



Annual Report
2020-2021



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

Our Values

Our values uphold human rights and social justice.

- Equal Opportunity
- Accessibility
- Respect
- Collaboration
- Effectiveness
- Creativity
- Diversity
- Accountability

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 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.



*Womenwithdisabilities*victoria
empowering women

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, present and emerging.

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.

Acting CEO & Board Chair Statements

Acting CEO Report

This year has continued to be a mix of great achievements and enormous challenges, not just for us, but for everyone. We worked remotely, worked face to face and a combination of both.



Our Community Inclusion and Women's Empowerment Program has finalised a project which identified barriers for older women, delivered workshops for women with disabilities and relevant community organisations regarding the Our Right to Safety and Respect Resource, commenced reviewing and scoping current and future engagement with our youth community as well as engaging with partners to deliver our next **Enabling Women Leadership Program**. We have grown our leadership Hubs to 4 and they are undertaking an amazing range of activities in a very challenging environment.

The Workforce Development team has also moved to an online delivery mode, continuing to be busy delivering training, developing resources and offering advice and consultation through our Experts by Experience, a team of women with disabilities.

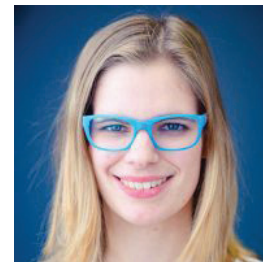
We have also received some Federal Government funding to implement our new Health Services Program which is also using the Expert by Experience model to build expertise, deliver resources and work with partner health organisations and hard-to-reach women with disabilities to discuss and promote equitable access to health services.

We continue to engage with government about the very particular effects of the pandemic on women with disabilities – both good and bad. We would like to thank all of our project partners, state and federal government and those we work with in the community sector who have supported our work during this financial year.

Nadia Mattiazzo, Acting CEO

WDV Board Chair Report

This year, the **Board** has once again focused on ensuring good oversight of WDV during the COVID-19 pandemic. We continued to implement the **2021-2024 Strategic Plan** and worked on improving our intersectionality, including gender inclusion and anti-racism.



The Board also participated in good governance training and released a **position statement** on NDIS independent assessments. The WDV Board welcomed four new members; Anaab Rooble, Shakira Hussein, Pan Karanikolas and Diana Piantedosi and bid a fond farewell to outgoing Board Chairs Saphron Hastie and Esperanza Torres, and Board Member Trudy Ryall. We would like to thank Saphron, Esperanza and Trudy for their dedication and commitment to WDV during their Board tenure. Changes in senior management roles also occurred this year. CEO, Leah van Poppel continued to lead the WDV team throughout the year and was strongly supported by Nadia Mattiazzo in the roles of Deputy CEO and more recently Acting CEO as Leah took a leave of absence to focus on family.

The Board has been pleased to be able to support WDV to find solutions to help reduce the barriers women with disabilities face in achieving and staying in leadership positions and will continue to work to ensure that WDV has the best possible leadership. This year has, once again, been filled with uncertainty, with numerous lockdowns and restrictions continuing to change and affect workplaces throughout the state. The Board has continued to operate remotely, as this was the safest and most accessible option. It has been a challenging year for the staff as they navigated a year of constant change in working conditions.

The WDV Board are grateful for the achievements that **WDV staff** have made in such uncertain times.

Imogen Newhouse, Board Chair

Goal 1: Visibility and voice

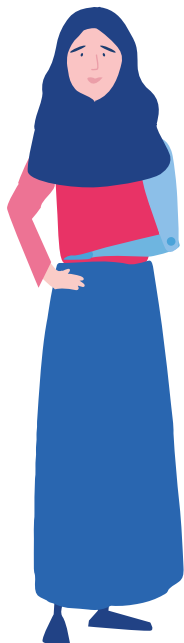
Engage women with disabilities, build our self-advocacy and strengthen our membership across Victoria

Priorities include membership engagement strategies, continued development of regional hubs and Experts by Experience (EBE) and other opportunities that arise, using our decision-making principles.

Throughout the year our focus has been on increased engagement with WDV members through online member events, increased social media activity and information sessions providing members with more opportunities to be part of the WDV community.

WDV solidified its regional and rural community presence, connecting and listening to the members' voices across the State whilst providing a safe and relaxing place to meet, establish new connections and foster ongoing friendships and connection with the local community. Members feel they have appropriate opportunities to engage with WDV.

Throughout the year our Workforce Development and Community Inclusion and Women's Empowerment Programs have developed the skills of program participants to self advocate and become leaders in their community as well as providing pathways to participation. WDV has worked to ensure women with disabilities have access to strength-based leadership training for all women with disabilities to participate, build confidence and be active in their local community.



Community Inclusion and Women's Empowerment Hubs

The WDV Community Inclusion and Women's Empowerment team continues to develop and expand across the State with the establishment of a fourth Women's Leadership Hub in Melbourne's Outer East, meeting at Coonara Community House, the host organisation. This new Hub joins the already established Hubs in Warrnambool, Moira and Barwon. The Hubs provide an inclusive space for women with disabilities to meet and share real life experiences, challenges, opportunities and a sense of community.

Hubs are safe and welcoming spaces where women with disabilities connect with WDV, local government, health providers and disability agencies to develop community knowledge and promote positive inclusion in daily life.

Members are involved in a variety of activities from public speaking, systemic campaigns, creative projects, expert groups, committees and more.

The Hubs provide additional 'Expert' knowledge to WDV. Rural and regional connections are vital for a whole and inclusive picture of women with disabilities in Victoria. Elevating the voices of women with disabilities, building capacity for self-advocacy, this is the essence of a WDV Hub. They are a vital part of our organisation. WDV Hubs are our values in action.

Goal 1: Facts and Figures

Engagement



9 online **member events**



231 attendees



25 editions of e-news published with an average open rate of **30%**



4 editions of Violence and Disability Quarterly (VDQ)



17K per annum **website hits = 11% growth**
10% growth in repeat users,
9% in new users



682 WDV members =
657 Full Members
25 Associate Members



Facebook
4,148 followers =
36% growth



Instagram
421 followers =
36% growth



Twitter
1,920 followers =
4% growth



LinkedIn
488 followers =
23% growth

Community Inclusion and Women's Empowerment

Retain and increase connection with women in regional Victoria through our Leadership Hubs:

- 41 Hub meetings.
- Development of consistent practices across Hubs, including COVID normal practice guidance.
- 1 new Hub (Melbourne Outer East).
- 3 training opportunities for Hub Liaison Officers (HLOs).
- Provided two engagement opportunities across all Hubs.

Develop the skills of individual women with disabilities to lead and self advocate:

- 17 **'Enabling Women'** sessions for young women.
- Developed a survey and steering group to guide enabling young women program.

Provide other opportunities for member capacity building:

- 2 **'Our Right to Safety and Respect'** sessions for women with disabilities.
- Final report and evaluation of Spotlight Project.
- Final report and evaluation of Our Right to Safety and Respect Project.
- Contributed to WIRE intersectional financial literacy project.

Goal 2: Pursue safety, wellbeing and connectedness for women with disabilities

Leverage government funded policy reform and programs

Priorities include prevention and response to family violence, gender equality reform and social/economic inclusion of women with disabilities via the NDIS system and State and National Disability Plans.

During 2021–24 WDV will pursue and develop opportunities for enhancing access to primary health/sexual and reproductive health services for women with disabilities. WDV engaged in relevant opportunities that arose from the Royal Commission on Mental Health and government investment in public health, emergency preparedness and enabling inclusive economic participation.

This year WDV continued to provide employment opportunities through two recruitment drives for women with disabilities to provide their expertise and lived experience on access and inclusion, safety, wellbeing and connections. The **Experts by Experience Prevention and Health** workforce teams educated professionals and industry sectors on the value of service co-design and inclusive work practices. WDV resourced both experts groups using a person-centred approach with support materials, resources and training sessions. Working collaboratively to ensure that training and initiatives include the experiences of women with disabilities.

This year also saw increased demand of WDV resources and training and an increase in the number of collaborations and partnerships. WDV published content on gender equity reforms, workforce capacity building, as well as an **auditing tool kit** for services to build more inclusive violence prevention practices and activities on the prevention of violence against women with disabilities.

Experts by Experience by Liel Bridgford



"I joined the Experts by Experience Health group in March 2021. The group of diverse, skilled and passionate women with disabilities focused on increasing access and safety for women with disabilities to health services, supports, information and facilities.

I have been incredibly privileged to contribute, together with all other Experts, to the co-design process of developing resources and training material for women with disabilities about accessing and navigating healthcare systems. Raising issues many of us face in accessing safe, welcoming and equal healthcare was not only cathartic but life-changing for me. We came up with simple yet powerful strategies and principles to improve the way healthcare systems work.

We have also participated in several professional development sessions, focusing on topics such as advocacy, leadership and human rights. These sessions have strengthened my confidence in advocating for myself and other women with disabilities, leaving me feeling empowered and motivated to continue the work. In June 2021, I stepped up to support the team further with the creation of resources for healthcare professionals. These resources are aimed at improving access, safety and equal participation of women with disabilities in healthcare. They were designed to be accessed by anyone who works in the health systems and provide tangible ways people can improve healthcare experiences for women with disabilities.

As someone who has worked in the health system for nearly a decade, I was thrilled to have the opportunity to raise critical issues for health professionals, as well as develop easy-to-follow steps they can take.

All of this work has strengthened my belief in the power of the voices of women with disabilities. As a disabled, immigrant person, I am confident that this work can meaningfully improve our experiences in accessing healthcare.

I hope our voices will continue to be listened to and amplified, so that we can create a society in which women with disabilities have similar health outcomes to non-disabled women."

Goal 2: Facts and Figures

WDV provides lived experience expertise on safety, wellbeing and connections

16 Expert by Experience (EbE) Prevention consultation sessions;

18 EbE Health training sessions;

11 women employed to deliver these programs.

WDV Sexual and Reproductive Health resources and training sessions

3 resources for sexual and reproductive health (SRH) services finalised.

149 completions of eLearning modules and videos.

2 new webinar resources developed:

- Sexual and reproductive health of women with disabilities, and
- Reproductive coercion of women with disabilities.

Consulted with Women's Health in the South East on their **Sexual and Reproductive Health Strategic Plan**.

Work collaboratively to ensure gender equity reforms reflect the needs of women with disabilities

3 resources developed to promote gender equal mental health provision in the context of COVID-19, targeting women with disabilities, disability support organisations and women's health services respectively.

- COVID-19 and Your Mental Health: A Resource for Women with Disabilities
- Women with Disabilities, COVID-19 and Mental Health: What Can I Do? A Resource for Disability Workers
- Women with Disabilities, COVID-19 and Mental Health: A Resource for Women's Health and Disability Organisations

Workforce Capacity Building Programs

Eastern Metropolitan Region Community of Practice:

16 organisations submitted expressions of interest from **26 participants** (all women) as follows:

2 Women's Health Services:

Women's Health East and Multicultural Centre for Women's Health.

3 Community Health Services:

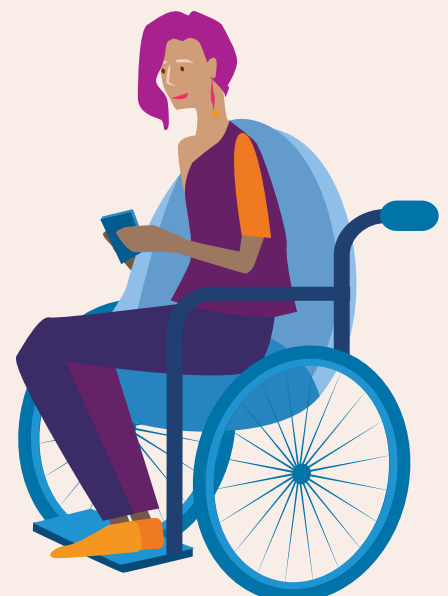
Eastern Health, Carrington Health and Family Planning Victoria.

8 Specialised Services:

Care Support Network, Monkami, Hearth Australia, Kevin Heinz Grow, ECASA (Eastern Centre Against Sexual Assault), EDVOS Family Violence Service for Women and Children, ECLC (Eastern Community Legal Centre) and MIC (Migrant Information Centre).

3 Statutory Organisations:

Yarra Ranges Council, Knox Council and Victoria Department of Justice.



Goal 3: Create long term change

through engagement, education and advocacy

Priorities include information gathering and advocacy to influence government policy on gendered violence and women's social and economic inclusion, both through specific government policy reforms as well as through mainstream service delivery policy and program frameworks.

WDV will work to improve the accessibility of service provision through representing the diverse lives of women with disabilities and offering education, training, referrals and advice to service providers.

This year the WDV Workforce Development Program provided training and consultation about prevention of violence against women with disabilities to a range of relevant organisations, including disability services, women's services and government. As well as providing leadership in disability inclusive violence prevention, Gender and Disability equality initiatives increased across the community.

WDV worked to develop the capacity of family violence prevention and response workforces through systems and structural change. This was achieved through providing training, resources and support for violence prevention and response workers in Victoria to understand the needs of women with disabilities from a diverse range of backgrounds and perspectives. We lobbied government to advance outcomes for women with disability by ensuring appropriate policy responses are provided for women with disability through COVID, including specialised family violence crisis funding.

We advocated for the embedding of disability specific expertise within family violence reform initiatives. We also proactively provided advice to the government and not for profit sectors about the needs of women with disabilities, using collaborative approaches to work with government and the community sector to provide advice about gender and disability.

Royal Commission into Violence Abuse and Neglect of People with Disabilities Webinar

by Jen Hargrave

In June 2021 WDV ran a webinar about the Royal Commission into Violence Abuse and Neglect of People with Disabilities attended by over 60 WDV members, partner organisations and



community members. We gave attendees an overview of some of the common forms of violence and barriers to safety experienced by women with disabilities.

Our primary aim was to let people know how they could share their stories with the Commission and how they could receive supports to do so.

Presentations from the Disability Royal Commission and Your Story Disability Legal Support Service were informative. A stand out aspect of the forum was a question and answer session. We received a high level of engagement via questions submitted in advance and in the webinar's chat function.

Presenters provided clear, helpful answers to questions. This aspect of the webinar was documented and can be accessed via our website. Webinar feedback received about the forum indicates that attendees appreciated the opportunity to become familiar with the Commission, their areas of focus regarding women's safety, and relevant support services.

Additionally, WDV's practices around creating accessible webinars were acknowledged.

It was also a positive opportunity to develop WDV's links with the Commission and Your Story Disability Legal Support service.

**YOUR
STORY**
DISABILITY LEGAL SUPPORT

Free, independent legal support to share your story with the Disability Royal Commission



Goal 3: Facts and Figures

POLICY

Representation on over

30 committees.

Consultations and advice given on

at least 18 occasions,

lobbying Government on a range of issues, specifically:

- Successfully lobbying for the extension of the **Safe Steps Disability Family Violence Crisis Fund** through the State Budget.
- Implementation of three **Disability Family Violence Practice Leaders**.
- Development of practice principles and guidelines for prevention of violence against women with disabilities in partnership with **Our Watch**.
- Partnering with DV Vic/DVRC in the development of resources for family violence workers such as **NDIS training and a webinar** on risk assessment.
- A written submission to the **Disability Royal Commission**.

EVENTS

Delivered by WFD as a whole, includes launches, awareness building and promotion.

Social media violence prevention content launch – September 2020.

16 Days of Action against Gender Based Violence webinar & resource launch. 'Respect is...' resource developed. This included:

16 statements about what respect looks like from the perspective of women with disabilities.

143 attendees from 74 organisations.

170 attendees at

International Women's Day: Prevention of Violence against Women with Disabilities resources.

Equity and Inclusion: Workforce Development Resources Launch:

80 attendees.

COMMUNITY OF PRACTICE

Designed, developed and delivered: **Community of Practice on Prevention, Disability and Gender Equity** with 27 members joining from key disability, gender equity and prevention organisations – workforce development.

CONSULTATION

16 Experts by Experience (EbE)

Prevention Consultation sessions. **11 women employed** to deliver this program.

3 general Violence Prevention consultations.

RESOURCES DEVELOPED

downloaded and viewed over **1,492 times.**

4 guides developed with the **National Disability Services (NDS)** on **Prevention, Early Intervention and Response** to violence against women with disabilities.

A resource on **10 actions** to provide gender and disability equity. And a resource: **Working Towards a Gender and Disability Equitable Organisation Guide** that accompanies the 10 Actions resource.

9 posters on **Violence Prevention** and resources on the drivers of violence and essential actions. **Intersectional** practice resource.

6 videos discussing **drivers of violence and essential actions** developed.

Redeveloped statistics infographic on violence against women with disabilities.

One animated video on **Understanding Disability** introducing viewers to **6 keystones** for understanding disability and placing a gendered lens over previous models of disability used within disability theory.

Our Right to Safety and Respect online Braille version accessed

over 50 times.

AcceSex Project

3 training workshops delivered to partner organisations.

Post session evaluation revealed that

90% of participants

reported **increased knowledge, skills, awareness, confidence.**

Developed and delivered a training package for phone or telehealth based services with **1800 My Options** and **Royal Women's telehealth teams**, for future wider dissemination.

Developed resources (fact sheets, FAQs, social media tiles/text for continued regular dissemination via WDV's social media and other communication channels).

"Margins to the Mainstream: Preventing Violence Against Women with Disabilities TFER Community of Practice" delivered to

16 participants

from **8 organisations.**

"Women's Health Services Disability and Prevention of Violence Workshop" delivered to

20 participants from **Women's Health West** and **11 participants** from Women's Health Grampians.

Statewide WHS PVAW Capacity Building Forum:

29 registrations from

24 organisations with

1 training forum delivered.

11 participants in the Project Advisory Group.



The **Gender and Disability Program** new resources:

Primary Prevention of Violence Against Women with Disabilities **video resource.**

2 micro-webinar series.

Sexual and Reproductive Health Projects

Presentation to **Centre for Excellence in Rural Sexual Health (CERSH)** training:

97 registered, 50 attended.

Consulted on the evaluation on the **Diversexy project with CoHealth.**

2 webinar resources developed:

- Sexual and reproductive health for women with disabilities fact sheet, and
 - Reproductive coercion for women with disabilities.
-

Consulted with **Women's Health in the South East** on their **Sexual and Reproductive Health Strategic Plan.**

Gender & Disability Project Advisory Group

5 consultations.

Women's Health East Margins to Mainstream project

9 recommendations

to inclusive and accessible film production companies.

PVAW and disability committees

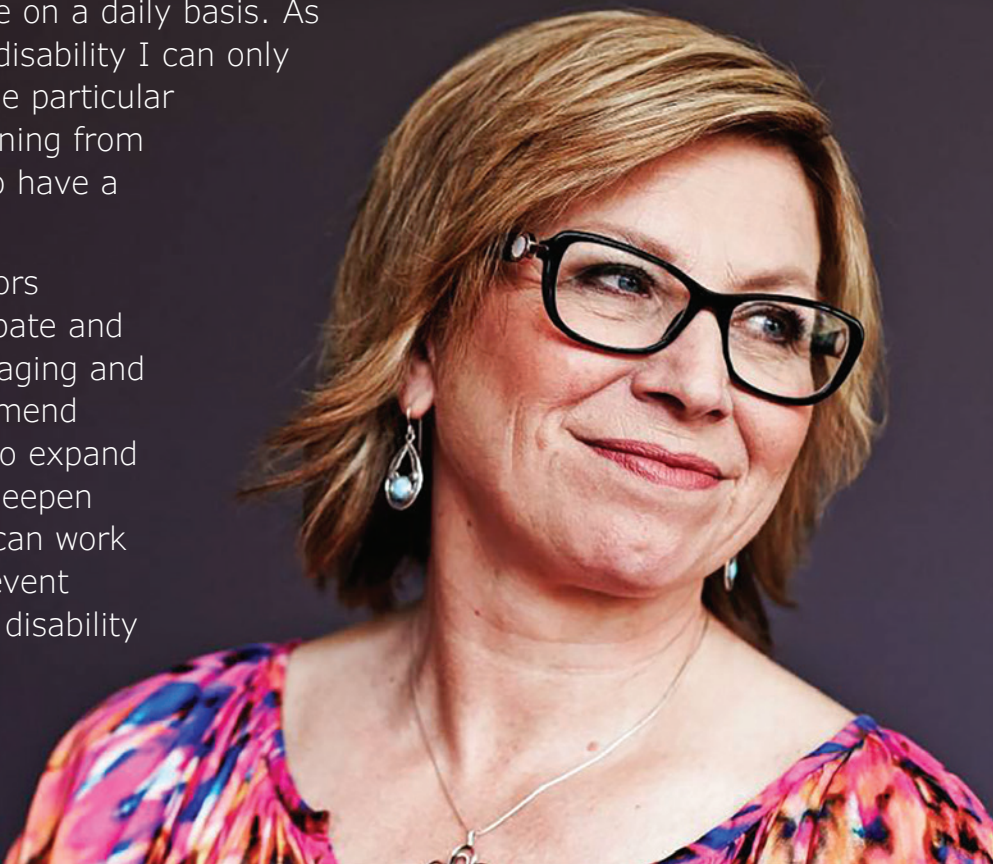
8 representations.

"I recently attended an on-line training program and gained a much greater understanding and deeper insight in how to prevent violence against women with a disability.

To learn from the perspective of those who live with a disability gives you an appreciation of the challenges, bias and discrimination that people with a disability face on a daily basis. As someone who does not have a disability I can only begin to better understand these particular challenges by listening and learning from the perspective of those who do have a disability.

I also found the course facilitators encouraged everyone to participate and this made the course more engaging and interactive. I thoroughly recommend this course to anyone wanting to expand their professional expertise or deepen their understanding of how we can work more effectively together to prevent violence towards women with a disability in our communities."

Rosie Batty
Domestic Violence Advocate



TRAINING

Redeveloped all training content and activities for online use.

2 online self-paced WDV micro-credentials developed on violence prevention.

456 participants

completed training in the online **Gender and Disability Workforce Development Training Program** to prevent violence against women with disabilities (feedback good-very good 95%) to a range of services:

- WHS
- GSNV
- Local government
- Disability services
- Prevention services, and more.



Experts by Experience Pilot Training Project
for Gender and Disability

3 sessions, 30 participants

from three disability organisations - workforce development.

Awareness Building Workshops

809 participants



Thank you

to the following funders, partners and supporters

1800 My Options
3CR radio
Barwon Integrated Family Violence Committee
Brotherhood of St Laurence
Care Support Network
Carrington Community Health
Cobram Community House
Coonara Community House
Department of Education
Department of Justice and Community Safety
Victoria
Department of Health and Human Services (DHHS)
Department of Family Fairness and Housing
(DFFH)
Department of Social Services
Disability Family Violence Crisis Fund
Disability Royal Commission
Disability Services Commission
Drummond Street Services
DV Vic/DVRC
EACH
Eastern Centre Against Sexual Assault
Eastern Community Legal Centre
Eastern Domestic Violence Service
Eastern Health Family Planning Victoria
Family Safety Victoria
Geelong Region Alliance G21
Geelong Sexual and Family Violence Centre (SAFV)
GenVic
GenWest
Golden Plains Shire Council

Good Shepherd Youth and Family Services
Genetic Support Network Victoria
Hearth Australia
Dr Helen Sykes
Kevin Heinze Grow
Knox City Council
La Trobe University
Mat Collins and Dee Papworth



Migrant Information Centre
Monash University
Monkami
Multicultural Centre for Women's Health
National Disability Insurance Agency (NDIA)
Office for Women (OFW)
Our Watch
Paramedics College
Respect Victoria
RMIT
Royal Women's Hospital
Safe Steps
Sexual Assault Services Victoria
South West Advocacy Association
Sparke Helmore



State Government of Victoria
 Switchboard
 The University of Melbourne
 University of New South Wales (UNSW)
 Victorian Council Of Social Services
 Victoria Police
 Vision Australia Radio
 Victorian Law Reform Commission
 Women's Health Victoria (WHV)
 Women's Information and Referral Exchange Inc
 Women's Health East
 Women's Health Goulburn NorthEast
 Women's Health Grampians
 Women's Health Loddon Mallee
 Women's Legal Service Victoria
 Wyndham City Council
 Yarra Ranges Council
 Your Story Disability Legal Support Service

Thank you to the following donors who supported WDV this year

Suzanne Lau-Gooley
 Tessa Walsh
 Jemma Swan
 Kedar Ghalasasi
 Airi Oishi

WDV Regional Hub Partners

Cobram Community House



Geelong Region Alliance G21



South West Advocacy Association



Coonara Community House



Financial Statements

The WDV Board and Finance & Risk Committee continued to strengthen WDV's financial position.

WDV is in a strong financial position, and we are able to pay our debts if and when they are due.

The **Profit and Loss Statement** shows a surplus (gain) of \$444,494.00 in the 2020/21 financial year.

Revenue (money coming in) for this year was \$2,499,459.00, an increase of \$683,613.00 from last year.

Expenses (money going out) for this year was \$2,054,965.00, an increase of \$174,236.00 from last year.

Equity (value of WDV) for this year was \$1,774,756.00, an increase of \$444,495.00 from last year.

This year **Current Assets** are \$2,947,192.00, which is equal to 2.87 times our **Current Liabilities** of \$1,026,947.00. This is a healthy position.

Cash Reserves increased this year to \$2,899,039.00 an increase of \$136,981.00 from last year.



Statement of profit or loss and other comprehensive income for the year ended 30 June 2021

	2021 \$	2020 \$
Continuing operations		
Revenue	2,499,459	1,815,846
Expenditure		
Depreciation expenses	(15,150)	(23,730)
Client support services	(149,553)	(142,373)
Employee benefits expenses	(1,626,039)	(1,421,744)
Other expenses	(264,223)	(292,882)
Total expenses	(2,054,965)	(1,880,729)
Surplus (Deficit) before tax	444,494	(64,883)
Income tax expenses	–	–
Surplus (Deficit) for the year	444,494	(64,883)
Other comprehensive income	–	–
Total comprehensive Surplus (Deficit) for the year	444,494	(64,883)

Statement of financial position as at 30 June 2021

	2021 \$	2020 \$
ASSETS		
Current Assets		
Cash and cash equivalents	2,899,039	2,762,058
Trade and other receivables	5,135	13,154
Other current assets	43,018	53,450
Total Current Assets	2,947,192	2,828,662
Non-Current Assets		
Property, plant & equipment	4,522	19,671
Total Non-Current Assets	4,522	19,671
Total Assets	2,951,714	2,848,333
LIABILITIES		
Current Liabilities		
Trade and other payables	1,026,947	1,380,371
Total Current Liabilities	1,026,947	1,380,371
Non-Current Liabilities		
Provisions	150,011	137,701
Total Non-Current Liabilities	150,011	137,701
Total Liabilities	1,176,958	1,518,072
NET ASSETS	1,774,756	1,330,261
EQUITY		
Retained Earnings	1,774,756	1,330,261
TOTAL EQUITY	1,774,756	1,330,261

Statement of changes in equity for the year ended 30 June 2021

	Retained Earnings \$	Total \$
Balance at 1 July 2019	1,395,144	1,395,144
Surplus/(Deficit) attributable to members	(64,883)	(64,883)
Balance at 30 June 2020	1,330,261	1,330,261
Surplus/(Deficit) attributable to members	444,494	444,494
Balance at 30 June 2021	1,774,755	1,774,755

Cash flow statement for the year ended 30 June 2021

	2021 \$	2020 \$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	2,488,092	1,788,899
Payments to suppliers and employees	(2,362,478)	(1,248,144)
Interest received	11,367	26,947
Net cash provided by (used in) operating activities	136,981	567,702
Net increase in cash held	136,981	567,702
Cash at beginning of financial year	2,762,058	2,194,356
Cash at end of financial year	2,899,039	2,762,058

Get in touch

Keep up-to-date with WDV; join our community



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



@WDVtweet



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<https://www.linkedin.com/company/womenwithdisabilitiesvictoria/>



<https://www.youtube.com/user/WDVchannel>

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