chairs

Wendy Brooks
(Co-Chair, Governance)

Tricia Malowney
(Co-Chair, Representation)

Treasurer

Simone Rutherford

Directors

Margaret Bayly

Sharon Granek

Effie Meehan

Delia Portlock

Brenda Gabe

Margaret Stevens

Kumari Middleton

Daniela Fallanca

Fiona Sanders

Paula Hobley

OUR STAFF

Keran Howe

Executive Director

Sarah Boyd

Information and Administration Officer

Jen Hargrave

Policy Officer

Lauren Hayes

Advocacy and Membership Development
Officer

Libby Zerna

(Relieving Administrative Officer)

Chris Jennings

(Project Officer)



Keran Howe

Jen Hargrave & Sarah Boyd

Lauren Hayes

Board Directors Fiona Sanders
and Marg Stevens at the
'Claiming our Future' Launch

CHAIR'S REPORT

Wendy Brooks and Tricia Malowney

Women with Disabilities Victoria has had another busy and highly successful year.

This year we began by celebrating a change of name for the organisation, from 'Victorian Women with Disabilities Network' to 'Women with Disabilities Victoria'. On 19th August we went 'live' with our new name and a simpler elegant logo. Board, members and staff celebrated the change with a delightful afternoon tea and cutting of the cake.

At the Annual General Meeting we welcomed four new Board members: Daniela Fallanca, Kumari Middleton, Paula Hobley and Fiona Sanders. The contribution of a new group of younger women with disabilities has brought

a new perspective to the Board and is a wonderful complement to our experienced Board members.

Board meetings are spirited opportunities for Board members to share their views and monitor the organisation's strategic direction. They are also a time to celebrate our work and to exchange information on the broader disability scene. Seven Board meetings were conducted in 2010-2011.

We were deeply saddened to farewell a much loved and highly skilled Board member, Brenda Gabe, who passed away on 14 April 2011. Brenda was very well known and respected in the disability advocacy arena, working at



Change of name celebration

Brenda Gabe
1949 - 2011

local and state level to bring the issues she passionately believed in to the attention of local and state government. Her contribution to Women with Disabilities Victoria cannot be underestimated. Brenda represented Women with Disabilities Victoria on a number of committees including the Victorian Disability Advocacy Network's Coordinating Committee, which she chaired. Together with Tricia Malowney, Brenda oversaw the governance policy review of Women with Disabilities Victoria earlier in the year. Her passing is a great loss to our community.

We close in thanking all our staff, fellow board directors, donors and all who have contributed

to Women with Disabilities Victoria throughout the year. By working together we can all be proud of the difference we are making to the lives of women with disabilities.



Wendy Brooks
Governance



Tricia Malowney
Representation

EXECUTIVE DIRECTOR'S REPORT Keran Howe

Small organisations such as Women with Disabilities Victoria play an incredibly important role in bringing issues that are invisible in the broader cut and thrust of public life to the attention of media, government and the broader community. Without such organisations the most marginalised and disadvantaged citizens would not receive the attention they so desperately deserve within government policy, human services and within research agendas. This is our work. The staff of Women with Disabilities Victoria are committed and passionate in bringing the concerns of our members, women with disabilities, into the spotlight. In this we are ably assisted by our Board, members, donors and wonderful partner organisations.

There is much work to be done and, again, the year has been extremely busy. Our major challenge is not so much to determine what we do, as to determine what we don't do. Without a wealth of resources our reach is limited. So it was a delight this year for Women with Disabilities Victoria to join with our members and partners to review our vision and to develop a new Strategic Plan that will guide our decisions about our future direction. In June we finalised the new Strategic Plan which has three clear goals:

1. To influence Government and the community to recognise and remove barriers to full participation by women with disabilities;

2. To empower women with disabilities to influence their communities; and
3. To ensure Women with Disabilities Victoria is a strong, vibrant and sustainable organisation.

The great strength of Women with Disabilities Victoria is in its evidence based advocacy and community education. Our plan recognises the critical importance of a balance between influencing government and community, providing opportunities for members to build their skills and building our financial resources in order to sustain our mission. The revised goals put a stronger emphasis on member support through the Advocacy Skills Program. They also recognise that our community education, advocacy and member support can only flourish within a strong and vibrant organisation. To this end we will be renewing our efforts to find the essential funds.

On a glorious sunny day in November, over one hundred members and well wishes joined Mrs Jan De Kretser, wife of the Victorian Governor, in launching the history of Women with Disabilities Victoria at Government House. This publication celebrates our past and honours the women who founded and built Women with Disabilities Victoria. It also portrays a positive view of women with disabilities, a portrayal that challenges the classic stereotypes of us as 'passive' and

'dependent' women. The women who have driven the development of Women with Disabilities Victoria are living examples of assertiveness, passion and nous. The title of our history "Claiming our Future" points towards a better future for all.

We are proud of the strong partnerships we enjoy with other women's organisations and with disability advocacy organisations. I would like to acknowledge and thank all of the partner organisations that have helped to make our work a success throughout the year and in particular the following:

- Women's Health Victoria,
- Domestic Violence Victoria,
- Federation of Community Legal Services,
- Domestic Violence Resource Centre Victoria,
- Health Issues Centre,
- Housing Resource and Support Service,
- Victorian Women and Mental Health Network,
- Self Advocacy Resource Unit,
- Maroondah Halfway House,
- The SAFER Program led by Prof Cathy Humphries, University of Melbourne,
- The Centre for Women's Health Gender and Society, University of Melbourne,
- The Women's Health Association of Victoria and
- The Victorian Disability Advocacy Network.

Representation has been greatly supported by members who have sat on Committees and attended forums and conferences on behalf of Women with Disabilities Victoria:

Tricia Malowney, Fiona Sanders, Brenda Gabe, Liz Ellis, Angela Fitzpatrick, Paula Hopley, Margaret Stevens and Margaret Bayly.

Finally I would like to acknowledge the dedicated work of the wonderful staff of Women with Disabilities Victoria. Their commitment and skills are the wheels which keep us rolling on down the road toward a better world.

Keran Howe
Executive Director



INFLUENCING CHANGE: OUR ADVOCACY

REPRESENTATION

Women with Disabilities Victoria has made representations to Ministers of Community Services, Police, Health and Women's Affairs and the Police Commissioner throughout the year to raise concerns regarding opportunities for women with disabilities. An election strategy was undertaken and a Women with Disabilities Victoria election platform was distributed to all Victorian Members of Parliament prior to the election in November 2010. Women with Disabilities Victoria joined with the Victorian Women and Mental Health Network in making representations to all parties. Our work significantly raised awareness of our priority concerns, in particular violence against women with disabilities, which was reflected in party policy.

Representation of the issues for women with disabilities is also achieved through sitting on committees that set Victoria's policy and practice directions. This has proven to be a powerful way to see that women with disabilities are counted in. This representation is essential for monitoring policy developments and ensuring that women with disabilities are represented in case studies, data collection and service delivery.

Disability

The focus of representation on disability related committees is to ensure a gendered perspective of women with disabilities is present in organisational policy, planning and service provision.

Traditionally disability services have included accommodation, day services and individual case management within a gender neutral context. A lack of gender sensitivity has contributed to higher levels of abuse and violence against women. It is vital that disability services that are in a key position to empower women with disabilities have policies and processes in place that take a gendered approach and are aware of the particular issues for women with disabilities. This year we have been represented on the following committees:

- Disability Services Division Industry Plan Working Group
- Leadership Plus Board
- Guardianship Act Review Reference Group
- Victorian Disability Advocacy Network Coordinating Committee
- Office of the Public Advocate Research Reference Group
- Office for Disability Data Collection Working Group

Violence against women

Women with Disabilities Victoria have continued to work on violence against women with disabilities as a priority area. We have undertaken this through committee representation, written submissions, public presentations, forums, events, publications, meetings with ministers, and most importantly, through collaboration. Representation on Committees has been a key part of this advocacy platform. This work has been coordinated by Policy Officer, Jen Hargrave.

Staff and representatives sat on diverse family violence reference groups and committees, including reference groups with a specific focus - the Service Coordination Tool Template Review, Strengthening Risk Management Strategy, the Victims' Charter Disability Strategy and ongoing Advisory Committees and Boards:

- Domestic Violence Victoria Board of Directors
- Family Violence Statewide Advisory Committee
- Australian Centre for the Study of Sexual Assault Advisory Committee
- Family Violence and Disability Working Group
- Single Entry Assessment tool
- Review of the Common Risk Assessment Framework

- Family Violence Risk Management Committee
- Coroners Death Review Committee

In conjunction with Domestic Violence Victoria, quarterly meetings have been held with the Disability Services Division Director and staff from the Office of Housing and Family Violence Coordination Unit. Discussion at these meetings has covered ways to fill the service gaps. For example there is a woeful lack of emergency care for women with disabilities who are escaping violence and require personal care.

Brenda Gabe & Marg Stevens
at the White Ribbon Day March,
November 2011



INFLUENCING CHANGE: OUR ADVOCACY

Health

Better access to health services and in particular better inclusion of women with disabilities within sexual and reproductive health planning has also been a strong focus of our advocacy work. Prior to the Election a literature review on access to health services for women with disabilities was undertaken with assistance from the Centre for Women's Health Gender and Society. This review provided evidence to underpin our Key Areas for Action on Health document, which was circulated widely, including to all Victorian Members of Parliament as part of our election campaign.

This literature review highlights the dearth of research in this area. It supports research being undertaken by the Centre for Women's Health Gender and Society, with our support, into the relationships between the social determinants of mental health, gender and disability.

As a member of the Women's Health Association of Victoria, Women with Disabilities Victoria contributed to the Ten Point Plan for Women's Health in Victoria and advocated for its adoption to all political parties as part of the election strategy.

Women with Disabilities Victoria has been represented on a number of strategically positioned health advisory groups and think tanks. This has provided the opportunity to ensure the health and wellbeing of women with disabilities, and in particular their sexual and

reproductive health is integrated into health policy and strategy. Women with Disabilities Victoria was represented on:

- Victorian Advisory Committee on Women's Health and Well Being
- Centre for Women's Health, Gender and Society Advisory Committee
- Women's Health Association of Victoria Monthly Forum

SUBMISSIONS TO GOVERNMENT

Women with Disabilities Victoria contributed submissions related to both Victorian and Federal Government policy.

The selection of our submissions were on issues relevant to our focus: gender equity and disability equity. They were wherever possible written in partnership with services with a shared vision and policy approach. Through our submissions we seek to broaden government policy by applying both a disability and a gender lens. This highlights our unique and vital role in linking the family violence, health, family support and disability sectors.

We joined with partner organisations from the family violence sector to represent women with disabilities in submissions to the Australian Senate Inquiry on Family Law Legislation Amendment (Family Violence and Other Measures) Bill 2011, and the Australian Law Reform Commission Family Violence Inquiry 2010.

In other submissions, more closely related to the disability sector, we made submissions that profiled family violence, sexual and reproductive health and access to gender specific services in the lives of women with disabilities. These submissions included a response to the Victorian Law Reform Commission Review of the Guardianship and Administration Act (1986) 2011, and a collaboration with Women with Disabilities

Australia to respond to the Productivity Commission's National Disability Care and Support Inquiry 2011. In developing this submission we are grateful for the financial support we received from the Victorian Women's Trust.

With regard to improving responses to women with disabilities who experience violence, we provided input into a number of government reviews of practice standards and processes. These included:

- Code of Practice for the Investigation of Family Violence
- The review of the Common Risk Assessment Framework Manual
- The development of the Strengthening Risk Management Strategy
- Integration of DHS disability and homelessness standards

Women with Disabilities Victoria
Policy Officer, Jen Hargrave at work



INFLUENCING CHANGE: PROFESSIONAL AND COMMUNITY EDUCATION

Our community education agenda is primarily geared to influencing community services through community meetings and one to one consultations as well as through conference papers and forums. We also used media, newsletters, video, presentations and papers to influence professionals and the wider community, to raise awareness and understanding of the issues concerning women with disabilities. This year we embarked on a number of projects to increase our influence in the disability and health sectors.

SUPPORTING CAPACITY BUILDING ACROSS THE SECTORS

Public presentations have been a powerful tool in community education and capacity building for service providers.

Our presentations have promoted leadership in community response to, and prevention of, violence against women with disabilities. Women with Disabilities Victoria is proud to have been consulted regarding script development, and presented at the February 2011 launch of "Tell Someone" held in Sandhurst.

"Tell Someone" is an innovative web and DVD resource for people with intellectual disabilities. The resource promotes rights and resources available for people experiencing family violence. "Tell Someone" was produced

by the Southern Metropolitan Family Violence Integration Coordination Committee and WAYSS Family Violence Crisis Service.

Jen Hargrave, our Policy Officer on violence against women with disabilities, joined with staff from Women's Health West and Housing Resource and Support Service to present a workshop to disability support workers at the 2010 Australasian Society for Intellectual Disability Conference. Attendees reported having learnt how to recognise and respond to family violence through the presentation. Our presentation demonstrated the importance of working collaboratively across sectors.

In August we hosted the Family Violence Statewide Advisory Committee at Women with Disabilities Victoria and joined with the Office of the Public Advocate to promote leadership and collaboration with regard to addressing violence against women with disabilities. Arising from this discussion, government committed to hosting an annual forum to raise awareness and collaboration in both the family violence and disability sectors.

In March 2011 Disability Services Division hosted a Family Violence, Sexual Assault and Disability Forum. The forum sought input on the development of a new strategic direction for disability services in Victoria to enhance the capacity to respond to women with disabilities who report violence. Supporting this work, Executive Director, Keran Howe, gave a presentation on the gendered

nature of violence. Arising from this forum the Disability Services Division committed to the development of an Action Plan on violence against women with disabilities. It is proposed that this action plan will be delivered in collaboration with the Office of Women's Policy and other relevant community organisations.

In April 2011 Women with Disabilities Victoria co-hosted the inaugural meeting of Family Violence Intensive Case Managers. The Case Managers provide outreach support for women with disabilities experiencing violence - to assist them through the crisis period and beyond. Attendees appreciated the chance to meet one another and learn about disability referral options. The forum was also hosted by the Women's Domestic Violence Crisis Service, Housing Resource and Support Service and Department of Human Services.

In October, Women with Disabilities Victoria Co-Chair Tricia Malowney spoke at Reclaim

the Night to highlight the need for recognition that women with Disabilities have the same rights to live lives free from abuse and violence as other Victorian women.

In November, Tricia gave a presentation to the Housing Resource and Support Service (HRSS) Annual General Meeting and discussed ways a disability service such as HRSS can support understanding and identifying family violence amongst its clientele.

In December, La Trobe University held a symposium on the Living Safer Sexual Lives Project, which focuses on violence prevention for people with intellectual disabilities. Keran Howe presented on violence prevention for women with disabilities.



Launch of "Tell Someone" web and DVD resource

INFLUENCING CHANGE: PROFESSIONAL AND COMMUNITY EDUCATION

HEALTH

Women with Disabilities Victoria contributed articles on the health of women with disabilities to the Gippsland Women's Health Newsletter and the Loddon Campaspe Women's Health Service Newsletter.

Interviews with Andrea Fox (Human Rights Student) and Pauline Vetuna for DiVine website focused on the need for better access to health services.

Keran Howe participated in an interview with Jane Hauser, SARU, about health and well being and staying safe for women with disabilities. This interview was filmed and is uploaded on the Women with Disabilities Victoria You Tube Channel.

DVD for Health Professionals

Women with Disabilities Victoria believes there is a lack of education for health professionals around working with women with disabilities. Evidence of this was highlighted in our 2010 literature review on access to health care for women with disabilities. As part of the Peer Mentoring Program participants expressed a desire to support community education on this issue. In March 2011 Women with Disabilities Victoria applied for funding to create a short, educational DVD targeted at health professionals on ways to improve access to health care for women with disabilities. The application was unsuccessful. Further applications will be submitted.

We also provided advice and consultation through:

- Input to an Australian Centre for the Study of Sexual Assault paper on abuse of women in institutions
- Input to the audit of Victorian women's refuges regarding access to services
- Input to the Women's Health in the North Disability Action Plan consultation
- Consultation with the Office of the Public Advocate regarding mechanisms for legal justice for people with disabilities who experience sexual assault
- Hosting a sector meeting regarding the Legal Services Board research funding round
- Advice and information on web accessibility to a Southern Metropolitan Region service and after hours disability services for the Region's family violence Help cards
- Liaison with Papscreen Victoria about a communication strategy to the GP sector regarding the importance of height adjustable beds for people with disabilities
- Input to Breastscreen Victoria on methods of consulting with women with disabilities for strategic planning
- Support to Women's Domestic Violence Crisis Service in developing a proposal for a Disability Action Plan.

GENDER SENSITIVITY

Gender and Disability Professional Education Program

With funding from Portland House, Women with Disabilities Victoria undertook a consultancy examining the concept of a Gender and Disability Professional Education Program. The aim of this program is to improve quality of service to women with disabilities. The project was guided by an advisory group who included representatives of the Women with Disabilities Victoria Board, Victorian Women and Mental Health Network, a workforce consultant/trainer, Vichealth and International Women's Development Agency.

The consultant, Janet Borg, liaised with staff of Department of Human Services, Skills Victoria, disability services, women's services and health services. The project examined the need for a professional education program and explored appropriate models. The final concept has received in principle support from Department of Human Services. Funding is being sought to implement a pilot program with disability service workers in conjunction with a Registered Training Organisation providing Certificate IV training.

Women with Disabilities and the National Disability Insurance Scheme (NDIS) Forum

Women with Disabilities Victoria identified the NDIS as the most significant disability policy reform in many decades. For this reason we have prioritised the inclusion of gender sensitivity within the NDIS as a vital commitment in the coming years. Without a gender perspective in both the principles and the operationalising of the Scheme the quality and appropriateness of services to women with disabilities will be inadequate.

In collaboration with Women with Disabilities Australia, consultation with members was conducted. This was an opportunity to provide information about the proposed NDIS to participants and to gain their perspective on important considerations for a future NDIS. The consultation provided the basis for a submission to the Productivity Commission.

Through our website and Facebook, Women with Disabilities Victoria joined the Every Australian Counts Campaign to promote support for the NDIS, and is represented on the Every Australian Counts Campaign Committee.

OTHER CAMPAIGNS

- International Women's Day
- Anti-Poverty week
- I Vote for Choice Abortion Campaign
- White Ribbon Day

INFLUENCING CHANGE: INFORMATION AND COMMUNICATION

CLEARINGHOUSE

81 new records were added to the online Clearinghouse.

E-BULLETIN

14 e-Bulletins were distributed, and again we received great feedback and regular requests to be added to the e-list.

E-DEVELOPMENT PROJECT

This year we set about improving our profile and information distribution through electronic communications. This project was supported by Portland House Foundation and the redevelopment of our website was assisted by a skilled volunteer (Catherine Grey, ANZ Staff volunteer program).

Website

All key information and communications were made available electronically throughout the year, in a number of formats for accessibility. To date we have revised the layout and design, navigation structure and content. The new design is intended to improve the usability and accessibility of our website and better inform on the work that we do. In the process we have improved our knowledge of accessibility for women with disabilities who use diverse communication formats.

E-Commerce

Towards the end of the financial year, we established a PayPal Business Account and were approved for charity rate status. This enables us to receive secure online credit card payments, for items other than donations, with minimal overhead costs. Associate Members now have the option of paying their annual renewal online, via our website.

Social Media - Facebook

Women with Disabilities Victoria set up a Facebook Page as a way of connecting with people who utilise this platform, and we went live on 10th May. We share news and event information periodically, as well as links to other multimedia.

Contact Relationship Management (CRM) Systems

During this period we undertook extensive research to identify accessible CRM systems. Despite many promising leads, none of the software we pursued had the features we required and a reasonable enough level of accessibility for screen readers.

Self Advocacy Resource Unit (SARU) Project

In partnership with SARU, Women with Disabilities Victoria administered the "Your Say, Your Rights" Project. The project, funded by the Victorian Women's Trust, aims to identify ways of using innovations in technology to better support the most isolated women with disabilities.

Marketing Materials

Following finalisation of our rebranding, we coordinated new marketing and promotional materials for the organisation – a new banner, stationery, business cards which include Braille and customised presentation folders. We have also updated our brochure and produced a more accessible Membership Form.

PUBLICATIONS

In addition to our regular e-news and e-quarterly we released and distributed a range of publications relating to our priorities:

- Victorian Election 2010: Key Issues for Women with Disabilities
- Access to Health Services: A Literature Review
- Key Action Areas on Health
- Annual Report 09/10
- Claiming Our Future – A History of Women with Disabilities Victoria

Media Releases

- Women with disabilities more vulnerable to violence, 11/10/10
- Women with Disabilities Victoria Election Strategy 20/10/10
- Women's services welcome parties' responses to women with disabilities, 05/11/10



Claiming Our Future -
A History of Women with Disabilities Victoria



Our Facebook Page

INFLUENCING CHANGE: MEMBERSHIP SUPPORT AND DEVELOPMENT

PEER MENTORING FOR WOMEN WITH DISABILITIES

A key goal of the Strategic Plan is empowerment and support to our members. In March 2010 with funding from Portland House, Lauren Hayes was appointed as Project Officer, Peer Mentoring and Support. A six week peer mentoring program was developed and run throughout October and November of 2010. The program was promoted through Women with Disabilities Victoria's e-bulletin, disability-related e-lists, disability advocacy organisations and service providers, including disability liaison units at universities and TAFEs. Nine participants took part in the program, which consisted of a 3 hour session per week for 6 weeks.

Each session focused on a particular topic and participants were given the opportunity to work with a variety of people from the advocacy and disability sectors. Topics covered included Understanding Human Rights, Priority Areas for Women with Disabilities Victoria, Public Speaking and Presentation Skills, and Advocacy and Representation. Guest presenters included actor Kate Hood, singer songwriter Heidi Everett, Director of Grit Media Naomi Chainey, and World Blind Union President Maryanne Diamond.

Six participants became members of Women with Disabilities Victoria at the commencement of the program. At our 2010 AGM, three participants were nominated and elected to

the board. Program highlights included the session with Kate Hood and Heidi Everett, and the session looking at Women with Disabilities Victoria's strategic priority areas, as participants felt they were practical.

Both participants and presenters benefitted from the Peer Mentoring Program. For some participants, the program was their introduction to the disability and advocacy worlds and their comments included:

"It's been an eye opener. I feel that I've learned tolerance. I've never realised what other women with disabilities struggle with on a daily basis. You take them at face value. We all communicate differently, but we're all women in the same boat."

"I've learned I need to think for myself and speak up for myself. Everyone here has supported one another and listened to one another. We are all accepting each other for who we are."

"I felt like I was a solo singer but now I feel like I've got a choir."

"We all want to advocate and create change but we'll all do it differently as individuals. I've learned that we need to give in order to get back and that if we want to achieve change it's about what you can offer and how you can collaborate."

Peer Mentoring Program
Participant Quotes

Through the program, Women with Disabilities Victoria further strengthened its partnership with the Health Issues Centre. The Health Issues Centre provided participants with some fantastic resources about health advocacy, and had the opportunity to gain some insights from participants about the concerns of women with disabilities as health consumers.

Leadership Training Program

Over the next 12 months it is planned to partner with a women's service to develop the program further as a Leadership Skills Training Program. This will include developing a learning package to support the program, undertaking an initial pilot program and broadening it to women's services across the state. This will enable women with disabilities to be involved in the work of Women with Disabilities Victoria while at the same time strengthening their voices within their local communities.

MEMBERSHIP GROWTH AND DEVELOPMENT

Through running events and partnering with other women's services and disability organisations, and the implementation of the mentor program, Women with Disabilities Victoria continues to engage members effectively in the business of Women with Disabilities Victoria and slowly increase our membership.

Through discussions with Able Australia, the Self Advocacy Resource Unit and Reinforce, Women with Disabilities Victoria has improved its engagement and communication with members, particularly those with intellectual and cognitive impairments, and those from CALD backgrounds. Sections of Women with Disabilities Victoria's website and some key documents, including our representation policy, have been rewritten so that they are more accessible for people with intellectual and cognitive impairments. The membership form has been made more accessible for vision impaired users who access documents with screen reading software.

"I've learned I need to think for myself and speak up for myself. Everyone here has supported one another and listened to one another. We are all accepting each other for who we are."

INFLUENCING CHANGE: MEMBERSHIP SUPPORT AND DEVELOPMENT

MEMBER EVENTS AND FORUMS

Throughout the year we have hosted events that have catered to members, stakeholders and community workers.

Afternoon Tea: celebration of the new name

On August 19, Women with Disabilities Victoria held an afternoon tea for members and supporters to celebrate the change of name from Victorian Women with Disabilities Network to Women with Disabilities Victoria.

'Claiming Our Future' - History of Women with Disabilities Victoria launched

On November 22 over 100 people attended a reception at Government House where Mrs Jan de Kretser, wife of the Victorian Governor, launched our history publication - 'Women with Disabilities Victoria: Claiming Our Future'. The history was written by Dr Nikki Henningham and Dr Rosemary Francis drawing on Women with Disabilities Victoria archives and interviews with women who have contributed to the organisation throughout the years.

Women with Disabilities Victoria Walk Against Violence

Women with Disabilities Victoria burst onto the scene for our first official attendance of the Walk Against Violence at International White Ribbon Day, on November 25 2010. Members and staff proudly carried homemade flags which bore our logo and the word, "RESPECT". We met at AAMI Stadium and heard Mary Crooks (Executive Director, Victoria Women's Trust) speak about the systemic nature of violence against women in our culture. We then set off for the Walk Against Violence which culminated at Federation Square where the Not 1 More event was held and where we met many friends from the community and attracted interest in membership of Women with Disabilities Victoria!

Member afternoon tea



INFLUENCING CHANGE: MAKING GLOBAL LINKS

VISITING FELLOWS SPEND TIME AT WOMEN WITH DISABILITIES VICTORIA

As part of their Australian Leadership Awards Fellowship Program Wang Lili, Retta Maha and Rina Prasarani undertook a professional placement at Women with Disabilities Victoria in September 2010. The program was based at the Gender Consortium at Flinders University, South Australia and the fellows visited Melbourne to undertake the placement at Women with Disabilities Victoria. All three women work in disability organisations - Retta and Rina in Indonesia and Lili in China.

The focus of their placement was "Inclusion Matters: Promoting Development for all through Disability and Gender Including Good Governance". It was a valuable opportunity for both the staff at Women with Disabilities Victoria and our visiting fellows to learn more about disability and gender in an international context.

CHINA-AUSTRALIA HUMAN RIGHTS DELEGATION

As part of the Australian Human Rights Commission China-Australia Human Rights Technical Cooperation Program a group of officials from the Ministry of Civil Affairs, China visited Women with Disabilities Victoria and received a briefing on our work.

CAMBODIAN LEADERS VISIT

A number of presentations were given to visiting disability workers and advocates including giving a session on leadership and gender to visiting leadership fellows from Cambodia on placement at the Nossal Institute for Global Health. Disability-inclusive development promotes the involvement and agency of people with disabilities in all international development. The institute conducted a leadership program for disability advocates.

INTERNATIONAL WOMEN'S DEVELOPMENT AGENCY (IWDA)

A presentation was given to staff of IWDA on the work of Women with Disabilities Victoria and on our approach to social inclusion and human rights for women with disabilities.

Cambodian Fellows at the Nossal
Institute for Global Health Leadership
Program with Keran Howe



INFLUENCING CHANGE: ORGANISATIONAL DEVELOPMENT

STRATEGIC PLANNING

A process to develop the Strategic Plan 2011-2014 was undertaken from March – June with input from staff, Board and strategic partners. The plan was greatly enhanced by two facilitated consultations that were held: one for our key family violence stakeholders and one for our member representatives. We asked participants what was expected of us, and what is most valued about our work. The feedback set the scene for the coming year's priorities. Sessions with the Board and staff were facilitated by Jane Fenton of Fenton Communications.

The final plan has strengthened our focus on empowering members through skills development to complement our community education and advocacy work. The two primary priorities continue to be responding to violence against women with disabilities and promoting access to health services, with a secondary focus on parenting rights and access to employment for women with disabilities. A copy of the plan is now available on our website.

PROFESSIONAL DEVELOPMENT

Throughout the year staff attended a number of training programs:

- All staff team building sessions
- A forum on Accessible Information Technology
- iTaNGO information technology session
- Connecting Up Conference
- Reichstein Foundation Pro Bono/Capacity Building Forum
- Women and Leadership Forum
- CEO Leadership Course
- Gender Advocacy Skills Development
- Health Promotion Skills Development
- Australian Human Rights Obligations Briefing

THANK YOU

OUR DONORS AND CONTRIBUTORS

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

Donor Honour Roll

Lorri Beer
Teresa Cumpston Bird
The Brooks Family
Ann Jackson
Val Johnstone
Colleen Hartland
J Treherne

A number of donations were further received in memory of Brenda Gabe (including from Victorian Disability Advocacy Network, John and Salvina Mulholland, RA & RD Betts and several other anonymous donors)

Funders and Grant Makers

Office of Housing, Department of Human Services
Office for Disability, Department of Human Services
Office of Women's Policy, Department of Human Services
Portland House Foundation
Victorian Women's Trust

Pro Bono Contributors

AJF Partnership: Advertising Company
Deloitte Touche Tohmatsu: Auditor
Holding Redlich: Legal Advice
Jane Murray: Communications Consultant
Katrina Lawrence Pty Ltd: Photography
Susie Shears, Museum of Medicine: Advice to History Project
Catherine Grey, ANZ Staff Volunteer: website development

Corporate Contributors and Consultants

Janet Boschen: Graphic Design
Janet Borg: Consultant
Justine Dalla Riva: Graphic Design
Jane Fenton: Fenton Communications
Rosemary Francis & Nikki Henningham: Consultants
Vicki Jones Photography

FINANCIAL STATEMENTS

Statement of comprehensive income for the year ended 30 June 2011

<u>Continuing operations</u>	Note	2011 \$	2010 \$
Revenue	4	338,095	385,964
Employee benefits expense		(240,280)	(197,614)
Depreciation expense		(2,594)	(2,593)
Client support services expense		(67,773)	(12,138)
Other expenses		(49,850)	(43,595)
(Deficit)/Surplus before tax		(19,769)	132,618
Income tax expense	2(e)	-	-
(Deficit)/Surplus for the year		(19,769)	132,618
Other comprehensive income		-	-
Total comprehensive surplus for the year		(19,769)	132,618

Statement of financial position at 30 June 2011

<u>Current assets</u>			
Cash and cash equivalents	12(a)	204,063	208,898
Trade and other receivables	6	795	8,962
Other Assets	7	1,142	1,023
Total current assets		206,000	218,883
<u>Non-current assets</u>			
Plant and equipment	8	2,601	5,195
Total non-current assets		2,601	5,195
Total assets		208,601	224,078
<u>Current liabilities</u>			
Trade and other payables	9	11,898	21,030
Provisions	10	36,617	23,193
Total current liabilities		48,515	44,223
Total liabilities		48,515	44,223
Net assets		160,086	179,855
<u>Equity</u>			
Accumulated Surplus		160,086	179,855
Total equity		160,086	179,855

Statement of changes in equity for the year ended 30 June 2011

	Accumulated Surplus \$	Total \$
Balance at 1 July 2009	47,237	47,237
Surplus for the year	132,618	132,618
Balance at 30 June 2010	179,855	179,855
Balance at 1 July 2010	179,855	179,855
Deficit for the year	(19,769)	(19,769)
Balance at 30 June 2011	160,086	160,086

Statement of cash flows for the year ended 30 June 2011

	Note	2011 \$	2010 \$
<u>Cash flows from operating activities</u>			
Receipts from operating activities		361,031	402,257
Payments to suppliers and employees		(376,343)	(235,761)
Interest received		10,477	3,002
Net cash generated (used in)/ by operating activities	12(b)	(4,835)	169,498
<u>Cash flows from investing activities</u>			
Payments for plant and equipment		-	(7,788)
Net cash used in investing activities		-	(7,788)
Net (decrease)/increase in cash and cash equivalents		(4,835)	161,710
Cash and cash equivalents at the beginning of the year		208,898	47,188
Cash and cash equivalents at the end of the year	12(a)	204,063	208,898

The accompanying notes form part of this financial report

NOTES TO FINANCIAL STATEMENTS

for the year ended 30 June 2011

1. General Information

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

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

2. Significant accounting policies

Financial reporting framework

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

Statement of compliance

The financial report has been prepared in accordance with the *Associations Incorporation Act (Vic) 1981*, the recognition and measurement requirements specified by all Australian Accounting Standards and Interpretations, and the disclosure requirements of Accounting Standards AASB 101 'Presentation of Financial Statements', AASB 107 'Cash Flow Statements' and AASB 108 'Accounting Policies, Changes in Accounting Estimates and Errors'.

Basis of preparation

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

Critical accounting judgments and key sources of estimation uncertainty

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

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

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

(a) Cash and cash equivalents

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

(b) Employee benefits

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

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

Liabilities recognised in respect of employee benefits which are not expected to be settled within 12 months are measured as the present value of the estimated future cash outflows to be made by the incorporated association in respect of services provided by employees up to the reporting date.

Notes to the Financial Statements

Defined contribution plans

Contributions to defined contribution superannuation plans are expensed when incurred.

(c) Financial assets

Loans and receivables

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

Fair values of financial assets

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

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

(d) Government grants

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

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

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

(e) Income tax

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

(f) Plant and equipment

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

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

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

Plant and equipment	2 - 5 years
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(g) Provisions

Provisions are recognised when the Association has a present obligation (legal or constructive) as a result of a past event, it is probable that the Association will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

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

Notes to the Financial Statements

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

(h) Revenue

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

Interest revenue

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

Other revenue

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

(i) Goods and services tax

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

- i. where the amount of GST incurred is not recoverable from the taxation authority, it is recognised as part of the cost of acquisition of an asset or as part of an item of expense; or
 - ii. for receivables and payables which are recognised inclusive of GST.
- The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables.
- Cash flows are included in the cash flow statement on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

(j) Comparative amounts

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

(k) Adoption of new and revised Accounting Standards

Standards and Interpretations affecting amounts reported in the current period (and/or prior periods)

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

Standards affecting presentation and disclosure

Amendments to AASB 101 *Presentation of Financial Statements* (adopted in advance of effective date of 1 January 2011); The amendments (part of AASB 2010-4 *Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project*) clarify that an entity may choose to present the required analysis of items of other comprehensive income either in statement of changes in equity or in the notes to the financial statements.

Amendments to AASB 107 *Statement of Cash Flows*; The amendments (part of AASB 2009-5 *Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project*) specify that only expenditures that result in a recognised asset in the statement of financial position can be classified as investing activities in the statement of cash flows.

Standards and Interpretations affecting the reported results or financial position

There are no new and revised Standards and Interpretations adopted in these financial statements affecting the reporting results or financial position.

Standards and Interpretations affecting the reported results or financial position

There are no new and revised Standards and Interpretations adopted in these financial statements affecting the reporting results or financial position.

The following new and revised Standards and Interpretations have also been adopted in these financial statements. Their adoption has not

Notes to the Financial Statements

had any significant impact on the amounts reported in these financial statements but may effect the accounting for future transactions or arrangements.

AASB 2009-5 *Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project*. Except for the amendments to AASB 107 described earlier in this section, the application of AASB 2009-5 has not had any material effect on amounts reported in the financial statements.

AASB 2010-4 *Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project*: Except for the amendments to AASB 7 and AASB 101 described earlier this section, the application of the AASB 2010-4 has not had any material effect on amounts reported in the financial statements.

Standards and Interpretations in issue not yet adopted

At the date of authorisation of the financial statements, the Standards and Interpretations listed below were in issue but not yet effective.

AASB 2010-4 *Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project* and AASB 2010-5 *Amendments to Australian Accounting Standards*; effective for annual report periods beginning on or after 1 January 2011; expected to be initially applied in the financial year ending 30 June 2012.

3. Revenue

Revenue from operating activities

	2011 \$	2010 \$
Operating Grants	323,642	378,581
Fundraising	3,075	2,902
Interest	10,348	3,726
Other revenue	1,030	755
	<u>338,095</u>	<u>385,964</u>

4. Remuneration of auditors

Audit of the financial report

The auditor of the WDV for the year ending 30 June 2011 is Deloitte Touche Tohmatsu.

5. Trade and other receivables

Current

Trade receivables	-	8,038
Cab Charge Bond	200	200
Accrued income	595	724
	<u>795</u>	<u>8,962</u>
	<u>1,142</u>	<u>1,023</u>

6. Other Assets

Prepayments

7. Plant and equipment

Balance at start of the year	7,788	-
Acquisitions	-	7,788
Balance at end of the year	<u>7,788</u>	<u>7,788</u>

Accumulated Depreciation

Balance at start of the year	(2,593)	-
Depreciation expense	(2,594)	(2,593)
Balance at end of the year	<u>(5,187)</u>	<u>(2,593)</u>

Carrying amounts

At start of the year	5,195	-
At end of the year	<u>2,601</u>	<u>5,195</u>

8. Trade and other payables**Current**

Trade payables	2011 \$	2010 \$
Sundry creditors and accruals	4,138	6,487
	7,760	14,543
	<u>11,898</u>	<u>21,030</u>
	36,617	23,193

9. Provisions**Current**

Employee benefits	2011 \$	2010 \$
	4,138	6,487
	7,760	14,543
	<u>11,898</u>	<u>21,030</u>
	36,617	23,193

10. Contingent liabilities

There were no contingent liabilities noted as at 30 June 2011 (2010: Nil).

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

Not longer than 1 year

	2011 \$	2010 \$
	11,942	19,138
	<u>11,942</u>	<u>19,138</u>

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

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

	2011 \$	2010 \$
Cash on hand	121	46
Cash at bank	54,459	127,537
At call deposits with financial institutions	151,483	81,315
	<u>204,063</u>	<u>208,898</u>

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

	2011 \$	2010 \$
(Deficit)/Surplus for the year	(19,769)	132,618
Depreciation	2,594	2,593
Movement in working capital		
(Increase)/decrease in assets:		
Trade and other receivables	8,167	(8,913)
Other Assets	(119)	(1,023)
Increase/(decrease) in liabilities:		
Trade and other payables	(9,132)	21,030
Provisions	13,424	23,193
Net cash generated (used in)/by operating activities	<u>(4,835)</u>	<u>169,498</u>

Notes to the Financial Statements

13. Related party transactions

Directors of the Incorporated Association being, Margaret Stevens, Brenda Gabe and Paula Hopley, were paid fees under normal commercial terms and conditions for consultation meeting attendance. The amount paid for the year ended 30 June 2011 was \$660 (2010: \$1,385) to these directors in total.

14. Economic dependency

A significant amount of revenue \$156,00 (2010: \$169,150) is received through annual distributions from the Department of Planning and Community Development.

Women with Disabilities Victoria Inc Directors' declaration

As detailed in Note 2 to the financial statements, the Association is not a reporting entity because in the opinion of the directors there are unlikely to exist users of the financial report who are unable to command the preparation of reports tailored so as to satisfy specifically all of their information needs. Accordingly, this 'special purpose financial report' has been prepared to satisfy the directors' reporting requirements under the *Associations Incorporation Act (Vic) 1987*.

The directors declare that:

- (a) in the directors' opinion, there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable; and
- (b) in the directors' opinion, the attached financial statements and notes thereto are in accordance with the *Associations Incorporation Act (Vic) 1987* including compliance with accounting standards and giving a true and fair view of the financial position and performance of the Association.

Signed in accordance with a resolution of the directors.

On behalf of the directors



Wendy Brooks
Director
Melbourne, 13 October 2011



Simone Rutherford
Director
Melbourne, 13 October 2011

**Independent Auditor's Report
to the Members of Women with Disabilities Victoria Inc**

We have audited the accompanying financial report, being a special purpose financial report, of Women with Disabilities Victoria Inc, which comprises the statement of financial position as at 30 June 2011, the statement of comprehensive income, the statement of cash flows and the statement of changes in equity for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration as set out on pages 10 to 22.

Directors' Responsibility for the Financial Report

The directors are responsible for the preparation and fair presentation of the financial report and have determined that the basis of preparation described in Note 2, is appropriate to meet the financial reporting requirements of the *Associations Incorporation Act (VIC) 1981* and is appropriate to meet the needs of the members. The directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

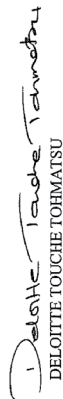
We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

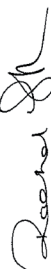
Opinion

In our opinion, the financial report presents a true and fair view, in all material respects, the financial position of Women with Disabilities Victoria Inc as at 30 June 2011 and its financial performance for the year then ended in accordance with the financial reporting requirements of the *Associations Incorporation Act (VIC) 1981* as described in Note 2.

Basis of Accounting and Restriction on Distribution and Use

Without modifying our opinion, we draw attention to Note 2 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Women with Disabilities Victoria Inc to meet the financial reporting requirements of the *Associations Incorporation Act (VIC) 1981*. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for the Members and should not be distributed to or used by parties other than the Members.


DELOITTE TOUCHE TOHMATSU



Rachel Smith
Partner
Chartered Accountants
Melbourne, 13 October 2011



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Design: Studio Dalla Riva November 2011