

GENDER EQUITY VICTORIA

Annual Report

2021-22



GENDER
EQUITY
VICTORIA

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Acknowledgement of Country

Gender Equity Victoria acknowledges the traditional custodians of country across Australia and we pay our respect to Elders past and present. We recognise and apologise for the human suffering and injustice that Aboriginal and Torres Strait Islander people have experienced as a result of colonisation and generations of discrimination and marginalisation. We acknowledge that the removal of children has and continues to devastate individuals, families and entire communities and that the intention of those policies has been to assimilate Aboriginal and Torres Strait Islander children. We recognise Aboriginal and Torres Strait Islander people as a sovereign people who have never ceded their sovereignty of this land and we acknowledge Aboriginal and Torres Strait Islander people's human right to self-determination. We are committed to working in solidarity and partnership with Aboriginal and Torres Strait Island people to improve women's health safety and wellbeing.

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Our Organisational Members



Chair's Foreword

Entsar Hamid, GEN VIC Chair



It's hard to believe that it's been four years since GEN VIC was first established in 2018. Over the past two years the organisation has grown enormously, from 12 founding members to over 50 and counting.

Beginning this journey under the auspice of the Multicultural Centre for Women's Health (MCWH), we have built a strong and dynamic peak body now representing gender equity organisations and individuals working in the areas of health, arts, politics, economics, law, labour, LGBTQI+ rights, anti-racism and much more.

As Ruth Bader Ginsburg said, "Women's rights are an essential part of the overall human rights agenda, trained on the equal dignity and ability to live in freedom all people should enjoy." We're proud to have a membership that reflects the indelible link between gender equity and all human rights.

With this fantastic growth, in 21/22 GEN VIC took the momentous step of establishing our independence as a standalone entity. We are truly grateful for the support MCWH has provided to GEN VIC over the last few years while we articulated our own identity.

I would like to thank Kit McMahon, who led GEN VIC as the Board's Chair for the first half of 2021-22. Kit was instrumental in setting up GEN VIC as an independent entity and I'm grateful for her work and the work of all our dedicated board members, past and present, for setting up this important peak body. This work has required stamina and perseverance, but it has been invigorating and rewarding for all of us. As a result, the Board's makeup has shifted to support our transition to independence.

With a larger workforce, this year we have focused on setting up a sustainable, healthy organisational culture that can support our growing aspirations for years to come.

Stakeholders and Members

GEN VIC's membership has grown rapidly over the last 12 months. More and more, gender equity is becoming a priority for a wide range of organisations, and we've seen this broadening reflected in our membership growth. With this, the Board has prioritised conducting a Membership Review in 2022-23. We want to be a truly representative peak body that listens to our members and shapes our goals to the needs of our vital sector.

The board has also focused on strengthening partnerships with our key stakeholders including the Office for Women, the Gender Equality Commissioner, the Women's Health Services Network and Victoria's Public Sector Agencies. We're looking forward to many

more years of collaboration and are proud to have identified new opportunities for partnership such as those established through our innovative gender equal online safety work.

Performance

Our focus as a Board, in addition to establishing robust governance structures, is in building a sustainable organisation. In the last financial year we realised revenue of over \$1M, primarily in the form of project funding and grants from the VPS. This revenue, while welcome, doesn't promise a sustainable future. Our aim for 22/23 is to re-build our operating model to shift away from an operating model that is common in the sector, to one where our people - our greatest asset - have security and confidence that this peak is willing to model the systems change we are determined to see. We will begin the search for a Chief Executive Officer that will lead us in that direction in the coming months.

Farewells, Welcomes and Special Thanks

After a huge year we say goodbye to several board members. Last year we said farewell to board members Helen Riseborough (CEO of Women's Health in the North), Tricia Currie (CEO of Women's Health Loddon Mallee) and Amanda Kelly (CEO of Women's Health Goulburn North East). We also farewelled two of our skills-based board members, Sarah Styles who moved on to join the Office for Women in Sport and Recreation and Angela Jackson who brought enormous gender equal economics expertise.

Over the past 12 months our Board has shifted in ways that acknowledge our evolution and need for greater sector representation. Continuing our representation of Victoria's Women's Health services sector, Marianne Hendron, CEO Women's Health Grampians, joined us on the GEN VIC board. We were also joined by Jenny Davidson, CEO of the Council of Single Mothers and Jade Blakkarly, first as the CEO of Juno (formerly WISHIN) and now as CEO of Women's Information Referral Exchange (WIRE). Dr Leonora Risse also joined us as National Chair of the Women's Economic Network. With their arrival, our Board's expertise has been strengthened in the areas of economics, health, homelessness, justice and the drug and alcohol sector.

Finally, I would like to thank Julie Kun, our Deputy Chair, for her passion, hard work and commitment to Gender Equity Victoria. I am sure that Julie's vision and expertise is well known by our sector and I am extraordinarily grateful for her support.

Entsar Hamid

CEO's Report

Tanja Kovac, GEN VIC CEO



21/22 has been marked by the transformative effects of the global pandemic.

Whether at an individual, organisational, state or national level, there has not been a part of our daily lives that has been untouched.

The way we work has changed forever. Where and how we live. The value we place on health and caring roles in our society.

For our members – the organisations dedicated to gender equity and the individual advocates working for gender equal change – these are transformative changes.

It is a testament to the strength and tenacity of our sector that so much has been achieved in the 21/22 financial year in the shadow of the pandemic. Our members continued to deliver health advice to women and gender diverse people in multiple languages; accessibility modes and in places all across Victoria.

And while the virus filled hospital wards and death rates rose, our sector continued to call for a sharper focus on the care economy, on the stresses being placed on women at work and at home and on the need to invest.

In many ways the COVID19 pandemic has hastened the pace of gender equal change. It has done away with tired beliefs about working from home, flexibility and lowered productivity and the benefits of gender equal parenting.

GEN VIC will continue to champion our members who are seeking a better, more gender equal society after the pandemic. Our new hybrid way of working, actually works better for us. By continuing to offer our services to members online, we can reach across the State, enabling rural and regional participation in our activities. We can hold onto talented staff across generations and provide conditions that enable our people to better balance work family, and study. COVID19 has enabled us to deepen our commitment to a transformative workplace.

This year our gender equity work saw us strengthening our partnership with the Commission

for Gender Equality in the Public Sector, by working side by side with 24 public sector organisations to assist in their gender equity transformation journey. Our clients have encompassed all areas of the public sector – from Puffing Billy Railway to the Arts Centre and the Department of Justice and Community Safety. I'm proud that in a survey of our clients, 100% of them would recommend using our Action for Gender Equality Partnership again. This work is leading the nation and providing data that will inspire advocacy across the globe. I'm proud we've been a big part in its success. I also congratulate Dr Niki Vincent and Director Kate Berry on their incredible work.

Gender equity work is gendered – 75% of change agents responsible for delivering on the Gender Equality Act were women. This year we continued to build on our commitment to economic justice and equity through our Gender Responsive Budget advocacy. I am particularly proud of our #sickofsmallchange campaign, which cut through in a tight health focused budget, to deliver doubled funding to our foundation members – Victoria's 11 Women's Health Services – as well as funding for the first time to Women with Disabilities Victoria to undertake dedicated health promotion for women with disabilities. We're excited to see how the \$19.4M of additional funds to the sector will be used to address women's mental health, sexual and reproductive service access and multi-lingual health promotion and education for migrant and refugee women.

We also saw funding for the first time for our members, Vixen Collective, the state's only peer-based support network for sex workers; for the work of Victoria's Sexual Assault Services in driving reforms to sexual assault laws; and to Women in Mentoring who continue to provide support and counselling to women leaving prison.

We were pleased to see the strengthening of gender responsive budgeting with the Department of Treasury and Finance and to promising signs of deeper engagement with our members.

Behind the scenes, we welcomed a new executive at GEN VIC with outgoing Chair, Kitty McMahon, passing the leadership baton to Entsar Hamid. Entsar

has brought entrepreneurial insights to GEN VIC, helping support our growing fee for service work and preparing for further independence.

21/22 also saw the end of our long-term auspice relationship with the Multicultural Centre for Women's Health. The MCWH has been critical to the growth and development of GENVIC, giving us a physical home, access to financial, HR and management support as the organisation grew. I express my deep appreciation to CEO Adele Murdolo, Operations Manager and CFO, Lisa Salamis and to Chair Dr Tamara Kwarteng who have supported GENVIC through its initial years of development,

Big hugs and love to the small and mighty GEN VIC Team – both staff and board. When things have been challenging and tough across the last twelve months I have been buoyed and inspired by your commitment, your humour and kindness.

And to our members: Seize the moment. We have an incredible opportunity now – as we shift beyond the difficult days of the COVID19 pandemic – to embed a transformative agenda for a gender equal world. There's not a moment to waste.

In sisterhood, **Tanja Kovac**

A message from the deputy Chair



Striving for gender equity is never simple, there is resistance and there is a constant need to strive onwards whilst wading through the inequity and injustice that is sexism and misogyny. We wade through, circumnavigate, and negotiate our environment pushing for safety, respect and physical, sexual, emotional, spiritual and financial wellbeing.

For many in Victoria this wading, circumnavigating, and negotiating is compounded by the experience of multiple discriminations. In October 2021, Gari Yala (Speak the Truth): Gendered Insights report found that Aboriginal and Torres Strait Islander women were far more likely to be unsupported at work and

discriminated against. Aboriginal women who are carers are being subjected to triple jeopardy in the workplace, experiencing discrimination based on their care giving status, racism and sexism. For gender equity to cut through all threats to equity must be dismantled.

My thanks go out to GEN VIC staff for bringing their dedication, enthusiasm, skills, knowledge and lived experience to work every day and pushing for change. What you have achieved is amazing. This annual report is a testament to that. Thank you to Tanja Kovac, outgoing CEO for your dedication to gender equity. We had many great advocacy wins over the years with you at the helm, many of them outlined in this annual report. To our Acting CEO Dr Helen Keleher, your support across the organisation is seen and felt and your dedication to women's health including mental health shines through. Thank you for your leadership. To our members, without you we don't exist. Thank you for leaning into gender equity work no matter the challenges, and let's face it, those challenges can be considerable. GEN VIC looks forward to growing and building our impact with you. To our funders thank you for your trust in us and sharing our vision of a gender equal society where all people are free from the harm of gender inequity. We look forward to continuing to work with you. To the Board you are an amazing group of women that share your passion and drive to build gender equity at every opportunity you get. To our Chair Entsar Hamid I have so very much enjoyed working with you. I have learnt a lot, laughed a lot and on occasion, cried a little.

GEN VIC can't rest on the success of its past achievements when there is so much more to do. Watch this space to see GEN VIC grow its feminist and intersectional practice. We are currently undertaking a membership review and are asking all our members how we can work best to serve them. I feel enthused, I feel fortunate, I feel the might of the GEN VIC team around me that inspires me every day.

Thank you, **Julie Kun (Deputy Chair)**

Our Growth, Impact and Reach

All stats refer to 2021-2022 Financial Year unless specified otherwise

OUR EVENTS



18
Public Events



1389
Registrations

OUR ONLINE REACH



8500+ Online Followers



420 000 Online Impressions



17 000+ New Website Users

OUR POLICY REACH



8 Policy Submissions



7 Projects
*2022 Calendar year



3 Policy Reports

OUR MEMBERSHIP



51 Organisational Members




XX Sectors our members come from




72 Individual Members

OUR GENDER EQUALITY ACT TRAINING




26 Public Training Events



300+ Organisations Reached



683 Individuals Trained



24 Gender Equality Act Direct Assistance Clients

Our Achievements

WE CALLED FOR	WE ACHIEVED	MORE TO DO
Women's Health to be a priority in COVID-19 recovery	<ul style="list-style-type: none"> \$19.4M in funding, doubling service investment for 2 years Women with disabilities Victoria funded for the first time as part of the Women's Health Services Program 	<ul style="list-style-type: none"> LGBTIQ women are still to be included in the Victorian Women's Health Program Indigenous Women are still to be included in the Victorian Women's Health Program
Sex work decriminalisation and funding for Victoria's peer-led sex worker body Vixen Collective	<ul style="list-style-type: none"> The Sex Work Decriminalisation Act Passed Vixen Collective has been fully funded and recognised as the voice for sex workers in Victoria 	<ul style="list-style-type: none"> Full eradication of the current sex worker register Anti-discrimination measures to protect sex workers
Gender Responsive Budgeting	<ul style="list-style-type: none"> A Gender Responsive Budget Unit has been established in the Department of Treasury and Finance Funding has been delivered for expert staff positions in DTF An Inquiry into Gender Responsive Budgeting 	<ul style="list-style-type: none"> Legislated Protection of Gender Responsive Budgeting An Independent Gender Economic Advisory Group
Sexual Assault Law Reform Investment	<ul style="list-style-type: none"> Affirmative consent laws introduced in Victoria Sexual Assault Services Victoria received additional funding 	<ul style="list-style-type: none"> Implement all recommendations of the VLRC's report into the Response of the Justice System to Sexual Offences
Gender Commemorative Justice	<ul style="list-style-type: none"> Funding of the Finding Her and Put Her Name Project \$1 Million for Regional Arts and Statues of Women 	<ul style="list-style-type: none"> Women's History Month Programs and Funding Permanent Support for Her Place Women's Museum and the Australian Women's Archives

Our Board and Special Advisors

GEN VIC's board brings together key women from the Women's Health sector, from sport, economics, government and business.

Our Board

Entsar Hamid - Chair



Entsar brings more than 17 years of global public and private sector expertise in business transformation, organisational development, governance, corporate social responsibility & ESG, public relations and public sector/legislative reform. Most recently she held the role of General Manager - Government & Stakeholder Engagement and Registry Services at SERV. In 2018, she was the youngest recipient of the Top 50 Women in the Public Sector (Victoria) Award. Entsar is also Deputy President of IPAA (VIC), a Board Member of the Workplace Injury Commission and a Member of the Australian Institute of Company Directors.

Julie Kun - Deputy Chair



Julie is the Director of Julie Kun Consulting, a consultancy firm that works with organisation to build values based strategic action. Prior to this, Julie was the CEO of WIRE, Victoria's only support information and referral service for women and gender diverse people. Julie's previous work includes establishing Jewish Care's Blue Star, a culturally appropriate home and respite care service for the diverse Jewish Communities of Melbourne. She has also worked with the Australian Services Union Tasmania Division as an organiser, with a focus on gender equity and family violence.

Angela Jackson - Treasurer



Starting her career as an economist at the Department of Prime Minister and Cabinet, Angela has worked across tax, fiscal and social policy. As the then Finance Minister Lindsay Tanner's Deputy Chief of Staff, Angela worked on the Government's response to the GFC and major reforms across the health, education and disability sectors. Angela is also a member of the National Federation of Australian Women's Social Policy

Committee and has contributed to the NFAW annual Gender Lens on the Budget.

Emma Mahony - Secretary



Emma has a strong commitment to social justice and has worked in many roles across the community sector, including mental health, women's health and community development. She is the CEO of Women's Health and Wellbeing

Barwon Southwest.

Amanda Barker



Amanda was honoured with an Australian Day Public Service Medal Award 2012 for outstanding work in the community. At board level, highlights include her appointment as a Non-Executive Director with the Credit & Investments Ombudsman where she provided strategic guidance and governance to management and the board, to promote and further develop the Ombudsman scheme. Currently Amanda has been appointed onto the Australian Sustainable Finance Initiative, established to set out a roadmap for realigning the finance sector to support greater social, environmental and economic outcomes for the country.

Sherri Huckstep



Sherri Huckstep is the first Chief Experience Officer at The Royal Women's Hospital in Melbourne. In her role, Sherri leads both the Patient Experience and the People, Culture and Wellbeing teams and strategies.

Sherri came to Victoria in February 2017 from Ontario, Canada where she is a Registered Nurse and experienced health care leader. Sherri has worked in health care for over 30 years in various roles.

Jenny Davidson



Jenny Davidson is the CEO of Council of Single Mothers and their Children, a non-profit organisation that supports and empowers single mother families and advocates for change, and a single mother. She is a values-based leader with a passion for growing equality and creating opportunities for others to flourish. Twenty years working in the non-profit sector has resulted in expertise in strategic leadership, operations, service delivery and stakeholder relations, reinforced by an MBA from Melbourne Business School. Jenny's experience ranges across women's, youth and health organisations in Australia and overseas, with a focus on women's rights.

Marianne Hendron



Marianne Hendron has been CEO of Women's Health Grampians for the past 6 years and has a comprehensive understanding of the key issues and challenges facing the women's health at the moment. She brings extensive experience working in human services management, stakeholder engagement and capacity building to address access and equity issues across Western Victoria. She Chairs the CoRE Alliance Leadership Group and is also Chair of Sports Central, the Central Highlands Sports Assembly.

Jade Blakkarly



As CEO of Juno in 2017 she has initiated and led ground-breaking projects focused on achieving positive outcomes and sustained change for people experiencing disadvantage in family violence, homelessness, justice, health, drug and alcohol sectors and in Aboriginal health. Her expertise lies in strategic leadership, operations and system design, policy and program innovation.

Dr Leonora Risse



Dr Leonora Risse joins the GEN VIC board as a co-opted member. Dr Risse is an economist who specialises in gender equality in the workforce. She is a Research Fellow with the Women and Public Policy Program at Harvard University, and a Research Fellow with the Women's Leadership Institute Australia. She currently serves as the National Chair of the Women in Economics Network. She is currently appointed as a Lecturer in Economics at RMIT University.

Our Special Advisors

Julia Banks



Julia Banks is an experienced Business Leader, Company Director, General Counsel Company Secretary and a former Member of the Parliament of Australia. Julia's expertise is in the areas of governance, ethics and trust, reputation, risk, crisis and issues management, leadership development and workplace culture.

During her term in office, Julia Banks made numerous speeches to the Federal Parliament which were underpinned by her passion and drive for gender and cultural equality and the impact of unconscious bias and discrimination.

Trish Crossin



Trish Crossin was the first women elected to the Federal Parliament from the Northern Territory and served for 15 years (1998-2013). Trish is an advocate for gender equity and supporting women into politics. During her time in the Senate, Trish was Chair of the Status of Women Committee and her work contributed to the implementation of paid maternity leave, a national plan to reduce violence against women and including breastfeeding as a ground for discrimination in the Sex Discrimination Act.

Championing Economic Justice and Security

Australia educates girls and boys equally – it is number #1 in the world for gender equal education. But it does not sustain equality in the workplace, with a 70 point drop in the latest World Economic Forum Global Gender Gap Index Rankings. The reasons why Australia performs so badly encompass a complex policy matrix that includes insufficient levers to address pay inequity, a sub-par parental leave scheme, inadequate early childhood education system, entrenched gendered workforce segregation. This year we've been working to address this through increased recognition of the gendered impact of COVID-19, pushing for increased investment in community based, grassroots project to alleviate poverty and empower our membership to influence state and federal budget cycles for gender equity.



From Recovery to Resilience: Our State Budget Submission

GENVIC's third State Budget Submission foreshadowed a political investment focus on addressing the impacts of the COVID19 pandemic. We predicted a State Budget focussed on health care, working hard to align our members state budget submissions to meet the zeitgeist of State Government focus. Our submission to the 22/23 State Budget included submissions on:

- Investing in women's health and wellbeing through the Victorian Women's Health Services
- Extending funding for women's health services to women with disabilities, First Nations women and women identifying as LGBTIQ+
- Strengthening Safe and Strong Victoria's First Gender Equality Strategy
- Embedding Gender Responsive Budgeting within Treasury
- Gender Equal Job Creation Strategy and addressing unemployment and inequity
- Celebrating the achievements of gender equity leaders in Victoria & a new investment for International Women's Day

- 100 Homes for 100 women demonstration project
- Supporting the health of women in the sex industry

Our #sickofsmallchange campaign to support a lift in funding to the Victorian Women's Health Services resulted in \$19.4M of funding being announced by the Premier in his Budget morning address. This investment enabled the doubling of funds to 11 services across the State and the funding for the first time of Women with Disabilities to undertake dedicated health promotion work.

We also welcomed the investment in the Vixen Collective, Sexual Assault Services Victoria and Women in Mentoring.

We remain vigilant and determined to secure funding for our members who missed out this round.

Our Pre-Budget Breakfast

GEN VIC's annual pre-budget breakfast brought together advocates and leaders from a range of sectors to talk about what we need to make Gender Equity a reality in 2022/2023 both at the State and Federal Level. Hosted by Tasneem Chopra, we were joined by our members, supporters, government and many more.

To kick off the event we were joined by Minister Gabrielle Williams (Minister for Aboriginal Affairs, Prevention of Family Violence and Women) who stressed the importance of GEN VIC to the office for women in advocating for Gender Equity at the State level. She reminded us that 'change is not organic, progress is fragile and change needs to be active and structural'.

From this, we moved towards a Federal Focus with Emma Dawson of think tank Per Capita providing insight on the National economic landscape. Dawson noted that 'When a full time aged care worker with two children is living on the poverty line, the nexus between the employment rate and economic prosperity is broken'. She further stated that 'when treasurer celebrates an \$11B saving in welfare payments, remember that majority of that will come from women, who are more likely to be on income support'.

Throughout the event the focus on the continuing impacts of the COVID-19 crisis were shared by our member panelists who included Diana Sayed from the Australian Muslim Women's Centre for Human Rights, Dylan O'Hara from Vixen Collective, Mary Delahunty from Her Place Women's Museum and Nadia Mattiazzo from Women with Disabilities Victoria. Sayed, Delahunty and O'Hara all noted the importance of fully funded autonomous organisations for women and gender diverse people experiencing intersectional advantage.

Outcomes and Analysis of Budgets 22/23

For both the 2022/2023 Federal and State Budget GEN VIC provided up to date analysis of budget announcements on our State and Federal budget nights. On the State level we were pleased to see positive news for many of our member organisations that we worked hard to advocate for over the year. This included Victoria's only peer-based sex worker organisation Vixen Collective receiving state funding for the first time, increased funding for Sexual Assault Services Victoria and further funding for Women in Mentoring to ensure it work within the justice system continues.

We were also pleased to see our advocacy for Gender Responsive Budgeting made real through the transition of the Gender Responsive Budgeting Unit transitioning from the Women's Portfolio to Business as Usual in Treasury. We were pleased to see a further \$1.1 million dedicated to the retention and growth of this unit from the Department of Treasury and Finance.

Finally, we provided much needed gendered analysis of the 2022 Federal Budget, noting that just 0.36% of the Federal Budget went towards Gender Equality Measures. There's still a long way to go to make gender equity a routine part of budget setting, but we're proud of the achievements we have made as a movement and sector.

Our Submissions for Economic Justice

GENVIC made submissions to champion gender economic justice and equity to:

- The Review of Workplace Gender Equality Act 2021 (Cth). Our submission focussed on the lessons the Workplace Gender Equality Agency (WGEA) could take from the successful introduction of the Victorian Gender Equality Act (Vic).
- The Review to Victoria's Gender Equality Strategy 2022. We called for significant increased investment in dedicated gender equity strategy. We also outlined new initiatives that the State Government should be focusing on.
- The Inquiry into Economic Equity for Victorian Women. We provided written and oral evidence at the Inquiry focussed on gender responsive budgeting, gender workforce strategies and the care economy.



Our submission represented over 50 organisations committed to gender equity.

Supporting Gender Equitable Health

Unequal health opportunities pose a very real threat to health and wellbeing of people in Victoria, especially women. Despite ample data and information about health crisis experienced by women at a state, regional and local level, investment and coordination to address the priority issues remains poor. Long standing vulnerabilities and inadequate service provision in sexual and reproductive health, mental health and wellbeing, the treatment of reproductive, endocrine and postpartum disease and disorders, mismanagement of menstrual pain and menopause have created health crisis for women. We've worked this year to grow the women's health sectors intersectional capabilities and helped to deliver increased funding for the organisations responding to this emerging crisis.



WOMHEn Project

The WOMHEn project was an empowering project led by GEN VIC and MCWH in collaboration with 12 women health services to establish multilingual women's health education infrastructure across the state, both in metro and regional Victoria.

The yearlong project was divided into two phases. In the first phase of the project - **"Left Behind - Migrant and Refugee women's experience of COVID-19"**, multilingual health educators and outreach workers provided in-language education and communication about COVID-19. They also interviewed 75 migrant and refugee women from diverse cultural backgrounds and lived experiences.

The findings of this report show that the pandemic had a significant impact on migrant and refugee women across Victoria. The second phase of the project: **"Breaking Barriers - Migrant and Refugee women's experiences of health care in Victoria"** initiated to address the barriers to vaccine literacy and uptake, including vaccine hesitancy among migrant and refugee women. By the end of the project **3287 migrant and refugee women** had accessed a health education session and **1631 reported of increased awareness of the health benefits of COVID-19 vaccination.**

#SickOfSmallChange

The Sick of Small Change campaign focused on the core message that 'The health of Victorian women is worth more than small change'. Representing the interests of 3 million women across every region of Victoria, the campaign sought increase to funding for women's health services to address concerning trends in the deterioration of gender-equal health outcomes.

The campaign highlighted the critical issues for women's health that have resulted from declining investment in services, and the declining health of women from the COVID-19 pandemic.

In their 2022 State Budget Submission, Gen Vic's members called for a COVID-19 Recovery and Resilience Budget, which resulted in unprecedented, dedicated gender equity investments in healthcare. Government acknowledged the importance of dedicated primary prevention investment for Women's Health, providing \$19.4 million over two years for Women's Health Services across both metropolitan and regional Victoria, and for the first time Women with Disabilities Victoria also received funding to address the preventive health needs of women with disabilities.



Strengthening the Gender Equity Movement

Gender equality advocacy is undergoing a profound shift from individual rights to collective responsibility. Systems of unequal decision making and funding have created vulnerabilities for the movement, with organisations and individuals so distracted, by competition and criticism, that they miss out on opportunities to collectively influence and deliver systemic change. Victoria's thriving gender equity movement has created an environment for nationally leading gender equity reforms in family violence, and the Gender Equality Act 2020. This year we've worked hard to connect and coordinate an independent gender equity movement that can keep businesses, governments and community organisations accountable for gender equity.



Put Her Name On It



Making women visible in public place through justice commemoration is the start of transformation of our public places into safe, respectful and inclusive spaces that equally share the achievements and stories and celebrate our diverse community. The **Put Her Name on It Campaign** (PHNOI) is a ground-breaking initiative challenging the system and driving change to ensure women and their stories are central and plentiful in public places.

A **reference group** has been assembled to strengthen collaborative efforts and includes Geographic Names Victoria, Her Place Women's Museum, Office of Women, Australian Women's Heritage Register, Australian Queer Archive, A Monument of One's Own, 50/50 by 2030, City of Melbourne.

Research is underway in partnership with Geographic Names Victoria to understand the state-wide gap and progress of the 79 Victorian local governments on equality in public place naming and commemoration. The research will be finalised early 2023.

The **Finding Her Commemorative Tour** (Tour) will make visible the stories of women already commemorated across Victoria. Her Place Women's Museum Australia are our research partners, documenting the stories of around 100 women across 30 plus sites for inclusion on the inaugural Tour which will be available via a new digital platform

in March 2023. Just Gold have been contracted as our digital partners.

State Budget Seminar Series

Our popular State Budget Seminar series ran again this year, building up the knowledge and capacity of our sector to influence the Victorian State Budget Cycle. This year we expanded our training offerings with three sessions:

- Understanding State Budgets
- Introduction to Gender Responsive Budgeting and GRB in the Vic State Budget 22/23
- Preparing a State Budget Business Case

We thank Dr Monica Costa and Claire Bickell, Director of Financial Frameworks, Budget & Strategy within the Department of Treasury and Finance for assisting us in our training to the sector on GRB. We look forward to continuing this partnership into the next financial year.



Feminist February 2022

In 2022 GEN VIC brought back our popular seminar series, Feminist February. For each Wednesday of February, we brought our members exclusive talks and seminars on four topics at the cutting edge of feminist discourse. We asked the big questions:

- What is the future of feminist movements?
- What does a feminist approach to climate action look like?
- What does it mean to be pro-choice during a pandemic?
- What does leadership mean under an intersectional feminist lens?

We were joined by young climate activists from around Australia to talk about the future of feminism from School Strike for Climate to feminism beyond the binary. We talked to international activists at the frontlines of climate disaster on their experiences pushing for urgent climate action, speakers from Gender and Disaster Australia and our member the Women's Climate Justice Collective.

After waves of COVID-19 public health responses, we spoke with multicultural community health practitioners about how we can take the autonomy of migrant and refugee communities seriously during a pandemic, hearing from Diana Sayed from the Australian Muslim Women's Centre for Human Rights, Dr Jyothsna Rao from Indian Care, and the WOMHEN projects very own Shweta Kawatra from GenWest.

Finally, we were joined by Tasneem Chopra, Hana Assafiri of Moroccan Soup Kitchen and Activist and Disability Justice Network co-convenor Renay Baker-Mulholland on how leadership might look different in feminist spaces. In this conversation moderated by CEO Tanja Kovac, we looked beyond hierarchies of power and control in feminist leadership for a more expansive and visionary feminist organising.

With over 200 registrations across all four seminars, we're proud of this important forum for feminist discussion and visioning that we could bring to our sector.



15 4
Speakers Panels

Choice

Intersectionality

Climate

Future of Feminism



AGEP Partnership

The Action for Gender Equality Partnership (AGEP) is a network of gender equity practitioners and experts drawn from GENVIC, the peak body for gender equity organisations and practitioners, 12 major Women’s Health Services across Victoria, Women with Disabilities Victoria and Koorie Women Mean Business. We provide gender equity expertise and assistance to the public, not-for-profit, and private sectors across regional and metropolitan Victoria. AGEP is state-wide, and the only provider of gender equity change that is place-based, regionalised and with an intersectional lens.

Over the last 12 months AGEP has supported the Commission on Gender Equality in the Public Sector (CGEPS) to roll out the Gender Equality Act 2020. In November, 2020 AGEP successfully became recognised as a member of the Commission for Gender Equality in the Public Sector (CGEPS) Panel of Providers to deliver gender expertise in the form of technical advice, support and services to a wide range of clients. These include:

- **State Government** (Including Department of Justice and Community Safety (DJCS); Development Victoria; Sustainability Victoria; Victoria Police; Independent Broad-based Anti-corruption Commission (IBAC); Southern Metropolitan Cemetery Trust, South East Water)
- **Local Government** (including Moreland City Council, Bayside City Council, Glen Eira City Council, Mildura City Council; Stonnington City Council; Swan Hill City Council; Whitehorse City Council; Whitehorse City Council; Yarra Ranges City Council)
- **Sports and Recreation** (Including Grand Prix Corporation; Harness Racing Victoria; Puffing Billy Railway; Royal Botanical Gardens; Melbourne Olympic Parks Trust; Victorian Institute of Sport, Tennis Victoria; Melbourne Sports Centres)
- **Arts** (including Arts Centre Melbourne; Melbourne Recital Centre)
- **Education** (including Victoria Skills Commission; LaTrobe University)
- **Peak Bodies** (including Community Housing Industry Association Victoria; Victorian Local Governance Association)

The delivery of AGEP’s gender equality transformative services was shaped by the COVID19 pandemic, framing discourse, engagement processes and curriculum design. Pandemic lockdown laws in many ways were helpful to the delivery of training and capacity building, normalising digital seminar

and workshop methodologies. The broad reach and scale of capacity building training required by the Gender Equality Act was aided by new ways of working facilitated by a growth in working from home, which ensured our training was state-wide and accessible.

Our clients review of services provided scored us highly across all areas and all of our clients stated they would recommend AGEP services in the future.

AGEP support to the Commission on Gender Equality in the Public Service.

In addition to our work with clients, AGEP also supported the Commission on Gender Equality in the Public Service in a number of other areas.



AGEP Sector wide training

AGEP delivered 18 state-wide sector specific training sessions on Gender Equality Action Planning and produced a guide ‘Action for Gender Equality Partnership (AGEP): Strategies to improve Gender Equality Workshop Facilitation Guide’ reaching 300 organisations and over 600 people.



Communities of Practice Sessions (CoPs)

At a state-wide level, AGEP members facilitated Communities of Practice (CoPs) for Gender Equity practitioners and implementation leads in: sexual and reproductive health, gendered violence, and gender equity communications. At the metropolitan and regional levels, local CoPs have evolved to support long term project and program work.



AGEP Gender Impact Assessment (GIA) Education Report

The Action for Gender Equality Partnership (AGEP) worked from December 2021 to the end of January 2022 to engage with defined entities across the Victorian Public Sector to understand what key barriers and enablers there are to advancing the work of undertaking GIAs. The project heard some 497 points of view across surveys, interviews, and focus groups. The full report can be found at <https://www.genderequalitycommission.vic.gov.au/action-gender-equality-partnership-gender-impact-assessment-report>



AGEP Report – “What we have learnt so far” Implementing the Gender Equality Act (2020) Shadow Report (September 2022)

AGEP has now presented its shadow report to the Commission for Gender Equality in the Public Sector. This report is a summary of the key findings and emergent issues from the broad range of work undertaken to support the Commission for Gender Equality to strengthen implementation of the Gender Equality Act (2020)

<h1>18</h1>	<h1>30</h1>	<h1>300+</h1>
State-wide sector-specific trainings sessions on Gender Equality, Action Planning delivered	Public sector entities helped to support their Gender Equality Act compliance	organisations received our resources for Gender Equality Act planning

Innovating for Safety and Respect

Due to gendered stereotypes in society, women and people who are sexually and gender diverse (LGBTQIA+) are disproportionately the victims of gendered violence and hate, with risk of physical injury, mental health impacts and death. Cisgender men are also, sadly, disproportionately the perpetrators of gendered violence, exposing them to risk of poor mental health and incarceration. We recognise that gendered hate happens everywhere, whether within the family, between intimate partners, online, at work, in the street or in public life. This year we've continued our focus on creating safe online communities free from gendered violence.



Leaders of The Future Project

The **Leaders of the Future** project is an exciting partnership between GEN VIC, the Multicultural Centre for Women's Health and the Centre for Multicultural Youth. Funding for the project was provided by the Office of the eSafety Commissioner, and the project will conclude in February 2023. The aim is to empower and inspire young (15-18) women and gender diverse people of colour to challenge online hostility targeting race and gender. Co-design focus groups were held in April 2022 where the partners worked with the target cohort to understand their existing knowledge about online hostility and map out the kinds of resources, they needed to help them feel safer online. To date, the project has produced two videos and a social media campaign to raise awareness of the mundanity and everydayness of online hostility for young people. An event was held in October 2022 where young women and gender diverse people spoke about their experiences with online hostility and the kinds of changes they wanted to see implemented to prevent and respond to it. From this event, further digital resources were created to help professionals working with young people, carers and parents understand how they can support young people to have better

Online Safety and Women in Politics

GEN VIC has been innovating in the online safety space since 2018. The latest project has involved investigating gendered online harassment in politics. Men have traditionally dominated the political arena, so when women and gender diverse people achieve success, they can face incredible backlash, resistance and hatred. At the end of 2021, interviews were conducted with women and gender diverse people working in politics to understand their experiences and how political workplaces could change to ensure they felt safe. Recommendations were made based on these interviews that continued GEN VIC's advocacy around workplace responsibility for the online wellbeing of their staff or those who work in their offices. Participants in the research described how it was sometimes their colleagues in their workplaces and parties that were responsible for the online harassment and abuse they were receiving. GEN VIC's research also found that while there are existing codes of conduct that govern appropriate behaviour for politicians and their staff, these were often not being adhered to. The recommendations concluded that gender equity needed to be a priority in political workplaces to ensure women and gender diverse people were encouraged to remain working in politics.



Financial Statement

As at 30th June 2022, Gender Equity Victoria (Gen Vic) is an independent organisation after completing the separation from our auspice, Multicultural Centre for Women's Health. Gen Vic would like to acknowledge the significant support afforded by MCWH in the last 12 months, and during the critical growth phase of Gen Vic. The Board of Directors note that Collins & Co have provided an in-depth analysis the of the financial accounts for the year 2021-2022 and that they are fully satisfied with this accounting and the separation of finances as at 30th June 2022.

Helen Keleher, Acting CEO (GEN VIC)

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GENDER EQUITY VICTORIA (GEN VIC)
A.B.N. 29 573 609 069
BOARD OF MANAGEMENT'S REPORT

Your Board members present the special purpose financial report on the entity for the financial year ended 30 June 2022.

Board of Management Members

The names of board of management members throughout the year and at the date of this report are:

Entsar Hamid	Chairperson	
Julie Kun	Deputy Chairperson	
Emma Mahony	Secretary	
Angela Jackson	Treasurer	
Amanda Barker		
Sherrie Huckstep		Appointed
Jenny Davidson		Appointed
Marianne Hendron		Appointed
Jade Blakkarly		Appointed
Dr Leonora Risse		Resigned
Kit McMahon		Resigned
Amanda Kelly		Resigned
Helen Riseborough		Resigned

Principal Activities

The principal activities of the entity during the financial year were:

Gender Equity Victoria (GEN VIC) is the Victorian peak body for gender equity, women's health and the prevention of violence against women. The Association advocate for equality for all women, including those living in rural locations, living with disabilities or with HIV, Aboriginal and Torres Strait Islander women, immigrant and refugee women and women from LGBTI communities.

Their first priority is to identify and change systems and structures that place women at risk of disadvantage and poor health. To do this, we value and build on the leadership of women and women's organisations, and work together to reduce all forms of discrimination that intersect with gender inequality.

Significant Changes

No significant changes in the nature of the entity's activity occurred during the financial year.

Operating Results

The surplus for the year attributable to the entity amounted to \$199,174 (2021: \$37,170).

Signed in accordance with a resolution of the Board of Management.

Entsar Hamid

Angela Jackson

Dated this day of

GENDER EQUITY VICTORIA (GEN VIC)
A.B.N. 29 573 609 069

INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2022

	2022	2021
	\$	\$
INCOME		
<u>Government Funding Income</u>		
Victorian Dept. of Families, Fairness and Housing - Core	100,000	205,002
Victorian Dept. of Education and Training - Train the Trainer	6,636	18,918
Victorian Dept. of Health - COVID-19 Vaccine Projects	98,862	1,138
Victorian Dept. of Health - COVID-19 Vaccine Ambassador	50,000	-
Victorian Dept. of Jobs, Precincts and Regions – Working for Victoria	65,375	78,595
Victorian Dept. of Premier and Cabinet – Online Safety	150,000	50,310
Victorian Dept. of Premier & Cabinet - WOMHEn2022	137,087	-
Victorian Dept of Land, Environment, Water and Planning - Put Her Name On It	27,000	-
Commonwealth Funding for eSafety Project	21,883	-
	656,843	353,963
<u>Other Income</u>		
Interest Received	-	623
Donations Received	-	5,000
Memberships	37,529	29,339
Action for Gender Equality Partnership	259,718	6,700
ATO JobKeeper Subsidy	-	62,600
COVID-19 Mental Health Funding (WHSC)	60,000	70,000
Victorian Women's Trust	-	10,000
Seminars	23,183	7,445
Other Income	5,900	1,845
	386,330	193,552
TOTAL INCOME	1,043,173	547,515

The Income and Expenditure Statement is to be read in conjunction with the audit report and the notes to the financial statements.

GENDER EQUITY VICTORIA (GEN VIC)
A.B.N. 29 573 609 069

INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2022

	2022	2021
	\$	\$
EXPENDITURE		
Accrued Leave	39,010	22,596
Administration Fees	27,993	48,104
Audit Fees	4,000	2,800
Bank Fees	425	325
Communications - Digital Subscriptions	4,470	3,576
Consultancy Fees	23,887	40,175
Doubtful Debts	-	6,489
Equipment Purchases	3,705	820
Furniture & Equipment Depreciation	325	1,351
Forums and Focus Groups	720	3,035
Governance Expenses	7,426	422
I.T. Expenses	16,794	7,938
Insurance	1,953	1,464
Legal Expenses	21,486	-
Meeting & Events Promotion Costs	13,997	5,273
Office Expenses	631	317
OH&S	700	-
Portable Long Service Benefits Scheme Levies	6,324	4,070
Project Salaries	559,919	298,319
Publications	11,895	5,878
Recruitment	588	360
Rent	13,163	-
Scholarships	4,844	14,003
Staff Amenities	416	-
Stationery & Office Supplies	510	2,420
Subscriptions & Memberships	767	2,575
Superannuation	57,772	29,828
Telephone	988	1,265
Training & Development	3,409	413
Travel, Meals & Accommodation	-	2,700
Website	4,389	2,058
Workcover	11,493	1,771
TOTAL EXPENDITURE	843,999	510,345
NET SURPLUS/(DEFICIT) FOR THE YEAR	199,174	37,170

GENDER EQUITY VICTORIA (GEN VIC)
A.B.N. 29 573 609 069

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2022

	2022	2021
	\$	\$
NET SURPLUS/(DEFICIT) FOR THE YEAR	199,174	37,170
Other Comprehensive Income for the Year	-	-
NET SURPLUS/(DEFICIT) ATTRIBUTABLE TO THE ASSOCIATION	199,174	37,170

The Income and Expenditure Statement is to be read in conjunction with the audit report and the notes to the financial statements.

GENDER EQUITY VICTORIA (GEN VIC)
A.B.N. 29 573 609 069

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2022

	2022	2021
	\$	\$
CURRENT ASSETS		
Cash at Bank	961,716	724,612
Accounts Receivable	182,047	94,372
Other Receivables	15,503	62,284
Prepayments	1,020	-
TOTAL CURRENT ASSETS	1,160,286	881,268
NON-CURRENT ASSETS		
Office Equipment & Furniture	21,702	10,892
Office Equipment & Furniture: Accumulated Depreciation	(10,892)	(10,568)
TOTAL NON-CURRENT ASSETS	10,810	324
TOTAL ASSETS	1,171,096	881,592
CURRENT LIABILITIES		
Trade & Sundry Creditors	135,611	1,081
Accrued Expenses	41,267	12,478
Grants in Advance	445,292	529,332
Membership Income in Advance	20,710	23,207
GST Payable	51,391	65,341
PAYG Withholdings Payable	15,207	13,728
Superannuation Payable	-	12,114
Provision for Employee Entitlements	72,260	34,127
TOTAL CURRENT LIABILITIES	781,738	691,408
TOTAL LIABILITIES	781,738	691,408
NET ASSETS	389,358	190,184
EQUITY		
Accumulated Funds	389,358	190,184
	389,358	190,184

The Statement of Financial Position is to be read in conjunction with the audit report and the notes to the financial statements.

GENDER EQUITY VICTORIA (GEN VIC)
A.B.N. 29 573 609 069
STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2021

	Accumulated Funds \$	Total \$
Original Opening Balance as at 1 July 2020	167,154	167,154
Adjustment for Membership Income Recognition	(14,140)	(14,140)
Restated Opening Balance as at 1 July 2020	153,014	153,014
Surplus/ (Deficit) attributable to the Association	37,170	37,170
Balance as at 30 June 2021	190,184	190,184
Surplus/ (Deficit) attributable to the Association	199,174	199,174
Balance as at 30 June 2022	389,358	389,358

The Statement of Changes in Equity is to be read in conjunction with the audit report and the notes to the financial statements.

GENDER EQUITY VICTORIA (GEN VIC)
A.B.N. 29 573 609 069
STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2022

	Note	2022 \$	2021 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from Government Funding		531,909	715,318
Receipts from Other Sources		383,833	201,996
Payments to Employees and Suppliers		(667,827)	(406,176)
Interest Received		-	623
Net Cash Generated From/ (Used in) Operating Activities	1	<u>247,915</u>	<u>511,761</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for Property, Plant and Equipment		(10,811)	-
Net Cash (Used in)/ Provided by Investing Activities		<u>(10,811)</u>	<u>-</u>
Net Increase/ (Decrease) in Cash Held		237,104	511,761
Cash and Cash Equivalents at Beginning of Financial Year		724,612	212,851
Cash and Cash Equivalents at End of Financial Year	2	<u>961,716</u>	<u>724,612</u>

GENDER EQUITY VICTORIA (GEN VIC)
A.B.N. 29 573 609 069
NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2022

	2022 \$	2021 \$
Note 1 - Net cash generated from/ (used in) operating activities		
Net Surplus for the Year	199,174	37,170
Add: Depreciation	325	1,351
(Increase)/ Decrease in Trade and Other Receivables	(40,894)	(92,115)
(Increase)/ Decrease in Prepayments	(1,020)	-
Increase/ (decrease) in Trade and Other Payables	138,734	78,403
Increase/ (Decrease) in Grants Received in Advance	(84,040)	453,470
Increase/ (Decrease) in Membership Income Received in Advance	(2,497)	9,067
Increase/ (Decrease) in Provision for Employee Entitlements	38,133	24,415
	<u>247,915</u>	<u>511,761</u>
Note 2 - Cash and cash equivalents at end of financial year		
Cash at Bank	<u>961,716</u>	<u>724,612</u>

The Statement of Cash Flows is to be read in conjunction with the audit report and the notes to the financial statements.

Note 1 - Statement of Significant Accounting Policies

This financial report includes the financial statements and notes of Gender Equity Victoria (GEN VIC), a incorporated association, which is incorporated in Victoria under the Associations Incorporation Reform Act 2012.

Policies Basis of preparation

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Reform Act (Victoria 2012). The Board has determined that the association is not a reporting entity and also a not-for-profit association.

The financial report has been prepared on an accruals basis and is based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

The following is a summary of the material accounting policies adopted by the Association in the preparation of the general purpose financial report. The accounting policies have been consistently applied, unless otherwise stated.

Accounting Policies

a. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

c. Revenue

Revenue is measured at the fair value of the consideration received or receivable.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers.

AASB 15 Revenue from Contracts with Customers and AASB 1058 Income of Not-for-Profit Entities

The Association applies Australian Accounting Standards AASB 15 and AASB 1058.

AASB 15 involves the use of a five-step recognition model for recognising revenue, the steps are:

- Step 1 – Identify the contract with the customer
- Step 2 – Identify the sufficiently specific performance obligations to be satisfied
- Step 3 – Measure the expected consideration
- Step 4 – Allocate that consideration to each of the performance obligations in the contract
- Step 5 – Recognise revenue

AASB 1058 measures income by reference to the fair value of the asset received. The asset received, which could be a financial or non-financial asset, is initially measured at fair value when the consideration paid for the asset is significantly less than fair value, and that difference is principally to enable the entity to further its objectives. Otherwise, assets acquired are recognised at cost.

Where the asset has been measured at fair value, AASB 1058 requires that elements of other Accounting Standards are identified before accounting for the residual component. These standards are:

- AASB 15 Revenue from Contracts with Customers
- AASB 16 Leases
- AASB 137 Provisions, Contingent Liabilities & Contingent Assets
- AASB 9 Financial Instruments

All revenue is stated net of the amount of goods and services tax (GST).

d. Income Tax

By virtue of its aims as set out in the constitution, the Association qualifies as an organisation specifically exempt from income tax under the Income Tax Assessment Act, 1997.

Note 1 - Statement of Significant Accounting Policies (continued)

e. Committee Members & Volunteers

It is important to note that all committee members and their associates are volunteers and their contribution to the Charity has no remuneration or financial benefit. The committee members & associates contribute financially and/ or give there time freely in order for the charity to achieve its purpose.

Note 2 - After Balance Day Events

A matter has continued to evolve since 30 June 2022 that has significantly affected, or may significantly affect:

- (a) the entity's operations in future financial years, or
- (b) the results of those operations in future financial years, or
- (c) the entity's state of affairs in future financial years.

The COVID19 pandemic may present challenges during the financial period ended 30 June 2023. The committee members will take all necessary measures shepherd the association through this uncertain period.

Note 3 - Financial Separation from Multicultural Centre for Women's Health Inc (MCWH)

Multicultural Centre for Women's Health Inc (MCWH) administered the Federal & State Government funding received by GENVIC for the last four years. The reason for the auspice arrangement was that GENVIC was initially an unincorporated association with limited staffing and other administrative resources.

GENVIC has taken steps in the 2021 financial year to take control of their own funding arrangements, administrative and staffing resources to become totally independent of MCWH.

At 30 June 2021, the final settlement of the GENVIC financial affairs with MCWH took place and the historical accumulated surpluses, assets, liabilities and funds received in advance were transferred to GENVIC.

Note 4 - Change in Accounting Policy for Recognition of Membership Income

During the 2022 Financial Year, the Board of Management decided to change the accounting policy for the recognition of membership income from the cash basis, i.e. upon receipt to the accruals basis.

The resulting impact on the the Membership income, Income in Advance and Net Surplus are reflected in the note below:

	1 July 2020		
	<u>Original</u>	<u>Change</u>	<u>Restated</u>
<u>Statement of Financial Position</u>			
Income in Advance	-	14,140	14,140
Accumulated Funds	167,154	(14,140)	153,014
<hr/>			
	30 June 2021		
	<u>Original</u>	<u>Change</u>	<u>Restated</u>
<u>Income and Expenditure Statement</u>			
Memberships Income	38,406	(9,067)	29,339
Net Surplus for the Year	46,237	(9,067)	37,170
<u>Statement of Financial Position</u>			
Income in Advance	-	23,207	23,207
Accumulated Funds	213,391	(23,207)	190,184

Acknowledgements

GEN VIC thanks all of our funders, supports, partners and friends for making all that we do possible.

Major Funders

GEN VIC is grateful to the Victorian Government for funding us as the peak body for gender equity organisations, practitioners and advocates. We acknowledge support from the Office for Women, the Department of Families Fairness and Housing, the Department of Health, the Department of Jobs, Precincts and Regions and the Department of Education & Training.

We also acknowledge the support of the eSafety Commissioner and the Federal Government for the support of our Online Safety Projects.

Our Board Members

- Entsar Hamid - **Chair**
- Julie Kun - **Deputy Chair**
- Angela Jackson - **Treasurer**
- Amanda Barker
- Jade Blakkarly
- Jenny Davison
- Leonora Risse
- Marianne Hendron
- Sherrie Huckstep

Our Board Members

- Aayushi Bagga
- Arundhati Lekshmi
- Dr Helen Keleher
- Caitlin McGrane
- Jacinta Masters
- Kahlia Hoad
- Kerry Wilson
- Nebahat Erpolat
- Nurul Mahmudah
- Queenie Chung
- Reyhan Aksoyoglu
- Tanja Kovac
- Theabella Cooke

Special Advisors

- Julia Banks
- Trish Crossin

Our Members

Organisational

- Australian Muslim Women's Centre for Human Rights
- Australian Women's Archives Program
- Australians Investing in Women
- Bendigo Community Health Services
- Birth for Humankind
- BPW
- Capital City LLEN
- Council of Single Mothers and their Children
- Drummond Street
- EDVOS
- EMILY's List Australia
- Fitted for Work
- Gen West
- Gippsland Women's Health
- Girl Geek Academy
- Grace Papers
- Handy Girl Australia Pty Ltd
- Her Heart
- Her Place, Women's Museum Australia
- Inner East Primary Care Partnership
- Inner North West PCP
- Juno
- Multicultural Centre for Women's Health
- Neighbourhood Houses Victoria
- No to Violence
- Positive Women Victoria Inc.
- Queen Elizabeth Center (QEC)
- Rainbow Health Australia
- Sexual Assault Services Victoria
- The Royal Women's Hospital
- The Silent Witness Network Inc
- The Stella Prize
- Victorian Immigrant and Refugee Women's Coalition
- Victorian Medical Women's Society

- Victorian Women's Trust
- Vixen Collective
- WIRE Women's Information Referral Exchange
- Women and Mentoring - WAM Limited
- Women with Disabilities Victoria
- Women's Climate Coalition
- Women's Electoral Lobby Victoria
- Women's Health and Wellbeing Barwon South West
- Women's Health East
- Women's Health Goulburn North East Inc.
- Women's Health Grampians
- Women's Health In the North Inc (WHIN)
- Women's Health in the South East
- Women's Health Loddon Mallee
- Women's Health Victoria
- Women's Legal Service Victoria
- Women's Property Initiative

Individual

- | | | |
|----------------------|---------------------|-------------------|
| • Christine Denyer | • Genevieve Walker | • Grant Williams |
| • Bonney Corbin | • Deb Colville | • Ellen White |
| • Angelina Eynon | • Timothy Habel | • Gillian Hall |
| • Esperanza Torres | • Ann Shoebridge | • Susan Kenna |
| • Claire Varley | • Yolande McNicoll | • Trish Crossin |
| • Jamal Hakim | • Jane Finlay | • Bree Gorman |
| • Maree Overall | • Jodie Cranham | • Cathleen Staats |
| • Kristie Cocotis | • Melanie Hollows | • Fiona McDonald |
| • Tessa Young | • Elinder Moore | • Rosemary Batty |
| • Friday Saarelaht | • Kerrie Loveless | • Moira Rayner |
| • Lee Wong | • Bree Davis | • Cassie Lindsey |
| • SHERELE MOODY | • Julie Slater | • Kimberley Lind |
| • Erica Edmands | • Angela Jackson | • Melinda Jones |
| • Shirley Randell AO | • Sandra Wilson | • Lula Dembele |
| • Maree Davenport | • Nicole Simpson | • Carol Kiernan |
| • Asherly Bradac | • Assunta Morrone | • Tanja Kovac |
| • Esa Chen | • Steven Howland | • Helen Coleman |
| • Natasha Zeng | • Lisa Downs | |
| • Trang Le | • Elly Taylor | |
| • Akane Kanai | • Jacquie OBrien | |
| • Tina Brunet | • Caitlin McGrane | |
| • Lucy Skelton | • Catherine McMahan | |
| • Thea Cooke | • Giota Niko | |
| • Bianca Johnston | • Michelle Wright | |
| • Amanda Barker | • Sue Clarke | |
| • Entsar Hamid | • Hacia Atherton | |
| • Felicity Frederico | • Anthony Hinds | |

Special Thanks

- Molly Bow,
- Rafe Benli
- Geographic Names Victoria

