

Womenwithdisabilitiesvictoria

*...empowering women!*

**ANNUAL  
REPORT**  
2012-2013





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# OUR VISION AND MISSION

## Our Vision

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

## Our Mission

Leading the way for Victorian women with disabilities and improving women's choices by:

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

# OUR GOALS AND PRIORITIES

## Our Strategic Goals

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

WDV recognises that women with disabilities are amongst the most marginalised in our community and empowers women with disabilities to achieve their rights in Victoria.

We focus on those areas where gender inequity and/or disability inequity have the biggest impact on the capacity of women with disabilities to be respected and to fully experience life.

We have three clear goals for this strategic plan.

1. Influence Government and the community to recognise and remove barriers to full participation by women with disabilities.
2. Empower women with disabilities to influence their communities.
3. Ensure WDV is a strong, vibrant sustainable organisation.

## Priority Areas

The current priorities of WDV are:

- violence against women with disabilities
- access to health care.

We also have a secondary focus on:

- parenting rights of women with disabilities
- employment.

# OUR BOARD



## **Marija GROEN**

### **CHAIR**

*BA*

**Appointed to the Board in November 2011. Chair of WDV Board (since February 2013) and Member of Finance Committee.**

Marija has 25 years' management experience in the not-for-profit sector, homelessness, housing, family violence prevention, and disability. She was CEO of Housing Resource and Support Service (now Independent Disability Services) (1997–2012), and was a member of the Victorian Ministerial Advisory Committee on Women's Housing Policy (2000–2004). She was a board member and assistant chairperson of Furthering Inclusive Learning and Development (2007–2013) and was a founding member, board member and chairperson of Women's Housing (1997–2005).

Marija is currently a committee member of The Women's Hospital Victoria Disability Reference Group and Community Advisory Committee. She is also a community representative for the development of the new the Victorian Comprehensive Cancer Centre (VCCC hospital).



## **Binda GOKHALE**

### **TREASURER**

*BEC, CPA, MBA, GAICD*

**WDV Non-Executive Director and Treasurer (appointed December 2011). Member of the Finance Committee.**

Binda was General Manager, Planning, Forecasting and Performance Management at Telstra Corporation and has held a number of senior executive roles within Telstra's corporate finance and treasury operations, including serving as an alternate director of Telstra Super and being a member of their audit and risk management committee.

Binda is also a director of the Satellite Foundation, a director and chair of Governance Committee, Uniting Care East Burwood and an external member of Audit Committee for Trust for Nature.



## **Angela FITZPATRICK**

### **JOINT VICE-CHAIR**

*GradDipHR*

**Appointed to the WDV Board in November 2011. Joint Vice-Chair of WDV Board (since February 2013). Member of the Governance and Risk Sub-Committee.**

Angela has extensive HR employment experience, including development of HR Information systems for large employer; strategic planning for a UK organisation with over 11,000 widely diverse employees, and senior executive development, Corporate HR ANZ Bank. She chaired the Board of Management, Maroondah Halfway House until 2012, was an inaugural member of Board of Safer Futures Foundation and is an alumni member of the consumer network of the Victorian Health Issues Centre.

Angela is an active member of the Consumer Reference Group of the Outer East Health and Community Support Alliance, and presents a monthly radio program on 3WBC 94.1FM on issues relevant to the lives of people with disabilities.



**Kumari MIDDLETON**  
**SECRETARY**

**Appointed to WDV Board in November 2010. Secretary since February 2013. Member of the Membership Committee.**

Kumari is co-founder and CEO of Mayibuye (Australia, South Africa, Cambodia) and co-founder and Operations Manager of Vicdor Living Centres.

She is currently undertaking a BA (Criminal Justice and Social Welfare) and holds qualifications in dance, community development and adult HIV education.

Kumari has been a Young Social Pioneers Fellow, a School of Social Entrepreneurs Fellow and Cordes Fellow (Mexico). She is currently a lead tenant in a Melbourne City Mission house, supporting young people transitioning from care.

Kumari's committee roles include YSP Advisory Board and Foundation of Young Australians.



**Ann-Marie BAKER**  
**JOINT VICE-CHAIR**

*BA (Hons), GradDip AppSc*

**Appointed to WDV Board in November 2012. Joint Vice-Chair of WDV Board since February 2013. Member of the Membership Committee, the Governance and Risk Management Committee and Chair of the Brenda Gabe Leadership Award.**

Ann-Marie has 25 years' experience in the tertiary education sector (museum management, museum and art gallery curatorship and curator and project management).

She was a member of Caulfield Hospital Carer and Consumer Reference Group (2007–2011)

Ann-Marie is a steering committee member for the Australian Trauma Quality Improvement Program, consumer representative for the NTRI and Monash University PATCH Trial, consumer representative for the Whitehorse Disability Advisory Committee and consumer representative on the Royal Melbourne Hospital Transfusion Committee.



**Fiona SANDERS**

**Appointed to the Board November 2010.**

Fiona has been involved in a number of committees relating to youth and disability programs, such as the Youth Disability Advocacy Service steering committee and is currently chairperson of the Youth Health Action Network in Ballarat.

She received a Bar None Award in 2007 for her work with youth with disabilities and a Doug Pentland Award from Reinforce and VALID in 2011 for advocacy around closing institutions. She was on the 2008 and 2010 Youth Week grants assessment panel.

Fiona has also been involved with the Grampians Disability Advocacy Association, MYAC Ministerial youth advisory committee and DARU training in advocacy and governance, leadership development through Women with Disabilities Victoria Leadership and Mentoring Program 2011, Leaders of Tomorrow 2011–2012 and the Rotary Youth Leadership camp.

Fiona works for Hepburn Health Services in Daylesford delivering Snakes and Ladders training to community groups and government departments.

# OUR BOARD CONTINUED



## Suzanne LAU-GOOEY

*BPharm, MPublic Health*

**Appointed to WDV Board in November 2012. Member of Governance and Risk Committee.**

Suzanne has been a member of the Disability Reference group, Victorian Equal Opportunity and Human Rights Commission since 2010. She has been involved in HIV community organisations since 2000.

She was a member of the Victorian Ministerial Advisory Committee for Blood-Borne Viruses and Sexually Transmissible Infections (2004–2007), and HIV/AIDS adviser at Oxfam Australia (2004–2005).

Suzanne has been a hospital pharmacist for more than 30 years, in Melbourne, Brisbane, England and Zimbabwe.



## Sonja ILIEVSKA

*BEc, MAICD*

**Appointed to WDV board in November 2012. Member of the Governance and Risk Committee.**

Sonja has been the director of auditing for a risk management and consulting firm for 12 years. She previously worked as a policy and training officer at VicRoads.

## Wendy BROOKS

**Board Advisor**

A lawyer and philanthropy expert, Wendy is an experienced fundraiser for health, tertiary education and the arts. She has served as a board member of the Royal Women's Hospital Foundation and SCOPE. Currently, Wendy is a Trustee of Queen Victoria Women's Centre Trust and National Trust of Victoria Foundation.

## PAST DIRECTORS

Directors whose term concluded at the 2012 AGM (due to WDV Constitutional requirements):

- Tricia Malowney
- Margaret Bayly
- Delia Portlock
- Margaret Stevens.

Directors who resigned during 2012–13 (due to personal reasons):

- Sharon Granek (on WDV staff from February 2013)
- Bernadette Riley
- Wendy Brooks.

Our constitution requires directors to retire after three successive terms. On behalf of the current Board, staff and all our members we extend sincere thanks and appreciation to those who have served WDV and its constituents with the upmost integrity. We acknowledge and honour the time and energy these selfless women have given during their terms as directors. Thank you.



Retiring Board members  
(clockwise from top left):  
Tricia Malowney, Margaret Bayly,  
Margaret Stevens, Wendy Brooks,  
Sharon Granek, Delia Portlock.



# OUR STAFF



L-R: Jen Hargrave, Sharon Granek, Jane Oldfield, Keran Howe

## **Keran HOWE**

Executive Director

## **Sarah BOYD**

Information and  
Administration Officer

## **Jen HARGRAVE**

Policy Officer, Violence  
against women with  
disabilities

## **Lauren HAYES**

Advocacy and Membership  
Development Officer  
*(to December 2012)*

## **Sharon GRANEK**

Partnership and Leadership  
Development Officer  
*(February – April 2013)*

Program Manager  
*(from April 2013)*

## **Jane OLDFIELD**

Partnership and Leadership  
Development Officer  
*(from May 2013)*

## **Sue FINUCANE**

Acting Program Manager  
*(to December 2012)*

## **Wendy MARRIS**

Accountant



L-R: Sue Finucane, Jen Hargrave,  
Lauren Hayes, Sarah Boyd, Keran Howe

# CHAIR'S REPORT

**Marija GROEN**

Chair



**T**he Board acknowledges the Traditional Owners of the land we are on, and their elders past and present. It is with great enthusiasm and pride that I write this 2012–13 annual report for WDV.

Our Executive Director, Keran Howe, outlines in her report the exceptional achievements of this small but feisty organisation. Keran and her staff have carried forward the sound identity and culture of WDV, at all times truly representing the needs of the membership base, women of Victoria with disabilities. On behalf of the Board, I sincerely congratulate her and the team's efforts and outcomes.

The Board of WDV has achieved effective outcomes through much change. The introduction of the NDIS, the federal election and the review of the community sector by the present Victorian government all adds to the complexities of effective Board governance.

As we took up our elected position, the current Board had the honour of farewelling and recognising the years of good work and successes of the previous Board, who committed substantial time and efforts to WDV for over more than six years. On behalf of the current Board, I extend our thanks and acknowledgement of work well done. They set a benchmark of high quality for us to aspire to.

Since the 2012 annual general meeting, the Board has been busy in its compliance roles in reviewing current governance policies and structures. We have established sub committees in order to create efficient decision-making processes. We have sought advice from specialists on financial, industrial and fundraising matters. However, I believe our greatest achievement so far is our diversity and growing capacity as individual members and as a whole Board. I thank all Board members for their professionalism, dedication and vision.

Year in  
Review



Binda Gokhale and Angela Fitzpatrick.

The Board consulted with our partners, stakeholders, governments and members ensuring further funding, and raising the issues and needs of women with disabilities. Our success is a reflection of the positive working relationships with all of this organisation and their willingness to recognise our needs, and rights-based approach.

Finally, we extend a warm invitation to all of you to participate in our next large piece of work, the new WDV Strategic Plan. We look forward to consulting and working with you in the 2013–14 year.

In solidarity,

**Marija Groen**

*The 2012–2013 financial year was a time for us to re-align our organisational structure to ensure we are in a position to respond to the growing demands on the organisation.*

*We are recognised as a leader in the disability sector. Our reputation has grown to include that of being a highly respected collaborator and facilitator to effect the change necessary to ensure women with disabilities are empowered to live their lives safely, healthily and free to make choices that affect their quality of life.*

# EXECUTIVE DIRECTOR'S REPORT

**Keran HOWE**  
Executive Director



**T**his year has been an extremely important one for people with disabilities. We have witnessed the passing of legislation which has moved the platform for disability services from ad hoc programs to a solid rights-based model of individualised funding, the National Disability Insurance Scheme (NDIS). In this new model, people with disabilities will identify their needs and negotiate services based on that need, rather than on what service is provided within a large disability organisation.

We argued strongly for a gendered approach in both the NDIS Act and the NDIS Rules. The acceptance and recognition of gender in the NDIS Act was welcomed as a foundation on which to build a better disability system. The inclusion of the principle that 'People with disability have the same right as other members of Australian society to respect for their worth and dignity and to live free from abuse, neglect and exploitation' is vital to ensuring that there is collaboration between violence prevention and response services and the disability services that provide specialised disability support.

In the implementation of the NDIS, we continue to advocate for workforce development to understand the particular rights and needs of women with disabilities. Recognition as women with disabilities in caring roles, their needs for specialised support as parents with a disability and the importance of access to sexual and reproductive health information and services must be understood by NDIS planners assessing a woman's needs under the scheme.

This year we welcomed the launch of the *State Disability Plan 2013–2016* and *Victoria's Action Plan to reduce violence against women and their children 2012–2015*. These Victorian government policies are of particular interest to meeting our priorities of access to health services for women with disabilities and preventing and addressing violence against women with disabilities. We were particularly pleased to see recognition of women with disabilities clearly prioritised in the Action Plan and to see violence reduction as a key indicator in the State Plan. The 'Our Work' section in this report outlines the ways in which we have been seeking to influence more responsive government policy and better services.

Year in  
Review

*Keran Howe, Prime Minister Julia Gillard, Sophie Deane and Tricia Malowney at the announcement of an increase in the Medicare levy to fund the NDIS, 1 May 2013.*



Gender inequality has been identified as the key determinant of violence against women. Gender inequality and the marginalising effects of disability intersect to create the conditions under which violence flourishes. The Gender and Disability Project is our platform for preventing gender-based violence. This project will provide professional education for the disability sector to influence the way disability services are provided to women with disabilities. This year we have developed the learning package and anticipate implementing the second stage of the project, piloting the learning package with women with disabilities as trainers, over the next two years.

Empowerment of women with disabilities is the foundation of all of our work and a specific focus of our Leadership Program. We continue to build on the foundations laid through the support of the Portland House Foundation. In building leadership skills we aim to provide a pathway into other opportunities for skills development and employment. Our Gender and Disability Project will provide Train the Trainer for ten women with disabilities. We hope this will provide longer-term employment opportunities for the women who undertake the training.

In December we said goodbye to Lauren Hayes, our Advocacy and Membership Development Officer, and welcomed Sharon Granek firstly in the role of Partnership and Development Officer and then as Program Manager. Jane Oldfield joined our team in May as our new Partnership and Development Officer.

With our expanding team and program base we are all looking forward to developing our 2013–2015 strategic plan to ensure that we remains at the forefront of the issues facing women with disabilities. We will remain focused on areas where gender inequity and/or disability inequity have the biggest impact on the capacity of women with disabilities to be respected and to fully experience life.

I would like to extend my heartfelt thanks to the Board, staff and partner organisations who work with us to realise our vision of ‘a world where all women can be respected and fully experience life’. The dedication and mutual support that I witness and experience in the quest for women with disabilities rights is truly inspiring.

# STRATEGIC GOAL 1

## INFLUENCE GOVERNMENT AND THE COMMUNITY TO RECOGNISE AND REMOVE BARRIERS TO FULL PARTICIPATION BY WOMEN WITH DISABILITIES



L-R: Catherine Gibson, Marita Nyhuis, Fiona McCormack, Chris Jennings, Bianca Truman, Janine Mahoney, Mary Wooldridge (Minister for Community Services and Minister for Mental Health), Di Godfrey, Jen Hargrave.

Photo courtesy of Safe Futures Foundation. 4 June 2013.

### CRISIS RESPONSE INITIATIVE

**Advocacy for disability support for women and children escaping family violence**

Through the sustained leadership and advocacy of WDV and Domestic Violence Victoria member organisations, the ground breaking *Disability Family Violence Crisis Response initiative* has passed its pilot stage and received ongoing funding through the Victorian Department of Human Services (DHS).

*Members of the Initiative's Reference and Working Groups welcome the continued funding with Minister for Community Services and Minister for Mental Health, Mary Wooldridge.*

This state-wide initiative enables the provision of assistance to Victorian women and children with disabilities experiencing family violence who require immediate disability support. It provides funding to meet their immediate disability-related support needs for up to 12 weeks. During this initial period, longer-term supports can be arranged. The program is designed to complement existing specialist family violence services and supports.

### GENDER AND DISABILITY EDUCATION

**Increase awareness on how to deliver gender equitable and sensitive services to people with disabilities**

We received funding from DHS to develop and lead a gender and disability professional development package. This is the first in a three-stage strategy to build capacity across the specialist disability sector, and then in the mainstream service sector, so that all services



*Gender and Disability Learning Package material being tested with disability support workers. Training consultant Di Kilsby.*

are able to provide appropriate and gender-sensitive services for both men and women with disabilities.

The program aims to improve knowledge and skills in regards to:

- the socio-economic disadvantage of women with disabilities and its impact on social inclusion and quality of life
- human rights obligations relating to gender and disability
- the relationship between marginalisation, disability, gender, stereotypes and violence
- gender sensitive practice in delivering disability services
- good practice in health promotion and primary prevention of violence against women.

The learning package was overseen by a project advisory group that included women with disabilities, and representatives from a range of key disability, mainstream violence and health sector, peak research and government organisations.

Women with disabilities were involved in consultations for the development and process of this training program. Case studies reflecting their experiences have been incorporated into the learning package.

The workforce learning package was developed and a sample of modules tested with disability support workers and managers from a disability organisation and expert observers.

A model for organisational leaders has been included to encourage gendered policy and protocols and leadership across the organisation.

The learning package was then refined based on feedback and key learnings from participants and experts involved in the testing and the project advisory group.

The learning package consists of a two-day course for disability support workers and a half-day leadership course. It includes a facilitator guide and participant manual for each course, assessment package and resource materials.

Stage two of the strategy involves a rollout of this program in two pilot sites to frontline disability staff and managers, and the establishment of two communities of practice.

Integral to this stage will be the recruitment of women with a disability to co-facilitate delivery and a train the trainer program for ongoing delivery by women with disabilities.

# STRATEGIC GOAL 1 CONTINUED

*Voices against Violence is a cross-sectoral project that looks at the circumstances of women with disabilities who have experienced violence.*

## NATIONAL DISABILITY INSURANCE SCHEME (NDIS)

We continued to lobby on the importance of a gendered approach for Australia's National Disability Insurance Scheme (NDIS).

In January 2013, along with the Federation of Community Legal Centres Victoria, AED Legal Centre, Disability Discrimination Legal Service Inc, Mental Health Legal Centre and Women's Health Victoria, we made a joint submission to the Consultation on the proposed NDIS legislation. The submission included 18 recommendations to ensure Australia's human rights obligations would be fulfilled so that women with disabilities could enjoy the highest level of freedom to make their own choices and be provided with the appropriate level of support and safeguards concerning that choice.

We also made a submission commenting on the NDIS's Draft Rules. This submission addressed issues relating to the diversity of people with disability, their needs, and canvassed the provisions required to ensure safety from violence and abuse within the rules.

## VOICES AGAINST VIOLENCE RESEARCH

**Developing evidence-based recommendations for legal, policy and service sector reform**

**Voices against Violence** is a two-year major research project funded through the Legal Services Board. Work commenced in November 2011 with project partners Office of the Public Advocate and Domestic Violence Resource Centre Victoria, and a project advisory group.

This cross-sectoral research project aims to investigate the circumstances of women with disabilities who have experienced violence.

Findings will be critical in building our understanding of violence against women, and to inform approaches to response and prevention.

The seven research papers will be launched in 2014, when WDV hosts a major symposium in April to release and discuss the findings of the **Voices against Violence** research. Natasha Stott Despoja AM, Chair of the Foundation to Prevent Violence against Women and Children, will be the keynote speaker and will launch the Voices against Violence research papers.





Voices against Violence project management group, August 2012

## OTHER RESEARCH PROJECTS

WDV supported many research project through partnerships, advice and promotion

- **Stop the Violence Project** is a national policy reform project to improve services for women and girls with disabilities experiencing or at risk of violence. This Women with Disabilities Australia project is funded by FaHCSIA as part of the National Plan to Reduce Violence against Women and their Children.

WDV promoted and participated in a comprehensive survey to highlight strengths and gaps in the Victorian family violence and disability sectors, providing input into the **National Plan on Violence Against Women**. In addition, we co-hosted a project consultation with Women with Disabilities Australia, the University of NSW and People with Disabilities Australia addressing how can women with disability be included in helping the government make policies to stop the violence and help women get safe.

- A journal article, '**Inclusive domestic violence standards: Strategies to improve interventions for women with disabilities**' was published in the *American Journal, Victims and Violence* 28 (1). The article, drawn

from WDV's research, **Building the Evidence**, documented the standards criteria that Lucy developed as part of the research, and highlighted their potential to be a foundation for inclusive violence response services. Dr Lucy Healey, Dr Cathy Humphries at the University of Melbourne and WDV's Keran Howe authored the paper.

- **Making Rights Reality** is piloting improvements to access to justice for people with disabilities who have experienced sexual assault in the South Eastern Region. This project is run by the Federation of Community Legal Centres, South East CASA and Springvale Monash Legal Centre.
- **Experiences of people with disabilities reporting crime** is research conducted by the Victorian Equal Opportunity and Human Rights Commission. The commission aims to identify and reduce barriers to people with disabilities reporting crime.
- WDV collaborated on the **Centre for Women's Health Gender and Society's major research** to address the social and economic determinants of mental and physical health. A series of papers were written in 2012-2013 as part of this ongoing research funded by the Australian Research Council.

## STRATEGIC GOAL 2

## EMPOWER WOMEN WITH DISABILITIES TO INFLUENCE THEIR COMMUNITIES

### HEALTHY SERVICES, HEALTHY WOMEN

#### DVD project to improve access to health care for women with disabilities

In 2011, we received funding from the Telematics Trust to produce a DVD with a focus on improving access to health care for women with disabilities. The DVD, launched at our 2011–2012 annual general meeting, has been used to complement training offered to health practitioners and students on working with women with disabilities.

Stage two of this initiative is the provision of training for women with disabilities to impart the skills necessary to provide professional education to health workers when working with women with disabilities.

We have been developing a Memorandum of Understanding with the Royal Women's Hospital to implement a joint approach to address family violence against women with disabilities and enhance a gendered service approach to service delivery. As part of this work, we will complete and pilot the **Healthy Service, Healthy Women – Making Healthcare Relevant to Women with Disabilities Training Package.**

### RAISING AWARENESS IN THE COMMUNITY – ISSUES FACING WOMEN WITH DISABILITIES

We were invited to make a presentation to a group of senior students from MacRobertson Girls' High School who were participating in the Youth in Philanthropy program of the Lord Mayor's Charitable Foundation. Not only did the young women in the program learn more about women with disabilities and our organisation, funding was secured to develop a suite of fact sheets in the 2013–2014 financial year.

The fact sheets will:

- enable women with disabilities to be better informed on issues of concern
- raise awareness within mainstream organisations and the wider community of the issues facing women with disabilities
- raise the profile of and promote our work.

*Brenda Gabe was a much loved and respected member of WDV who made a positive difference for women with disabilities.*



## ENABLING WOMEN

A leadership program for women with disabilities

A training program and package has been developed with the assistance of consultants, health professionals and women with disabilities. The **Enabling Women** program aims to provide training and skills to women with disabilities to become leaders of change within their communities. The eight two-hour facilitated modules cover topics including the social model of disability, self-identity, human rights and advocacy.

In May, 2013, we appointed Jane Oldfield as Leadership and Partnership Development Officer to implement **Enabling Women** and recruit participants. The first pilot program will run in Melbourne. Applicants have been applying from all over Victoria, leading to the decision to run the program in Victorian regional areas.

## BRENDA GABE LEADERSHIP AWARD

Recognising leadership amongst women with disabilities

This year, we established the **Brenda Gabe Leadership Award** to recognise and reward women with disabilities who have made a significant contribution to improving the status of women with disabilities in Victoria. Brenda Gabe was a much loved and respected member of WDV who made a positive difference for women with disabilities.

The inaugural Award has been made possible through a significant contribution from Dr Helen Sykes AM, director of Future Leaders and will be presented at our 2012–2013 annual general meeting.

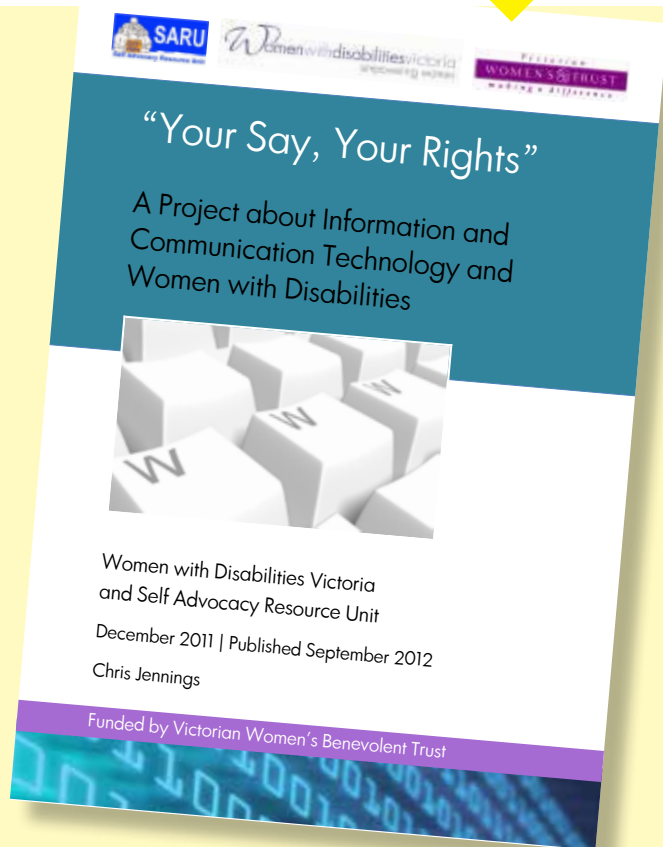
## PRE-EMPLOYMENT TRAINING PROGRAM

We developed a partnership with a registered training organisation for women with disabilities who wish to move into sustainable open employment. In the 2013–2014 financial year, the partnership will offer a 12-week, pre-employment training program for women with disabilities, which will include on-the-job work experience.

# STRATEGIC GOAL 2 CONTINUED

*“We are fast approaching a time where it is no longer an issue of personal choice – those without access to the internet will be seriously disadvantaged by society’s increasing use and dependence on it.”*

**CHRIS JENNINGS, ‘YOUR SAY, YOUR RIGHTS’**



## **‘YOUR SAY, YOUR RIGHTS’** Raising awareness of barriers to digital inclusion

In April, WDV launched the report *Your Say, Your Rights: a project about information and communication technology and women with disabilities*. The report was the culmination of findings from a consultative research project into barriers to information and communication technology access and usage for women with disabilities.

Funded by the Victorian Women’s Trust and run in partnership with the Self Advocacy Resource Unit, the report was written by project worker, Chris Jennings. The project was guided by a Steering Committee comprised of women with disabilities and drew on the experiences of a number of particularly isolated groups of women with disabilities.

The uniqueness of the report’s contribution to the digital inclusion arena – in its focus on the particular barriers to inclusion encountered by women with disabilities – is evidenced by the report’s prominence in internet search results.

## STRATEGIC GOAL 3

# ENSURE WOMEN WITH DISABILITIES VICTORIA IS A STRONG, VIBRANT, SUSTAINABLE ORGANISATION

While we have many strengths, not least of which are our hard working staff and Board members, it is our leadership and ability to partner and collaborate that adds strength to our small, vibrant and effective organisation.

WDV has been fortunate to receive significant financial support from Philanthropic Trusts to assist in building our capacity. We would like to acknowledge the support of the Legal Services Board for their continued support of the Voices Against Violence Research Program which is now in its second year, and of the Portland House for their continued funding to the Leadership and Empowerment Program.

With the growth of the organisation, in June 2012 Sue Finucane was appointed to develop a submission for ongoing funding of a capacity building program with assistance from the Lord Mayors Charitable Fund. As a result of this work the Collie Foundation has recognised our need to continue to build the capacity of the organisation with three year funding of a new position of Program Manager.

The primary role of this position is to co-ordinate our growing range of its projects and programs. The role will support:

- research, professional education and leadership initiatives
- identification of new sources of funding
- project management and development
- profile building and promotion through strategic communications.

In April 2013, former WDV Board member, Sharon Granek was appointed to this position. In the past three months she has scoped new and exciting projects in line with our current strategic plan.

# STRATEGIC GOAL 3 CONTINUED

## OUR NEW WEBSITE GOES LIVE!

Following much research, review and planning – and with assistance from a skilled volunteer Catherine Gray – we launched the new WDV website in May 2013.

The site was redeveloped and restructured for greater usability, with all content reviewed and updated. Attention was given to simplicity in design. Aesthetic visual appearance was an important consideration, as was coding to W3C standards to ensure accessibility for screen readers. A text enlargement function offers assistance to those with vision impairments. Feedback is always welcome as the website continues to be a work in progress.

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

## SUPPORTING OUR WORK THROUGH ICT

As a small organisation with big aims, we regularly explore ways to better manage our information and processes. One of our key achievements this year was to implement a series of intranets and extranets to better manage staff, tenant and Board collaboration and processes.

Early in the 2013–2014 financial year, we will implement Infoxchange’s CRM4NFP, which is customised for the not-for-profit sector.

## eNews

The eNews is our key information communication resource to members, the broader sector and other constituents.

Ten issues were produced and distributed throughout this year, promoting news and opportunities in the community, relevant to the organisation’s priority areas.

Further updates have been provided on the organisation’s activities and opportunities for involvement.

In November 2012, we began using MailChimp to produce our eNews. This gave us a more professional look, better management of subscriptions and extensive reporting/statistics on campaigns.

An auto-subscribe feature was integrated into our website, which has proved effective and administratively time saving.

*Between 1 September and 30 June our YouTube videos received an estimated 5,265 minutes watched*

## **SOCIAL MEDIA**

Since 2011, we have used Facebook and YouTube to engage with the community and raise awareness of issues affecting women with disabilities. In January 2013, we added Twitter to our social media strategy. We have had consistent and encouraging growth and engagement across all of our social media applications.

### **YouTube (WDVchannel)**

YouTube again proved to be our most successful medium for engagement. In 2012–2013 our total video views were 2416. Between 1 September and 30 June (statistics not available at press time), our videos received an estimated 5,265 minutes watched. Our videos received greatest play in the US (1029 views), followed by Australia and Canada (in equal measure) and the UK. During the past year we added further video footage to our YouTube channel, drawn from a Grit Media episode focusing on violence against women with disabilities.



### **Facebook (womenwithdisabilitiesvictoria)**

'Like' our page to get connected to our top news, upcoming events, opportunities, photos and more.

### **Twitter (@WDVtweet)**

Twitter allows us to connect to share stories, ideas, opinions and news about what matters to women with disabilities.

**W**DV takes very seriously our responsibility to represent the voices of women with disabilities by contributing to a variety of publications and participating in projects to ensure our voices are heard and understood by a wider audience.

Our *Violence and Disability Quarterly* was distributed to nearly 500 workers and advocates. The *Quarterly* updates readers on our work and highlights current news and resources.

The homelessness journal, *Parity* (March 2013), published our article, 'Women and Children with Disabilities Find a Way Out'.

Supported Residential Services staff received our newsletter article on how to recognise and respond to family violence, produced in collaboration with the Domestic Violence Resource Centre Victoria.

We highlighted gender issues in the disability sector through our contributions through involvement in a range of projects including:

- **'It's my Choice!' Toolkit** for people with disabilities, developed by RMIT and Inclusion Melbourne

- An online human rights training package for disability developed by National Disability Services.
- **Making it Work: a workforce guide for disability service providers** coordinated by RMIT
- **The Interagency Guideline for Addressing Violence, Neglect and Abuse (IGUANA) – a practice guideline for organisations** developed by Office of the Public Advocate.

WDV's rural connections have strengthened through regional working groups and services, providing a rich source of information sharing. We have participated in groups including:

- Family Violence Regional Integration Committees
- Western Disability and Family Violence Network
- Grampians Family Violence Disability Working Party.

Our **regional connections and outreach** have allowed us to build a big picture of grassroots issues to address through our systemic advocacy.



*WDV discuss violence against women with disabilities with Victoria Police Recruits through the Community Encounters Program*



## REPRESENTATIONS

In government reference groups, we raised issues for women with disabilities who experience violence. These groups included:

- Inter Departmental Disability Family Violence Quarterly working group
- Disability and Family Violence Crisis Initiative (Pilot) working party
- Department of Justice Family Violence Stakeholder Reference Group
- Municipal Association of Victoria Preventing Violence Against Women Network Meeting
- National Plan Implementation Panel, the advisory body overseeing the National Plan to Reduce Violence against Women and their Children
- National Research and Development Steering Committee of the Disability Policy and Research Working Group
- Australian Centre for the Study of Sexual Assault Advisory Committee.

We were invited to make joint representations to the Council to Homeless Person's Victorian Homelessness Action Plan position paper and a joint submission to the community services sector reform project.

Through representation, we achieved tailored responses to women with disabilities which

were identified in the *Victorian Action Plan to Address Violence Against Women and Children*.

## PRESENTATIONS

Keran Howe facilitated a forum for disability and justice system workers, organised by the Victims' Support Agency. The forum was an outstanding vehicle to share information about specialist and general services for victims of crime with disabilities, particularly victims of family violence.

In October 2012, Keran Howe presented a paper, entitled 'Advocating for change: creating the world we want to live in' to the third annual Office of the Public Advocate volunteer conference attended by over 250 delegates.

We delivered training to integration aides, disability case planners and guardian advocates.

Jen Hargrave, our Policy Officer, provided education to Victoria Police recruits to discuss violence against women with disabilities through their Community Encounters program. This was done in collaboration with Disability Justice Advocacy.

# STATEMENT OF COMPREHENSIVE INCOME

for the year ended 30 June 2013

	Note	2013 \$	2012 \$
<b>Continuing operations</b>			
Revenue	3	551,737	612,598
Employee benefits expense		(280,759)	(275,570)
Depreciation expense		(10,467)	(4,352)
Client support services		(171,555)	(36,518)
Other expenses		(77,066)	(68,083)
Surplus before tax		11,890	228,075
Income tax expense	2(e)	-	-
<b>Surplus for the year</b>		<b>11,890</b>	<b>228,075</b>
<b>Other comprehensive income</b>			
		-	-
<b>Total comprehensive surplus for the year</b>		<b>11,890</b>	<b>228,075</b>

# STATEMENT OF FINANCIAL POSITION

at 30 June 2013

	Note	2013 \$	2012 \$
<b>Current assets</b>			
Cash and cash equivalents	12(a)	443,936	418,418
Trade and other receivables	5	2,258	8,415
Other assets	6	3,924	-
<b>Total current assets</b>		<b>450,118</b>	<b>426,833</b>
<b>Non-current assets</b>			
Plant and equipment	7	40,118	50,585
<b>Total non-current assets</b>		<b>40,118</b>	<b>50,585</b>
<b>Total assets</b>		<b>490,236</b>	<b>477,418</b>
<b>Current liabilities</b>			
Trade and other payables	8	36,616	41,202
Provisions	9	29,316	27,706
<b>Total current liabilities</b>		<b>65,932</b>	<b>68,908</b>
<b>Non current liabilities</b>			
Provisions	9	24,253	20,349
<b>Total non current liabilities</b>		<b>24,253</b>	<b>20,349</b>
<b>Total liabilities</b>		<b>90,185</b>	<b>89,257</b>
<b>Net assets</b>		<b>400,051</b>	<b>388,161</b>
<b>Equity</b>			
Retained earnings		400,051	388,161
<b>Total equity</b>		<b>400,051</b>	<b>388,161</b>

A FULL COPY OF THE ANNUAL FINANCIAL REPORT IS AVAILABLE ON THE WOMEN WITH DISABILITIES VICTORIA WEBSITE AT [WWW.WDV.ORG.AU](http://WWW.WDV.ORG.AU)

# STATEMENT OF CHANGES IN EQUITY

for the year ended 30 June 2013

	Retained Earnings \$	Total \$
Balance at 1 July 2011	160,086	160,086
Surplus for the year	228,075	228,075
<b>Balance at 30 June 2012</b>	<b>388,161</b>	<b>388,161</b>
Balance at 1 July 2012	388,161	388,161
Surplus for the year	11,890	11,890
<b>Balance at 30 June 2013</b>	<b>400,051</b>	<b>400,051</b>

# STATEMENT OF CASH FLOWS

for the year ended 30 June 2013

	Note	2013 \$	2012 \$
<b>Cash flows from operating activities</b>			
Receipts from operating activities		566,452	624,512
Payments to suppliers and employees		(559,291)	(370,970)
Interest received		18,357	13,149
<b>Net cash generated by operating activities</b>	12(b)	25,518	266,691
<b>Cash flows from investing activities</b>			
Payments for property, plant and equipment		–	(52,336)
<b>Net cash used in investing activities</b>		–	(52,336)
Net increase in cash and cash equivalents		25,518	214,355
Cash and cash equivalents at the beginning of the year		418,418	204,063
<b>Cash and cash equivalents at the end of the year</b>	12(a)	443,936	418,418

# REPORT OF THE INDEPENDENT AUDITOR

to the members of Women with Disabilities Victoria



Deloitte Touche Tohmatsu  
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The accompanying summary financial report prepared by Women with Disabilities Victoria Inc, which comprises the summary statement of financial position as at 30 June 2013, the summary statement of profit or loss and other comprehensive income, the summary statement of cash flows and the summary statement of changes in equity for the year then ended, is derived from the audited special purpose financial report of Women with Disabilities Victoria Inc for the year ended 30 June 2013. We expressed an unmodified audit opinion on that financial report in our report dated 17 October 2013. The financial report and the summary financial report do not reflect the effects of events that occurred subsequent to the date of our report on that financial report.

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

## Directors' Responsibility for the Summary Financial Report

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

## Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

## Opinion

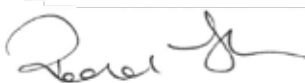
In our opinion, the summary financial report derived from the audited financial report of Women with Disabilities Victoria Inc for the year ended 30 June 2013 is consistent, in all material respects, with that audited financial report.

## Basis of Accounting and Restriction on Distribution and Use

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



DELOITTE TOUCHE TOHMATSU



Rachel Smith  
Partner

Chartered Accountants  
Melbourne, 17 October 2013

Member of Deloitte Touche Tohmatsu Limited

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Professional Services Legislation

**26** **WOMEN**  
**with DISABILITIES**  
**VICTORIA**

# SUPPORT OUR WORK

## BECOME A MEMBER

We are a dynamic and energised membership organisation. Our members help us to add a strong voice for women with disabilities by:

- being involved in focus groups
- representing women with disabilities on boards, committees and forums in the wider community
- contributing to government submissions
- making representations to governments and organisations
- presenting conference papers.

Our members can join our leadership programs and share information through our e-News and email bulletins.

Full complimentary membership is available to all women with disabilities in Victoria.

Becoming an Associate Member gives you the opportunity to support the aims and objectives of WDV and also participate in sharing your knowledge and experience with us and our members. An annual Associate Membership costs \$20 for individuals and \$50 for organisations.

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

## SHARE YOUR STORY

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

## MAKE A FINANCIAL DONATION

We welcome both financial support and pro bono expertise to help us realise our mission to lead the way for Victorian women with disabilities and improve their choices.

Donations of \$2 or more are tax deductible. Please visit our website at [www.wdv.org.au](http://www.wdv.org.au) for details.

## CONTRIBUTE TO OUR E-NEWS

We welcome and encourage your contributions to our e-News. Please email [wdv@wdv.org.au](mailto:wdv@wdv.org.au) with your suggestions.

## JOIN US ON SOCIAL MEDIA

- Like us on Facebook  
([womenwithdisabilitiesvictoria](https://www.facebook.com/womenwithdisabilitiesvictoria))
- Follow us on Twitter (@WDVtweet)
- Watch us on YouTube (WDVchannel)



# THANK YOU

On behalf of all women with disabilities in Victoria, we thank our members, pro bono contributors, financial donors and grant makers and those who have volunteered their time and energy to work with and support Women with Disabilities Victoria. We look forward to sharing the fruits of our labour with you in a world where all women are respected and can fully experience life.

## GRANT MAKERS AND DONORS

Department of Human  
Services (Vic)  
Portland House Foundation  
Legal Services Board  
Lord Mayor's Charitable  
Foundation  
The Collie Foundation  
(managed by ANZ Trustees)  
Anne Jackson

## PRO BONO CONTRIBUTORS

Deloitte Touche Tohmatsu:  
Auditor  
Holding Redlich:  
Legal advice  
Catherine Grey,  
ANZ Staff Volunteer:  
Website development

## PROJECT PARTNERS

SARU  
Office of the Public Advocate  
Domestic Violence Resource  
Centre Victoria  
Domestic Violence Victoria  
Women's Health Victoria



Legal Services BOARD  
Funded through the Legal Services Board Grants Program



# ANNUAL GENERAL MEETING

10.00am Thursday 28 November 2013

The Marriott Hotel, Lonsdale Street  
(cnr Exhibition Street), Melbourne



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