

WE ARE CHAMPIONS FOR EVERY VICTORIAN WOMAN'S HEALTH AND WELLBEING



Women's Health
V I C T O R I A

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We use an intersectional feminist framework in all our work that recognises the intersecting and compounding impacts of racism, ableism, ageism, homophobia and transphobia that leads to stigma, discrimination and trauma and poor health and wellbeing outcomes.

We use the term woman/women throughout this report to refer to all women who are the main focus of our work. We support gender diverse and trans people and we are working towards greater engagement and inclusivity with people from a range of backgrounds, experiences and identities.

Design images used in this report come from **Yakuna Gananggurr** (translates to **Until Tomorrow** in Yorta Yorta language) our RAP artwork by Madison Connors. Find out more about our commitment to Reconciliation [here](#).

Acknowledgment of Country

Women's Health Victoria acknowledges the Traditional Owners of the land we work on, the Wurundjeri peoples of the Kulin Nation. We pay our respects to their Elders past and present and acknowledge their continued Custodianship of these lands and waters.

As a state-wide organisation, we also acknowledge and pay our respects to the past and present Elders of Traditional Owners of the lands and waters across Victoria.

We recognise that sovereignty was never ceded and that we are the beneficiaries of stolen land and dispossession, which began over 230 years ago and continues today.

IMPACT STORIES



Donna

I was diagnosed with endometrial cancer in April 2020. I immediately went into survival mode – that is just to survive everything going on around me at the time. I had no control over what was going to happen or what was happening to me.

I was given details about Counterpart back in 2020 but was not quite ready at that stage to reach out for support as I did not know what I needed. Once I realised I did need support, I reached out to Counterpart as I needed to speak with someone who has experienced what I was going through at the time and I found Counterpart's peer support phone calls were just what I needed. Just to talk with someone who understands. I also love the information sessions via webinar – very well put together and informative and the wide variety of topics that are on offer. Basically I just love the support that is given by the staff and volunteers at Counterpart.

Counterpart is a free service for Victorian women that connects, supports and informs women affected by breast or gynaecological cancer to live well.

Fran

Fran* called 1800 My Options when she was 8 weeks pregnant. She had recently left her violent partner and was struggling financially as a single parent, as well as dealing with the aftermath of her relationship.

Fran told 1800 My Options that she was struggling with lack of support as her family lives interstate, and was anxious about needing to pay for an abortion and scared of the possibility that she might need surgery. 1800 My Options was able to provide her with details of bulk billing medication abortion providers in her area who could also support her with links to family violence support services.

**not her real name*

1800 My Options is our confidential and free phone line that provides women with information about contraception, unplanned pregnancy options (including abortion) and sexual health in Victoria.

MESSAGE FROM THE CHAIR AND CEO

The past year has been one of opportunity against a backdrop of continued uncertainty and change. Covid, together with other significant world events, reminded us there is still much to be done to secure women's equality.

The data tells us women were significantly impacted by the effects of COVID-19 and continue to be. The impact of the last three years has paused progress on the gender pay gap, superannuation funds and women in leadership meaning more women and their families are falling further and further behind. Along with a housing crisis and a lack of affordable childcare, gendered poverty will continue to increase unless urgent action and investment is made by all governments.

At the same time, women's reproductive rights are being challenged across the globe in the wake of the US Supreme Court decision to overturn Roe v Wade after 50 years. Millions of women in America no longer have protected rights to abortion care. Rallies were held across Australia, and around the world, in solidarity with our American sisters and gender diverse people and to remind our own governments that access to abortion and reproductive rights are not up for debate. More importantly, we should be focused on improving access and equity to abortion care no matter where someone lives in Australia.

Victoria has been at the forefront of significant reform for many years with the Royal Commission into Family Violence, Royal Commission into Mental Health and the first Gender Equality Strategy including the introduction of the Gender Equality Act in 2020, and the first Gender Responsive Budget report.

There are twelve women's health services in Victoria (including WHV) and, together, we bring gendered expertise with an intersectional approach across the state and through place based regional action. Here in Victoria, we have seen a renewed emphasis on prevention with the establishment of local public health units across the state and recognition of the vital role of the 12 women's health services as key public health infrastructure. This resulted in a significant uplift in funding from the Victorian Government which will enable all 12 services to scale up their work to have more impact on health and wellbeing outcomes for Victorian women over the next two years.

Our five key priority areas continue to drive our work: sexual and reproductive health, prevention of violence against women, mental health, women's equality and women and cancer.

Highlights of the year include:

- An expert panel on gendered violence, trauma and mental health at our 2021 AGM
- 1800 My Options taking over 20,000 calls since it commenced in March 2018
- 23 courses in prevention of violence against women and gender equality now available
- Medical abortion data for all local government areas in Victoria published on our Women's Health Atlas
- Increased funding of \$19.4 million for the 12 women's health services including WHV
- \$1,000,000 in funding for shEqual to improve gender equality in advertising content and within the industry
- Successfully advocated for gender to be included in the new Mental Health and Wellbeing Act 2021
- Counterpart expanded to offer peer support to all women with cancer from 1 July 2022

Strong partnerships and collaborations have allowed us to strengthen our work, bring diverse perspectives to the table and amplify the voices of people who may struggle to be heard. We've joined many organisations across the country in the fight for reproductive rights and to raise our voices about gender equality.

We've worked with Women's Health Services including GENVic, academics, researchers, advocacy and policy organisations, service and training providers, funders, and Victorian women and gender diverse people. We'd like to give a big thank you to everyone involved for their vital contributions and support.

We'd also like to thank the Victorian Government and its Departments including the Department of Families Fairness and Housing and the Department of Health for their continued support of our work.

As an organisation we are not immune to the many challenges facing not for profits. We want to pay special tribute to our wonderful staff and volunteers for their dedication and resilience through another difficult, uncertain year, and to our Board for their commitment, strategic expertise and strong governance that's once again steered us through this unexpected period of change, while continuing to champion the health and wellbeing of women.

There remains much work to do and significant action is required across the social determinants to support women's full participation in society and achieve gender equality.

With momentum gaining, now is the time to embed change in the policy landscape and tear down the structures and systems that create barriers and build new, sustainable structures so women and gender diverse people can live and thrive.

We look forward to working with you all as we strive towards our vision of women living well: healthy, empowered, equal.



Judy Hacker

Judy Hacker
Chair



Dianne Hill

Dianne Hill
CEO

In the next year our priorities will build on the successes of the past year with a focus on:

Advocating for better access to sexual and reproductive health care and implementing the new Women's SRH plan 2022-2030

Working with the Women's Mental Health Alliance to embed a gender lens across every aspect of mental health reform, including the intersections of gendered violence, trauma and mental health, through policy and advocacy

Undertaking evaluations and building the evidence base to measure our impact as part of the new Women's Health Program guidelines

Building partnerships with key stakeholders and increasing our intersectional understanding in our focus areas

Supporting the next Gender Equality Strategy and working with organisations to improve gender equality through training and capacity building

Scaling up our work addressing gender equality in advertising through shEqual

Celebrating our 30th year and developing a new strategic plan to set out a plan for the future.



WHO WE ARE

Our Vision

Women living well – healthy, empowered, equal.

Our Purpose

We are champions for every Victorian woman's health and wellbeing.

Our Values

Respect, inclusion, innovation, courage, excellence.

For more than 29 years, Women's Health Victoria has been driving better health outcomes for Victorian women by strengthening the women's health sector, delivering targeted services for Victorian women, advocating for policy change, and delivering essential gender-informed research. With an intersectional feminist lens, and informed by the latest research and evidence, we are uniquely placed to lead significant, meaningful change at a systemic, cultural and individual level.

WHAT WE DO



KEY ACTIVITIES

- ADVOCACY, POLICY & RESEARCH TRANSLATION
- CAPACITY BUILDING
- HEALTH PROMOTION, INFORMATION & SUPPORT

PRIORITY AREAS

SEXUAL AND REPRODUCTIVE HEALTH



WOMEN'S MENTAL HEALTH AND BODY IMAGE



WOMEN'S EQUALITY



WOMEN AND CANCER



PRIMARY PREVENTION OF VIOLENCE AGAINST WOMEN




Knowledge • Skills • Solutions



OUR IMPACT

Advocacy, policy & research translation

 **25,000**
map views on the [Women's Health Atlas](#)

 **30**
policy submissions, briefings and presentations across our priority areas in women's health

 **690**
downloads of [shEqual](#) research and resources

 **4,000**
engagements with our online expert panel on gendered violence, trauma and women's mental health

Health promotion, information and support


 **5,500**
calls answered by [1800 My Options](#)

 **812,000**
visitors to our [Labia Library](#)

 **1,100**
interactions with women using our [Counterpart](#) peer support service

 **73,000**
views of our 'COVID Vaccine Safety During Pregnancy' videos

Capacity Building

 **1,600**
enrolments in online and online interactive training sessions

 **400**
participants from the mining sector participated in our training on prevention of violence against women

 **236**
enrolments in 3 months in a new, free, online Microcredential 'Abortion, contraception and sexual health: supporting client access'

 **600**
professionals from the advertising industry responded to our [shEqual](#) survey about attitudes to gender equality

PRIORITY AREA

SEXUAL AND REPRODUCTIVE HEALTH

Our goal is for all Victorian woman to experience and enjoy optimal sexual and reproductive health at every life stage.

This year, the importance of women's sexual and reproductive health (SRH) has been in the spotlight more than ever.

In June 2022, the United States Supreme Court overturned *Roe vs. Wade*, removing 50 years of constitutional protection of the right to seek safe abortion care in the US. This decision has implications for women and people with uteruses across the globe.

Even in Australia, where abortion is decriminalised in every state, access remains highly dependent on where a woman lives and her own personal circumstances. In essence, the service system is failing women.

We believe that access to legal, safe, timely, affordable and culturally appropriate abortion care is essential healthcare, and we need measures to protect reproductive rights.

We advocate for strong government policy and investment in sexual and reproductive health services for women and gender diverse people in collaboration with the other 11 women's health services and work closely with SRH providers to help build the capacity of the health service system.



For information about pregnancy options, contraception and sexual health

The [1800 My Options](#) phonenumber and website was launched in 2018 as part of the Victorian State Government's Women's Sexual and Reproductive Health Strategy (2017-2020). It provides information about and pathways to services for contraception, pregnancy options including abortion, and sexual health services. It's free, confidential, non-judgemental, women-centred and pro-choice. It delivers health promotion information about SRH issues via social media and works with over 450 service providers to increase access across the system.

We've played a critical role in supporting women to access vital SRH services throughout the COVID pandemic by working closely with providers to monitor supply and gaps in provision.



Our award winning [Labia Library](#) is an online health promotion resource to show people that the labia comes in all shapes and sizes. Since launching nine years ago, we've had over 26.6 million page views.

Key Activities

- Led advocacy for abortion through our Abortion and Contraception Working Group
- Worked with health professionals to increase access to abortion and contraception services through 1800 My Options
- Supported the development of *The Victorian Women's Sexual and Reproductive Health Plan 2022-2030*, one of seven plans that make up the *Victorian Sexual and Reproductive Health and Viral Hepatitis Strategy 2022-30*, launched by the Minister for Health in 2022.
- Mapped key indicators about contraception and medical abortion on the Victorian Women's Health Atlas
- Developed 5 'COVID vaccine safety during pregnancy' videos, translated into 7 community languages
- Interviewed about the Labia Library on Joy FM's Well, Well, Well, a health and wellbeing show and podcast for the LGBTQI+ community.

Policy Briefs and Publications


- Letter to the editor in the *Australian and New Zealand Journal of Obstetrics and Gynaecology* about [the impact of COVID-19 and the availability of telehealth on women's sexual and reproductive health-seeking behaviours](#)
- Led the [Victorian Abortion Sector Statement on Roe v. Wade](#), with 24 organisation signatories
- Submission to the [Joint Human Rights Parliamentary Committee Inquiry into the Religious Discrimination Bill 2021](#) (Cth)

Partnerships and Advisory Groups

- Member of: Partner Organisation Advisory Committee at the [Monash Centre for Health Research and Implementation](#) to guide the women's health research program
- Board member of: [Australian Women's Health Network](#)

OUR IMPACT

 **20,000**
calls to 1800 My Options in 4 years

 **33%**
increase in 1800 My Options calls since extending operating hours

 **31%**
of 1800 My Options callers born overseas

 **142,000**
page views on the 1800 My Options website

 **1.9 million**
page views on the Labia Library website

PRIORITY AREA

PREVENTION OF VIOLENCE AGAINST WOMEN (PVAW)

Our goal is for women to be free from violence and discrimination in all aspects of their lives.

On average, one woman a week in Australia is killed by a partner or former partner, and for Australian women aged 18-44 years, intimate partner violence is the number one cause of death, disability and illness.

Some other alarming statistics from Ourwatch.org.au include:

- 1 in 3 women has experienced physical violence since the age of 15
- 1 in 5 women has experienced sexual violence since the age of 15
- 1 in 2 women has experienced sexual harassment in their lifetime
- Almost 10 women a day are hospitalised for assault injuries perpetrated by a spouse or domestic partner

We work in primary prevention, to address the underlying drivers of violence so that it doesn't happen in the first place. It's about stopping violence before it starts by changing the social norms, practices and structures that allow violence to take place.

We have been leading this work in Victoria as part of the women's health sector for many years. We've played a key role in developing evidence prevention programs and training in PVAW and Gender Equality (GE), grounded in [Change the Story](#) framework.

GENDER

EQUITY

Knowledge • Skills • Solutions

Our focus is on building workforces with the capability to deliver gender equality, and prevention programs to achieve culture change. We also develop customised programs to meet the needs of workplaces in different industries and settings.

We're members of the [Action for Gender Equality Partnership](#), supporting organisations to meet their obligations under the Gender Equality Act, and we participate in a number of advisory and policy groups in prevention of violence.

Key Activities

- Free at TAFE funding allocated to the Accredited Course in Gender Equity
- Developed Abortion, Contraception & Sexual Health: Supporting Client Access Microcredential with 1800 My Options
- Piloted Module 2: Gender Equality in Advertising Workplaces training

The course was extremely informative, and would benefit many people. I never knew this course existed and if I did I would have completed it sooner.

— Introduction to Gender Equality participant

- Developed Gender Equity & Teaching Practice module for APAC Online
- Collaborated with Women with Disabilities Victoria to deliver PVAW Communications Masterclass training
- Collaborated with Multicultural Centre for Women's Health to deliver Gender Equality Action Plan training to the Health Sector.

Policy Briefs and Publications

- Two submissions to the [Respect @Work: Sexual Harassment National Inquiry](#) and signed a joint statement as a member of the Power to Prevent Coalition.
- A joint submission with Victorian Legal Aid and SASVic on addressing sexual harassment in Victorian workplaces.

Partnerships and Advisory Groups

- Power to Prevent coalition
- Respect Victoria Prevention Alliance
- Family Safety Victoria Capability Frameworks Working Group
- Project Steering Committee for Primary Prevention of Violence Accredited Courses.

OUR IMPACT



23

training courses made available through our learning management system



12

workplaces engaged—education, local government, mining, advertising, health and government sectors



264

enrolments into our GE and PVAW Microcredentials



What participants thought of our training

99%

felt the training was important for workplaces

98%

said they developed their knowledge and skills

PRIORITY AREA

WOMEN'S EQUALITY

Our goal is for women to participate equally in all aspects of life.

Women experience specific forms of inequality based on sex and gender that negatively impact their health and wellbeing. For example, women still experience sexual harassment, family violence, unequal pay and pregnancy discrimination at high rates, while also shouldering the burden of care for families and households.

In the workforce, gender segregation continues, with caring professions undervalued and underpaid, and women remaining under-represented in leadership roles. On top of this, gender stereotyping reinforces gender inequality in many areas of public representation, including media and advertising.

Women with diverse backgrounds and experiences are further discriminated and marginalised.

We aim to challenge and shift social norms, change laws and policies, and empower women, in order to produce more equal outcomes for everyone.

We focus on strategies for achieving women's equality specifically, as well as gender equity for all across the social determinants of health. We do this through policy development, training, research, knowledge translation and advocacy, across a number of sectors in health, housing, justice, economic participation, education and prevention of violence against women.



shEqual

Sexist advertising contributes to a culture of violence against women. More realistic and respectful portrayals of women and girls can help bring that culture to an end.

[ShEqual](#) is an Australian-first movement that promotes gender equality in the advertising industry. It's a credible, independent voice that drives action and creates connections with the growing movement for gender equality.

Its **key framework is 'Seeing is Believing'**, a three-pronged approach covering industry, community and the regulatory environment.

In October 2021 we released a national online survey to better understand perceptions of gender equality in the advertising industry.

Check out the survey's snapshot report [here](#).

This year the Victorian government has invested \$1,250,000 for the next two years to enable shEqual to scale up, build on the momentum and embed sustainable culture change in the advertising industry.



Women's Health Atlas

We deliver innovative projects such as the Women's Health Atlas — a free, pioneering data visualisation tool that illustrates the relationship between gender and health comprising over 60 indicators. This tool shows gender disaggregated data mapped to every local government area in Victoria. This year, we mapped abortion and contraception data for the first time.

Work across our other key priority areas also contributes to women's equality and equity.

Key Activities

- Published [SH!FT Female Stereotypes in Advertising](#), a resource guide naming common female stereotypes in ads
- Worked closely with a number of new initiatives and workplaces committed to ending gender equality in the ad industry, including Be The Change, Fck The Cupcakes, The Aunties, Mums in Ads, Mavens, and Trinity P3
- Created and launched [Gender Equality in Advertising and Communications Guidelines for Local Government](#).

Policy Briefs and Publications

- Wrote a submission and gave evidence to the Victorian Public Accounts and Estimate Committee on Gender Responsive Budgeting
- Collaborated with with the other 11 women's health services and GENVIC on the [Sick of Small Change](#) campaign, calling for a boost to funding for the women's health program

Partnerships and Advisory Groups

- Founding member, [Women's Housing Alliance](#)
- Member of: Ministerial Advisory Council and [Smart Justice for Women](#)

OUR IMPACT



17 times
shEqual survey cited
in industry press



690
downloads of shEqual
research and resources



130%
in shEqual digital
engagement



39,000
Victorian Women's
Health Atlas views



25,000
map views

Thank you for this, it's got me to reflect on what I am doing and helped me realise I am not doing enough to support and make real change.

— shEqual survey male respondent, 35-39 years

PRIORITY AREA

WOMEN'S MENTAL HEALTH AND BODY IMAGE

Our goal is for women to experience optimal health and wellbeing including a positive relationship with their bodies.

Gender roles and the social context of girls and women's lives influence their mental health and wellbeing, which makes their mental health needs different from boys and men's. They also have poorer mental health, including:

- Higher rates of anxiety, depression and affective disorders
- Higher rates of eating disorders
- Twice the rate of Post-Traumatic Stress Disorder
- Higher rates of self-harm
- Higher rates of suicidal behaviour

There is a lack of awareness about the prevalence, risk factors and experience of poor mental health among women and girls. On top of this, there is limited evidence about how best to prevent and respond to mental ill-health among women and girls and how to promote their mental wellbeing. Evidence also shows that the current mental health system does not meet the needs of women, including responding to gendered trauma and drivers of women's mental ill-health across the life course.

In 2019 we established the [Women's Mental Health Alliance](#) (The Alliance). It comprises 45 organisations and individuals who work together to ensure that the voices, experiences and needs of women are being heard and centred in mental health policy, advocacy and service delivery.



The Alliance is working to bring a gendered lens to every aspect of the reform of Victorian's mental health system following the 2021 Royal Commission into Victoria's Mental Health System. From governance and leadership, to legislation, workforce development, operational design, research and knowledge translation and health promotion and prevention, this is a once-in-a-lifetime opportunity to achieve real change.

Key Activities

- Presented Royal commission and Women's Mental Health: Challenges and opportunities webinar
- Recognised as key stakeholders in women's mental health by State Government and the National Mental Health Commission

Successfully advocated for:

- Gender to be included in the new Mental Health and Wellbeing Act

Every aspect of the webinar was valuable. The panel presentation was very well moderated and every panellist brought great knowledge and expertise

— **Royal Commission and Women's Mental Health Webinar participant**

- Domestic, family and sexual violence criteria in the state-wide Trauma Service tender
- Penned an op-ed in The Age: [Victorian women deserve a better mental health system](#)
- Held an Expert Panel on Gendered Violence, Trauma and Women's Mental Health at our 2021 Annual General Meeting

Policy Briefs and Publications

Led 6 State and Federal submissions to influence mental health reform on behalf of the Women's Mental Health Alliance, including:

- [Victorian Mental Health and Wellbeing Workforce Strategy](#) forum and Victorian Capabilities Framework
- [Mental Health and Wellbeing Act](#)
- [Parliamentary Inquiry into Mental Health and Suicide Prevention](#).

Partnerships and Advisory Groups

- Member of: Mental Health Ministerial Advisory Committee
- Member of: Australian Domestic, Family and Sexual Violence Recovery Alliance, first Victorian representative
- Member of: Mental Health and Wellbeing Promotion Expert Advisory Group.
- Project working group, New 35 Bed Specialist Women's Mental Health Service

The Alliance has been very effective under the leadership of Women's Health Victoria

— **Alliance member**

OUR IMPACT



260

people attended Royal Commission and Women's Mental Health: Challenges and Opportunities webinar



98%

of attendees highly satisfied



17% increase

in membership of the Women's Mental Health Alliance



60 downloads

of [Women's Mental Health Alliance Victorian Mental Health and Workforce strategy submission](#)



3,800

Campaign for Mental Health Week social media impressions

PRIORITY AREA

WOMEN AND CANCER

Our goal is for more women with cancer to access services to help them live well.

We do this through Counterpart, our state-wide peer support and information service for women with cancer.

Counterpart began in 2003 (then called BreaCan) by a group of women who had experiences of breast cancer wanting to support other women diagnosed with cancer using a peer support model. They wanted a place where women could connect with other women, as well as access reliable information. In 2007, Counterpart grew to support women with gynaecological cancers, and from 1 July 2022 we will be supporting all women that are affected by cancer, no matter what type.



Counterpart connects, supports and informs women with cancer to live well. It does this through:

- providing peer support, mostly over the phone, to women affected by cancer in Victoria, including women with metastatic cancer
- directing women to information and services that are relevant and useful
- organising events to provide information, wellbeing and creative opportunities to live well following a cancer diagnosis as well as support and connection for women affected by cancer
- recruiting, training and providing ongoing support to Counterpart volunteers so that they can continue to support women with cancer.

I would say what she offered me was very unique compared to what everyone else in my life could offer... I think she (gave) a different level of knowledge and insight into a situation that no one else that I encountered really could give me.

— Counterpart service user



Key Activities

- Developed new relationships with a range of cancer support organisations
- Restarted Bridge of Support program, which provides peer support while women are having treatment in hospital
- Recruited and trained 6 new lived-experience Peer Support Volunteers
- Launched a new website in consultation with health professionals and women with cancer
- Participated in the development of a Uterine (Endometrial) Cancer Care Plan conducted by Australian Cancer Survivorship Centre
- Expanded the service to include women diagnosed with any cancer type.

Policy Briefs and Publications


- 'Exploring the impacts of Counterpart's peer support program' presented at the 4th Victorian Cancer Survivorship Conference, 2022
- 'A collaborative approach to increasing opportunities for women with cancer to access wellbeing strategies and supports' presented at the Cancer Nurses Society of Australia Annual Congress 2021
- Presented the Counterpart Navigator as part of a webinar through the Australasian Institute of Digital Health.

Partnerships and Advisory Groups

- Survivorship and Supportive Care Community of Practice
- Survivorship in the Non-Government Organisation Sector group

OUR IMPACT

 **450**
service users

 **37**
events, webinars and online workshops

 **1,211**
times our webinars were watched

 **3,000**
women and health professionals on our mailing list

 **44,685**
impressions on Counterpart social media accounts

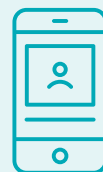
Counterpart... was a lifeline that I had not [had] until they pulled me to safety.

— Counterpart service user

SOCIAL MEDIA HIGHLIGHTS



Social Media

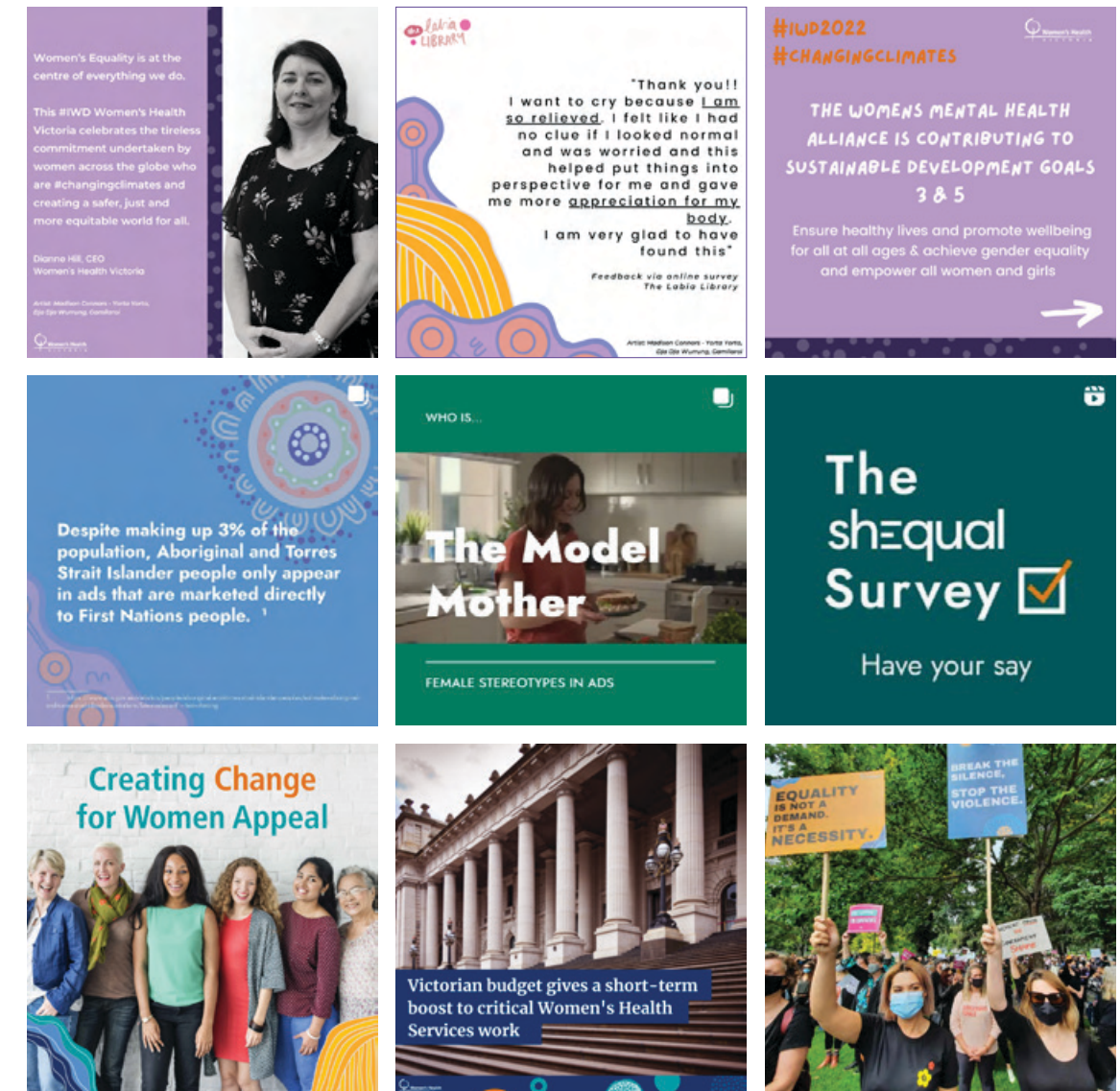


f Facebook
 ↑ **351%** increase in post links

t Twitter
 ↑ **149%** increase in engagements

Instagram
 ↑ **30%** increase in followers

LinkedIn
 ↑ **40%** increase in engagements



WHV Websites – page views



Labia Library	1,921,950	WHV main website	87,930
1800 My Options	142,510	shEqual	26,290
Counterpart	78,340	Victorian Women's Health Atlas	38,680

TOTAL PAGE VIEWS
2,297,080

OUR BOARD

Thank you to these dedicated women who volunteer their time to ensure WHV is working toward its vision of women living well – healthy, empowered, equal.



Judy Hacker
B.Ec, Dip.Ed, Certificate in Marketing
Chair
Elected to Board: Oct 2016
Meetings attended: 6/6



Emily Howie
BA/LLB(Hons), LLM (Columbia)
Deputy Chair
Elected to Board: Oct 2018
Meetings attended: 4/6



Julie Bignell
BA, Grad Dip (IR/HR), FAICD, FGIA
Treasurer
Elected to Board: Oct 2021
Meetings attended: 6/6



Shaymaa Elkadi
PhD (Neuropsychology), ExecMPA
Elected to Board: Oct 2021
Meetings attended: 3/4



Ashlea Gilmore
BA
Elected to Board: Oct 2021
Meetings attended: 4/4



Brigid Mahar
B. Comm B.PD
Elected to Board: Oct 2019
Meetings attended: 5/6



Kate Broun
BAppSc (Health Promotion) (Hons), PGDipAppSci (Org Dynamics); GAICD
Elected to Board: Oct 2016
Meetings attended: 6/6



Elizabeth Dax
Associate Professor AM; MB, BS; MD; PhD; GAICD
Elected to Board: Oct 2016
Meetings attended: 5/6



Sofia Dedes
BA (Journalism)
M.I.R (Human Rights Law)
Elected to Board: Oct 2021
Meetings attended: 4/4



Diana Quinn
BSC (Hons) Computational Mathematics and Investment Management Certificate (CFA UK)
Elected to Board: Oct 2020
Meetings attended: 6/6



Retired
Magdalena Simonis
MBBS FRACGP DipObst RANZCOG
Elected to Board: Oct 2013-Oct 2015, Oct 2017-retired, Feb 2022
Meetings attended: 4/4

Read our Board's bios at www.whv.org.au/about/board

OUR PEOPLE

CEO's Office

- Dianne Hill – CEO
- Kylie Inserra – Communications Coordinator
- Georgie Siggers – Executive Assistant to CEO/Administration Coordinator

Business Services

- Norma Chidichimo – Business Manager
- Dina Lynch – Business Manager (until May 2022)
- Michelle Hy – Accountant
- Gaby Pagniello-Priolo – IT Project Coordinator

Policy and Health Promotion

- Mischa Barr – Policy and Health Promotion Manager (until February 2022)
- Emily Hanscamp – Policy and Health Promotion Manager (from May 2022)
- Renata Anderson – Policy and Health Promotion Officer
- Linden Deathe – Project Manager, shEqual
- Kate Johnston-Ataata – Senior Policy and Advocacy Officer (from November 2021)
- Anne Johnston – Communications and Design Officer, shEqual
- Django Love – Senior Policy and Health Promotion Officer (until Sept 2021)
- Jenny Ward – Information and Data Officer

Workforce Development and Training

- Debra Parker – Workforce Development Manager (until June 2022)
- Justine Devonport – Senior Training and Health Promotion Coordinator (until June 2022)
- Jennifer Timmins – volunteer
- Bianca Walsh – Training and Health Promotion Officer

1800 My Options

- Carolyn Mogharbel – 1800 My Options Manager
- Catherine Bateman – Information and Resource Officer (until Dec 2021)
- Emily Dang – Stakeholder Engagement Project Officer
- Paulette D'Argent – Senior Information and Resource Officer
- Angie Giasli – Senior Information and Resource Officer
- Marti Kaiser – Senior Information and Resource Officer
- Julie Keys – Senior Information and Resource Officer
- Emma Luong – Senior Information and Resource Officer
- Phoenix Smith – Information and resource Officer (until Oct 2021)
- Madeline Spicer – volunteer
- Rasha Tayeh – Senior Information and Resource Officer
- Nabila Yusof – Senior Information and Resource Officer (until March 2022)

Counterpart

- Fiona McRae – Counterpart Manager
- Katherine Bradstreet – Counterpart Communications Coordinator
- Ada Castle – Casual Programs Coordinator
- Lieve De Clercq – Casual Programs Coordinator
- Rebecca Harraghy – Administration Officer
- Kellie Holland – Team Leader Operations and Volunteer Coordinator
- Mary Macheras-Magias – Bridge of Support Coordinator and Training Coordinator
- Wendy Pullan – Program Coordinator
- Linda Rehill – Programs and Resources Coordinator
- Jan Savage – Service Expansion Project Coordinator
- Louise Stuart – Student Placement

Staff we are farewelling:

- Mischa Barr
- Catherine Bateman
- Justine Devonport
- Django Love
- Dina Lynch
- Debra Parker
- Phoenix Smith
- Nabila Yusof

THANK YOU

Thank you to the individuals and organisations that contributed to our work through advisory groups, committees and partnerships or provided financial support.

Reconciliation Action Plan Working Group

Madison Connors (First Nations representative)
 Hillary Aldenhoven (First Nations representative)
 Marsha Uppill (RAP reviewer)

shEqual Reference Group

Leona Irvine, Initiative (outgoing and replaced by Maddison Keogh in 2022-2023 FY)
 Lisa Gumbleton, Marmalade
 Penny Shell, OMD
 Lauren Gurrieri, RMIT
 Bec Brideson, Venus Comms
 Nici Henningsen, Clemenger (outgoing and replaced by Phoebe Slone in 2022-2023 FY)
 Luke Bell, Respect Victoria (outgoing and replaced by Maddison Keogh in 2022-2023 FY)
 Annabel Green, Our Watch
 Samuel Kininmonth, RMIT (outgoing)
 Nancy Pierorazio, City of Melbourne
 Lily Tidy, The Shannon Company (outgoing and replaced by Fei Wang in 2022-2023 FY)

Women's Mental Health Alliance

Organisations

Women's Health Victoria (Convenor)
 Australian Services Union
 Australian Muslim Women's Centre for Human Rights
 Eating Disorders Victoria
 Gender Equity Victoria
 Gippsland Women's Health
 Good Shepherd Australia and New Zealand
 Jean Hailes for Women's Health
 Juno
 Lisa Thurin Women's Health Centre, Cabrini
 McAuley Community Services for Women
 Melbourne Alliance to End Violence against women and their children (MAEVe), University of Melbourne
 Mental Health Complaints Commission
 Mental Health Victoria
 Mercy Mental Health
 Mind Australia
 Monash Centre for Health Research and Implementation
 Monash University School of Public Health and Preventive Medicine

Multicultural Centre for Women's Health
 No To Violence
 Rainbow Health Australia
 Royal Women's Hospital
 Tandem
 Turning Point
 Safe + Equal
 Sexual Assault Services Victoria
 Victorian Mental Illness Awareness Council
 WIRE
 Women with Disabilities Victoria
 Women's Health East
 Women's Health Goulburn North East
 Women's Health in the North
 Women's Health in the South East
 Women's Health and Wellbeing Barwon South West
 GenWest
 Youth Affairs Council of Victoria
 Individual members:
 Sabin Fernbacher
 Jo Farmer
 Tricia Szirom
 Associate Members
 Mental Health Complaints Commission
 Royal Australian and New Zealand College of Psychiatrists (Victorian Branch)

Victorian Equal Opportunity and Human Rights Commission
 Victoria Legal Aid

Counterpart Advisory Group

Christine Evely (Chair), consumer
 Alison Murphy, Cabrini Health
 Carmel McCarthy, Consumer
 Liz Dax, WHV Board representative
 Danielle Carpenter, Peter MacCullum Cancer Centre
 Helen Blennerhassett, Volunteer
 Trish Ferrier, Volunteer
 Monique Baldacchino, Royal Women's Hospital
 Bernadette Zappa (to March 2022), Eastern Health

Abortion and Contraception Working Group

Organisations

Austin Hospital
 Centre for Excellence in Rural Sexual Health, University of Melbourne
 Department of Social Inquiry, La Trobe University
 Fertility Control Clinic
 Global and Women's Health, School of Public Health & Preventive Medicine, Monash University
 Human Rights Law Centre
 Judith Lumley Centre, School of Nursing and Midwifery, La Trobe University
 Melbourne School of Population and Global Health, University of Melbourne

MSIA
 RACGP Women's Special Interest Group
 Sexual Health Victoria
 SPHERE, Monash University
 The Women's
 Women's Health Grampians
 Women's Health Victoria

Individual members

Candy Broad
 Bethia Wilson

Consultation group for In My Prime

Professor Martha Hickey, University of Melbourne and The Women's
 Jane Scott, Art & Stuff
 Ponch Hawkes, Ponch Hawkes Photography

Counterpart Volunteers

Ailsa, Barbara, Branka Bridget, Chris, Danni, Diana, Elena, Emma, Evelyn, Glenda, Helen, Jan, Jenny, Kath, Khim, Lisa, Liz, Lyn, Margaret May, Meri, Pam, Pam S, Penny, Rachel, Rhonda, Sharon, Sue, Susan, Teresa, Tia, Trish F, Trish M, Wilma.

We remember with great fondness, our Peer Support Volunteers Chris and Denise, who have died this year. Chris and Denise supported many women over the years including women with metastatic cancer. They provided their wisdom, hope and strength to everyone they had contact with including other volunteers and staff.

Our supporters

Our Funders

Department of Health
 Department of Families, Fairness and Housing
 Department of Premier and Cabinet
 Department of Jobs, Precincts and Regions (Working for Victoria)
 Respect Victoria

Probono Supporters

IT Strategic
 Shayna Burns
 The Shannon Company
 Empirica research
 Bec Brideson
 Kellie-Ann Jolly
 Belinda Astl
 ICON Agency

We also thank the presenters that generously donated their time to Counterpart.

A full list can be viewed in the [Counterpart Year in Review 2021-2022](#).



FINANCIAL SUMMARY

The selected financial information reflects the operations of Women's Health Victoria and should be read in conjunction with the Women's Health Victoria Inc Financial Statements for the year ending 30 June 2022 together with the accompanying notes. Women's Health Victoria prepared the financial statements in accordance with the Australian Accounting Standards as outlined in Note 1.

For the 2021-2022 financial year Women's Health Victoria received funding from the Victorian State Government Department of Health for the Women's Health Program, Counterpart service and 1800 My Options service. Short-term funding was also received from the Department of Health for Community Engagement in Covid Vaccination, and one-off funding as a boost to the Women's Health Program for 2021-2022.

Funding was received from the Victorian Department of Families, Fairness and Housing for the Prevention of Violence Against Women (PVAW) Capacity Building, and the Gender Equality in Advertising project. Both these programs are extending until 2026 and 2024 respectively. Short-term funding was also received for Covid-19 Mental Health support for Women.

WHV again received short-term funding from Respect Victoria. This financial year saw the completion of the Workforce of Multilingual Health Educators (WOMHEN project) funded through Working for Victoria.

Not all income received in the 2021-2022 financial year is reflected in the Statement of Comprehensive Income. Following ASSB1058, we recognise grant revenue once performance obligations in funding agreements are satisfied. Any funding which remains unearned is recognised in the Balance Sheet as an Income in Advance liability. The increased payables in the last three financial years are reflective of this.

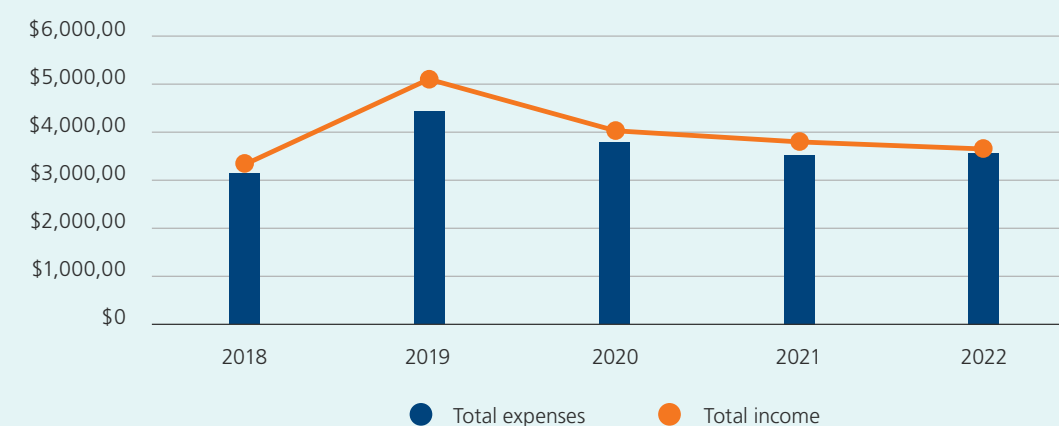
While total revenue reduced in 2022 by 4.51%, this is attributed to the conclusion of the Federal Government Jobkeeper funding scheme, with grant funding increasing in 2022. Expenditure was well managed with an overall increase of 1.16% from 2021. While employee and project costs increased due to the extension of current projects and new one-off initiatives, deductions occurred in infrastructure and organisational expenditure due to continued work-from-home requirements and the previously established systems to facilitate this flexibility.

The ratio analysis, as highlighted in the table, is calculated to assist in determining the financial viability of WHV. The minimum current ratio is 1:1. This means that the business must have \$1 in current assets for each \$1 of current liabilities. WHV's ratio in the financial year is 1.47:1. This means that the business has \$1.47 in assets to meet \$1 in current liabilities.

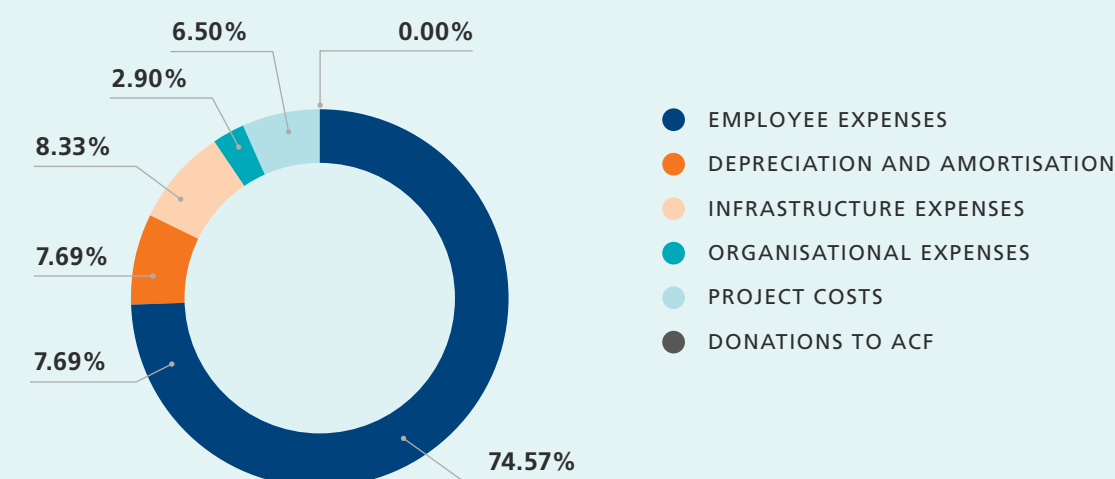
More detailed information is contained in the [Women's Health Victoria Inc. Financial Statements for the year ending 30 June 2022](#) and accompanying notes available on our website.

Five Year Financial Statistics

	2018 \$	2019 \$	2020 \$	2021 \$	2022 \$
Summary Income Statement					
Total Income	3,325,422	5,114,348	4,026,281	3,808,089	3,636,363
Total Expenses	3,139,771	4,426,721	3,776,288	3,517,842	3,558,578
Net Profit/(Loss)	185,651	687,627	249,993	290,247	77,785
Summary Balance Sheet					
Cash	1,785,879	2,382,967	1,710,236	1,912,547	3,053,525
Receivables	19,792	21,334	141,352	48,532	80,087
Property, Plant & Equipment	229,270	160,071	393,998	503,078	168,112
Total Assets	2,034,941	2,564,372	2,245,586	2,464,157	3,301,724
Payables	407,894	248,492	1,109,208	1,099,869	1,906,486
Provisions	353,717	354,924	352,290	289,953	243,118
Total Liabilities	761,611	603,416	1,461,498	1,389,822	2,149,604
NET ASSETS	1,273,330	1,960,956	784,088	1,074,335	1,152,120
Current Ratio	2.46 : 1	4.29 : 1	1.54 : 1	1.73 : 1	1.47 : 1



2022 Expenditure Analysis



GET INVOLVED

There are many ways to get involved with Women's Health Victoria, from attending events, connecting with us via social media, becoming a member, fundraising, sponsoring or partnering with us.

Donate

Your donation will enable us to continue our vital work - helping drive social change, address health needs and gender inequality and provide better health outcomes for Victorian women.

Join

Become part of our community and strengthen our voice. We have been leading work in this area for almost three decades.

Partner With Us

There are many ways you can partner with us to deliver innovative approaches and better outcomes for women.

Volunteer

There are a range of opportunities where you can assist us to get our message out into the community.

Subscribe

Sign up to receive notifications of upcoming events and training, our Women's Health Daily newsletter and updates about new WHV resources.

Fundraising

There are so many ways that you can fundraise for us. No matter how much you raise, it will make a difference!

Ways to get involved

EMAIL whv@whv.org.au

WEBSITE whv.org.au

PHONE 03 9664 9300

SOCIAL     



Women's Health Victoria

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Women's Health Victoria
acknowledges the support
of the Victorian Government

