

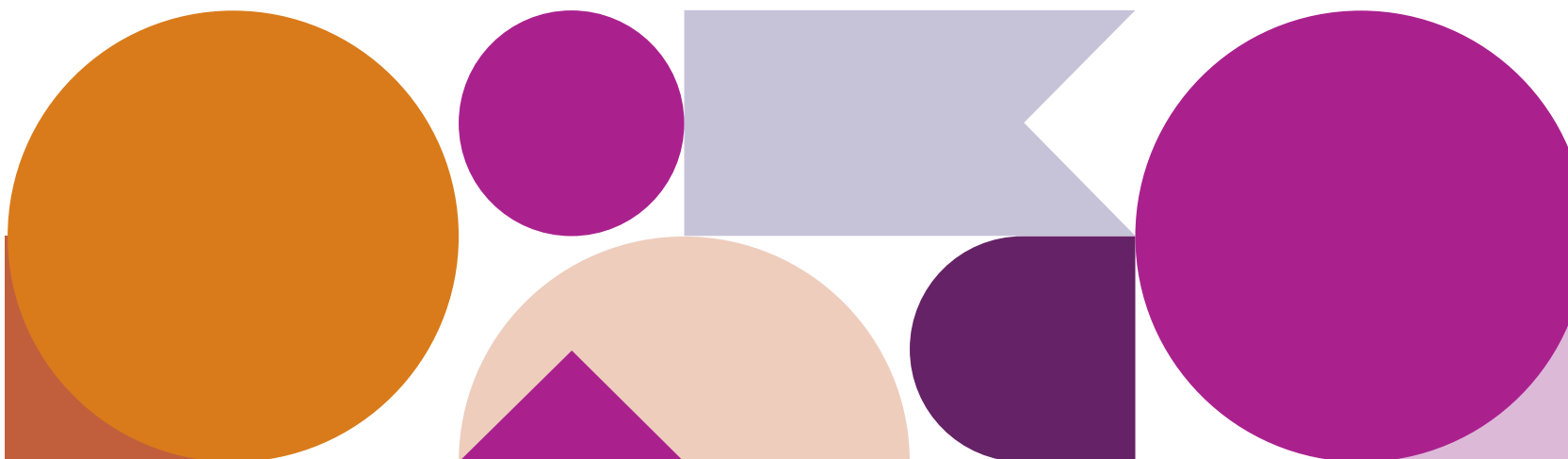
*Womenwithdisabilitiesvictoria*  
empowering women

**2018-19**  
Annual Report

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Women with Disabilities Victoria acknowledges Aboriginal and Torres Strait Islander peoples as the first inhabitants and traditional custodians of the lands on which we live and work. We pay our respects to ancestors and Elders, past and present. The WDV community is committed to honouring the unique cultural and spiritual relationship Aboriginal and Torres Strait Islander peoples have with the land and waters, and their rich contribution to society.



## OUR VISION

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

## OUR MISSION

To advance real social and economic inclusion for women with disabilities in Victoria, we will:

- be a voice for women with disabilities
- create opportunities for women with disabilities to be visible and to be heard in their communities
- build partnerships to deliver the best results for women with disabilities
- engage the community to challenge attitudes and myths about women with disabilities.

## OUR VALUES

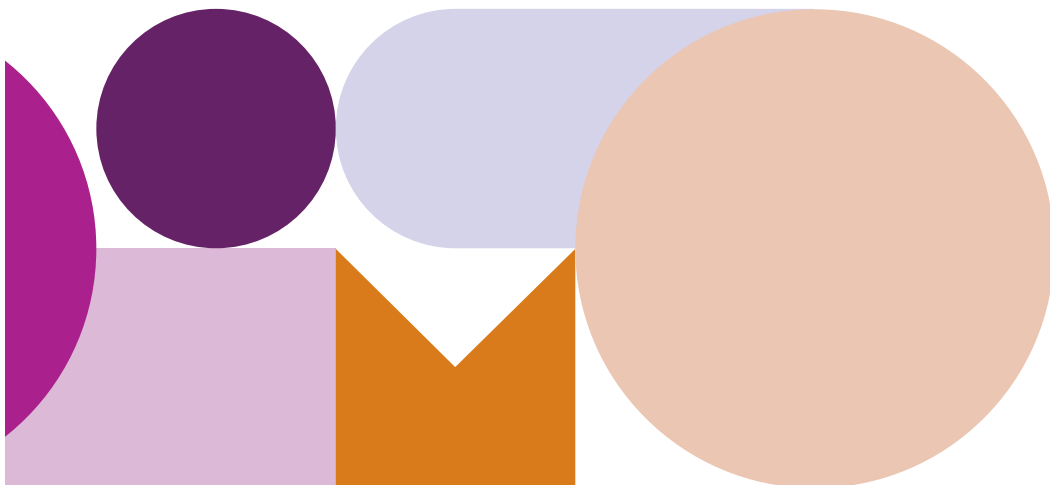
Our values uphold human rights and social justice.

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

## OUR APPROACH

We will:

- work with our members' experiences as women with disabilities
- provide specialist policy advice and representation to government
- create opportunities for women with disabilities to realise their leadership and advocacy potential
- adopt a collaborative approach to government and community organisations
- build the evidence base to develop and share knowledge and resources to inform best practice
- monitor our work and report on outcomes.



## CEO'S REPORT



**Leah van Poppel**

CEO, Women with Disabilities Victoria

It is my great pleasure to make my very first report as CEO of Women with Disabilities Victoria (WDV).

This year has seen WDV deliver on a range of projects designed to empower women with disabilities, as well as increase the knowledge of services working alongside us and the systems designed to support us.

You will find a detailed outline of our work in this report, but highlights include:

### *Developing strong evidence*

We know that none of the work we do happens without good evidence. This year we've partnered with Our Watch to work on explaining the drivers of violence against women with disabilities, in line with their broader evidence base about what drives violence against women in general.

### *Raising the voices of women with disabilities*

Throughout this year, we ran five Enabling Women sessions across Victoria, including our first ever CALD Enabling Women program. Our Community Inclusion and Women's Empowerment team also worked across regional areas of Victoria and with women who are deafblind to explore the challenges faced by particularly isolated women.

During the 2018 Victorian election we worked with our members to raise their voices about issues that mattered, as well as talking to political parties about the key interests of women with disabilities across the state. We have continued to work with politicians and government after the election to raise our key concerns.

In November 2018, we launched the Our Right to Safety and Respect resources, aimed at making sure women with disabilities can access supports to be and stay safe. The resources centre the lived experience of women with disabilities.

Although the National Disability Insurance Scheme (NDIS) has been rolling out for some time now, accessing and using disability supports is still difficult for many women. This year we ran workshops across Victoria for women with disabilities to understand how best to use the

Scheme, and to provide peer support for each other in working through issues.

### *Helping services navigate key reforms*

Our Experts by Experience group was off and running this year, building the skills of women with disabilities so that they can inform and support the family violence, gender equity and disability workforces.

They do this by giving feedback to government and community organisations about their work. Our Experts have gone from strength to strength, with some now engaged in casual staff roles at WDV.

This year saw us develop training and resources through our Responsive Access Project to support workers responding to violence experienced by women with disabilities.

Thank you to the WDV community – our Board, Members, Staff, Funders and Partners – for all your support in 2018–19.

As we head into a strategic planning year, I am confident that WDV is well placed to continue raising the voices of women with disabilities, supporting workforces in the midst of reform and, most importantly, building evidence.



## CO-CHAIRS' REPORT



**Sonja Ilievska and  
Esperanza Torres**  
Co-Chairs, Women with  
Disabilities Victoria

Women with Disabilities Victoria began as a feminist collective 25 years ago and has become stronger in immeasurable ways since.

2018–2019 has been a year of enormous change for WDV, with the departure of Keran Howe as our long-serving Executive Director and the appointment of CEO Leah van Poppel and General Manager Helen Gwilliam.

Keran left a remarkable legacy for our vibrant, well-connected organisation and we are delighted to see Leah and Helen furthering the vision we all share for WDV.

During the year the Board has worked with management to ensure WDV continues to adjust well to an ever-changing, sometimes challenging reform environment in both the family violence and disability sectors and services.

We would like to acknowledge and thank our members and supporters for their dedication to WDV throughout the past year.

We extend our thanks to all WDV staff and Board members for their passion and wholehearted commitment to empowering women and working towards achieving our strategic objectives. Their hard work and commitment to the unique intersectional needs of women with disabilities is the reason we continue to successfully work towards social change.

Internally the Board has been proactively reviewing our financial accounting practices and risk profile so they meet the needs of a growing organisation.

We have reinvigorated our focus on member engagement, with activity to ramp up as we head into a strategic planning year.

With a focus on building succession strategies, we have co-opted Isabel Calvert, Sharon Granek and Andrea Mayne to our Membership Committee and value their dedication and expertise.

At the 2019 AGM we will bid a sad farewell to five Board members – Sonja Ilievska (Co-Chair), Kate Linton (Treasurer), Ann-Marie Baker (Vice Chair), Debbie Sonin and Haidi Badawi – due to resignations and finishing terms.

We thank them for bringing their knowledge, dedication and passion to WDV and wish them all the very best in their future endeavours.

Our Governance Committee has been busy working towards a smooth transition for the Board.

Finally, we look forward to creating in 2019–20 a new strategic plan to usher in the next phase of WDV's journey. Please join us on this road.

# 25 YEARS

## Celebrating 25 years of research, policy, advocacy

Women with disabilities were at the forefront of the disability rights movement in the 1970s and 1980s, tying themselves to trams and protesting at charity beauty contests.

However, until the early 1990s, the disability rights movement did not address the combined impact of gender and disability discrimination experienced by women with disabilities.

That focus emerged in 1992 in Victoria when a diverse group of women with disabilities came together to represent and give a voice to their community.

They would meet on the first Saturday of every month to discuss issues relevant to the needs of women with disabilities including parenting rights, access to healthcare and prevention of violence.

They built strong bonds, put the intersection of disability and gender on the map in Victoria, secured government funding and strengthened their reputation as an organisation able to develop strategies and bring about change.

This year, Women with Disabilities Victoria is celebrating 25 years as an incorporated organisation.

During this time WDV has grown significantly, through its participation in huge state and national reforms in the disability, health, family violence and advocacy sectors.

All our programs, research, policy, representation and operations are created and

informed by women with disabilities.

We are grateful to our allies in women's services, disability services, local, state and commonwealth governments, and universities for their support of our work.

WDV is committed to keeping the spirit and legacy of its founding members alive through our principles, work, attitudes and political and social impact.



Left: Keran Howe (left) and Tricia Malowney speaking at inaugural AGM.  
Right: 2019 AGM invitation.

## OUR TIMELINE

**1992**

Victorian Women with Disabilities Network (VWDN) is established.

**1994**

VWDN develops a constitution and becomes an incorporated association.

**1995**

VWDN holds its first AGM and wins funding to examine access to health services.

**2000**

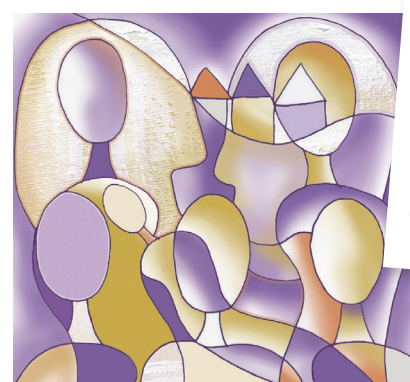
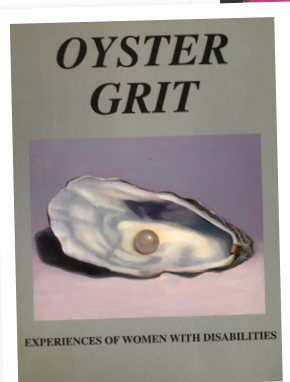
VWDN publishes 'Oyster Grit', a breakthrough publication of stories that shares women's own experiences, in their own words.

**2007**

Keran Howe is appointed as first Executive Officer. A new constitution and board structure is adopted and women with disabilities appointed as Directors.

**2008**

Our landmark report 'Building The Evidence' is published.



From top: VWDN logo; Audience at inaugural AGM; 'Oyster Grit' front cover; Keran Howe; 'Building the Evidence' front cover.



## 25 YEARS / OUR TIMELINE

**2009**

WWDN receives Victorian Government funding for policy work on violence against women with disabilities. Members are appointed to family violence sector reform committees.

**2010**

We change our name to Women with Disabilities Victoria (WDV), launch an array of significant programs, rapidly grow our membership and expand into regional Victoria.

**2013**

WDV launches the Enabling Women Leadership Program – to date completed by more than 200 women with disabilities.

The Brenda Gabe Leadership Award is launched in memory of our WDV Board Member.

The Workforce Development Program on Gender and Disability begins driving organisational change in disability services to prevent violence against women.

**2014**

The 'Voices Against Violence' research report is published and attracts national interest.



From top: 'Voices Against Violence' artwork; Brenda Gabe; WDV facilitators presenting to disability advocates at a Preventing Violence Against Women with Disabilities in Advocacy workshop; Graduates of the first Enabling Women program in 2013 (with WDV staff).



From top: Reports from the Royal Commission into Family Violence; Northern Integrated Family Violence Services and WDV forum “Safety and Respect: Women with Disabilities and Family Violence”; Regional Hubs logo; New CEO Leah van Poppel.

## 2015

WDV plays a significant role in policy development and advocacy, particularly around the Royal Commission into Family Violence and rollout of the NDIS.

Victorian Government provides funding for WDV’s Workforce Development Program on Gender and Disability.

## 2016

Funding is granted via the Royal Commission into Family Violence for the Responsive Access Program.

WDV receives initial funding to expand engagement with women with disabilities in regional and rural Victoria.

## 2017

Funding is granted to staff Leadership Hubs in Sale, Geelong, Cobram and Warrnambool.

## 2018

Our Experts by Experience Working Group is set up to provide advice to WDV, government and the community sector.

Leah van Poppel is appointed CEO. More new projects begin, including Linking Up Speaking Out, the Sexual and Reproductive Health project, AcceSex, and You Can Too.

## 2019

We celebrate 25 Years of WDV!

## OUR BOARD



Sonja Ilievska



Esperanza Torres



Ann-Marie Baker



Catherine Brooks



Kate Linton



Saphron Hastie



Imogen Newhouse



Trudy Ryall



Debbie Sonin

### **Sonja Ilievska** *Co-Chair*

BEC, MBA, GAICD

Appointed to the Board November 2012. Executive Committee Chair, Finance & Risk Committee Member.

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

### **Esperanza Torres** *Co-Chair*

B. Behav.Sci, M.App.Soc. Res

First served as a Board Member from 2013–2017. Reappointed October 2018. Executive Committee Member, Membership Committee Member.

Esperanza leads the data, research and evaluation area for innovation projects at the National Disability Insurance Agency.

### **Ann-Marie Baker** *Vice-Chair*

BA (Hons), GradDip App.Sc.

Appointed to the Board November 2012. Board Liaison for the Brenda Gabe Leadership Award, Governance Committee Member, Executive Committee Member.

Ann-Marie has experience in museum management, curatorship and project management and is a consumer health advocate on medical committees in Victoria.

### **Catherine Brooks** *Company Secretary*

BLAA, MBA

Board Member November 2009–2011. Re-appointed November 2016. EBA Working Group Member.

Catherine is an Associate Director at Law Squared. She previously launched the Not-For-Profit Assist legal membership service and is an accredited workplace relations law specialist.

### **Kate Linton** *Treasurer*

Master of Social Investment & Philanthropy, Bachelor of Business (Accounting)

Appointed to the Board and as Treasurer August 2018. Finance & Risk Committee Chair.

Kate is an experienced CPA who has led finance and corporate services teams in social enterprise, health, philanthropy, children and youth services.



### **Saphron Hastie**

BA (English & Women's Studies), PG Dip.  
Social Science Research  
Appointed to the Board November 2013.  
Governance Committee Chair.

Saphron has varied experience in not-for-profit governance and community leadership and currently works as a manager in the higher education sector.

### **Imogen Newhouse**

Bachelor of Politics, Philosophy & Economics  
Appointed to the Board October 2018.  
Membership Committee Member.

Imogen has worked in international development, environmental sustainability and in the social impact space across Australia, India and Cambodia, as well as in the corporate sector.

### **Trudy Ryall**

First served as a Board member 2013–2016.  
Reappointed November 2017. Membership Committee Member.

Trudy has extensive experience working in the not-for-profit sector in disability advocacy, animal care, administration, governance, library and research.

### **Debbie Sonin**

Master of Social Work, Nationally Accredited Mediator, Fellow ILM  
Appointed to the Board October 2018.  
Governance Committee Member.

Debbie has worked for 30 years as a social worker and human resources/diversity and inclusion practitioner in the community and health sectors, and is a management consultant.

### ***Directors who resigned or whose term was completed during 2018–19:***

#### **Haidi Badawi**

PhD, Genetics, Masters (Educational Management and Leadership)

Appointed to the Board November 2017.  
Finance & Risk Committee Member.

Haidi is a leader in analysis, coordination and teaching. She has five patents to her name and is on the Advisory Board of the Gene Technology Access Centre.

#### **Angela Fitzpatrick**

GradDip HR  
Appointed to the Board November 2011.  
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.

#### **Marija Groen**

BA  
Appointed to the Board November 2011.  
Finance & Risk Committee Member, EBA Working Group Member.

Marija has extensive experience in not-for-profit management, service delivery and advocacy in homelessness, family violence prevention, housing and disability, and services for older people.

#### **Leah van Poppel**

BA  
Appointed to the Board November 2017.  
Governance Committee Member.

Leah has over a decade of experience in disability advocacy agencies and government in direct service provision, disability policy and management roles. Leah resigned as a Director of WDV to take up the position of Chief Executive Officer.



Haidi  
Badawi



Angela  
Fitzpatrick



Marija  
Groen



Leah  
van Poppel

## OUR MEMBERS



Left: Member Lorraine Le Plastrier (right), with WDV staff member Jen Hargrave.  
Middle: WDV members in action. Right: Some of our work on display.

Over the past year we have welcomed 77 new members to the WDV community.

We thank them for their support.

On 3 July 2018, many members joined us at our Members Lunch at the Queen Victoria Women's Centre. There was a positive and enthusiastic energy in the room as we officially launched our new website, the Our Right to Safety and Respect resources, and spoke about our priorities in the upcoming 2018 election for women with disabilities.

About 80 members attended our Annual General Meeting where we welcomed Imogen Newhouse and Debbie Sonin onto our Board. Victorian Upper House MPs Fiona Patten and Huong Truong were present to hear concerns and experiences direct from our members.

Sixteen issues of WDV's E-News were distributed throughout 2018–19 to a list of 1,091 subscribers. This included a special issue in recognition of International Women's Day.

Although subscription to E-News is open to anyone, over half of the subscribers are WDV members. Features of the E-News include WDV staff news, project news, external events and updates to Victorian policy affecting women with disabilities.

We continue to be focused on how we can improve our offering to members and look forward to hearing responses to our latest survey in the coming year.



## OUR STAFF



Keran Howe



Leah van Poppel



Lisa



Nadia Mattiazzo



Olympia



Amanda McCartney



Bridget Jolley



Jane Oldfield



Jess De Mercurio



Lauren Brain



Naomi Chainey



Nicole Symington



Sharon Granek

**Keran Howe:** Executive Director (to Sept 2018)

**Leah van Poppel:** Chief Executive Officer (from Sept 2018)

### Community Inclusion and Women's Empowerment

**Nadia Mattiazzo:** Program Manager, Community Inclusion and Women's Empowerment

**Amanda McCartney:** Here We Are Project Officer

**Bridget Jolley:** Women's Empowerment and Engagement Officer

**Jane Oldfield:** Women's Empowerment and Engagement Officer

**Jess De Mercurio:** Women's Empowerment and Engagement Officer (CALD/Youth)

**Lauren Brain:** Rural Linkages Project Officer

**Naomi Chainey, Nicole Symington:** You Can Too Project Officers

**Sharon Granek:** Women's Empowerment and Engagement Officer (CALD)

**Amber Pascoe, Joanne Thorburn, Marie Allen, Simran Kaur, Tahnee Daniel:** Enabling Women Co-Facilitators (casual)

**Helen Guest, Katrina Ginis, Lara Wallis, Maribel Steel:** Enabling Women Mentor Coordinators (casual)

**Deb Haygarth, Jenny Godwin, Lou Hollis, Rosalie O'Neil:** Hub Liaison Officers (casual)

## OUR STAFF



Fofi Christou



Anna Burke



Bianca Evans



Carly Myers



Cath McNamara



Colleen Hall



Edwina Breitzke



Jess Boccia



Kelly Parry



Mija Gwyn



Nicole Lee



Tess Karambelas



Zoe Dorrity

### Workforce Development

**Fofi Christou:** Senior Program Manager, Workforce Development

**Anna Burke:** Project Manager, Workforce Development Program on Gender and Disability

**Bianca Evans:** Gender Equity Training Co-ordinator

**Carly Myers:** Resource Development and Communications Officer

**Cath McNamara:** Lived Experience Group Project Officer

**Colleen Hall:** Isolated Women with Disabilities Project Officer

**Edwina Breitzke:** Senior Family Violence Workforce Development Officer

**Jess Boccia:** Gender Equity Training Consultant

**Kelly Parry:** Family Violence Workforce Development Officer

**Mija Gwyn:** Gender and Disability Workforce Capacity Building Officer

**Nicole Lee:** Family Violence and Disability Learning Program Co-Facilitator (casual)

**Tess Karambelas:** Co-Facilitator and Training Delivery Officer

**Zoe Dorrity:** Workforce Development Officer, Sexual and Reproductive Health



Jen Hargrave



Amber Karanikolas



Helen Gwilliam



Elyse Cox



Lis Perry



Maria Burchell



Nicole Smith



Vikki Cummings

## Policy and Advocacy

**Jen Hargrave:** Senior Policy Officer

**Amber Karanikolas:** Policy Officer

## Operations

**Helen Gwilliam:** General Manager

**Elyse Cox:** Program Support Officer

**Lis Perry:** Executive Assistant

**Maria Burchell:** Infrastructure and Communications Manager

**Nicole Smith:** Membership Engagement and Communications Officer

**Serena Burchell:** Administration Officer (casual)

**Souzi Markos:** Administration Officer (casual)

**Vikki Cummings:** HR and Finance Manager

# EMPOWERING WOMEN

## Enabling Women

Enabling Women is one of WDV's oldest and best-known programs. It empowers women with disabilities to become stronger leaders and advocates in their local communities.

Participants take part in a six-week (one day a week) leadership program that is strengths-based and focuses on confidence, rights, speaking up, communication, advocacy, understanding the NDIS, building connections, and working towards a leadership goal.

A mentoring component also ran this year in conjunction with our leadership programs which gave participants the opportunity to work with a mentor to develop and achieve a set goal. Goals may have included: getting more involved in the local community, finding voluntary work or employment or setting up a specific support group. Feedback received from both mentors and participants was very positive and many involved found the experience rewarding.

## Leonie's Poem: *Empowering Leaders*

Just over a month ago, a group of wonderful ladies met  
All strangers to one another, no one knew what to expect  
The discussions started to happen, and the women all opened up  
And started to chat to one another, while filling up their cups  
Meals were shared and laughter rang, while leaders we became  
Overcoming extensive barriers, we stood proud of our names  
And as our program draws to a close, we feel sadness kicking in  
Graduation will be the last, but for us we just begin  
To head out in the community, strong advocates we will be  
Thank you, Bridget, Amber, Liz, Jenny and all our interpreters  
& mentors, who helped us to see.

© Leonie 2019

Highlights for this year included:

- 53 participants and 35 mentors participated in five leadership programs, run in Frankston, Noble Park (focused on Culturally and Linguistically Diverse (CALD) women), Montrose, St Albans and Werribee
- Eight women with disabilities from local areas were employed as Co-facilitators and Mentor Co-ordinators.

## What it delivered

■ It enables me to face my disability with courage, motivation and strong conviction that I am not living in this world just to fill up the space, but I have an important role to play – a special part to do, and to be a part of the change to society that I live in, and to increase their awareness in regard to not only our limitations but also our strengths.” – Grace, program participant

■ During the program I met other women with a variety of disabilities. As well as learning more about myself and growing as a person, I've also learnt about their challenges, and I've learnt from their wisdom as well.” – Veronica, program participant



“‘Nothing for me without me’,  
was a game changer.”  
Manting, program  
participant

“I believe it helped  
me as much as [the  
participant], gave me  
a better understanding  
of the challenges faced by  
those with disability.”  
Mentor



“What I really enjoyed  
was how it was made to  
fit around us women with  
disabilities, not us trying to  
fit around the course.”  
Sue, program  
participant



“The buzz and  
motivation in the room  
[at Graduation] was infectious,  
enjoyable and empowering.”  
Jenny, Reference  
Group member



Top: Participants of the Enabling Young Women program painting a poster which symbolises the barriers participants have overcome through the program. Middle: Enabling Women mentorship program reunion. Bottom: Frankston Enabling Women program graduates.

## EMPOWERING WOMEN

### Linking Up and Speaking Out (LUSO)

Our Linking Up and Speaking Out (LUSO) project enabled 43 women with disabilities to connect with their communities, local advocacy organisations and with each other at forums in Traralgon, Bairnsdale, Geelong, Colac and Melbourne.

LUSO has had an impact in many ways including:

- One Melbourne forum focused on networking for Deafblind women and, with the support of Deafblind Victoria, featured a small co-design project looking at barriers that Deafblind women face.
- WDV was invited to make a poster presentation about the forum to the 2019 Deafblind International World Conference at the Gold Coast.
- One participant found employment as a result of her increased community activity.
- Advocacy by women with disability at the Colac forum led to the local shire assessing wheelchair access in the region.

“It provided me with great encouragement to overcome my own roadblocks.”  
LUSO participant

“It was all done in a positive way, not focusing on roadblocks but instead focusing on collective action taken to overcome roadblocks.”  
LUSO participant



At the LUSO forum in Colac.

“I felt I was heard today, which is a first in a very long time.”  
LUSO participant

## Here We Are

The Here We Are project aimed to build the capacity of mainstream services and communities in regional Victoria to be more welcoming and inclusive of local women with disabilities.

The project employed a local woman with disability as a Local Community Builder (LCB) in each of the four areas involved: Moira Shire – Cobram, Barwon – Geelong, Moyne Shire – Warrnambool and Gippsland – Wellington.

Their work this year included:

- developing a guide to creating inclusive and accessible organisations and holding a community forum to explain the resource (Gippsland)
- creating a 'Hosting and Posting Guide' to inform inclusive and appropriate representation of women with disabilities in local media (Geelong)
- our Cobram LCB taking up advisory and governance roles with the Victoria ALIVE (Ability-Links-Inclusive-Volunteering-Everyday) project, local forums, and on the local Shire Council Disability Advisory Committee
- producing communication boards and lanyards, complementing a video about inclusion for women with disabilities called 'Works For Me' (Warrnambool).



Left: Here We Are LCB Vicki Kearney in the 'Works For Me' video.  
Right: Here We Are LCB Nancy Campbell at Cobram Community House, participating in the Victoria ALIVE Cobram Forum.

## Feedback on Here We Are

- It is clear that it is not only disability but disadvantage that can significantly impact a woman and her journey, it really got me thinking." – Participant, Gippsland forum
- Incredibly valuable role, Brigitte has strengthened the knowledge and understanding of women with disabilities to our staff and our networks... to ensure the workplace becomes more inclusive." – Staff comment, Women's Health and Wellbeing Barwon South West
- ...working with Nancy on the Cobram Community Forum gave us a much greater understanding of working with women in rural communities in particular and on the issue of disability inclusion in volunteering." – Jenna Chia, Project Officer, Victoria ALIVE
- Vicky completed an exceptional project regarding employment accessibility day at WCC... (that) ensured others in the organisation definitely learnt more about inclusive practice." – Staff comment, Warrnambool City Council, Human Resource Department



## EMPOWERING WOMEN

### Leadership Hubs

WDV's four Leadership Hubs – in Sale (Wellington), Geelong (Barwon), Cobram (Moirra) and Warrnambool – met regularly to discuss and act on issues that affect women with disabilities in these regions.

The work of Leadership Hub members this year included:

- meeting with local police to discuss how women with disabilities who experience communication difficulty can seek help (Warrnambool)
- discussing concerns about the NDIS process with NDIS Local Area Coordinators (Wellington)
- supporting a 10-week 'Slice, Dice and Chop' course for women to learn about good health and diet and budgeting (Moirra)
- hosting The Hope Song, a theatre production written by a female playwright exploring experiences of mental health, to mark Mental Health Week (Barwon).

### BREAST SCREEN PROJECT

Many women with disabilities may struggle to access breast screening for a range of reasons, putting their health at risk.

The Warrnambool Leadership Hub was able to raise these important issues through a connection with BreastScreen Victoria which led to project funding to run eight education sessions in and around Warrnambool.

Attended by more than 120 women, family members and carers, the sessions raised a range of issues including that:

- breast screening invitations are based on electoral roll participation – but not all women with disabilities are listed on the roll
- women with disabilities may prefer a female nurse for screening
- information in screening kits that are mailed out to women can be difficult to understand and include processes that are difficult to use
- physical isolation is often a barrier to attending screening appointments.

Overall feedback from the sessions was that women felt more comfortable about attending cancer screening if supports were in place.





“I feel like now I can become someone and I want to get better. I want to be more healthy. I want to take care of myself more, and I believe that I am somebody now.”  
Akasha Temple,  
featured in Do Your Thing videos

You Can Too participants Chloe Matthews (left) and Akasha Temple (right).

## You Can Too (Do Your Thing videos)

The You Can Too project got underway this year to showcase the stories of a diverse range of women with disabilities, including women from rural areas, who are engaging with their communities through employment, interests and advocacy.

It aims to offer encouragement to women with disabilities who may feel isolated, supporting them to think about how they might feel more part of their own communities and to challenge ideas about limits and low expectations.

Ten videos called Do Your Thing will be produced by the end of 2019 and made available on social media, in participating public libraries, and at community events.

## Learning about the NDIS

The NDIS and Women with Disabilities workshops enabled dozens of women with disabilities from across Victoria to learn more about the NDIS from a woman’s perspective.

Five-hour workshops were held in Horsham, Coburg, Maribyrnong, Box Hill and Bairnsdale, and guest speakers included:

- Miranda Bruyniks, the newly appointed NDIS Quality and Safeguards Commission Complaints Commissioner
- the Hon. Tim Bull, Victoria’s Shadow Minister for Carers and Disability
- Local Area Co-ordinators (LACs) from the NDIS.

At the Horsham workshop, two women with disabilities who had recently attended training locally to build their skills and tell their stories had their first opportunity to do so at a public forum.

In Coburg one participant who had been having difficulties engaging with the NDIS was able to express her concerns at the forum and was offered the opportunity to work directly with a senior LAC.

# INFLUENCING SERVICES

## Gender and Disability

The Workforce Development Program on Gender and Disability continues to provide quality training and development, key consultation and support to change workforce culture within and across the disability and social services sector.

Our co-facilitation model is fundamental to the success of the program, bringing together women with disabilities and prevention specialists to ensure high quality training design, development, implementation and delivery from both lived experience and violence prevention perspectives.

This year's highlights included:

- recruiting a new lived experience co-facilitator who has been key to the development and delivery of our training

- collaborating with Our Watch to develop a practice guide on addressing drivers of violence against women with disabilities and having two staffers invited to become Our Watch Endorsed Trainers.
- providing ongoing consultation and support for various groups, including the development of four films for the National Disability Service's Zero Tolerance campaign, on better disability access for the 1800RESPECT helpline, and with Women's Health Victoria, Manningham Council, Yarra Ranges Council and Women's Health East.

Image: Workforce Development training at Manningham Council.

"There needs to be more awareness about the intersectionality of gender and disability-based violence."

Staff member, Yarra Shire Council



"(We need to) foster positive identities of women and women with disabilities – challenge gender and disability stereotypes."

Staff member, Manningham City Council

## Snapshot of training across Victoria

The Workforce Development Program on Gender and Disability this year delivered gender equity and violence prevention training to nearly 200 participants across Victoria. Training was delivered to:

- students undertaking Certificate III in Individual Support and Certificate IV in Disability at the Future Social Services Institute at RMIT
- staff from Women's Health East on Preventing Violence against Women with Disabilities and Sexual and Reproductive Health
- workshops staged by WDV and Manningham City Council on 'Your Right to Respect: Preventing Violence Against Women with Disabilities'
- workshops held with Yarra Ranges Council, including a masterclass on preventing violence against women with disabilities in Montrose.

The feedback from participants was strong and positive:

- all training sessions received excellent reviews of 4+ out of 5
- 75% of participants reported an increase in confidence, skills and knowledge
- all respondents developed one action they would try and implement in their work settings.

## What they learnt:

- How women with disabilities experience twice the violence as other women and the inequality they experience." (staff member, Manningham City Council)
- About the gendered drivers of violence." (staff member, Manningham City Council)
- How to raise awareness. Promote equity." (staff member, Yarra Shire Council)
- Yes. So informative and helpful in putting disability lens over gender equality." (staff member, Women's Health East)

## What Yarra Shire Council staff members will now do:

- Challenge attitudes and statements that condone violence and reinforce stereotypes."
- (Be) consistent and conscious about my own privilege when undertaking my work."
- Enrol for further education into gender, violence and disability."
- Reflect on policy and procedures at workplace."

## INFLUENCING SERVICES

### Sexual and Reproductive Health

AcceSex is a workforce training and development project that WDV offers in partnership with The Royal Women's Hospital and Women's Health In the North.

The project aims to strengthen disability inclusive approaches to sexual and reproductive health within health services.

WDV has been developing unique training workshops for each partner's workforce, including clinicians, community and allied health workers, project administration and services management.

As part of promoting the project, WDV presented an introduction to sexual and reproductive health and disability at the 'Going South in the North' forum hosted by Women's Health In the North in Broadmeadows.

This attracted excellent feedback from the participants, including:

**"This was a fantastic update of work currently going on in the sector. Great presenters, well organised and an awesome opportunity to feel part of this important community!"**



Left to right: Georgina Castles (1800 My Options), Tilly Mahoney (WHIN), Cath Hannon (The Royal Women's Hospital), Rosie Brennan (WHIN), Zoe Dorrity and Bridget Jolley (WDV), Monique Bouma and Helen Riseborough (WHIN) at the Women's Health In the North sexual and reproductive health forum.

### Experts by Experience

One of WDV's highlights this year was setting up a violence prevention initiative called the Experts by Experience Working Group, bringing together a diverse group of 19 women with disabilities from across Victoria who have provided lived experience advice and expertise to WDV and other interested organisations across all our work, particularly the Workforce Development Program.

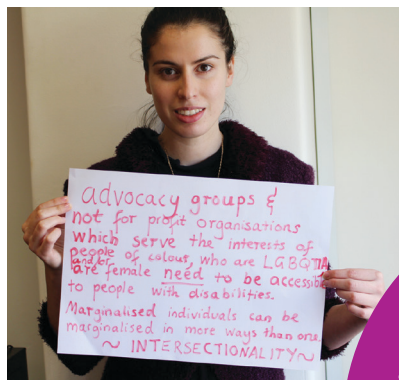
The group has had six meetings and two training sessions since it was set up in October 2018 and its contributions to our work have included:

- Advice to the 1800RESPECT national service for sexual assault, domestic and family violence counselling and information referral on better disability access and support.
- Consultation with cohealth on a sexual health and respectful relationships education package for people with disabilities and with Domestic Violence Victoria to review and update the Family Violence Code of Practice.



- Input to WDV's submissions to and engagement with the Royal Commission into Victoria's Mental Health System and the national Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.

The Experts also engage in skill development opportunities, including public speaking training. They are developing into a ready workforce of women with disability who can provide advocacy, consultation, guest speaking and advice to community organisations.



“This is such an important and immensely valuable initiative!”  
Erin Davis, Project Manager, DV Vic

“The women in the group set a great precedent for a positive feedback session and were great role models.”  
Experts by Experience Working Group member

“I am so grateful for the opportunity to be a part of the group and collaborate with such a wonderfully talented and generous group of people on such important projects. I look forward to the next meeting.”  
Experts by Experience Working Group member



Top: Experts by Experience Working Group member Vanessa Di Natale.  
Bottom: Working Group members and WDV staff with advocacy posters.

## INFLUENCING SERVICES

### Women's Health Services Capacity Building Project

Funded by the Victorian Government's Office for Women, WDV has developed the Women's Health Services Capacity Building Project to lead to:

- better informed women's health service staff
- safety and equity for women with disabilities
- reduced violence against women with disabilities.

Under the project, WDV will partner in the coming year with two women's health services to ensure their violence prevention initiatives include the needs and perspectives of women with disabilities.

WDV will offer advice on disability inclusive violence prevention action strategies, training and connections to local disability organisations to enable the sustained participation of women with disabilities in local violence prevention activities.

The women's health services will share their knowledge and skills and the tools and resources developed through the project



Training for staff at Women's Health East.

with local governments, other community partners, and women's health services throughout Victoria.

### Learning program for DHHS disability workers

WDV has been contracted by the Victorian Department of Health and Human Services (DHHS) to develop and deliver a family violence learning program for its disability services staff over three years to the end of 30 June 2021.

The training is co-facilitated by women with disabilities.

In 2018–19 we delivered four one-day learning programs in Melbourne.

The feedback has been very positive: asked to rate, on a scale of 1–5, how confident they felt in recognising and responding to family violence as a result of the learning program, DHHS participants gave an average score higher than 4.

#### ***Some of the feedback:***

- Great presenters."
- Having the risk assessment tool will help me with my work and assisting my clients."
- I will be more vigilant with regard to client interactions and maybe ask some more difficult questions if concerns arise, or at least provide referral materials."

## Responsive Access Project (RAP)

This project was funded by the Victorian Government to improve service responses for women with disabilities at risk of or experiencing family violence, by providing advice, resources and training for specialist family violence and universal services.

RAP developed and tested disability and family violence training for the specialist family violence workforce, provided substantial paid and unpaid consultation to government and the community sector, and developed four short films on family violence for the national disability workforce.

Formal evaluation of training and stakeholder feedback indicated high satisfaction. For example, all specialist family violence training evaluation respondents indicated they would recommend the training to others.

The final project report made recommendations to guide further government investment to improve responses for women with disabilities experiencing family violence.

“The input, advice and feedback gained from WDV as subject matter experts in this field was incredibly valuable.”

1800RESPECT  
staff member

“Hearing survivor voices is so powerful and makes a lot of the theory come to life.”  
Family violence worker

### ***Feedback from the disability and family violence learning program for specialist family violence workers:***

- Amazing resources, just brilliant! Such knowledge and great reflections from the facilitators.”
- I have learned a lot about empowering women with a disability.”

### ***Feedback from a half-day forum:***

- Great bringing together of family violence informed lens, trauma lens and disability awareness intersectionality lens.”
- Extremely valuable insights shared from a personal level which makes learning so much more effective.”

## INFLUENCING SERVICES

### Victoria Against Violence

For the 2018 Victoria Against Violence 16 Days of Activism campaign #HEARMETOO, WDV hosted an event to launch *Our Right to Safety and Respect*, a film developed by and for women with disabilities about violence, abuse, safety and respect.

A panel discussion following the screening gave the audience a chance to hear from the women involved in the film as well as representatives from disability, violence prevention and community

services sectors, celebrating women with disabilities advocating for their right to safety and respect.

This event provided an opportunity for women with disabilities, interested community members and other key stakeholders from the disability, family violence, and prevention of violence against women (PVAW) sectors to come together and take a stand against gender and disability-based violence.

## SPREADING THE WORD

Our film screening and panel discussion led to a welcome invitation from ANROWS for us to submit an article about the work: *"Our Right to Safety and Respect: How do you genuinely, responsibly and ethically engage women with disabilities to share their stories about violence, abuse, safety and respect?"*

It was published in the April 2019 edition of 'New Community', a publication for community development workers, as part of the theme Responding and Preventing Violence Against Women and Girls.



April 2019 edition of 'New Community'.



“Great panel  
of women at the  
#WDVtweet screening  
of Our Right to Safety and  
Respect #hearmetoo.”

Sarah Barton  
@Fertilefilms

“The film, so  
beautiful. Great to be  
able to hear the experience  
of women and the barriers  
they have overcome.  
Thank you to everyone who  
shared their story.”  
(Anonymous)



“Fabulous film, you  
combined a terrific plain  
English explanation of  
violence and abuse against  
women with disabilities as  
well as an empowering story.  
Congratulations.”  
Anonymous



“Absolutely fabulous  
courageous piece of work!  
Thank you to all the women  
who shared their hard journeys.  
Thanks to WDV for spearheading  
this vital work in the family  
violence space.  
Well done team WDV!”  
(Anonymous)



Top: Left to right: Samantha Dooley (ODSC), Greta Williams (DV Vic) and Jane Rosengrave. Middle: Panel members at the screening of Our Right to Safety and Respect. Bottom: Our Right to Safety and Respect film screening and panel discussion: Left to right: Keran Howe, Samantha Dooley (ODSC), Greta Williams (DV Vic), Meredith Allan, Jenny Godwin (foreground), Sarah Barton, Jane Rosengrave, Fofi Christou, Carly Myers, Sam Gagliardi, Cath McNamara, Helen Gwilliam, Kath Duncan.

# INFLUENCING POLICY

## Advocacy in action

WDV's policy and advocacy work provides a voice for women with disabilities to influence government policy, law reform and the wider community. As this annual report shows, we continue to focus on violence, the National Disability Insurance Scheme (NDIS) and access to health as key issues.

This year we continued to work with the Victorian Government on implementing reforms emerging from the landmark Royal Commission into Family Violence and have provided strong input into Royal Commissions underway in Victoria and Australia with major implications for women with disabilities (see more details, right).

We also contributed to a broad range of Victorian Government and Federal Government consultations and reforms, including:

- WDV joined the Power to Prevent coalition of over 100 organisations calling for urgent reforms to prevent sexual harassment in



Left: Members of the Power to Prevent coalition at a forum hosted by Victoria Legal Aid on much-needed reforms to prevent sexual harassment at work.  
Right: Victoria Legal Aid social media tile.



workplaces. As well as supporting a joint statement, we made our own submission and recommendations to the Australian Human Rights Commission's National Inquiry into Sexual Harassment in Australian Workplaces.

- We held a roundtable and developed a position statement with our sister organisations, Women with Disabilities Australia, Women with Disabilities ACT, Women with Disabilities South Australia, Women with Disabilities WA,

and the Productivity Commission to make recommendations for the review of the National Disability Agreement.

- We worked closely with Domestic Violence Victoria to support the Victorian Government to identify and address the gaps between service systems to better support women with disabilities experiencing family violence.

## Royal Commissions

WDV has worked hard for the voices of women with disabilities to be heard by critical Royal Commissions underway at both national and state levels.

Through our involvement, we hope to see significant policy shifts that bring necessary and overdue changes to the lives of women with disabilities.

We seek to ensure that a gender and disability lens is brought to these and other investigations and that reforms are aligned to those brought about by the Victorian Royal Commission into Family Violence.

Examples of our work include:

### ***Royal Commission into Victoria's Mental Health System***

This is the first investigation of its kind in Australia. To inform our submission and recommendations for reform, we ran consultations with women with disabilities and with the Women's Mental Health Network Victoria, Disability Justice Australia, the Disability Resource Centre and the Australian Federation of Disability Organisations.

### ***Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability***

WDV has been involved in consultation workshops and has provided feedback to the Royal Commission on its draft Accessibility Strategy. We will continue to be involved in this historic, precedent setting and important Royal Commission.

### ***Royal Commission into Aged Care Quality and Safety***

We consulted with older and younger women with disabilities living in nursing homes to make recommendations to this Royal Commission.

## Violence and Disability Quarterly

Four issues of Violence and Disability Quarterly were published online throughout 2018–19 and attracted 'opens' of between 800 and 1450.

The publication highlights projects, resources and research responding to violence against women with disabilities with a focus on Victorian activities and WDV's own Policy and Workforce Development work. The Violence Quarterly has readers from all relevant sectors and welcomes new subscribers and contributors.



For a full list of WDV's Submissions, Presentations and Representation please visit our website at [www.wdv.org.au](http://www.wdv.org.au)

# 2018-19 FINANCIAL STATEMENTS

## Statement of profit or loss and other comprehensive income for the year ended 30 June 2019

	2019 \$	2018 \$
<b>CONTINUING OPERATIONS</b>		
Revenue	1,412,001	2,373,563
Employee benefits expense	(1,796,237)	(1,401,576)
Depreciation expense	(24,890)	(17,136)
Client support services	(146,435)	(276,777)
Other expenses	(287,036)	(219,217)
(Deficit)/Surplus before tax	(842,597)	458,857
Income tax expense	-	-
<b>(Deficit)/Surplus for the year</b>	<b>(842,597)</b>	<b>458,857</b>
<b>Other comprehensive income</b>	<b>-</b>	<b>-</b>
<b>Total comprehensive (deficit)/surplus for the year</b>	<b>(842,597)</b>	<b>458,857</b>

The Profit and Loss Statement shows a deficit of \$842,597 in the 2018/2019 financial year.

This is solely the result of a change in the accounting treatment of funds received in advance. For example, the surplus figure of \$458,857 in 2018 included funds received in advance from funders for future years.

This was a correct treatment of funds under the then accounting standards. WDV has, however, in the 2018-19 financial year adopted a new accounting standard in relation to Revenue, and we are now allocating funds received in advance into the Balance Sheet as the liability 'Income Received in Advance', so that financial reports more accurately reflect Revenue received and to be applied to each financial year.

Notwithstanding this change in accounting treatment, the asset and equity situation of WDV remains strong.

The report shows a Retained Earning/Equity of \$1,395,144 as at 30 June 2019.

## Statement of financial position at 30 June 2019

	2019 \$	2018 \$
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	2,194,356	2,472,732
Trade and other receivables	16,626	200
Other Assets	78,546	33,692
<b>Total current assets</b>	<b>2,289,528</b>	<b>2,506,624</b>
<b>NON-CURRENT ASSETS</b>		
Plant and equipment	43,402	59,610
<b>Total non-current assets</b>	<b>43,402</b>	<b>59,610</b>
<b>Total assets</b>	<b>2,332,930</b>	<b>2,566,234</b>
<b>CURRENT LIABILITIES</b>		
Trade and other payables	779,816	136,615
Provisions	135,118	174,495
<b>Total current liabilities</b>	<b>914,934</b>	<b>311,110</b>
<b>NON-CURRENT LIABILITIES</b>		
Provisions	22,852	17,383
<b>Total non-current liabilities</b>	<b>22,852</b>	<b>17,383</b>
<b>Total liabilities</b>	<b>937,786</b>	<b>328,493</b>
<b>Net assets</b>	<b>1,395,144</b>	<b>2,237,741</b>
<b>EQUITY</b>		
Retained earnings	1,395,144	2,237,741
<b>Total equity</b>	<b>1,395,144</b>	<b>2,237,741</b>



**Statement of changes in equity  
for the year ended 30 June 2019**

	Retained Earnings \$	Total \$
Balance at 1 July 2017	1,778,884	1,778,884
Surplus for the year	458,857	458,857
<b>Balance at 30 June 2018</b>	<b>2,237,741</b>	<b>2,237,741</b>
Balance at 1 July 2018	2,237,741	2,237,741
Surplus for the year	(842,597)	(842,597)
<b>Balance at 30 June 2019</b>	<b>1,395,144</b>	<b>1,395,144</b>

**Statement of cash flows  
for the year ended 30 June 2019**

	2019 \$	2018 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Receipts from operating activities	1,363,767	2,332,221
Payments to suppliers and employees	(1,681,695)	(1,907,092)
Interest received	48,234	41,342
Net cash generated by operating activities	(269,694)	466,471
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Payments for property, plant and equipment	(8,682)	(48,383)
Net cash used in investing activities	(8,682)	(48,383)
<b>Net increase in cash and cash equivalents</b>	<b>(278,376)</b>	<b>418,088</b>
<b>Cash and cash equivalents at the beginning of the year</b>	<b>2,472,732</b>	<b>2,054,644</b>
<b>Cash and cash equivalents at the end of the year</b>	<b>2,194,356</b>	<b>2,472,732</b>



The full Annual Financial Report for 2018–19 can be found on the WDV website at [www.wdv.org.au](http://www.wdv.org.au)

# AUDITOR'S REPORT



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[www.moranaccountants.com.au](http://www.moranaccountants.com.au)

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

### ***Report on the Audit of the Financial Report***

We have audited the accompanying financial report of Women with Disabilities Victoria Inc (the "Entity"), which comprises the statement of financial position as at 30 June 2019, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and the responsible entities' declaration.

In our opinion the financial report of the Entity has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-Profits Commission Act 2012* (ACNC Act), including:

- (a) giving a true and fair view of the registered entity's financial position as at 30 June 2019 and of its financial performance and cash flows for the year [period] ended on that date; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 the *Australian Charities and Not-for-profits Commission Regulation 2013*.

### ***Basis for Opinion***

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report

section of our report. We are independent of the Entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of *Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

### ***Emphasis of Matter – Basis of Accounting***

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the responsible entities' financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

### ***Responsibility of the Responsible Entities (Management and Board) for the Financial Report***

The responsible entities of the registered entity are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and is appropriate to meet the needs of the members of the Board. The responsible entities' responsibility also includes such internal control as the responsible entities determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the responsible entities are responsible for assessing the registered entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the responsible entities either intend to liquidate the registered entity or to cease operations, or has no realistic alternative but to do so.

The responsible entities are responsible for overseeing the registered entity's financial reporting process.

### ***Auditor's Responsibilities for the Audit of the Financial Report***

Our objectives are to obtain reasonable assurance about whether the financial report as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the responsible entities.
- Conclude on the appropriateness of the responsible entities' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the responsible entities regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Zeina Therese Moran FCA  
MORAN Chartered Accountants  
Monday 21st October 2019.

# ACKNOWLEDGEMENTS

## Funders

Action on Disability within Ethnic Communities (ADEC)

Cancer Council Victoria in conjunction with BreastScreen Victoria.

Government of Victoria:

- Department of Health and Human Services
- Department of Premier and Cabinet
- Family Safety Victoria
- Office for Disability
- Office for Women

Gross Foundation

National Disability Insurance Scheme (NDIS) Information Linkages and Capacity Building (ILC) Program

Portland House Foundation

Women's Health In the South East (WHISE)

Women's Health Victoria

## Partners

Local government:

- Brimbank City Council
- City of Casey
- City of Greater Dandenong
- City of Kingston
- Frankston City Council
- Knox City Council
- Manningham City Council
- Mornington Peninsula Shire
- Warrnambool City Council
- Wyndham City Council
- Yarra Ranges Council

1800RESPECT

Chisholm TAFE

CoAbility

cohealth

Domestic Violence Resource Centre Victoria

Domestic Violence Victoria

Duke Street Community House

Future Social Services Institute at RMIT

GenU

GEN VIC

Mambourin

National Disability Services

Our Watch

Outer East Local Learning and Employment Network (OELLEN)

Peninsula Health

Southern Migrant and Refugee Centre

Women's Health and Wellbeing Barwon SouthWest

Women's Health East

Women's Health In the North (WHIN)

Women's Health West's Sunrise Group

Women's Information and Referral Exchange (WIRE)

Scope

Yooralla



## **WDV Leadership Hub partners**

Cobram Community House  
G21  
Gippsland Women's Health  
South West Advocacy  
Association

## **Other supporters and pro bono contributors**

Edie Collyer  
Foy's Arcade  
Health Issues Centre  
Law Squared  
Lee Wilson, EgressAbility  
Liz Phan  
Moores Legal

## **Volunteer Mentors for the Enabling Women program**

Alisha Strang  
Allison Gately  
Amber Starlight  
Amy Roache  
Annalisa Cannizzaro  
Ashima Soni  
Aysha Fatima  
Danielle Madour  
Dhruvi Desai  
Ellie Serour  
Fiona Arbaci  
Jenny Bates  
Jo Thomas  
Juanita Spinelli  
Kaitlin Baggot  
Kerrie Evans  
Kim Fisher  
Kylie Robinson  
Kylie Webb  
Lara Brown  
Leonie Veale  
Ling Hong Tan

Louise Bugeja  
Mia Massese  
Michelle Cleary  
Mikaela Dakic  
Nicole Rosen  
Renee Lee Hallett  
Rochelle Gore  
Sonia Bongiovanni (Digiglio)  
Stacy H. Vo  
Vanessa Di Natale

## **Volunteer Local Community Builders (LCBs) for the Here We Are program**

Brigitte Stone  
Kim Adams  
Nancy Campbell  
Vicky Kearney

## **Donors**

Carly Findlay  
Eliza Hull  
Gemma Swan  
Kedar Ghalasasi  
Ursula Chandler

## SUPPORT OUR WORK

Help us to strengthen the voice of women with disabilities in Victoria and nationally:

- become a member
- join our leadership programs
- come to our events and forums
- contribute to our submissions and campaigns
- share information on social media
- be informed about issues affecting women with disabilities
- participate in our workforce programs
- donate to support our work.

### Sign up to our E-News

<https://bit.ly/2JraqGx>

### Sign up to Violence and Disability Quarterly

<https://bit.ly/2Pq9vKa>

### Join Women with Disabilities Victoria

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

Associate membership is open to individuals (\$50) and/or organisations (\$140) who are supportive of our aims.

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

### Make a financial donation

We gratefully accept donations to support our work. Donations of \$2 or more are tax deductible. Please visit our website at [www.wdv.org.au](http://www.wdv.org.au) for the payment options.

### Donate your expertise

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

### Contribute to our newsletters

Please email [wdv@wdv.org.au](mailto:wdv@wdv.org.au) with any suggestions and items of interest.

## Follow us on social media



facebook

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



Twitter

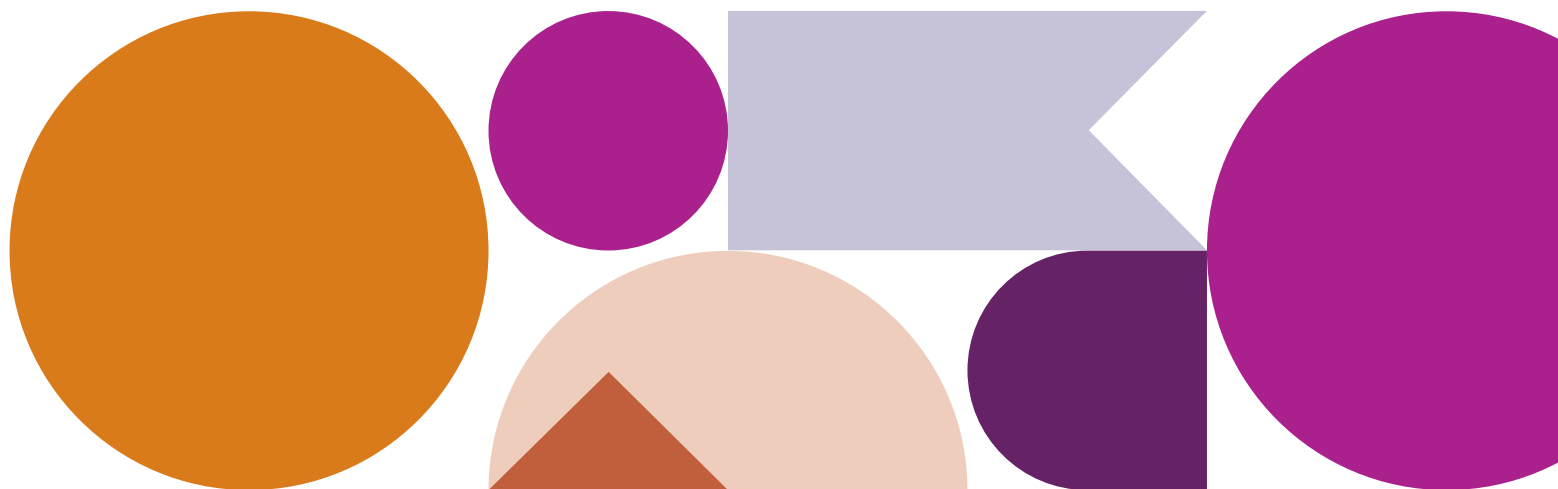
@WDVtweet



<https://www.instagram.com/womenwithdisabilitiesvic/>



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



## **Women with Disabilities Victoria**

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