

WOMEN'S HEALTH AND WELLBEING BARWON SOUTH WEST INC

# ANNUAL REPORT

# 2019 /20



WOMEN'S HEALTH  
AND WELLBEING  
Barwon South West Inc.

# WHO WE ARE

Women's Health and Wellbeing Barwon South West Inc (WHWBSW) is a feminist organisation committed to intersectionality, gender equality and great practice health promotion.










WHWBSW advocates for and represents the voices and interests of all those who identify as a woman living in the Barwon South West (BSW) region.

## OUR STRATEGIC PRIORITIES:

1. Organisational Excellence
2. Advance Gender Equity
3. Promote Women's Sexual and Reproductive Health and Rights
4. Prevent Violence Against Women Before it Occurs

## MAP OF BARWON SOUTH WEST REGION



-  Glenelg Shire
-  Southern Grampians Shire
-  Moyne Shire
-  Warrnambool City
-  Corangamite Shire
-  Colac Otway Shire
-  Surf Coast Shire
-  City of Greater Geelong
-  Borough of Queenscliff

Our region includes three Traditional Owner groups, the Gunditjmarra People, the Eastern Marr People and the Wadawurrung People.

## OUR VISION

Our region is safe and equitable for all women and girls.

## OUR MISSION

We work with others in a framework of equality to improve women's sexual and reproductive health and to prevent violence against women before it occurs.

## OUR VALUES

We live our values:

**RESPECT:** We respect and welcome all people and value different perspectives.

**ACCOUNTABILITY:** We hold ourselves accountable with effective leadership and strategic direction.

**INTEGRITY:** We act with integrity, honesty, and in alignment with our values.

**COURAGE:** We will pursue our vision and mission with courage and passion.

# CHAIR'S LETTER

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**It has been a major year in the history of Women's Health and Wellbeing Barwon South West. Following an internal review of the organisation during the first months of the financial year, it was decided that an external consultant be appointed to undertake a formal independent service review. As a result of the review, the structure and operation of WHWBSW has taken on a new look. Our three priority areas do remain the same: prevention of violence against women, improving women's sexual and reproductive health outcomes and advancing gender equity.**

A review of the WHWBSW Strategic Plan was undertaken after the Service Review to ensure that our objectives are in line with our new more strategic model of work. The Board also participated in a second round of Board Evaluation and a Development and Skills Matrix survey. We are constantly aiming to improve our governance structures and ensure that we have a Board with the appropriate mix of skills.

We welcomed two new Board members in October 2019, Hilary King and Lynne Gray, and thank them for their input to date. We received the resignation of Board members Liz Liberts in July and Megan Kruger in October. We also farewell Tamara Kotowicz in October as she has come to the end of her term on the Board. I would like to thank all the Board members for their contributions during what has been a big year for the Board and the organisation. The Nomination and Remuneration Committee members have completed interviews and propose three new Board members to commence their roles at the first Board meeting after the Annual General Meeting of 2020.

I must congratulate our Chief Executive Officer Emma Mahony and her team on what has been a challenging year. Their dedication to the improvement of women's lives across our region is outstanding.

Thank you again to my Board colleagues for your commitment, support and passion as we look forward to another successful year ahead.



A handwritten signature in cursive script that reads "Gillian Jenkins".

**GILLIAN JENKINS**  
Chair

# CEO'S LETTER

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**What a time to be alive!  
As the CEO leading  
WHWBSW through the  
last 12 months, it has been  
a period of challenge and  
adaption.**

Globally, the COVID-19 pandemic has brought unprecedented change and widespread devastation. This pandemic has highlighted – in the most profound way – the existing structural inequalities that shape our lives on a daily basis.

The detrimental effect on women's economic security, surging rates of violence against women and challenges to women's access to sexual and reproductive health have dominated the headlines. Thus, the impact on women's health and wellbeing of gender inequality has become part of public conversation.

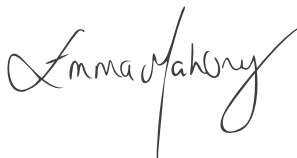
These are tough times and we know there will be long and lasting impacts – but we will continue to shine a light on women's experience and advocate for change: that is our job.

We will harness the focus on women's experience to push for long-term and large-scale change – using evidence-informed action to promote gender equality. Recovery must lead to a more equal world.

Closer to home, within our own organisation, we have moved through a time of review and renewal. Reflecting on the 2019 restructure, may I firstly acknowledge the great passion, commitment and achievement of Toni Ryan, Justine Devonport, Felicity Antony, Thalia Robertson, Jane Moriarty and Fiona Cadorel, who left the organisation during this time. May I also acknowledge that the Wimmera South West Family Violence Partnership auspice ended in June 2020 and so we also said goodbye to Alex Tyler and Kelly Dufty.

I would like to especially acknowledge the contribution, excellence and commitment of Carly Dennis, our Regional Manager, across this year; our Communication Advisor Julia Thompson and our Chair Gillian Jenkins for her patient and wise guidance. I also wish to thank our Board and the team of consultants that have supported us during this time.

In closing, may I recognise our partners because collaboration is at the heart of everything we do and, put simply, together we do better! With our gaze firmly placed on the far horizon, let's keep making great strides towards a world where every woman and every girl has safety, a voice and choice. May this be the measure of our time, and my time as leader of this small, passionate and ambitious organisation.



**EMMA MAHONY**  
Chief Executive Officer



# OUR BOARD

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*In a gentle way you  
can shake the world*

GANDHI –



**GILLIAN JENKINS**  
Chair



**PHOEBE  
NAGORCKA-SMITH**  
Deputy Chair & Chair  
of Finance, Audit & Risk



**LYNNERE GRAY**  
Treasurer



**MEGAN  
KRUGER**



**TAMARA  
KOTOWICZ**



**JESSICA  
FISHBURN**



**HILARY KING**



**LAURA ALSTON**



**LIZ LIBERTS**  
Until June, 2020

# OUR STAFF

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**EMMA MAHONY**  
Chief Executive Officer



**CARLY DENNIS**  
Regional Manager



**JULIA THOMPSON**  
Communication  
Advisor



**KELLY DUFTY**  
Principal Strategic  
Advisor  
– Wimmera and South West  
Family Violence Partnership

# SERVICE REVIEW 2019-2020

FROM OUR BOARD CHAIR GILLIAN JENKINS

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**Our vital work in the prevention of violence against women before it occurs and improving women's sexual and reproductive health is an investment in gender equality for our region.**


Undertaking this work across a large geography with a small team is a challenge shared by each of the nine women's health services in the state funded by the Victorian Government.

We must each operate strategically, engaging leaders in changing cultures, behaviors and understanding across workplaces, schools, health services, local governments and other sectors. We must adopt a capacity-building approach, collaborate and develop partners' skills and confidence to progress equality and respect.

With this in mind, and as diverse issues came to the attention of the WHWBSW CEO, staff and Board in the early months of the 2019 financial year, there were major factors to review, including: funding streams, strategic direction, the needs of women and girls across the Barwon South West region, our partners locally and statewide and the environmental factors affecting our ability to effectively achieve our goals. Consideration was also given to WHWBSW's operation from two locations - with offices in Geelong and Warrnambool.

After an in-house review, the Board embarked on an independent Service Review to ensure WHWBSW had the right structures and process in place to support effective operation, ensure long-term viability, progress our 'Vision', and have the ability to impact on women's health in the region. Every aspect of the organisation was sensitively and respectfully scrutinised.

The Review highlighted several layers of issues that were critical to the future of the WHWBSW. The Board decided, with the support of the Department of Health and Human Services (DHHS), that it was necessary to step up to a changed model of operation. A new organisational structure was developed that was strategically fit for purpose at both staff and Board level. In addition, the Geelong office was closed and the WHWBSW Strategic Plan updated to reflect improvements in efficiency and effectiveness of operations at every level.



# THE WAY FORWARD...

FROM OUR REGIONAL MANAGER CARLY DENNIS

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**Following on from the organisation's Service Review, the coming year sees a significant shift in the way we work, moving away from individual projects to long-term initiatives that focus on:**

- Addressing the underlying determinants that contribute to women and girls' rights, obligations, access to opportunities, health outcomes and safety;
- Challenging structural constraints to the equal rights and choices of women and girls; and
- Putting in place appropriate policy and programmatic responses.



Taking action to improve gender equity is one of the most direct and effective ways to improve health outcomes for women and is a pre-condition for the prevention of violence against women before it occurs and the realisation of women's sexual and reproductive health, rights and choice.

Achieving gender equality is not something that will occur quickly or easily and, as a single organisation, Women's Health and Wellbeing Barwon South West cannot do it alone. To acknowledge the complex nature of this work and the challenge of achieving lasting change, we will focus on building individual and organisational capacity to work effectively and collectively towards adopting evidence-based and gender transformative practice where we live, learn, play, work and age.

In addition, we will build our internal capacity to create a culturally safe workplace and work effectively and respectfully with our Aboriginal communities – in line with state and federal strategies.

We look forward to continuing on the journey towards gender equality and improving the lives of all women and girls in our region over the coming year and well beyond.

# WOMEN'S VOICES

## OVERVIEW

Disasters like COVID-19 highlight the embedded inequalities and injustices that already exist within our society. In a time where most were responding, WHWBSW remained committed to progressing gender equality by:

- Capturing the voices and experiences of local women during COVID-19
- Translating emerging evidence into the practical tools for our partners to understand the issues and implement appropriate action; and
- Providing a platform for collective, evidence-based advocacy that was grounded in the experiences of local women

## KEY ACHIEVEMENTS

- Community consultation with women in the Barwon South West region
- Recorded interviews with experts in the industry on women's economic security
- Let's Connect: Women's Economic Security Roundtable event with local decisionmakers, state and national experts and local women to bring evidence and diverse women's voices together to aid policy and program development
- Development of the COVID-19 hub on our website with tools and resources for community and professionals

## PARTNERS

- economic Security4Women
- GenVic
- Victorian Women's Trust
- WIRE

“  
Disasters like COVID-19 highlight the embedded inequalities and injustices that already exist within our society.”





# SEXUAL AND REPRODUCTIVE HEALTH (SRH)

## OVERVIEW

This year WHWBSW turned good intentions into action – translating a commitment to sexual and reproductive health and rights into our work. This has required a deeper dive into the inequalities that determine poor sexual health outcomes; these inequalities are structural and social. This has then informed the development of new relationships and an emerging approach to identify key priorities, develop our advocacy and articulate the change we seek to see.

## KEY ACHIEVEMENTS

- Launch of Victorian Women's Health Services' *A Theory of Change in Sexual and Reproductive Health for Victorian Women*
- Participation in SHOUT – Sexual Health Out and About: Rural and Regional Victoria Working Party
- Completion of environmental scan to determine the way forward for our Sexual and Reproductive Health and Rights work
- Increased number of SRH services on 1800 My Options website for Barwon South West region

## PARTNERS

- Victorian Women's Health Service Sexual and Reproductive Health Community of Practice
- Western Victoria Primary Health Network
- Centre for Excellence in Rural Sexual Health





# BARWON PREVENTION OF VIOLENCE AGAINST WOMEN (PVAW)

## OVERVIEW

Prevention of Violence Against Women in the Barwon region is supported by a number of vibrant, long-term partnerships.

## PARTNERS

- Sexual Assault and Family Violence Centre
- G21 Health and Wellbeing Pillar
- PVAW Health Alliance
- Barwon Health
- Schools and students who participated in the Respect Cup activities

## KEY ACHIEVEMENTS

- Four Community of Practice events held in partnership with The Sexual Assault and Family Violence Centre
- A toolkit to prevent violence against women launched in partnership with the PVAW Health Alliance. This provides simple and consistent messages to explain the drivers and effects of violence against women, and to help expand engagement with and understanding of this work
- Respect (Netball) Cup held in Barwon with an increased number of schools, building on the achievements of previous years and expanded in 2019 to the Great South Coast region



# WIMMERA AND SOUTH WEST FAMILY VIOLENCE PARTNERSHIP (WSWFVP)

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For the past five years, WHWBSW has been the auspice organisation for south west staff of the Wimmera and South West Family Violence Partnership (WSWFVP), one of 13 Family Violence Regional Integration Committees (FVRICs) located across Victoria. Established in 2016, the WSWFVP is tasked with the promotion of collaborative service delivery, local implementation of family violence legislation and reforms, identification of systemic issues impacting services and service users, and provision – through their Principal Strategic Advisors (PSAs) – of information and advocacy at the state level.

WHWBSW's connection with the Partnership has developed strong links and shared knowledge between the prevention and response sectors.

## KEY ACHIEVEMENTS

Over the past year:

- Establishment of formal liaison and collaboration with Family Safety Victoria (FSV) through the state PSA group, the Statewide Family Violence Integration Advisory Committee (SFVIAC)
- Providing evidence and engaging in advocacy in relation to the critical need for two Orange Door locations in the Wimmera South West, an area which covers 24% of Victoria and 10 LGAs
- Contributing to the University of Melbourne's Regional Integration Committee's Key Information and Evidence (RICKIE) project, tasked with providing a data collection and analysis framework for FVRICs
- Development of the WSWFVP Strategic Plan, Local Area Planning Group Action Plans, the WSWFVP Communications and Engagement Strategy and Member Manifesto

## NEXT STEPS

WHWBSW's tenure as an auspice organisation for the WSWFVP staff ended on June 30, 2020. Our commitment to the Partnership will continue as a member agency and we look forward to future collaborative work and critical advocacy in this space.

# RESPECT 2040

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## OVERVIEW

*Respect 2040* is not a strategy but rather a 20-year social movement agenda that brings community members, businesses, groups, clubs and organisations together to achieve the overall vision of a thriving community in which every person is safe, valued and can reach their full potential.

It has been created to guide and direct individual and collective work to embed equality and respect where we live, work, learn, love and play. It builds upon work previously undertaken through *The Great South Coast Prevention of Violence Against Women and Children Strategy 2013-17* and represents unprecedented alignment of political leadership and social momentum for gender equality at national, state and local levels.

**We wish to thank all of the organisations that have contributed to its development.**

## KEY ACHIEVEMENTS

- Co-creation of *Respect 2040* with current and emerging partners through relationship building and shared understanding
- Website development
- Development of evaluation framework
- Securing of two further years of funding

## CURRENT SIGNATORIES

- Glenelg Shire Council
- Southern Grampians  
Glenelg PCP
- South West PCP
- Wannon Water
- Department of Education and Training

# RESPECT 2040

# PROJECT RESPECT HEYWOOD



**PROJECT  
RESPECT  
HEYWOOD**

## OVERVIEW

2019 was the final year of Project Respect Heywood. In early December, as part of the 16 Days of Activism, the achievements of the project were celebrated via 'Sketch Respect' – where a sketch artist captured the achievements to date, along with a commitment from partners to sustain future work beyond the project to realise the community-developed vision of a respectful community.

## KEY ACHIEVEMENTS

- Internal training and policy development at Glenelg Shire Council
- Inclusion and Diversity training for local sporting and service clubs
- Work to expand the reach of the Glenelg Say No 2 Violence committee to Heywood
- Delivery of Man Cave sessions to year 9 and 10 male students and the community
- Re-focus of local Respectful Relationship schools towards a whole-of-continuum approach (schools and early years services) for Heywood and surrounds – a first for the Respectful Relationships program.

## PARTNERS

- Glenelg Shire Council • Heywood Rural Health • Local schools and students



# YOU THE MAN

## OVERVIEW

We completed our delivery of You the Man performances across secondary schools within the Barwon South West region. This project aimed to increase secondary school students' knowledge of intimate partner violence, understanding of active bystander action and identify where people experiencing violence can access help.

## KEY ACHIEVEMENTS

- 23 schools participated in You the Man performances (3250 students and 90 staff)
- 50% of students reported an increase in knowledge and reported that the panel discussions were helpful
- Development of intersectoral partnerships to deliver the sessions (21 panel members from 11 organisations)
- The creation of a resource that supports the integration of You the Man into the Respectful Relationships Curriculum based on the national evidence base and local experience and feedback.

## PARTNERS

- Barwon Community Legal
- Brophy Family and Youth Services
- Department of Education and Training Respectful Relationships, and local schools
- Emma House
- Sexual Assault and Family Violence Centre
- South West Centre Against Sexual Assault
- South West Healthcare
- The Orange Door
- Victoria Police



# AN EXTRACT OF THE ACCOUNTS

## BALANCE SHEET (AS AT 30 JUNE 2020)

|                                      | Note | 2020 \$        | 2019 \$        |
|--------------------------------------|------|----------------|----------------|
| <b>CURRENT ASSETS</b>                |      |                |                |
| Cash and cash equivalents            | 2    | 152,673        | 202,095        |
| Financial Assests                    | 3    | 223,309        | 220,411        |
| Other Assets                         | 4    | 11,836         | 16,935         |
| <b>TOTAL CURRENT ASSETS</b>          |      | <b>387,818</b> | <b>439,441</b> |
| <b>NON-CURRENT ASSETS</b>            |      |                |                |
| Property, plant and equipment        | 5    | 58,065         | 79,551         |
| <b>TOTAL NON-CURRENT ASSETS</b>      |      | <b>58,065</b>  | <b>79,551</b>  |
| <b>TOTAL ASSETS</b>                  |      | <b>445,883</b> | <b>518,992</b> |
| <b>CURRENT LIABILITIES</b>           |      |                |                |
| Trade and other payables             | 6    | 99,824         | 141,468        |
| Leave Entitlements                   | 7    | 9,647          | 26,587         |
| <b>TOTAL CURRENT LIABILITIES</b>     |      | <b>109,471</b> | <b>168,055</b> |
| <b>NON-CURRENT LIABILITIES</b>       |      |                |                |
| Leave Entitlements                   | 7    | 5,915          | 21,251         |
| <b>TOTAL NON-CURRENT LIABILITIES</b> |      | <b>5,915</b>   | <b>21,251</b>  |
| <b>TOTAL LIABILITIES</b>             |      | <b>115,386</b> | <b>189,306</b> |
| <b>NET ASSETS</b>                    |      | <b>330,497</b> | <b>329,686</b> |
| <b>ACCUMULATED FUNDS</b>             |      |                |                |
| Accumulated surplus                  |      | 330,497        | 329,686        |
| <b>TOTAL EQUITY</b>                  |      | <b>330,497</b> | <b>329,686</b> |



## COMPREHENSIVE INCOME STATEMENT (FOR THE YEAR ENDED 30 JUNE 2020)

|                                      | Note | 2020 \$        | 2019 \$          |
|--------------------------------------|------|----------------|------------------|
| <b>INCOME</b>                        |      |                |                  |
| Government Grants                    |      | 883,774        | 920,125          |
| Other Grant Income                   |      | 32,196         | 71,701           |
| Interest                             |      | 6,068          | 12,085           |
| Sundry Income                        |      | 47,056         | 20,542           |
| Profit on Sale of Assets             |      | –              | 12,727           |
| <b>TOTAL INCOME</b>                  |      | <b>969,094</b> | <b>1,037,180</b> |
| <b>EXPENDITURE</b>                   |      |                |                  |
| Advertising                          |      | 28             | 2,175            |
| Audit & Legal Fees                   |      | 2,065          | 2,480            |
| Bank Fees                            |      | –              | 75               |
| Board Expenses                       |      | 12,416         | 29,858           |
| Branding & Web Design                |      | 80             | 3,603            |
| Depreciation Expense                 |      | 22,844         | 12,804           |
| Financial Management                 |      | 17,290         | 12,376           |
| HR & Other Staff Costs               |      | 34,645         | –                |
| IT Infrastructure & Support          |      | 12,756         | 9,900            |
| Memberships & Subscriptions          |      | 2,222          | 5,828            |
| Minor Equipment & Furniture          |      | 1,723          | 4,175            |
| Motor Vehicle Operating Costs        |      | 9,802          | 11,077           |
| Occupancy Expenses                   |      | 71,258         | 77,909           |
| Postage                              |      | 261            | 737              |
| Printing & Stationery                |      | 4,353          | 9,512            |
| Program Expenses                     |      | 33,541         | 192,545          |
| Staff Recruitment Costs              |      | 1,326          | 23,705           |
| Salaries and Related Costs           |      | 677,640        | 829,827          |
| Staff Development                    |      | 5,316          | 15,149           |
| Strategic Governance & Development   |      | 5,559          | –                |
| Telephone & Internet                 |      | 10,398         | 11,688           |
| Travel Expenses                      |      | 5,803          | 18,075           |
| <b>TOTAL EXPENDITURE</b>             |      | <b>931,326</b> | <b>1,273,498</b> |
| <b>NET OPERATING SURPLUS/DEFICIT</b> |      | <b>37,768</b>  | <b>(236,318)</b> |
| <b>COMPREHENSIVE RESULT</b>          |      | <b>37,768</b>  | <b>(236,318)</b> |

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BARWON SOUTH WEST INC.

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Barwon South West Inc.

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Women's Health and Wellbeing  
Barwon South West acknowledges the  
support of the Victorian Government.



We respectfully acknowledge the  
wisdom, living culture and unique  
role of the Traditional Custodians  
on whose lands we work.