



WOMEN'S HEALTH
AND WELLBEING
Barwon South West Inc.

Annual Report

2020 - 2021

*Celebrating
10 years*

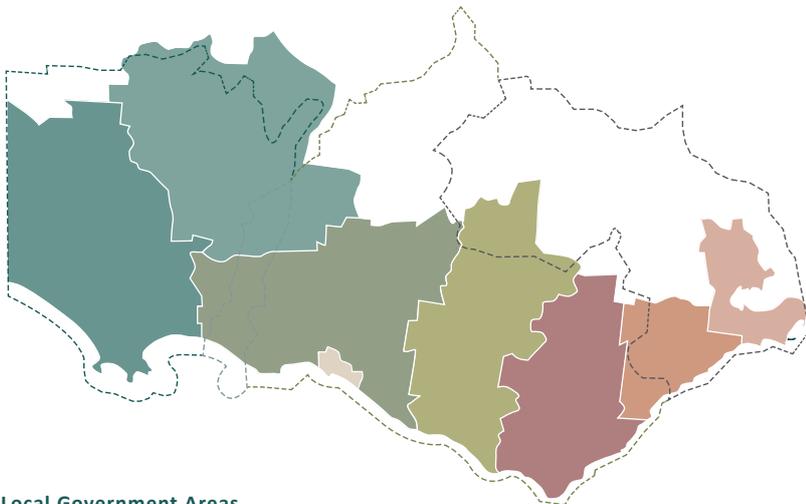
Who we are

Women’s Health and Wellbeing Barwon South West Inc (WHWBSW) is a not-for-profit health promotion organisation. We promote health and prevent ill-health before it occurs by taking action on the social determinants of health, and recognising that social, legal, economic and cultural factors impact on health. We strive towards an ambitious vision for change where women are healthy, safe, and can access all of life’s opportunities.

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



Local Government Areas

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

Traditional Owners

- Gunditjmara People
- Gunditjmara & Eastern Maar People
- Eastern Maar People
- 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.

A note from Board Chair Phoebe Nagorcka-Smith



Celebrating the 10th year of Women's Health and Wellbeing Barwon South West is an opportunity to reflect on the work of countless women and allies who have supported the organisation's vision and work throughout the years.

Vicky Mason, the inaugural Board Chair and a founding member of WHWBSW, recently shared the story of the organisation's formation with me. WHWBSW was established in 2011 to represent the voices of women from across the region, and to drive changes in women's health outcomes. The organisation was to be a leader, a resource, a conduit, and an amplifier. This vision and mission have endured through the past decade: through legislative change, protest, pandemics and shifting policy. While we have seen incredible signs of change and hope across this time, our work is as relevant as ever.

In the 10 years of WHWBSW, 29 women have served as Board members, contributing thousands of hours to guide the organisation on behalf of our members. Throughout this time, and as the organisation has matured, the role of the Board has gradually transitioned from building to oversight. This year has seen a focus on reviewing our governance structures, to ensure they will support our work into the next decade. Our team – Board and staff together – have undertaken an enormous amount of work commencing a periodical Constitution review, refining governance policies, growing our financial management and reporting framework, rolling out targeted consultation mechanisms, and developing a fresh Strategic Plan. Importantly, we've also reflected on what it means to be doing these things while cementing our values, and women, at the centre of our work.

I'd like to thank our courageous and passionate CEO, staff team, Board Members, and members, past and present, for their contribution to the shared work of WHWBSW. It is their dedication and commitment that has ensured our organisation is still the regional leader in gender equality and women's health, and has been able to respond to the changing needs of our region and our partners.

In reading the Annual Report, I hope that you will join us in recognising the progress that has been achieved over the past 10 years, and making a renewed commitment to our vision for the future: that all women are healthy, safe, and can access all of life's opportunities.

A note from CEO

Emma Mahony



What a time to be alive. It will be truly fascinating to look back and see how this period is recorded in history. It will also be interesting to see what lies ahead. For now, the vast and lingering devastation of this global pandemic has illuminated our work.

Initially we came together to keep apart. We did so with a care for those more vulnerable. For me, this was quite a beautiful period where we turned our gaze to others. As the months have passed, and so too the lockdowns, some of this initial resolve has diminished.

Interestingly, amid such difficult times, there has been incredible activism in Australia and internationally. Of note, the Black Lives Matter movement that reignited a global campaign for “justice, healing and freedom to Black people across the globe”. This movement rippled across Australia and reignited a call for urgent action to stop deaths of Aboriginal and Torres Strait Islander people in custody.

Then we moved into 2021 and young women in Australia – Brittany Higgins key among them – inspired the national March4Justice rallies; a call to end violence against women in our country that filled our streets and our screens and put forward a loud call for change.

The structural inequality illuminated through the pandemic, the March4Justice call to end violence and the launch of the Gender Equality Act in Victoria have all elevated our work. In a very challenging year, we have grown in number and prominence.

May I take this opportunity to recognise our great and growing team. As a small independent not-for-profit with a truly ambitious vision for change, every day we straddle embedding organisational excellence while delivering meaningful tools and change with our partners – is it quite a dance and I recognise and congratulate our team members for the way they move with skill and grace.

I would like to recognise some incredible bodies of work launched in the 2020-2021 year. Key among them is our organisational commitment to see, understand and address racism, articulated in *Changing the Picture: Creating a Culturally Safe WHWBSW*. Alongside this is a foundational piece that will guide and inform how women’s voices shape our advocacy and, over time, our work, through another stunning piece titled *Women’s Voices: Community Engagement Framework*.

Finally, walking alongside public entities as they implement Victoria’s first Gender Equality Act has been a remarkable opportunity for our team, and something that has deepened our expertise, service offerings and the number of critical conversations that connect gender equality to a richer future for all.

Similarly, a great shout out to our partners: you are our guide. Our way of working is built with you at the centre. May we keep sharing the load, turning evidence into action, ensuring we realise that stunning, vast horizon – a community built on equality and respect.

Onward.

Our Board



Phoebe Nagorcka-Smith
Chair



Laura Alston
Deputy Chair



Lynerre Gray
Treasurer



Gillian Jenkins



Jessica Fishburn



Joanne Cunningham



Alison Byrne



Rhea Harper
Finance Audit and Risk Committee Chair



Megan Kruger
Completed term Oct 2020



Tamara Kotowicz
Completed term Oct 2020



Hilary King
Resigned March 2021

Our Staff



Emma Mahony
CEO



Jenny Waterhouse
Business Manager



Carly Dennis
Regional Manager



Katie McKean
Regional Facilitator



Rochelle Winnen
Regional Facilitator



Sarah Wood
Regional Facilitator



Julia Thompson
Communications
Advisor

Comprehensive Income Statement

(for year ended 30 June 2021)

	2021	2020
	\$	\$
INCOME		
Government Grants	866,076	883,774
Other Grant Income	-	32,196
Interest	3,018	6,068
Sundry Income	22,876	47,056
TOTAL INCOME	891,970	969,094
EXPENDITURE		
Audit & Legal Fees	1,460	2,065
Board Expenses	222	12,416
Branding & Advertising	114	108
Depreciation & Amortisation Expense	55,344	22,844
Financial Management	7,107	17,290
HR & Other Staff Costs	9,304	34,645
Interest Expense	5,178	-
IT Infrastructure & Support	11,770	12,756
Memberships & Subscriptions	3,392	2,222
Minor Equipment & Furniture	8,699	1,723
Motor Vehicle Operating Costs	6,084	9,802
Occupancy Expenses	2,524	71,258
Printing, Stationery & Postage	6,614	4,614
Program Expenses	41,019	33,541
Staff Recruitment Costs	2,135	1,326
Salaries & related costs	434,542	677,640
Staff Development	6,101	5,316
Strategic Governance & Development	34,702	5,559
Telephone & Internet	6,599	10,398
Travel Expenses	1,209	5,803
TOTAL EXPENDITURE	644,199	391,326
NET OPERATING SURPLUS/DEFICIT	247,851	37,768
COMPREHENSIVE RESULT	247,851	37,768

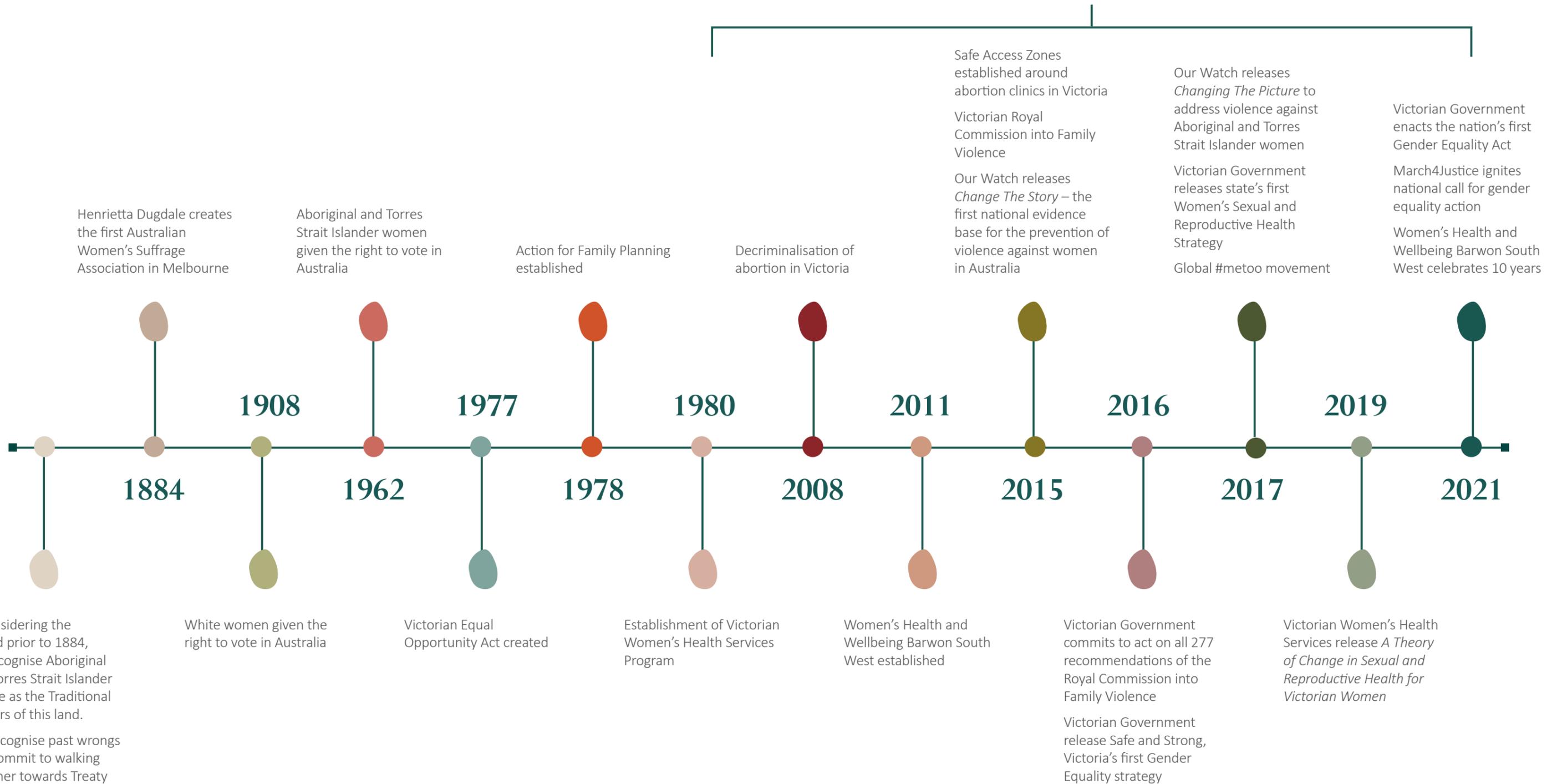
An extract of the Accounts

Balance sheet (as at 30 June 2021)

	2021	2020
	\$	\$
ASSETS		
Current Assets		
Cash and cash equivalents	589,335	152,673
Financial assets	124,542	223,309
Other assets	5,858	11,836
Total Current Assets	719,735	387,818
Non-Current Assets		
Property, plant and equipment	38,934	58,065
Right of use assets	262,548	-
Total Non-Current Assets	301,482	58,065
TOTAL ASSETS	1,021,217	445,883
LIABILITIES		
Current Liabilities		
Trade and other payables	149,192	99,824
Lease liabilities	37,988	-
Leave entitlements	27,186	9,647
Total Current Liabilities	214,366	109,471
NON-CURRENT LIABILITIES		
Lease liabilities	225,348	-
Leave entitlements	3,154	5,915
TOTAL NON-CURRENT LIABILITIES	228,502	5,915
TOTAL LIABILITIES	442,868	115,386
NET ASSETS	578,348	330,497
EQUITY		
Accumulated surplus	578,348	330,497
TOTAL EQUITY	330,497	330,497

Looking back: Critical moments that have shaped women's lives

Women's Health and Wellbeing Barwon South West is proud to be part of the Victorian's Women's Health Program, a nation-leading network of women's health services established in 1980 to improve women's health and wellbeing through taking action on the social and economic determinants of ill-health.



Celebrating 10 years of WHWBSW



2010-11

Our doors open!

- Doors officially open May 2011 – but journey towards formation began much earlier; following several years of collaboration to develop a dedicated organisation to advance the women’s health promotion agenda in this region
- Barwon South West region is the final area within Victoria to be represented by a dedicated women’s health service



2011-2012

A time of planning and consolidation for the young organisation:

- First Strategic Plan finalised
- Funding secured and steering committee formed for a Great South Coast family violence prevention strategy
- Contribution to first Victorian Sexual and Reproductive Health Survey



2012-2013

A change of leadership and expanding staff numbers:

- First Executive Officer Andrina Mitchell passes the baton to Emily Lee-Ack in September 2012
- First research and health promotions officers recruited
- Work done towards inclusion of women’s health data and priorities in Municipal Health and Wellbeing Plans



2013-2014

Expansion and relocation

- Move to Koroit St office – our current home
- Work on Great South Coast Strategy for the Prevention of Violence Against Women and Children progresses
- Planning of WHWBSW’s first Regional Women’s Sexual and Reproductive Health Conference
- Nelly Thomas’ sexual health and ethics talk delivered in Geelong



2014-2015

Advancing our profile and position as a leader:

- ‘Take A Stand Against Domestic Violence: It’s Everyone’s Business’ workplace-based training launches; trains hundreds of people over two years
- First WHWBSW South West International Women’s Day Art Prize exhibition
- WHWBSW partners to deliver a conference, pilot a workplace program and deliver training to prevent violence against women with a disability



2015-2016

An updated organisational structure responds to a growth phase:

- Four new health promotion officers recruited and regional team leaders appointed
- Launch of Preventing and Addressing Violence Against Women and Children in the G21 Region Strategic Plan 2016-20
- WHWBSW lodges submission to Royal Commission into Family Violence



2016-2017

An energetic, expanded team drives gender equality messages:

- WHWBSW delivers largest single campaign, distributing 120,000 coffee cups with messages of equality and respect for the 16 Days of Activism to End Gender-Based Violence
- WHWBSW launches Gendered Data & Health Planning guides for all local governments
- Second Strategic Plan launched and Constitution updated



2017-2018

The organisation continues to grow, push barriers and build relationships.

- Two-year Portarlington Respect and Equality pilot program ends, and similar program begins in Heywood
- Condom mapping project completed
- Successful ‘Stand Up Don’t Stand By’ 16 Days of Activism active bystander poster campaign in secondary schools
- October 2017: Longest-serving Board member and Chair Sue Walpole farewelled



2018-2019

A time of new leadership:

- After working with WHWBSW in its early years as a Health Promotion Officer, Emma Mahony returns to lead organisation as the CEO in January 2019, following the departure of Emily Lee-Ack, after six years
- MATE active bystander training delivered to 175 participants at seven organisations
- 16 Days of Activism event targets nightlife scene with active bystander campaign; and 10,000 reusable shopping bags with gender equality messages are distributed



2019-2020

Service review, restructure and new way of working:

- Independent organisational service review leads to restructure, as capacity-building approach adopted to achieve greatest impact across our vast geography
- COVID-19 pandemic leads to partnership with ‘economic Security4Women’, with video series and roundtable webinar
- Support for roll-out of Victorian Gender Equality Act for public sector entities
- WHWBSW begins work on critical piece to address cultural safety



2020-2021

Pandemic highlights inequalities, elevates gender equality work:

- New team of Regional Facilitators bring skills in partnership brokerage and data analysis
- Gender Equality Act roll-out support includes Community of Practice, webinars and website hub
- National March4Justice campaign ignites coverage of WHWBSW as gender equality expert
- Launch of ‘Respect 2040’ website; Barwon region engages with ‘Respect 2040’ approach
- Staff and Board work on new Strategic Plan; a roadmap for our future
- Statewide collaboration results in successful State Budget submission and selection on Gender Equality Commission Panel of Providers

Recognition and Thank you

WHWBSW recognises the support of our funders, notably the Victorian State Government Department of Families, Fairness and Housing and the Office for Women.

We would like to acknowledge our many partners and allies and the extraordinary work they each undertake:

economic Security4Women

Community South West

GEN VIC

Women's Health Service Council

Marilyn Beaumont

Lynne Gleeson

Elly Taylor

Wei Leng Kwok

Spark Strategies

Emma House

South West Centre Against Sexual Assault

City of Greater Geelong

Colac Otway Shire

Corangamite Shire Council

Glenelg Shire Council

Moyne Shire Council

Southern Grampians Shire

Surf Coast Shire

Warrnambool City Council

Beaufort Skipton Health Service

Bellarine Community Health

Colac Area Health

Hesse Rural Health

Heywood Rural Health

Moyne Health Service

Portland and District Health

South West Healthcare

Timboon and District Healthcare Service

Barwon Coast

Wannon Water

FUNDERS

Department of Families, Fairness and Housing
Office for Women

South West Community Foundation

PARTNERS

G21 Primary Prevention Community of Practice

The Sexual Assault and Family Violence Centre

Respect 2040 Great South Coast

Glenelg Shire Council

Southern Grampians Glenelg

Primary Care Partnership

South West Primary Care Partnership

Wannon Water

G21 Redevelopment Advisory Group

Bellarine Community Health

City of Greater Geelong

Colac Otway Shire

G21

Surf Coast Shire

The Sexual Assault and Family Violence Centre

Gender Equality Act

Action for Gender Equality Partnership

Borough of Queenscliffe

Sexual and Reproductive Health

1800 My Options

Royal Women's Hospital Clinical

Champions Network

Wimmera South West School Nurses Network

Victorian Women's Health Service Sexual and
Reproductive Health Community of Practice

Communication and Media

GEN VIC Communications

Community of Practice

Pulse FM

ABC South West Vic

Pulse FM

The Warrnambool Standard

Geelong Advertiser

Colac Herald

Surf Coast Times

Geelong Times



WOMEN'S HEALTH
AND WELLBEING
Barwon South West Inc.

We proudly acknowledge Aboriginal people as the First Peoples, Traditional Owners and custodians of the lands and waters on which our work occurs. We acknowledge and respect the wisdom, living culture and unique role that Aboriginal people hold, and which has seen them thrive for thousands of years. We also acknowledge the ongoing leadership role of the Aboriginal community. As First Peoples, our Aboriginal communities are best placed to determine their own culturally appropriate path to gender equality.



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

PHONE (03) 5500 5490 **EMAIL** info@womenshealthbsw.org.au
FIND US 1/116 Koroit St, Warrnambool, VIC, Australia, 3280
POSTAL PO Box 785, Warrnambool, VIC, Australia, 3280
ABN 98 543 253 506 **REG NO.** A0056090K



[@womenshealthbsw](https://www.womenshealthbsw.org.au)
www.womenshealthbsw.org.au

Our region spans the lands of three Traditional Owner groups — the Gunditjmara, Eastern Marr and Wadawurrung, and the clans and language groups which reside within them.