



30 YEARS

2023-24 Impact Report

Acknowledgement of Country

Women's Health Victoria acknowledges the Traditional Owners of the land that our offices are situated on, the Wurundjeri people of the Kulin Nation. As a statewide organisation, we also acknowledge the Traditional Owners of the lands and waters across Victoria and pay our respects to their Elders past and present. 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.

Artwork created for WHV by Madison Connors - a proud and strong Yorta Yorta (Wolithica), Dja Dja Wurrung and Gamilaroi woman

Our Commitment to Gender Diversity and Inclusion

Women's Health Victoria's focus is women (cis and trans inclusive) and gender diverse people. We address gendered health issues and are committed to supporting all people impacted by gender inequity who can benefit from our work. As a proud intersectional feminist organisation, Women's Health Victoria is working towards meaningful inclusivity, guided by and supporting people who identify as women, trans, intersex and gender diverse.



Whatever it takes **to reach gender equity in health**

Women's Health Victoria is a statewide, feminist, not-for-profit leading the pursuit of gender equity in health. We work with government, the health sector and the community to create better health outcomes for women (cis and trans inclusive) and gender diverse people.

We deliver vital support services to the community and empowering health information. We share evidence and recommendations to challenge bias in the health system. We build capacity in the health sector to achieve equitable health outcomes.

Women's Health Victoria is transforming the health system – doing whatever it takes to reach gender equity in health.



Contents

WHV's 30 years of impact	4
From the CEO and Chair	6
Our strategic priorities	8
Our year at a glance: 2023-24 impact highlights	9
Our impact and leadership	11
Our foundations	17
Our finances	22
Thank you	23

30 years of impact

1993 – 2008

1993 Healthsharing Women's Health Resource Service (HWHRS) is established - the foundation of Women's Health Victoria (WHV)

1996 Launch of Women's Health Victoria (WHV) by the Minister for Health, The Hon. Rob Knowles.

1996 WHV formalises our first mission statement: Using a feminist framework to ensure women have access to quality health information and influence health policy.

1997 WHV key in developing the Statewide Women's Health Plan; Service Manager appointed Chair of the Ministerial Advisory Committee on Women's Health (MACWH).

1997 WHV receives two Commonwealth Awards for Excellence in Women's Health for projects addressing older women and culturally diverse backgrounds.

1998 WHV commissions the Centre Against Sexual Assault (CASA House) to create resources for women affected by sexual assault.

2003 Formal launch of BreaCan, WHV's dedicated support service for women with cancer, by the Hon. Bronwyn Pike, Minister for Health.

2006 WHV hosts 'Unfinished Business: Abortion Law Reform' event, leading to advocacy with Victorian Members of Parliament for abortion law reform.

2008 10 October 2008: Passing of the Abortion Law Reform Bill, removing abortion from the Victorian Crimes Act after 4 years of intensive advocacy by WHV

2008 Launch of The Index: online gateway to Victorian women's health and wellbeing data

2009 – 2024

2010 WHV's BreaCan's Bridge of Support pilot program is launched in partnership with the Royal Melbourne Hospital.

2018 WHV becomes the lead organisation in a consortium of industry and training providers collaborating to develop and pilot an Australian-first accredited Gender Equity Training (GET)

2019 WHV establishes the Women's Mental Health Alliance to integrate a gender lens in mental health services

2023 In May 2023, the Senate Inquiry into Universal Sexual and Reproductive Health Access recommends 36 reforms, including a national service modelled on services such as WHV's 1800 My Options. WHV's evidence to the inquiry highlighted workforce capacity, costs, health literacy, and cultural safety

2013 Launch of our Labia Library website, dispelling myths about female genital anatomy and promoting body diversity.

2018 Development and launch of 1800 My Options, a statewide sexual and reproductive health information service by WHV.

2020 Launch of our shEqual initiative: Australia's first gender equality movement in advertising, addressing sexism through industry and community collaboration.

2024

**WHV
celebrates
30 years
of impact!**

I'm delighted to share this 2023–24 Impact Report with you demonstrating our impactful and transformative work in advancing gender equity in health.

Despite only starting on 1 July 2024, I am immensely proud of the achievements of Women's Health Victoria over the past 12 months. Our increased focus on gender equity in health has been pivotal to this. We have championed the importance of integrating a gendered lens into policy, investment and system design, while continuing to deliver vital services that foster more equitable health outcomes.

Our expanded reach and impact has been possible due to the two years of additional funding we received from the Victorian Government (covering FY22 and FY23), which was renewed for an additional two years in May 2024. This significant commitment has supported specialist roles and capability to lead new projects in health promotion, mental health, capacity building, communications, and evidence-based policy advocacy.

With a new and powerful public discourse and significant investments from the Victorian

and Commonwealth Government, women's health is having a much-deserved and much-needed moment in the spotlight. We are absolutely committed to making the most of this opportunity as we seek to implement our new strategy with a strong focus on driving system level change – leading and partnering to amplify our impact and support better outcomes.

We are deeply grateful to the Victorian Government including the Department of Health and the Department of Families, Fairness and Housing, and to our partners across the health, gender and community sectors, including the Victorian Women's Health Services Network which brings together the collective strength and expertise of Victoria's twelve women's health services.

Finally, to the staff, volunteers, leadership and Board at Women's Health Victoria – thank you for your unwavering passion, expertise and commitment. It has been truly inspiring to join such a talented and dedicated team and I'm excited about what we can achieve together.

Sally Hasler

From the *CEO*



From the *Chair*



As we reflect on another significant year for Women's Health Victoria, it's important to acknowledge the deep legacy that underpins our work. For over 30 years, Women's Health Victoria has been at the forefront of advancing gender equity across Victoria by advocating for and addressing the unique health needs of women.

This year, we entered an exciting era with the development and implementation of our ambitious new strategic plan which ensures we remain focused and impactful in the years ahead with three aims – to transform systems, amplify our impact and strengthen our organisation. It identifies goals, outcomes and priorities to influence our decisions, inform our investments and guide our annual planning and budgets. This 2023-24 Impact Report provides a powerful demonstration of how we are progressing against this plan.

Alongside the new strategy, our bold and contemporary, refreshed brand identity will strengthen our profile and recognition across the state. This rebranding symbolises more than just a new look – it represents

our commitment to having greater influence and impact in advancing gender equity in health.

As we look ahead to this exciting new phase, I would like to acknowledge the contributions of our outgoing CEO, Dianne Hill, and welcome our new CEO, Sally Hasler. Sally brings with her a wealth of experience, a passion for improving the health outcomes for women and a shared vision for our future.

In my final year as Chair and after 8 years on the board of Women's Health Victoria, I want to express my deepest gratitude to the WHV Board, CEO, leadership team, staff, and volunteers. Your unwavering commitment and dedication are the driving force behind everything we do. Together, we are making a lasting difference in the lives of women and gender-diverse people, and I am confident that the years ahead will bring even greater success for Women's Health Victoria.

Judy Hacker

Our strategic priorities:

Transform. Strengthen. Amplify.

WHV's 2023-28 Strategic Plan outlines our vision for achieving gender equity in health across Victoria, leveraging our unique position as the state-wide women's health organisation. The strategy serves as a roadmap for all decisions, investments, and annual planning, with a focus on three key areas: transforming the health system, amplifying our impact and strengthening our organisation.

Our impact:

Transform the health system

WHV is committed to driving systems change that ensures health services are gender-responsive and equitable. By influencing policy and practice, WHV will work to ensure that health systems prioritise the needs of women and gender-diverse people, creating lasting improvements in access and outcomes.

Our leadership:

Amplify our impact

WHV will expand our role as a leader and advocate for gender equity in health. Through partnerships, advocacy, and public engagement, WHV will continue to champion key issues such as sexual and reproductive health, mental health, and cancer care, influencing policy and driving positive change across Victoria.

Our foundations:

Strengthen our organisation

To sustain our impact, WHV will invest in building a stronger, more resilient organisation. This includes enhancing operational efficiency, fostering staff development, and ensuring financial sustainability to support long-term growth and innovation.



Our year: 23-24 impact *highlights*

Supporting access to sexual & reproductive health

1800 my options **7,350**
calls received in 2023-24

35-40% of callers noted *financial barriers* to services required.



Reached **30,000**
calls in December 2023.



150,266 users visited the website,
with 266,523 page views
(20% increase from the previous year)

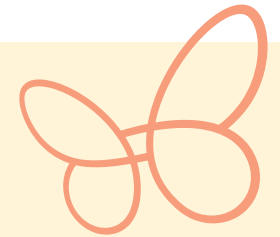


Launched the 2023 SEXtember zine, a youth-focused resource aimed at improving sexual and reproductive health literacy and reducing stigma.

Cancer support & outreach

Our Counterpart service was accessed over 1,990 times and supported

920 women living with cancer



a 28.3% increase in interactions compared to 2022-23.

Over 24% of these interactions were with women from regional/rural Victoria.

Created 10 short videos featuring women sharing their personal experiences with cancer, offering solidarity and encouragement to others.

COUNTERPART



Women supporting women with cancer

Organised 7 Wellbeing Days across regional Victoria.



WVH Training Hub

1,861 people participated in training, including:

- 8 public workshops supporting the primary prevention of gender-based violence workforce.
- 16 eLearning courses via our Training Hub on gender equity, prevention of gender-based violence and sexual and reproductive health.
- 8 sessions on gender equality in advertising, communications and marketing.

New research & insights

Released 2 new research papers on the commercial benefits of progressive advertising and the health and wellbeing impacts of labia diversity.



Completed 2 external evaluations of the Victorian Women's Health Atlas and shEqual.

Added new indicators to the Victorian Women's Health Atlas, enhancing data on gender equality, sexual and reproductive health, and service access.



Policy, advocacy & government engagement

- 4 policy submissions advocating for systemic changes to ensure gender equity is considered in medical research, healthcare funding, health workforce practice, menopause care, and social media advertising.
- Presented to the Senate Community Affairs References Committee as part of the Senate Inquiry into Issues related to Menopause and Perimenopause.
- 17 briefings with policymakers advocating for regulatory reform of sexist advertising.
- Continued leadership of the Women's Mental Health Alliance, advocating for gender-responsive mental health care.
- Presented at the Asia Pacific Women's Mental Health Conference, promoting promising practices in prevention and mental health system design.

Transforming the advertising landscape

Engaged

504

leaders and champions through 4 WHV-led events and 5 partner events, all focused on transforming industry culture and promoting authentic, diverse and gender-equal advertising.

Launched the Make it shEqual podcast series on the positive role advertising can have in progressing social change.



Developed Support Talk in partnership with The Aunties, a video-based training for mentors on responding to disclosures of gender-based violence.

Reached over **860,000** with the Commercial Breakdown campaign.

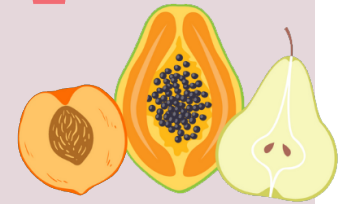


Health literacy & body positivity

Launched the updated *Labia Library*, providing accessible, accurate information on women's genital anatomy through real, diverse images, promoting body confidence and receiving significant public engagement and media coverage.

Launched *In My Prime*, an online resource supporting the health and wellbeing of women and gender-diverse people over 50, featuring an exhibition of photographs celebrating the diversity and strength of older women's bodies.

WHV The Labia Library



Public engagement

Rolled out a vibrant, bold new brand identity for WHV, reflecting our leadership role and renewed vision for gender equity in health.

Launched a national media campaign to promote the updated Labia Library, reaching

149 million people

and increasing Australian-based traffic to the Labia Library from 12.7% to almost 50%.

Received a generous \$5,000 donation from Viqarunnisa Alumni Australia (VA Aus) to support our work in gendered responses to mental health, raised from VA Aus's reunion and charity event held in Melbourne on Saturday, 15 July 2023.

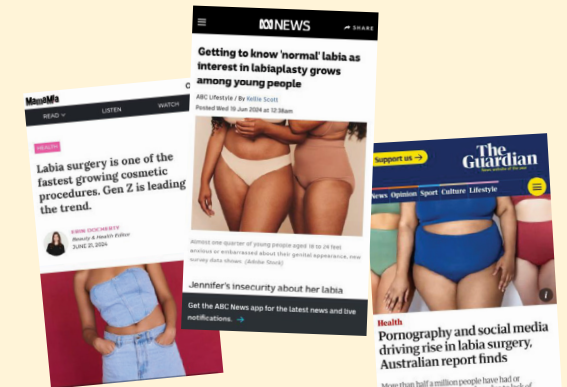




Photo © Breeana Dunbar

Our *impact* and *leadership*

In 2023-24, WHV continued to drive transformative change in health systems to improve health outcomes for women and gender diverse people. Through our powerful advocacy, partnerships, and high quality service delivery, we worked to ensure that our impact reaches across Victoria, making gender equity central to health policy and practice.

WHV also strengthened our position as the leading organisation for gendered health responses. Our evidence-based approach and trusted reputation enabled us to expand our influence on health policy, ensuring more women can access vital support services. Through our public campaigns and engagement, we reached more people in the community than ever before.

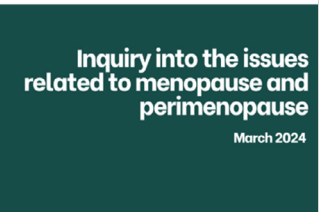
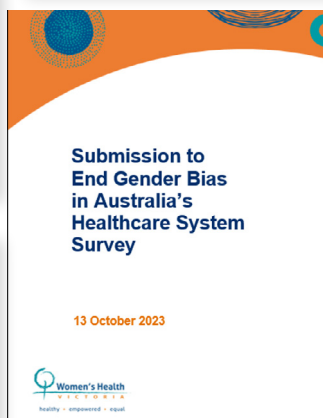
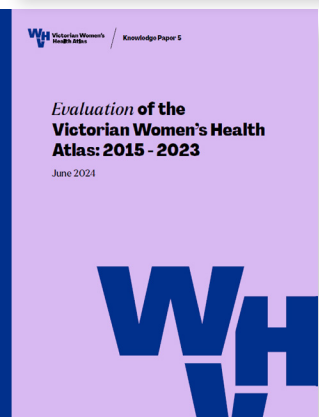
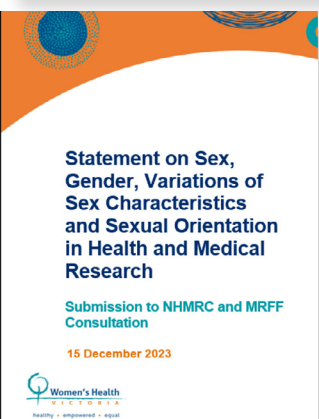
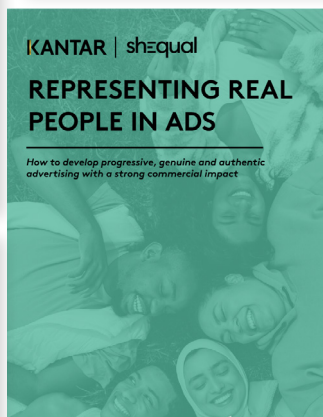
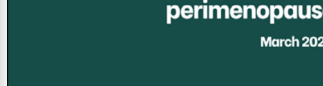
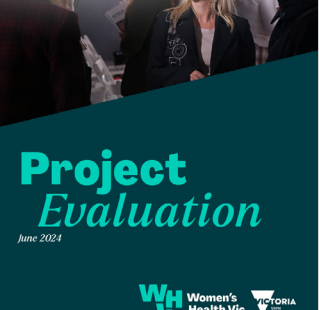
Recognised across the sector for leading dialogue on gender transformation, WHV is helping improve access to timely, affordable and gender-equitable healthcare.

GOAL 1:

Our work leads to health systems change, creating gender equitable health outcomes.

GOAL 2:

We are recognised as the leading state-wide organisation for gendered responses in women's health.



Submission on the Development of a joint National Health and Medical Research Council/Medical Research Future Fund Statement on Sex, Gender, Variations of Sex Characteristics and Sexual Orientation in Health and Medical Research

Our response advocated for the mandatory inclusion of sex, gender, variations of sex characteristics, and sexual orientation at all stages of health research. It also called for capacity building within the research sector to routinely incorporate these variables and recommended policy changes to make such inclusion a requirement for research funding.

Submission to the Senate Inquiry into the issues related to Perimenopause and Menopause

Our response addressed research gaps, workforce capacity, and barriers to accessing menopause care, and called for increased funding, building healthcare workforce capacity, and reducing stigma. WHV's recommendations led to an invitation to present at Senate Hearings.

Submission to the End Gender Bias in Australia's Healthcare System Survey

Our response recommended that sex and gender considerations be required for government grants, that the health workforce be trained to improve gender competence, and that culturally appropriate care be prioritised.

Real Bodies: Understanding and Celebrating Labia Diversity

This research report explores labia shame, its impact on health and wellbeing, and recommendations for promoting body diversity.

Representing Real People in Ads: How to develop progressive, genuine and authentic advertising with a strong commercial impact

This research confirms that positive, authentic, and diverse representations of women in advertising enhances brand reputation and leads to commercial success.

Victorian Women's Health Atlas Evaluation

This external review of the Atlas, evaluated its performance and provided recommendations for future improvements.

shEqual Evaluation

This external evaluation reviewed shEqual's efforts from 2020 to 2024 and the program's impact advancing gender equality in advertising.

Submission to the Joint Select Committee on Social Media and Australian Society

Our response focussed on the health and wellbeing impact of unregulated advertising that perpetuates harmful gender representations and contains violent or sexually explicit content, and called for a review of regulatory responses.

Abortion advocacy & leadership – 1800 My Options reaches 30,000 calls

In December 2023, WHV's service 1800 My Options reached a significant milestone, receiving its 30,000th call since launching in March 2018. This free and confidential service has provided vital sexual and reproductive health (SRH) information and pathways to care for thousands of Victorians. Since launch, the service has evolved to meet the growing demand, with daily calls increasing from an average of 17 to over 30 in 2023-24.

The 1800 My Options helpline offers professional, empathetic support to those seeking SRH care, whether they are navigating abortion, contraception, or unexpected symptoms. Callers may include individuals seeking help for themselves, as well as their partners, family members, or healthcare providers. No matter the caller's emotional state - whether distressed, anxious, or confused - the 1800 My Options team provide

evidence-based information and connects them with appropriate care options.

Beyond the helpline, the 1800 My Options team manages the service's website and social media pages and distributes promotional resources across the state. In 2023-24, the website attracted over 150,000 visitors with more than 266,000 page views, marking a 20% increase from last year. The team also produces health promotion materials, including the popular SEXtember zine, blog posts, animations, and fact sheets, which are shared with community health services, hospitals, pharmacies, and universities.

To improve accessibility, we introduced a webchat feature in January 2024, providing an alternative for those who prefer not to call. Since its launch, 5-10% of contacts have come through webchat, with higher usage among

younger people (46% under 25) and international students, who may face language barriers or prefer written communication for sensitive topics.

1800 My Options continues to fill a critical gap in the healthcare system, offering timely, accurate, and compassionate support for Victorians as they navigate essential SRH services with dignity and care.

As one caller shared, "I was so anxious and didn't know where to turn. 1800 My Options made me feel heard, respected, and gave me clear guidance on what to do next."



Shaping conversations on body diversity: The Labia Library's impact

A more inclusive Labia Library

Established in 2013, the Labia Library is one of WHV's most popular online health resources, attracting around one million visitors a year from across Australia and the world. Designed to promote positive body image, the website provides information about the diversity of vulvas and labia, helping to challenge stigmas around genital appearance.

In 2024, to celebrate its 10th anniversary, the Labia Library underwent a major update. The site's gallery was expanded to include a wider range of models, showcasing greater diversity in skin tone, body size, age, and gender. Crucially, the update made the resource more inclusive of trans and gender-diverse people. New photographs and tailored health information ensure that people of all gender identities feel seen, represented, and supported in a space that was traditionally focused on cisgender women.

The Labia Library was redeveloped with input from cis women, transgender, and gender-diverse people, alongside a range of professionals, including gynaecologists, psychosexual health specialists, sex educators, and general practitioners. A post-launch survey revealed that 86% of visitors reported an increase in their knowledge of labia diversity after using the site, and 75% said it improved how they felt about their own labia.

Raising awareness nationwide

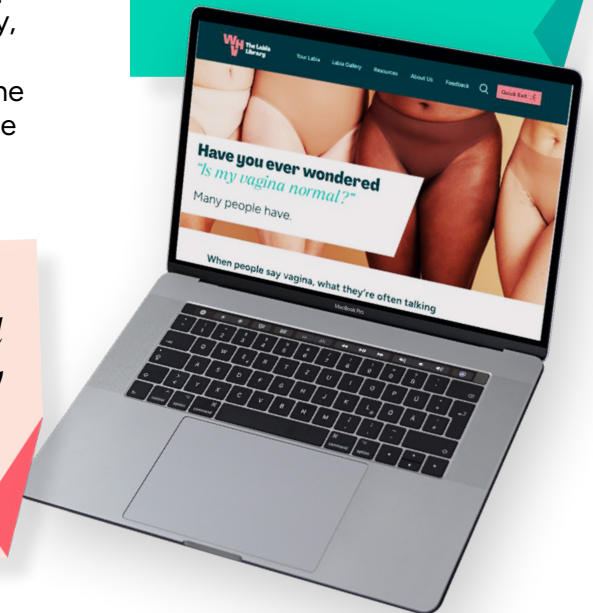
In addition to the website update, WHV launched a national media campaign to raise awareness of body diversity and reduce labia shame. This campaign, supported by WHV's new Real Bodies: Understanding and Celebrating Labia Diversity report, gained extensive high profile media coverage, reaching 149 million people and increasing Australian-based traffic to the Labia Library from 12.7% to almost 50% during the campaign.

This was the largest and most successful integrated media-comms campaign ever delivered by Women's Health Victoria, and most importantly it has introduced the Labia Library health resource to a whole new generation.

This comprehensive update, coupled with WHV's nationwide advocacy, has further established the Labia Library as a leading resource in the promotion of positive body image and genital diversity.

"Thank you for such an informative site. This will be so helpful for my daughters as well as myself to know that there is such a range of 'normal,'" – survey respondent.

"Yay trans masc labia :-) cheered in my mind seeing it. This is a very beautiful resource," – survey respondent.



shEqual – transforming gender representation in advertising

In 2023-24, shEqual continued to transform the Australia advertising industry through research, advocacy and industry engagement that promoted authentic, diverse, and gender-equal representation.

Key achievements

- Released the Representing Real People in Ads report commissioned from global insights company Kantar, revealing that gender-equal advertising boosts brand reputation and leads to commercial success.
- Launched the Make it shEqual podcast, hosted by Sarah Davidson, which explored how progressive advertising is not only good for business, but drives social change.
- Led two major industry events - From Culture to Content and Beyond the Tick Box - emphasising the critical role of leaders in reshaping industry practices.
- Launched the Commercial Breakdown campaign, featuring comedians Alex Lee and Lewis

Garnham, who use humour to challenge gender stereotypes in ads.

- Briefed Federal Government representatives in Canberra, advocating for regulatory reform and calling for a parliamentary inquiry into the harmful impacts of sexist advertising.

“When we do our jobs well, creativity reflects what’s happening in the world. But when we do them really well, creativity can change the world,” said Ant Melder, co-founder of Cocogun, and event panellist.

Evaluation

An independent evaluation by Trezona Consulting highlighted shEqual’s significant impact from 2020 to 2024 in advancing gender equality within the Australian advertising industry. Between November 2020 to March 2024 shEqual:

- Established a strong evidence base with 700+ industry professionals consulted, and seven reports published.
- Engaged over 2,000 industry professionals through key activities including research, training and events, and reached over 238,000 more via digital channels.
- Influenced key policy changes adopted by industry self-regulatory bodies.
- Raised awareness about the link between sexist advertising and gender inequality.

In 2024-25 WHV will say farewell to shEqual. We are proud of the significant impact achieved in partnership with the industry, raising awareness of the harmful impacts of sexist advertising. shEqual’s legacy continues through our [website](#), which will host key information, research and resources to address sexism in advertising.

*“They kicked off initially with research that linked domestic violence or violence against women to advertising communications. That was quite ground-breaking. I’d never heard that before.”
– evaluation participant.*



Supporting and connecting women living with cancer in regional Victoria

Counterpart, WHV's peer support service for women living with cancer, continued to expand its reach in 2023-24, particularly across regional areas. Counterpart hosted 7 Wellbeing Days across regional Victoria, offering vital support to women at any stage of their cancer journey - from newly diagnosed through to years after completing treatment.

These Wellbeing Days provided a welcoming environment for women to connect with others who had shared similar experiences, helping reduce the sense of isolation often felt during and after cancer treatment. These events combined creative activities like chair yoga and African drumming with educational sessions led by local health professionals, offering women a comprehensive approach to managing their health and wellbeing.

Our strong partnerships with regional health services and local practitioners are key to the success

of these days. For instance, at the Albury Wodonga Wellbeing Day, attended by 36 women, Counterpart collaborated with the Albury Wodonga Regional Cancer Centre and the Pancare Foundation. Participants took part in a range of activities, from an informative session on exercise and cancer by a physiotherapist to an uplifting chair yoga class.

"Very informative, inclusive and good to connect with fellow patients and carers." Albury Wodonga Wellbeing Day attendee.

With consistently positive feedback, the Wellbeing Days have become a valuable part of the cancer support landscape in regional Victoria. The program continues to foster community connections and provide access to essential support services for women living with cancer. By fostering community connections, Counterpart is helping more women with cancer access the essential support they need to live well.

"Attending the Wellbeing Day was great. Meeting others going through a similar journey relieved the feeling of isolation. It gave a sense of community, that you are not alone in this,"
- Shepparton Wellbeing Day attendee.



Our *foundations*

GOAL 3:
We are an inclusive and resilient organisation, authentically living our values and celebrating success.

In 2023-24, we sought to improve our governance and internal operations to ensure our workplace is a welcoming space for staff, volunteers and partners. We refreshed our internal policies and practices to reflect our organisational values.

Our new brand identity, along with the collective efforts of our staff, board, and internal committees has driven quality improvement and strengthened engagement and collaboration across the organisation. This refreshed identity reflects WHV's commitment to leadership in gender equity and serves as the foundation for our continued impact and success.



Redefining our identity – a bold vision for WHV’s future

In February 2024, WHV launched a bold new brand identity to reflect our renewed vision for gender equity in health. Coinciding with our 30th anniversary, the rebrand honours the organisation’s rich legacy while positioning WHV as a leader in shaping a gender-equitable health system. This new identity, developed alongside the new Strategic Plan 2023-28, underscores WHV’s commitment to creating lasting impact.

Our approach

We set out to create a distinctive and inspiring identity that reflects our values and unifies our diverse programs. It needed to resonate with our core personality - determined, collaborative, and encouraging - while motivating staff and attracting partners.

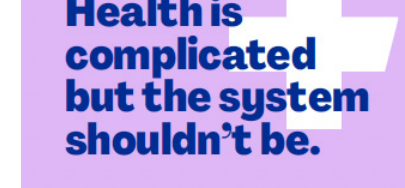
Working with Blue Wren Consulting on a refreshed brand strategy and Cupla Studio on creative development, WHV used a

consultative process involving staff, board members, and stakeholders. The identity was developed throughout 2023-24, with the public launch taking place in February 2024.

The results

The updated brand identity symbolises progress and innovation, with a fresh colour palette of bright teal, black, and white, representing a modern, cohesive look. Graphic elements emphasise WHV’s leadership in health, while imagery celebrates the diversity of the communities WHV serves.

Alongside the visual rebrand, WHV introduced new tone-of-voice guidelines, ensuring consistent, clear messaging across different audiences. This cohesive identity is already helping WHV build stronger connections with stakeholders and expand our reach.





Our staff

Women's Health Victoria is proud of our talented and dedicated team, bringing together a wide range of experience, expertise, and knowledge. Guided by our core values - respect, courage, inclusion, innovation, and excellence - our team creates a dynamic and inspiring workplace.

To learn more about our Leadership team, visit whv.org.au/about/staff

Across the year, WHV employed a total of 49 staff. We also had 35 volunteers working with us (at Counterpart) and we hosted two student placements. Volunteers play a vital role at WHV, ensuring our Counterpart service provides peer support to women with cancer, by women who have had lived experience of cancer themselves.

At WHV, our staff have the opportunity to engage in a range of working groups and committees that enrich our workplace and connect to our values. Read about the groups' activities on the following pages.



Our board



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: 5/6



Julie Bignell

BA, Grad Dip (IR/HR), FAICD, FGIA
Treasurer to March 2024
Elected to Board:
Oct 2021
Meetings attended: 6/6



Kate Broun

BAppSc (Health Promotion) (Hons), PGDi-pAppSci (Org Dynamics); GAICD
Elected to Board:
Oct 2016
Meetings attended: 4/6



Shaymaa Elkadi

PhD (Neuropsychology), ExecMPA
Elected to Board:
Oct 2021
Meetings attended: 2/6



Ashlea Gilmore

BA
Elected to Board:
Oct 2021
Meetings attended: 6/6



Brigid Mahar

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



Lesley Ber

B.Comm, B Acc, CA(-SA), MBA, ADIT, Dip.Gov
FICDA
Elected to Board:
Nov 2023
Meeting attended: 6/6



Sharon Olivier

BPod, LLM, MBA, GAICD
Co-opted: Jan 2024
Meeting attended: 2/3



Retired Johana Wicks

BA, PGDip (DevSt), GCert (IH)
Elected to Board:
Nov 2023
– retired Apr 2024
Meetings attended: 3/5

Staff Engagement and Wellbeing Committee

In 2023-24, WHV's Staff Engagement and Wellbeing Committee focused on creating opportunities for staff to connect, break down organisational silos, and build a culture of engagement. In October 2023, the committee reviewed its terms of reference to ensure its activities continued to support staff connection and wellbeing.

Key initiatives included the inaugural Winter Warmer, a mid-year event that brought staff together over food, hot chocolate, and reflective activities promoting positivity. The committee also hosted an International Women's Day afternoon tea and organised WHV's participation in The Walk Against Family Violence during the 16 Days of Activism campaign. To close out the calendar year, they coordinated the end-of-year celebration in December 2023, where staff gathered to celebrate their achievements.

Reconciliation Action Plan Committee

In 2023-24, WHV's RAP Committee focused on building staff engagement with reconciliation initiatives. To support the implementation of our Innovate RAP, a sub-committee of RAP champions was formed, tasked with generating staff interest and excitement about reconciliation work.

The subcommittee organised events, produced all-staff newsletters, and evaluated engagement to understand learning gaps. As a result, staff participation in RAP activities increased from 40% to 80%. Additionally, WHV published a Guide to Language Respectful of Aboriginal and Torres Strait Islander Peoples and an Acknowledgment of Country guideline to support staff in personalising their acknowledgments.

Gender Diversity Committee

In 2023-24, WHV's Gender Diversity Working Group focused on strengthening WHV's commitment to inclusion and supporting staff to embed gender diversity into everyday practice. A key achievement was the development of a live resource that provides WHV staff and volunteers with up-to-date guidance on inclusive language, ensuring all communications reflect best practice.

The committee also produced a monthly newsletter featuring new resources, news, and opportunities to deepen staff understanding of gender diversity. To further build staff capacity, the committee organised an all-staff training session on Gender Diversity and Inclusion and a Lunch & Learn session on Allyship in Action with gender-diverse communities, offering practical tips on how to be effective allies.

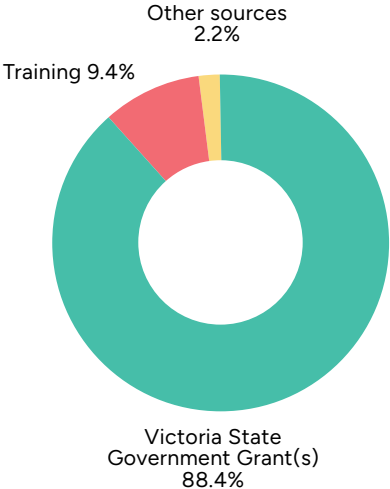
Our finances

The selected financial information below reflects the operations of Women's Health Victoria (WHV) and should be read in conjunction with the Audited Women's Health Victoria Inc Financial Statements for the year ending 30 June 2024 with the accompanying notes available on our website.

Women's Health Victoria prepared the financial statements in accordance with the Australian Accounting Standards.

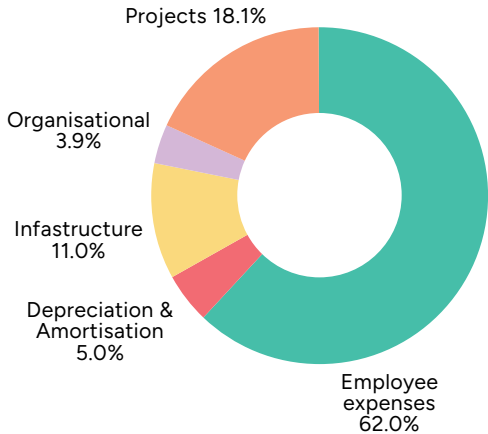
Revenue by source

Total revenue for the financial year was \$6.22m. The Victorian Government's grant funding represents the majority of the revenue.



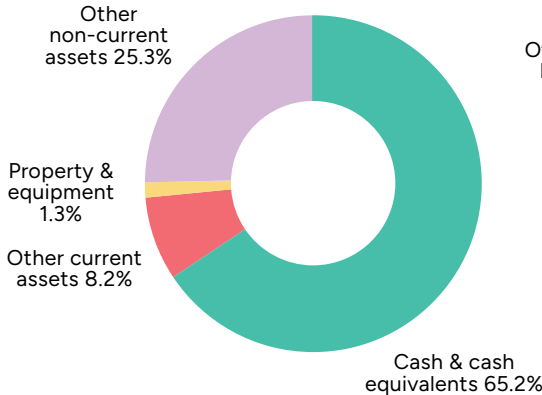
Expenditure

Total expenditure for the financial year was \$6.1m.



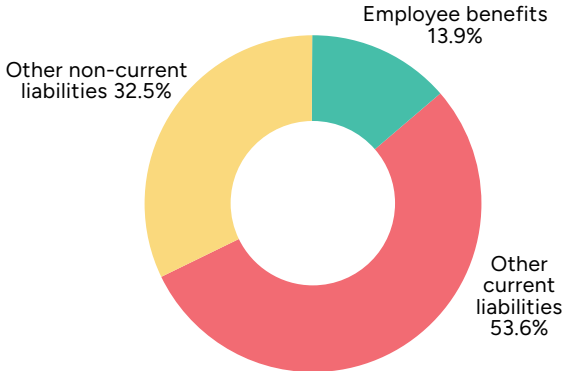
Assets

Total assets for the financial year was \$3.37m, with \$2.47m current assets.



Liabilities

WHV had \$2.16m in Liabilities at the end of the financial year of which 65% are Current liabilities.



Reconciliation Action Plan Working Group and Staff Engagement Subcommittee (SESC)

Hillary Aldenhoven (First Nations representative); Women's Health Victoria: Renata Anderson, Katherine Bradstreet, Linette Harriott, Sianan Healy (SESC), Kate Johnston-Ataata, Bethany Knight, Nikki McGrath (SESC), Carolyn Mogharbel, Jo Richardson (SESC), Cindy Van Rooy (SESC).

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, Judith Lumley Centre (School of Nursing and Midwifery, La Trobe University), Melbourne School of Population and Global Health (University of Melbourne), MSIA, Northern Health, Sexual Health Victoria, SPHERE (Monash University), The Women's, Women's Health Grampians, Women's Health Victoria; *Individual members:* Candy Broad, Bethia Wilson.

Labia Library Advisory Group

Alex James, Meredith Temple-Smith, Dr Sarah Ashton, Professor Sonia Grover, Satu Simpson (Equinox), Em Mah, Catalina Labra Odde, Beverly Baker, Holly Richards, Libby Payne, Lydia Jupp, Michelle McNamara, Aiofe Ryall.

Labia Library Ambassador:

Dr Melissa Kang.

In My Prime

Partners: Professor Martha Hickey, University of Melbourne and The Women's; *In My Prime Clinical Reviewers:* Dr Lydia Brown, Professor Cassandra Szoeki, Dr Deborah Neesham, Associate Professor Monique Watts.

In My Prime Advisory Group: Jill Exon (Eastern Community Legal Centre), Mridula Bandyopadhyay (Melbourne University), Maggie Kirkman (Monash University), Beverly Baker (National Older Women's Network)

Lived experience

participants: Desiree Sargent, Florence Johnston, Philippa Schapper, Jenny Alford, Michelle McNamara, Leanne Thorpe, Ann-Marie Harris, Jane Wager, Sally Goldner; *In My Prime Focus Group Lived experience participants:* Julie Ball, Kylie Ellis, Kay Johnston, Michelle O'Sullivan, Alison Richards, Christobel Saunders, Julie Sticca, Mary Tehan, Julie Walker.

shEqual Reference Group

Kate O'Loughlin (Initiative), Lauren Gurrieri (RMIT), Katarina Matic (Bullfrog Media), Phoebe Sloane (Clemenger BBDO), Lisa Gumbleton (think hq), Kate Griffiths (Icon Agency), Natasha Darrigan (Respect Victoria), Catherine Rewha Rewha (OMD), Fei Wang (The Shannon Company), Annabel Green (Our Watch), Bec Brideson (Venus Comms, outgoing), Nancy Pierorazio (City of Melbourne, outgoing), Penny Shell (OMD, outgoing).

Counterpart Advisory Group

Christine Evelyn (Chair, until Dec 2023) - consumer, Trish Ferrier (Chair, from Jan 2024 - Counterpart volunteer, Alison Murphy - Cabrini Health, Carmel McCarthy, - consumer, Danielle Carpenter - Peter MacCallum Cancer Centre, Helen Blennerhassett - Counterpart volunteer, Monique Baldacchino - Royal Women's Hospital, Simone Noelker - Ballarat Regional Integrated Cancer Centre, Kylie Stephens - consumer, Michelle Ainsworth - consumer, Dianne Hill - WHV CEO (until Nov 2023), Cindy Van Rooy - Manager Counterpart.

Counterpart Volunteers

Ailsa, Barbara, Branka, Bridget, Caroll, Claire, Danni, Emma, Evelyn, Glenda, Helen B, Helen D, Jennifer, Jo, Judith, Karen, Khim, Larissa, Leanne, Lesley, Lisa, Lyn, Margaret, May, Meri, Nikki, Penny, Phultus, Rachel, Rhonda, Robyn, Rosanne, Susan, Trish M, Trish F, Wilma, Bas, Susan.

Counterpart Wellbeing Day Partners

Taryn Robinson - McGrath Breast Care Nurse (Bass Coast Regional Health), South West Healthcare - Barwon South Western Regional Integrated Cancer Service, Warrnambool Icon Cancer Centre, Bairnsdale Regional Health Service, The McGrath Foundation, Peter Copulos Cancer and Wellness Centre (Goulburn Valley Health), Albury Wodonga Health's Regional Cancer Centre Wellness Centre, PanCare Foundation's PanSupport team, Bendigo Health.

Counterpart Donors

Emanuel Alfris, Sheila Byard, Grill'd, Nina Macgeorge, Margaret Maxwell, Massiny Ng, Robin Pietsch. Counterpart In-kind donations; Paul Magias, Chloe Carr, Carolyn McCaughan, Michelle McIntosh, Susan Parsons, Emma Wagdin, Tanya Wells.

Women's Mental Health Alliance

Organisations: Women's Health Victoria (Convenor), Australian Muslim Women's Centre for Human Rights, Centre for Mental Health Learning, Eating Disorders Victoria, Gippsland Women's Health, Good Shepherd Australia and New Zealand, 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, 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 Loddon Mallee, 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.

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

Our Funders

Victorian Government; Office for Women; 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; Australian Communities Foundation; VA Aus.

Probono Supporters

Shayna Burns

Thank you



WHV acknowledges the support of the Victorian Government



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.

whv.org.au



Women's Health Victoria

8/255 Bourke St
Melbourne VIC 3000

Tel: (03) 9664 9300
Email: whv@whv.org.au



30 years