

VICTORIAN WOMEN'S TRUST



38 years of
gender equality
achievement

We acknowledge the Wurundjeri Woiwurrung people as the Traditional Owners of the land on which the Victorian Women's Trust stands.

We recognise their continuing connection to land, waters and culture. We pay our respects to Elders past, present and emerging.



Photo by Georgia Ginnivan for Rural Women Online (2022).

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OUR VISION

Full gender equality = a world where women, girls and gender diverse people take up all of life's opportunities with respect, safety and dignity.

Established by the Cain Government in 1985 with a gift to women of \$1 million, the Victorian Women's Trust was the first organisation of its type – in Australia and globally.

Over nearly four decades, we have explored every opportunity to advocate for women, press for gender equality and create tangible, people-led lasting change.



INTRODUCTION



The Victorian Women's Trust has gone from strength to strength to become an integral advocate and feminist changemaker, intent on making Australia fairer for women.

The protracted struggle for Australian women to win the vote laid the foundations for a broadly defined women's movement: action on violence; equal representation; economic independence; better working conditions; access to education at all levels; higher wages and equal pay; equal opportunities for employment; and reform of marriage and divorce laws.

Australia's progress on gender equality from the late nineteenth century to today has been slow, erratic and at times, noteworthy. Much has been achieved. But there is a real fragility or brittleness attached to this scorecard, underlining the need to do much more – with renewed hope, energy and urgency.

A snapshot in 2023 is revealing:

- One Australian woman each week is killed by her former or current partner.
- The barriers to women's full economic participation costs Australia around \$129 billion per year.
- Women still do more unpaid work than men.
- An average 25-year-old woman with at least one child will earn \$2m less over her lifetime than an average 25-year-old male who becomes a father.
- More than 57% of under-employed Australians are women.
- Older women are the fastest growing group to experience homelessness

- One in three Australian men do not believe gender equality exists.
- An Australian National University Survey revealed that medical workplaces, including surgeries, are one of the most unsafe Australian workplaces.
- In a graduate public service program within the federal Department of Infrastructure, of which two-thirds were men, a 'hotties' list was circulating which rated their female peers by their attractiveness.

This brief litany shows how much work remains to be done before Australia climbs up from its current low global ranking in terms of women's human rights and the achievement of full gender equality.

This is why agencies like the Victorian Women's Trust (VWT) are badly needed. Since its creation in 1985 with a starting gift of \$1m from the Cain Government, the Victorian Women's Trust has gone from strength to strength to become an integral advocate and feminist changemaker, intent on making Australia fairer for women.

MARY CROOKS AO
Executive Director



Photo by Georgia Ginnivan for Rural Women Online (2022).

MILESTONES

1985-2024

From our very beginning nearly four decades ago, we have consistently tackled deep seated gender inequalities. Our very first public initiative did just this, convincing commercial banks to change their ways – making credit available to women to start their own enterprises without the obligation to have a male guarantor.

Other initiatives followed, year after year – **public events** to bring women together and nourish cross-generational feminism; **publications** that broke the mold; **policy submissions** to governments; **podcasts** and **films** to bring quality perspectives to gender equality debates; social change **grant-making**; putting women's contributions on the **public record**; and most of all, never resiling from the tough and unrelenting challenges to do with women's safety and their right to live lives free of violence and abuse.

Ideas. Effort. Delivery. This has been our mantra.



MILESTONES

1985-2024

1988



GUARANTEED LOAN FUND ECONOMIC SECURITY

Brokered an agreement with the State Bank to lend to Victorian women in their own right to start their own business, without needing a male relative to act as guarantor. Victorian Women's Trust (VWT) carried 50% of the loan risk.



EWA CZAJOR MEMORIAL AWARD ARTS

Launched by Senator Margaret Reynolds in memory of theatre director Ewa Czajor, who was murdered in Thailand. VWT administered the award for 10 years and recognised a range of emerging female creatives.

1989



DR MARILYN WARING VICTORIAN TOUR ECONOMIC SECURITY

Principal founder of feminist economics, Marilyn Waring, spoke to audiences in Benalla, Ballarat, Hamilton, Bendigo, Warragul, and Melbourne.



VICTORIAN WOMEN'S TRUST CELEBRATORY DINNER MOVEMENT BUILDING

800 women attended VWT's first major historic fundraiser held at the Melbourne Town Hall. Over 60 of Australia's top women chefs volunteered their time and skills.

1990



FROM KITCHEN TO CABINET EQUAL REPRESENTATION

International Women's Day (IWD) fundraiser, highlighting the contributions of female politicians. Speakers included Joan Kirner AC, Mary Delahunty, Christine Milne AO, Marie Tehan and Dr Carmen Lawrence AO.



MIRANDA ON THE VERANDA ARTS

VWT fundraiser as part of the Melbourne International Comedy Festival with performances from comedians Judith Lucy AM, Denise Scott AM, Rachel Berger, and MC Jane Clifton.



Image left: NZ Feminist economist and former politician Dr Marilyn Waring. VWT has had a long relationship with Waring, bringing her to Australian audiences four times since the early 1989.



1991



WOMEN'S TRUST TRAM ARTS

Designed and painted by Koorie artist Gayle Madigan, the Women's Trust tram celebrated the women's movement and VWT as an emerging women's advocate.



MEET WOMEN WHO MAKE A DIFFERENCE MOVEMENT BUILDING

A series of events at Kayes on King's and regional locations with leading feminists discussing: the future of feminism (Kate Gilmour); women in publishing (Dr Jocelyne Scutt AO and Dr Renate Klein); and women and space (Dr Karen Burns, Anna Horne, Margo Huxley and Catherine Sullivan).

1992



WOMEN'S ENTERPRISE CONNECTION EMPLOYMENT

From 1992-2000, VWT provided job training and mentoring to hundreds of low-income and unemployed Victorian women.



COMPLETING THE PICTURE: THE LOST WOMEN OF THE HEIDELBERG ERA WOMEN'S HISTORY

First ever nationally touring exhibition of female impressionist artists largely unknown to the public. Over 100,000 visitors attend the exhibition over 12 months, sparking a rewriting of Australian art history, and leading to a market value increase for each featured artist.



LAUNCH OF THE WOMEN'S COOKBOOK MOVEMENT BUILDING

Fundraiser publication compiled by Jill Dupleix and Jane Miller, featuring recipes from VWT's 1989 celebratory dinner.

1993



FEMINIST DINNER SERIES MOVEMENT BUILDING

High profile guest speakers included Senator Dr Rosemary Crowley, Dr Anne Summers AO, Sara Paretsky and Betty Friedan.



Image top: Betty Friedan, author of *The Feminine Mystique*
Below: *In a Chelsea Garden* (1912) by Australian artist Dora Meeson (1869-1955), featured in the 1992 VWT exhibiton, *Completing the Picture*.



Image left: *Don't Get Mad, Get Elected* poster by Carol Porter (1997) commissioned by the Victorian Women's Trust. Image right: former Victorian premier Joan Kirner AC standing in her office in front of a framed copy of *Don't Get Mad, Get Elected*.

1994



EWA CZAJOR MEMORIAL AWARD ARTS

Celebration of the 6th annual Ewa Czajor Memorial Award, presented by Melbourne actor Pamela Rabe AM, with a performance from singer-songwriter Deborah Conway AM. Recipient is Catherine Hill.



HONOURING MOIRA RAYNER EQUAL OPPORTUNITY

VWT hosted a dinner at the Regent Hotel to celebrate the work of Moira Rayner, former Victorian Equal Opportunity Commissioner. The event raised money to start the Moira Rayner Equal Opportunity Fund to be administered by VWT. Speakers included: Mary Delahunty, Justice Michael Kirby AC, Fay Marles AM, and Moira Rayner.

1995



INSPIRED WOMEN MOVEMENT BUILDING

IWD event, held in partnership with the Royal Women's Hospital, hosted by Joan Kirner AC and featured speeches from Mary Delahunty, Marie Andrews, Tricia Caswell, Sue Haydon and Dr Jocelynnne Scutt AO. Entertainment provided by comedian Denise Scott AM, the Macedonian Women's Choir, and harpist Jane Belfrage.



BACKROOM TO BOARDROOM EQUAL REPRESENTATION

Sponsored by Conzinc Riotinto of Australia Ltd (CRA), Backroom to Boardroom was an annual VWT fundraiser event from 1995-1998, focused on women's participation on company boards. Launch event hosted by Ann Sherry AO, and featured guest speakers Helen Lynch AM, and Catherine Walter AM with a summation by Heather Carmody. Over 400 women from the corporate sector

1996



attended. EVE MAHLAB AO FUNDRAISER WOMEN'S HISTORY

Eve Mahlab AO 60th birthday celebration held as a fundraiser at Prahran Town Hall, celebrating those who had contributed to the women's movement over the decades.



EXPERIENCE COUNTS TOO EMPLOYMENT

Educational program created to support older women seeking to reenter the paid workforce after a long break.



Image right: acclaimed theatre director Ewa Czajor.

"They called it the **Purple Sage Project**, an attempt to tap the inchoate unease they believed Victoria was experiencing about the Kennett Revolution. Directed by Ms Crooks, it was to become **a massive exercise in participatory democracy** ... While the Kennett Government scored on economic grounds, it appears to have been brought undone by the development of resistance to threats to communities, especially in the country."

Paul Heinrichs, *The Sunday Age*, 24 October 1999

1997



BUSINESS MATRIX EMPLOYMENT

First business incubator for women in Australia. Provided practical support for women to develop and grow their economic enterprises. Some businesses were groundbreaking in concept, such as the first car sharing service.

1998



THE PURPLE SAGE PROJECT CIVIC ENGAGEMENT

Pioneering initiative created by VWT, featuring the first use of the Kitchen Table Model for civic engagement. Over 6,000 people took part in these conversations to voice their concerns and needs as Victorian citizens. It involved a partnership between VWT, the Brotherhood of St Laurence, the Stegley Foundation, People Together Project, Young Women's Christian Association (YWCA), and the Victorian Local Governance Association (VGLA).



EWA CZAJOR MEMORIAL AWARD: 10TH CELEBRATION ARTS

Benefit concert at the Malthouse Theatre in honour of the Ewa Czajor Memorial Award with performances from comedians Judith Lucy AM, Sue Ingleton, Lynda Gibson, Chris Lewis, Canto Caro and Danae O'Callaghan.

1999



WOMEN OF COURAGE MOVEMENT BUILDING

IWD partner event with YWCA, Absolutely Women's Health (Royal Women's Hospital), and International Women's Development Agency (IWDA) at the Melbourne Town Hall, featuring Jill Singer, Pat Turner AM, Ann Sherry, Marjorie Thorpe, and Dr Anne Summers AO. Hosted by Virginia Trioli.



GLENDA JACKSON PUBLIC LECTURE MOVEMENT BUILDING

Keynote address by UK politician and actor, hosted in partnership with Emily's List.



EQUAL PAY FOR WOMEN: UNFINISHED BUSINESS MOVEMENT BUILDING

Keynote address from equal pay activist Zelda D'Aprano AO, hosted by Moira Rayner.



MARILYN WARING SPEAKING TOUR ECONOMIC SECURITY

Attended by over 1,000 women across Victoria.



Image left: *To Every Woman - Money Power Freedom* by Carol Porter (1997) commissioned by the Victorian Women's Trust

2000



PUBLIC POLLING ON WOMEN'S ECONOMIC SECURITY ECONOMIC SECURITY

Osborne Group partnered with VWT on a series of polls and reports to raise awareness of issues underpinning economic security for women, including superannuation and female-friendly banking practices.

2001



THE WATERMARK AUSTRALIA PROJECT CIVIC ENGAGEMENT

Building on the work of the Purple Sage project, thousands of Victorians took part in wide-ranging Kitchen Table Conversations (KTC) on the vexed and complex issue of water scarcity and water reform. Watermark ran for over 6 years, resulting in a publication in 2007, which provided a framework for policy and action on water and environment.



ORDINARY WOMEN, EXTRAORDINARY LIVES WOMEN'S HISTORY

A public tribute to the role of women in Victorian society. More than 20,000 people attended the exhibition as it travelled around the State.

2002



WOMEN & FINANCE SEMINARS ECONOMIC SECURITY

Motivational and empowering sessions on finances with keynote addresses from a range of financial experts.



NETWORKING SERIES MOVEMENT BUILDING

Opportunities for supporters to meet, mingle and network with high profile Victorians including, Victorian Chief Commissioner of Police Dr Christine Nixon AO, restaurateur Duré Dara OAM, business woman Eve Mahlab AO, and Associate Editor of The Age, Pamela Bone.



Image left: celebrated obstetrician and gynaecologist Dr Asha Pahuja, profiled as part of VWT exhibition, *Ordinary Women, Extraordinary Lives* (2001). Image right: Watermark group participants discussing water conversation (2001).

2003



WOMEN OF PASSION MOVEMENT BUILDING

IWD event hosted with Absolutely Women's Health, IWDA, and YWCA at the Melbourne Town Hall. Speakers included Wurundjeri Elder Joy Murphy AO, Killing Heidi singer Ella Hooper, senior citizen of the year and Australian 60+ weight lifting champion Sonja Rutherford; and campaigner for Independent Women's Organisation (IWO) Surma Hamid.



SUPPORT FOR HEATHER OSLAND JUSTICE

VWT continued its long association with the Heather Osland campaign, offering its premises as a meeting place for supporters. In late 2003, VWT wrote a policy submission, on behalf of the Trust and the Heather Osland Support and Action Group, to the Victorian Law Reform Commission's Review into Defences to Homicide, arguing that self-defence laws needed reform to better protect women who kill in response to prolonged family violence.

2004



WOMEN OF WIT MOVEMENT BUILDING

IWD event hosted with Absolutely Women's Health, IWDA, and YWCA at the Melbourne Town Hall. Speakers included Annabel Crabb, Tracy Bartram and Denise Scott AM. Hosted by Lynne Hultaine with Kate Kantor.



CELEBRATING 20 YEARS OF THE VICTORIAN WOMEN'S TRUST MOVEMENT BUILDING

Held at the VWT's Bourke street premises and featured former Premier of Victoria, John Cain, as main speaker.

2005



WOMEN OF WORDS MOVEMENT BUILDING

Hosted by Lynne Hultaine at the Melbourne Town Hall. Speakers included Margo Kingston, Lisa Belleair, Rosa Xavier, and Monique Brumby.



WHAT CHOICE? WOMEN, WORK AND CHILDREN MOVEMENT BUILDING

Held in partnership with Readings, hosted by Kylie Walsh with panel members journalist and social philosopher Anne Manne, philosopher and writer Dr Leslie Cannold and cartoonist and writer Judy Horachek.



Image right: group of women from Springvale, collectively nominated to be part of VWT exhibition, *Ordinary Women, Extraordinary Lives* (2001).



ORDINARY WOMEN EXTRAORDINARY LIVES



“The significance of this exhibition is that it suggests the need to not just admire women’s contributions to Victorian and Australian history, but to theorise it afresh.”

Prof Marilyn Lake AO, *The Sunday Age*, 2 June 2001

Ordinary Women, Extraordinary Lives was a pioneering touring exhibition that showcased and celebrated the lives and stories of women’s contribution to Victorian community life over the past century. Created as part of the Centenary of Federation celebrations in 2001, the exhibition included over 260 profiles of women – a much larger selection than initially envisioned. There were simply far too many incredible stories of women whose efforts and achievements had previously been unrecognised. We had to include them all.

We advertised the public nomination process in the metropolitan daily newspapers and

thirteen regional newspapers with the following paragraph:

As you read this, you might find yourself thinking out loud about someone you know. She might be dead, or still living. The more you think about her, the more you realise the genuinely heroic dimensions to her life. So ordinary on the surface, but when you start to explore the meaning and significance to her life, you think ‘how extraordinary!’

The publication Ordinary Women, Extraordinary Lives was created in conjunction with the touring exhibition to capture the stories, personal photographs, and artworks, as well as wonderful insights into the lives of these women. Through this important publication, these women’s contributions now hold their rightful place in the public record.

→ **Learn more:**
www.vwt.org.au/projects/owel

Image right: *Great Petition* sculpture by Susan Hewitt and Penelope Lee (2008)

Image left: political activist, social worker, writer & community advocate Ruth Crow (pictured centre) featured VWT exhibition, *Ordinary Women, Extraordinary Lives* (2001).



2006



WOMEN OF FAIR PLAY MOVEMENT BUILDING

IWD event co-hosted by VWT, Absolutely Women's Health, YWCA and IWDA, with Burmese women's rights activist Naw K'nyaw Paw, Antarctic explorer Linda Beiharz OAM, author and academic Prof Catharine Lumby, and tennis legend Evonne Goolagong Cawley AC MBE.

Image below: Essie Burbridge OAM, was a strong community advocate and public supporter of newly arrived Australians. Essie was profiled in the 2001 VWT exhibition, *Ordinary Women, Extraordinary Lives*. Major donors established a Sub-Fund in her name within the Victorian Women's Benevolent Trust, which continues to provide grants to projects which promote social cohesion.



2007



GETTING THE BALANCE RIGHT EMPLOYMENT

As part of a Working Group, VWT developed a \$15 million proposal for a national program to boost family-friendly workplace change. New Minister for Employment, Julia Gillard AC, announced a \$12 million national grants program, Fresh Ideas for Work and Family, enabling hundreds of small businesses to embed family-friendly policies.



BE THE HERO! VIOLENCE PREVENTION

Launch of a groundbreaking digital violence prevention program supporting boys and young men in building respectful relationships.



PARADOX OF SERVICE MOVEMENT BUILDING

World-first examination of the rights of former religious women and their treatment after leaving their Catholic order.

2008



CENTENARY OF WOMEN'S SUFFRAGE CELEBRATIONS WOMEN'S HISTORY

Events commemorating one hundred years of women's democratic participation in Victoria. The first, on IWD, featured leading historians Patricia Grimshaw AO and Prof Marilyn Lake AO. The second event included a public narrative on women's ways of doing politics over the century, presented by Mary Crooks AO, comedian Tracy Bartram, journalist Angela Pippas, and historian Dr Judith Smart AM. The third instalment, marked the premiere of the Women's Anthem, Love & Justice.



1891 SUFFRAGE MONSTER PETITION SCULPTURE WOMEN'S HISTORY

VWT contributed towards a public sculpture by Susan Hewitt and Penelope Lee, celebrating a centenary of women's suffrage in Victoria. The sculpture stands in Burston Reserve, near the Victorian State Parliament Building. It harks back to the Monster Petition of 1891, which contained some 30,000 signatures from women seeking the right to vote.

Image right: Muriel Matters (1877-1969) South Australian suffragette, journalist, author and educator, to whom VWT paid homage in a public lecture in 2010.



2009



FIREFOXES AUSTRALIA DISASTER RECOVERY

In the months after the Black Saturday fires, VWT provided funds for local women to come together and support one another. VWT helped the group secure funds to make a documentary film to guide women rebuilding their communities after natural disasters.



TARKA: PRECIOUS MUSIC, PRECIOUS WATER ARTS

Innovative community education initiative around water conservation, including the world premiere of the Tarka Symphony by Harry Williamson, held at the Melbourne Town Hall.



GENDER LENS WORKSHOPS EDUCATION

Series of six workshops held in Sydney and Melbourne, based on VWT's publication, *Gender Lens for Inclusive Philanthropy*. These assisted the philanthropic sector to better understand the importance and potential of making grants with a gender lens.

2010



OUR WATER, OUR VOTE CIVIC ENGAGEMENT

Partnership between VWT and the Alternative Technology Association to design and conduct a pre-election survey of Victorian candidates on their positions regarding water policy and actions into the future.



VIDA'S VOICES YOUTH

Statewide Public Speaking Competition for Year 10 girls which was run entirely by girls themselves, including a team of 19 girls from Preston Girls High School who led and trained other students from public and private schools around Victoria to take part in the competition. The Grand Final took place at BMW Edge Theatre.



TRIBUTE TO MURIEL MATTERS WOMEN'S HISTORY

Public lecture at the Welsh Church held in tribute to feminist activist Muriel Matters, with a performance by the Brunswick Women's Choir. South Australian MP, Frances Bedford, told the story of Muriel's life and work.

2011



GENERAL PRACTITIONERS AND FAMILY VIOLENCE VIOLENCE PREVENTION

A partnership program between VWT and General Practice Victoria (GPV) to deliver Peer Education Workshops with doctors on the extent of family violence and their responses as medical practitioners.



50TH ANNIVERSARY OF THE PILL WOMEN'S HISTORY

Co-hosted with the Centre of Women's Health, Gender and Society to mark the fiftieth anniversary of the contraceptive pill. Speakers included Dr Louise Keogh, Mary Crooks AO, Dr Leslie Cannold and Nelly Thomas.



STORMING AGAINST VIOLENCE VIOLENCE PREVENTION

Week of action led by VWT in partnership with Melbourne Storm. The week arose from VWT project *Be the Hero!* and featured prominent US campaigner Dr Jackson Katz at a range of speaking events.



Image left: first female Prime Minister, Julia Gillard AC, speaking at VWT's 2013 event, *Credit Where Credit is Due*, at the Melbourne Town Hall. The event was created by VWT for the Australian public to thank the first woman to hold the highest office in the country for her contribution to Australian society.

2012



KITCHEN TABLE CONVERSATIONS (KTC) WITH VOICES FOR INDI **CIVIC ENGAGEMENT**

Executive Director, Mary Crooks AO trained and mentored the Voices4Indi to adapt and roll out VWT's Kitchen Table Conversation (KTC) model across the north-eastern electorate, in the run up to their successful bid to win the seat with independent candidate, Cathy McGowan OAM.



CREATING A NEW NORMAL **DISASTER RECOVERY**

Launch of a new documentary, funded by the Victorian Women's Benevolent Trust and produced by Firefoxes, a local women's group that emerged in the aftermath of the Black Saturday fires of 2009.



SWITCH IN TIME: RESTORING RESPECT TO AUSTRALIAN POLITICS **EQUAL REPRESENTATION**

After publishing, *A Switch in Time*, exposing sexism against Australia's first female PM, Julia Gillard, VWT hosted three events in Adelaide, Melbourne, and Hobart. Speakers included Tony Windsor AM, Dr David Karoly, Mary Crooks AO, and Andrew Wilkie.

2013



HERE SHE IS! **EQUAL REPRESENTATION**

Development of an extensive digital register of women experts and speakers to challenge and erode the male domination of conferences and panels. Currently, there are over 700 speakers profiled.



CREDIT WHERE CREDIT IS DUE **EQUAL REPRESENTATION**

National full-page advertisement written in public tribute to Julia Gillard AC as Australia's first female prime minister. The public outpouring after the advert was so great, VWT held a public event at the Melbourne Town Hall with speeches from former Victorian Attorney-General, Rob Hulls, Julia Gillard AC, and former Federal Independent, Tony Windsor AM. Over 2,500 people attended.



LAUNCH OF THE DUGDALE TRUST FOR WOMEN & GIRLS **MOVEMENT BUILDING**

National harm prevention entity – part of VWT – named after Henrietta Dugdale, co-founder of the first Australian women's suffrage league. Launched with a keynote address from Joan Kirner AC, former Premier of Victoria.

2014



ROSIE.ORG.AU **YOUTH**

Innovative digital space for girls and gender-diverse teens, offering trusted resources for navigating adolescence. Speakers at the Federation Square launch included Chantelle Baxter, Kim Furnish, and members of the Fitzroy High School Feminist Collective.



MONSTER CLIMATE PETITION **ENVIRONMENT**

Petition campaign in 8 community languages which called for action for reduced carbon emissions. Over 75,000 signatures were collected in ten weeks and delivered to the national parliament through Independent MP, Cathy McGowan.



TORN APART **SINGLE MOTHERS**

Family separation documentary project by Helen Newman which explored the harmful effects of family breakdown and separation, and the long term impacts on primary carers, typically women.



KITCHEN TABLE CONVERSATIONS TRANSFORMATIVE CIVIC ENGAGEMENT



In the 1990s, I was a supporter of the Victorian Women's Trust, admiring its work and appreciating its outreach across the state. The Trust's Purple Sage Project pulled me closer, such was the exciting opportunity that Kitchen Table Conversations provided for people. I was living overseas when the results of the 1999 state election reached me. The Purple Sage Project had been pivotal in reinvigorating democracy and enabling people to claim a much-needed voice.

I participated in the Trust's Watermark Australia project designed in 2002. As a farmer I was witnessing how water was becoming increasingly politicised. The idea of facilitating widespread water literacy and informed discussion gave me hope for the future.

Having seen the model in action twice, I was one of a small group of citizens in the federal seat of Indi who came together in 2012 to do something about what we saw as an increasingly unaccountable political culture. We wanted to rebuild the relationship between our political representatives and the people and create a new standard for politics in Australia.

Logically, this led us to approach Mary Crooks AO, Executive Director of the Trust, to explore whether the Trust's Kitchen Table Conversations model could be adapted across an electorate. We met with her in October 2012, after which followed a six-month period of Mary working closely with us in adapting the Trust's model to our huge and sprawling federal electorate. The subsequent engagement process, from November 2012 to May 2013, kicked off an amazing citizen-led democratic response. Indi defied the national trend and achieved a 9% swing against the sitting member. For the first time in a century, an independent member was elected to parliament.

It is not surprising that the Trust's Kitchen Table Conversations model has become part of the lexicon, increasingly used in Australian communities and electorates and a telling factor in the 'teal' revolution which saw a group of amazing women elected to the federal parliament in 2022.

Alana Johnson AM
Co-Founder Voices4Indi

Image right: author Tara Moss and human rights lawyer Mariam Veiszadeh, taken at VWT's 2016 gender equality conference, Breakthrough.

Image left: attendees at VWT's 2023 event, Women For Yes, hosted in support of the Yes vote in the referendum. Photos by Breeana Dunbar.



2015



GENDER EQUALITY TIMELINE WOMEN'S HISTORY

VWT's ongoing, digital timeline of Gender Equality Milestones, starting with the first female Trade Union formed in 1882. A dynamic and popular resource, it is the most visited page on the VWT website.



WAKE UP ROSIE YOUTH

Created for teenagers, the Rosie team designed an alarm clock app that delivered free, inspiring images each morning to promote mindfulness and calm.

Image below: former Australian Sex Discrimination Commissioner, Kate Jenkins, speaking at Breakthrough 2016, hosted by VWT. Photo by Breeana Dunbar.



2016



BREAKTHROUGH: THE FUTURE IS GENDER EQUALITY MOVEMENT BUILDING

Victoria's largest gender equality conference at Melbourne Town Hall and Athenaeum Theatre, with 120+ speakers, including shadow education minister Tanya Plibersek, Prof Clare Wright OAM, Dr Richard Denniss, Leigh Sales AM, Tara Moss, Rosie Batty AO, Kate Jenkins AO, Dr Marilyn Waring, and Rachel Griffiths AM. 1,000+ attendees engaged in impactful conversations over two days.



MENSTRUAL AND MENOPAUSAL WORKPLACE WELL-BEING POLICY HEALTH + WELLBEING

VWT pioneered Australia's first workplace menstrual policy, offering paid leave in support of menstrual and menopausal needs. The policy template is accessible online for universal adaptation. VWT continues to provide extensive menstrual education, mentoring, and support to various sectors.

This policy has seen tremendous public take up, as well as generating significant media, nationally and globally.

2017



SQUARING THE LEDGER WOMEN'S HISTORY

Building on from VWT's 2001 Ordinary Women, Extraordinary Lives exhibition, VWT partnered with La Trobe University to document and celebrate the lives of many of the women who had walked the halls of the University. Created as part of the University's Fiftieth Anniversary celebrations.



THE INVISIBLE FARMER PROJECT ECONOMIC SECURITY

VWT assisted the Melbourne Museum by funding the production of a series of videos documenting the invisibility of women's work on farms.



GRACE UNDER FIRE WORK RIGHTS

VWT documentary short highlighting the hidden epidemic of workplace sexual harassment facing young women in regional and rural Australia.



HERE SHE IS: RELAUNCH EQUAL REPRESENTATION

Relaunch of Here She Is as a digital platform, showcasing women speakers, mentors and experts. The event featured speeches from Hon Natalie Hutchins MP, Alana Johnson AM, and Mary Crooks AO.



2018



CLUB RESPECT VIOLENCE PREVENTION

Online guide and workshops for community sports clubs to foster respect and positive cultures which reduce violence and abuse. More than 150+ guests attended the launch event. Speakers included Hon Natalie Hutchins MP, journalist Shelley Ware, and NRL Victoria's General Manager Brett Silva.



LETTERS ACROSS THE DESERT WOMEN'S HISTORY

Documentary film highlighting a remarkable partnership between Mary Bennett and Shirley Andrews in their advocacy of Indigenous Australians' rights. Dr Jackie Huggins AM spoke at the film's launch at the Australian Centre for the Moving Image (ACMI).



TREATY FOR FIRST NATIONS PEOPLE IN VICTORIA FIRST NATIONS JUSTICE

Speakers included Jill Gallagher AO (Victorian Aboriginal Community Controlled Health Organisation) Leanne Miller AM (Koorie Women Mean Business); and Michelle Isles (Reconciliation Victoria).

2019



MONEY POWER FREEDOM ECONOMIC SECURITY

Six-part podcast series which unpacked the financial barriers that all women face, and what we can do to make a difference. Hosted by comedian Cal Wilson alongside journalist and filmmaker Santilla Chingaipe.



ABOUT BLOODY TIME HEALTH + WELLBEING

Written by Karen Pickering and Jane Bennett, this publication was the results of years of research by VWT. Over 3,500 women were surveyed. 22 discussion groups took place across Victoria. Women and girls shared their experience of menstruation and menopause. The results were clear. Shame. Stigma. Humiliation. Disgust. Negative attitudes are pervasive, entrenched, and harmful.



TARANA BURKE IN CONVERSATION MOVEMENT BUILDING

Over 800 people attended the Collingwood Town Hall partner event with the Sydney Peace Foundation, featuring Tarana Burke, inspirational activist, organiser and founder of the Me Too Movement.

2020



BETWEEN THE LEAVES ARTS

Unique poetry podcast hosted by Ellen van Neerven and Hermina Burns, illuminating poems written by women and the gender diverse, moving through themes like love, race and feminism.



FEMINIST FRIDAYS MOVEMENT BUILDING

Fortnightly live stream series, featuring conversations between notable feminists to foster connection during COVID lockdowns.



EQUALITY IN OUR HONOURS AND AWARDS SYSTEM EQUAL REPRESENTATION

VWT survey aimed at uncovering community perceptions of the Australian Honours system, and the issue of women's representation.



SEXUAL HARASSMENT IN WORKPLACES WORK RIGHTS

VWT joined with 100 other organisations to call for stronger co-ordinated action to stop sexual harassment in workplaces.

MILESTONES

1985-2024



2021



THE TRAP VIOLENCE PREVENTION

Ten-part podcast series hosted by Jess Hill (author of the award winning book, *See What You Made Me Do*) on love, violence and control.



CYBERSMART WOMEN: LEGAL OPTIONS FOR DEALING WITH ONLINE HARASSMENT VIOLENCE PREVENTION

Launch of CyberSmart Women, a guide commissioned by VWT and produced by Gender Equity Victoria (GENVIC) to inform women of their legal options in response to online harassment. Speakers included Assistant Commissioner Lauren Callaway, lawyer Tess Chappell, lawyer Sophie Parsons, lawyer Mariam Veiszadeh, and GENVIC project lead Dr Caitlin McGrane.



WHAT CAN CHILDCARE REFORM DELIVER FOR WOMEN AND CHILDREN? ECONOMIC SECURITY

IWD event canvassing the issues of childcare reform and examining the current state of affairs, hosted in partnership with Thrive By Five. Speakers included economist Dr Angela Jackson, lawyer Nyadol Nyuon OAM, Royal Far West CEO Jacqueline Emery and Thrive By Five CEO, Jay Weatherill AO.

2022



MATTERS THAT COUNT CIVIC ENGAGEMENT

In the lead up to the federal election, VWT engaged women around the country to claim a voice on their issues of concern. With donor support, these key issues were published in a full-page statement in the Sydney Morning Herald and West Australian newspapers.



RURAL WOMEN ONLINE DIGITAL INCLUSION

Launch of VWT's public initiative to fast track rural and regional women's digital literacy through web-based education, a help desk, and mentoring. The second phase now includes the creation and delivery of week-long, place-based digital education intensives.



SMART PLAYS VIOLENCE PREVENTION

Club Respect podcast shining a light on uncomfortable topics in Australian sport. Aims to build respect as the base for interactions between fans, parents, coaches, players and officials, and to reduce violence and abuse.

2023



TOGETHER, YES CIVIC ENGAGEMENT

Adoption of the VWT Kitchen Table Conversations model to assist the Indigenous-led Yes23 campaign for recognition and a Voice. Thousands of Conversation Hosts were recruited around the country with these people then bringing many thousands of Australian voters into a safe and respectful discussion of the central principles underpinning the campaign.

2024



MADAM SPEAKER WOMEN'S HISTORY

Creation of a first-ever digital catalogue of Australian women's speeches across the decades, disrupting the male-focused public record.

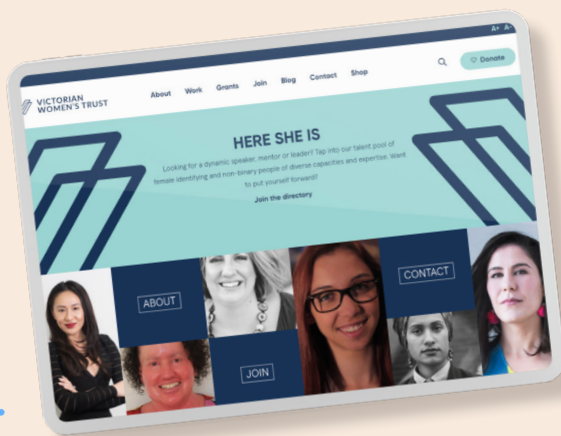


ROSIE RELAUNCH YOUTH

Working with digital agency Your Creative and young people to redesign Rosie.org.au, our feminist harm-prevention platform to be more user friendly and in-line with the needs of a Gen Z audience.

CIRCUIT-BREAKING INNOVATIONS

In everything we do, we focus on approaches and solutions that cut through and make a real difference. Here are some of our favourites:



HERE SHE IS DIGITAL DIRECTORY

A digital directory of successful women and non-binary people with a range of backgrounds, disciplines, and professional expertise. There are so many enormously qualified Australian women who are achieving great things, but women are still vastly underrepresented as keynote speakers and presenters at major conferences and events, in leadership positions, and in the media environment. Here She Is aims to change that by showcasing over 700 talented women, working across 60 different disciplines – all in the one place.

In 2017, the Victorian Andrews State Government provided a grant to support the refurbishment of our analogue directory into VWT's growing digital platform.

MONEY POWER FREEDOM (2019)

PODCAST HOSTED BY CAL WILSON & SANTILLA CHINGAIBE

An engaging 6-part podcast series that decoded all things money and power, and what they mean for women's freedom. Co-hosted by comedian Cal Wilson and journalist Santilla Chingaibe, the series features feminist leaders, such as media personality Jamila Rizvi, writer and unionist Van Badham, community advocate and restaurateur Hana Assafiri OAM, surfing legend Layne Beachley AO, and celebrated drag persona Karen From Finance.

Combining humour with a rigorous analysis, Cal and Santi provided listeners with a greater understanding of our shared financial history, as well as achievable and potentially life-changing financial tips from their expert guests.

Image top: Here She Is website detail.

Image right: hosts of VWT's 2019 podcast Money Power Freedom, beloved comedian Cal Wilson and celebrated journalist and filmmaker Santilla Chingaibe. Photo by Breeana Dunbar.



SMART PLAYS

PODCAST ON RESPECT IN SPORT



Club Respect, our unique violence prevention program, focuses on helping community sports clubs to reduce violence and abuse.

Smart Plays is our podcast series aimed at shining a light on uncomfortable topics in Australian sport, such as sideline abuse and match officials abuse. It helps clubs to build a culture of respect in the interactions between fans, parents, match officials and coaches.

Find it wherever you get your podcasts or visit: www.clubrespect.org.au/podcast

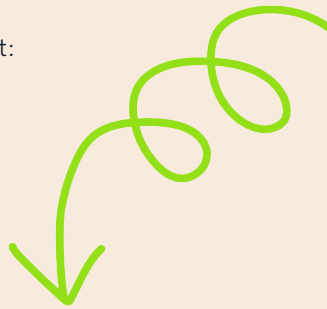


Image top left: Smart Plays podcast logo, featuring host Tarik Bayrakli. Below: tweet from sports author and academic Vic Rawlings, featured in episode two of Smart Plays.

Images below: Rosie editor, Maki Morita, and Rosie instagram tiles (2023).



Vic Rawlings @Vic_Rawlings

Despite being quoted in over 100 articles around Australian newspapers including Damian and I have sat down to talk on the record about our Girls and Women in Umpiring report. Thanks @ClubRespectTeam for making this space.

ROSIE

YOUTH FEMINIST PLATFORM

Rosie is a unique digital platform for young people, offering feminist perspectives on life's difficult situations. From relationships advice to study tips, Rosie provides answers to teens most pressing questions. Working alongside design agency Your Creative, Rosie is undergoing a redesign to better support the needs of young people today. Launches early 2024. Learn more: www.rosie.org.au



TALKING TABOOS AND FINDING SUPPORT

Rosie

Coming soon.

"We can't combat white supremacy unless we can teach people to love justice. You have to love justice more than your allegiance to your race, sexuality and gender. It is about justice."

bell hooks

Rosie

A SPACE FOR YOUNG FEMINISTS

Rosie

Coming soon.



CIRCUIT-BREAKING INNOVATIONS

RURAL WOMEN ONLINE

DIGITAL EDUCATION + ADVOCACY

Digital literacy is an equity issue and rural women are coming second, again. With a grant from The Helen Macpherson Smith Trust and the Bendigo Bank Community Enterprise Foundation, our groundbreaking Rural Women Online equips rural women with digital skills and capacity to be better prepared for natural disasters, to expand their job opportunities, ensure their economic security and safety, and be digitally connected to community, family, health agencies and local businesses.

Learn more: www.ruralwomenonline.org.au

TOGETHER, YES (2023)

REFERENDUM CAMPAIGN IN SUPPORT OF YES

Together Yes featured VWT's unique Kitchen Table Conversations model of civic engagement to address issues important to communities and of our time. In partnership with the Yes23 national referendum campaign on Indigenous recognition and a Voice to Parliament, we rolled out this unique process in February 2023.

It featured creative and powerful educational and learning materials by which many thousands of Australians came together in small groups around the nation, sharpening their awareness and understanding of the key issues underpinning the referendum.



YES

YES



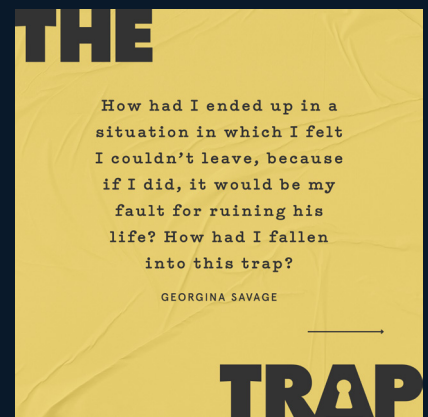
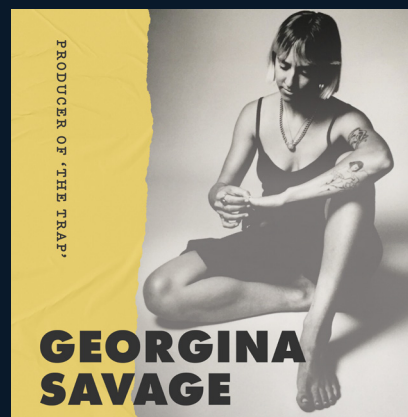
THE TRAP (2021)

PODCAST HOSTED BY JESS HILL



A 10-part podcast series that expertly teases out the phenomenon of coercive control, how it plays out from the schoolyard to Parliament House, and how we might start to change society's understanding of men's use of violence against women in order to resolve it.

Hosted by award winning writer Jess Hill, the series includes interviews with advocates and victim survivors such as Chanel Contos, Richie Hardcore, CB Mako, Geraldine Bilston, Josh Bornstein, Dr Christine Nixon AO, and June Oscar AO. Since its release, The Trap has been downloaded more than 250,000 times. Widely acclaimed, it has been endorsed by former Australian of the Year, Grace Tame.



PARADOX OF SERVICE (2007)

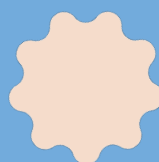
RESEARCH & ADVOCACY

Groundbreaking research into the plight of former religious women who had left their order without any departure policies being in place. This important research was the first of its kind in the world. It lifted the lid on the mistreatment of former religious women, and the difficulties that they face as individuals attempting to negotiate with well-resourced religious institutions.

Keen for remedial action, VWT established an Independent Advocacy Program to assist former religious women in achieving redress for their pain and suffering. Every case taken on within this Advocacy Program has been successfully resolved.



Images previous page (inset purple circle): Hon Linda Burney MP waving from the podium after speaking at Women for Yes, hosted by VWT. Image below (inset cream circle): volunteers at Women for Yes. Photos by Breeana Dunbar.



Images above: host of VWT podcast, The Trap, Jess Hill. Photo by Saska Wilson. Image and The Trap instagram tiles (2021).

ENDURING PARTNERSHIPS

Throughout our history, we have sought out long term partners who share our vision for a better future.

KOORIE WOMEN MEAN BUSINESS X VWT

Koorie Women Mean Business (KWMB) and the Victorian Women's Trust have been in partnership since 1994, sharing knowledge, history and an office space. Headed up by Leanne Miller AM, KWMB is a leading women's Indigenous advocate, creating meaningful opportunities for Aboriginal and Torres Strait Islander women & girls to make their mark in private enterprise. VWT is proud to continue to walk side by side with KWMB on this land.



Image right: Koorie Women Mean Business Executive Director, Leanne Miller AM, pictured with former VWT convenor, Duré Dara OAM. Image below: Melbourne Storm staff, Brian Phelan (left) and Peter Robinson (right) with former VWT project officer, Sophie Bliss. Photos by Breeana Dunbar.

MELBOURNE STORM X VWT

This partnership has been built on respect and a commitment to achieving real results. Over the course of the journey, our partnership has helped develop and deliver a range of harm prevention programs, including Be the Hero! and Club Respect.

As part of the Women in League Round (2020), Melbourne Storm encouraged their community to donate to the Alma and Albert Tivendale Sub Fund — supporting girls experiencing disadvantage to overcome barriers to participation in physical activities, such as sport and dance.



TOGETHER, YES: COMMITTED PARTNERS FOR YES

Together, Yes was created when VWT was formally invited to join a coalition of Aboriginal-led organisations in late 2022. Our ongoing partnership with Yes23 enabled us to advocate for Yes complementary to the efforts of First Nations campaigners. Our partnership with Jewish Media organisation Plus61J emerged from a shared desire to speak respectfully and openly about the referendum with the people around us. Recognising the potential of **Together, Yes** to engage with the Jewish community, Plus61J created their own version of the campaign — Shabbat Table Talks.

While the 2023 referendum outcome was not what we had hoped for, the partnerships formed between diverse groups was inspiring.



VERVE SUPER X VWT

Verve Super, spearheaded by Christina Hobbs (pictured far right), is on a mission to tackle the retirement inequality that women often face. The genesis of Verve can be traced back to Breakthrough 2016, where economist Dr Richard Denniss dismantled three prevalent misconceptions about women's economic security. Since then, Verve Super and VWT have forged a robust partnership, working hand in hand to identify and overcome the economic obstacles that disproportionately affect women.



Image above right: speakers from VWT's August 2023 event, *Women For Yes*. Back row (left to right) Ilona Lee AM, Belinda Durate AM, Leanne Miller AM. Front row: Maria Dimopoulos AM and Prof Fiona Stanley AO. Photo by Breeana Dunbar.

Image below: Verve Super team.



PROGRESSIVE GRANT-MAKING

Since 1985, we have distributed close to \$8.6 million to over 730 grants to support women across the Victorian community.

From local endeavours to large scale innovations, these grants consistently reveal women's huge appetite and creative capacity to find solutions to problems.

Most often, our grants tackle difficult social issues, such as inclusion, violence, and the root causes of disadvantage. Our aim is to provide the foundation necessary to support women and girls to thrive.



GRANTS HIGHLIGHTS

Here's a quick snapshot of our proud grant moments, illustrating the wide diversity of our philanthropic work, made possible thanks to our passionate supporters:

1987-88
KENSINGTON CATERING
CATERING TRAINING PROGRAM
\$16,000

Kensington Catering Training Program was one of the first grants the Victorian Women's Benevolent Trust (VWBT) ever made. The program provided training and professional opportunities for women experiencing poverty and supported women to reenter the paid workforce.

1990-91
WORAWA ABORIGINAL COLLEGE
ABORIGINAL WOMEN'S
CULTURE PROJECT
\$12,000

Development of curriculum promoting the role of women in preserving and maintaining First Nations cultural heritage through family and community relationships. Worawa Aboriginal College continues to provide young Indigenous people with exemplary education, steeped in cultural values.

1993
QUEEN VIC WOMEN'S CENTRE
Towering Ahead
\$5,000

Support for the establishment of a Women's Centre on the Queen Victoria Hospital site. Fast forward to today, and the Queen Vic Women's Centre (QVWC) is a thriving and integral part of the Victorian gender equality community.

1996-97
**SOUTH WESTERN
COMMUNITY CARE**
Who Gets the Farm?
\$2,000

Campaign highlighting the exclusion of women in farm succession planning. This grant sought to give rural women the information they needed to protect their future, and was later used as evidence in the Review of Services in Rural and Regional Victoria by the Victorian Parliamentary Law Reform Committee.

1999-00
CONSUMER LAW CENTRE
Do women pay more?
\$2,000

Groundbreaking investigation into discriminatory pricing, using a hair salon as a test case. Gendered pricing was found to be unlawful by the Equal Opportunity Commission, leading to a Parliamentary Inquiry into marketplace discrimination.



Image previous spread: Participant from the Social Studio (2013). Photo by Ponch Hawkes.

Image left: Planning Committee for the Queen Vic Women's Centre (1993). Image right: promotional image for 'Who gets the farm?' (1996)

“One of the most common issues for these women are concerns about farm transfers and management stemming from major events such as death or marital separation.”

- Juliet Williams from *Who Gets the Farm?*, South Western Community Care (1996)

2002-03
UNITING CARE BROADMEADOWS
Fairwear: The Rights of
Women Workers

Education campaign for outworkers on pay and workplace rights. In 2003, the Victorian Government passed the Outworkers Protection (Improved Protection) Act to ensure conditions improved and workers rights were safeguarded.

2008-09
**ROYAL CHILDREN'S HOSPITAL
MENTAL HEALTH SERVICE**
The Peek a Boo Club
\$23,000

An innovative and therapeutic program VWBT supported for a number of years. Peek a Boo was primarily an early intervention family and domestic violence initiative, engaging mothers and infants in group play-based activities, strengthening their bond and development.

2013-14
THE SOCIAL STUDIO
Women's Small Business
Incubation
\$7,600

VWBT has given multiple grants to Social Studio over the years to support its establishment and growth as a cultural and artistic institution. This particular grant provided business and textile skills to women from refugee and migrant backgrounds through mentoring and work experience.

2016-17
MONASH UNIVERSITY
Identifying Economic Abuse
Amongst Women with
Disabilities in Victoria
\$7,600

Toolkit for service providers and victim-survivors to support women with disabilities to recognise the signs of economic abuse. The toolkit provided accessible information in Auslan and Easy English, as well as images for ease of use.

2021-22
MERNDA COMMUNITY HOUSE
Women's Shed
\$7,500

Creation of a Women's Shed to instil a strong sense of belonging for older women who are experiencing social isolation. Women learn DIY skills, make new friendships and strengthen their independence.



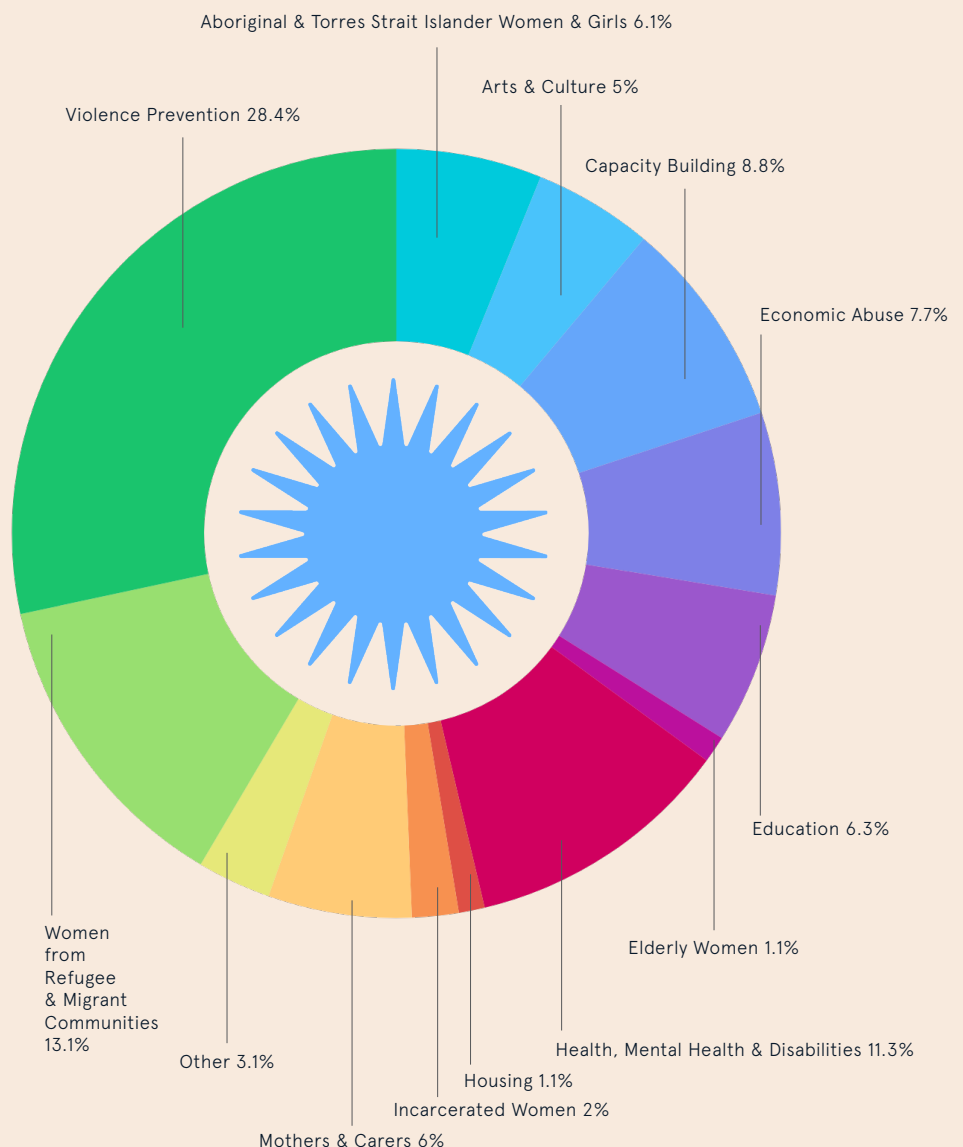
Image right: Mernda
Community House
Women's Shed
participants (2023)

GRANT-MAKING EMPOWERING WOMEN

For more than three decades, we have raised funds to support women's capacity and creativity in driving social change in their own organisations, workplaces and communities.

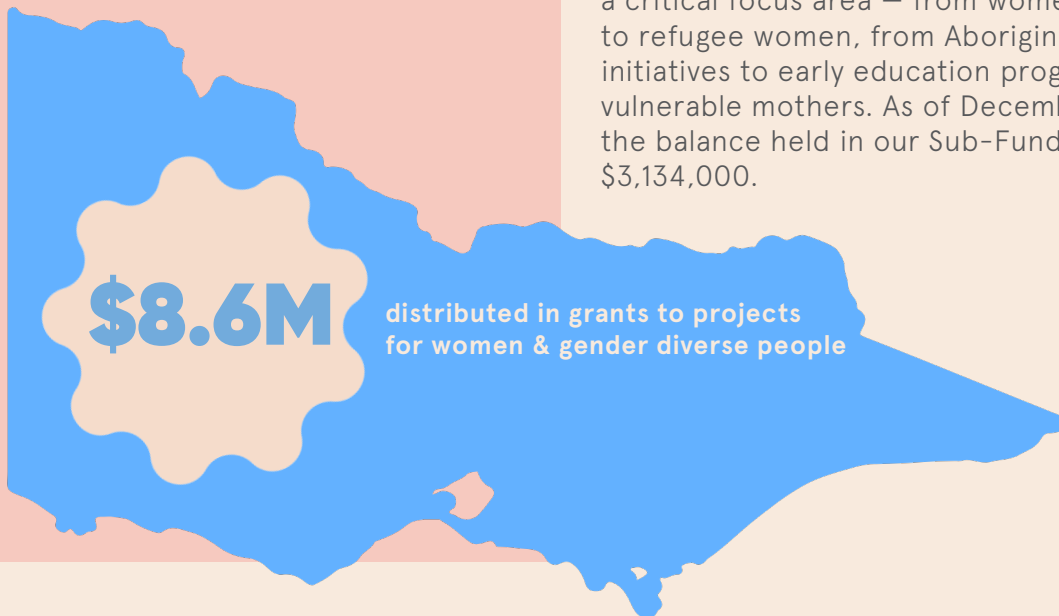
TARGETED FOCUS AREAS 1985-2024

The graph below illustrates our grant-making distribution and focus over the decades. Notably, violence prevention has been a major focus, constituting 28.4% of grants since 1985. Recently, new Sub-Funds like the Union of Australian Women (Victoria) and Christine Friday and Kathleen Pooley have emerged, emphasising support for Aboriginal and Torres Strait Islander women & girls, leading to a rise in successful grants in this focus area.



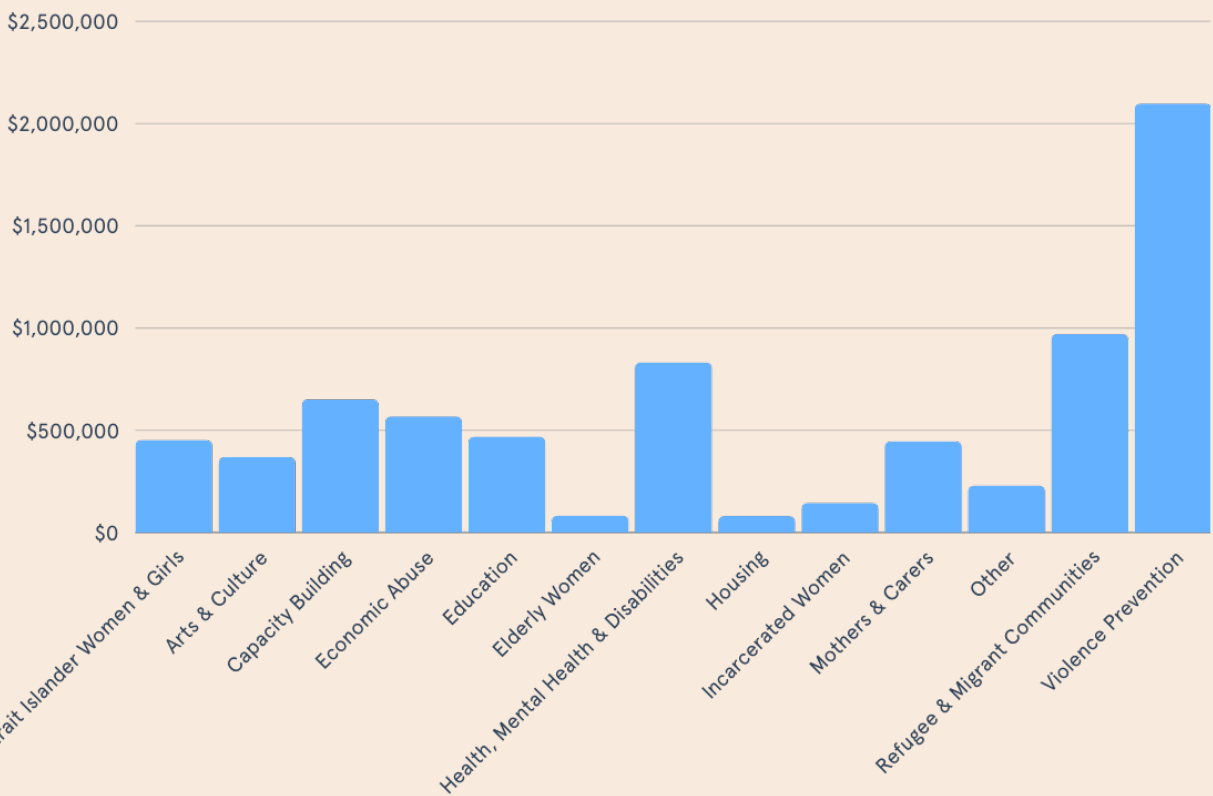
17 dedicated Sub-Funds sit within the Victorian Women's Benevolent Trust.

Some are named in memory of a notable woman, others were created to meet a community need. Each Sub-Fund provides funding towards a critical focus area – from women in the arts to refugee women, from Aboriginal controlled initiatives to early education programs for vulnerable mothers. As of December 2023, the balance held in our Sub-Funds stands at \$3,134,000.



GRANTS AMOUNTS 1985–2024

The table below depicts the funding distributed throughout Victoria to a range of focus areas. Violence prevention sits at the top, at \$2,098,069, a strong indicator of our commitment to women's safety.



MAJOR PUBLICATIONS

Image below:
women artists of the
Heidelberg era, date
unknown



COMPLETING THE PICTURE: WOMEN ARTISTS & THE HEIDELBERG ERA

VICTORIA HAMMOND, DR JULIETTE PEERS
PUBLISHED: 1992

Art book to accompany the exhibition of the same name, which exhibited female impressionist artists in Heidelberg who were largely unknown to the public. Includes prints of exhibited works, as well as biographies of female artists previously overlooked.

THE WOMEN'S COOKBOOK

JILL DUPLÉIX, JANE MILLER
PUBLISHED: 1992

Recipes used by 60 of Australia's top women chefs at the Victorian Women's Trust's first major fundraiser at the Melbourne Town Hall in 1989.

THE PURPLE SAGE PROJECT: WISDOM FROM THE PEOPLE, ACTION FOR OUR TIMES

MARY CROOKS AO
PUBLISHED: 1997

Summary of the methodology and findings of civic engagement endeavour, Purple Sage, and future actions citizens can take to reclaim their power.

ORDINARY WOMEN, EXTRAORDINARY LIVES

VICTORIAN WOMEN'S TRUST
PUBLISHED: 2001

A publication to accompany the successful the successful touring exhibition which celebrated the lives of everyday Victorian women. 5,000 copies were distributed to the public with over 50% distributed to libraries in both public and private schools.

OUR WATERMARK: AUSTRALIANS MAKING A DIFFERENCE IN WATER REFORM

VICTORIAN WOMEN'S TRUST
PUBLISHED: 2007

Widely acclaimed publication on science, water use, conservation, expertise from policy makers and the experience of people in farms, towns and suburban communities.

PARADOX OF SERVICE

SUSAN POWELL, MARY CROOKS AO
PUBLISHED: 2008

A research report which documented for the first time the treatment of former religious who left their Orders and which highlighted the systematic lack of departure policies and practices.

WOMAN SUFFRAGE IN AUSTRALIA

VIDA GOLDSTEIN
PUBLISHED: 2008

Re-publishing of a significant but little known treatise written in 1908 by globally renowned suffragette, Vida Goldstein. More than 3,000 copies printed and distributed.

A GENDER LENS FOR INCLUSIVE PHILANTHROPY

MARY CROOKS AO
PUBLISHED: 2009

Pioneering publication unpacking in simple and effective terms the complexity of gender difference and its relevance to the world of philanthropic giving.

BEYOND THE GARDEN GATE: LOCAL INSIGHT INTO THE VICTORIAN FEMALE SUFFRAGE MOVEMENT

JOANNA FITCH
PUBLISHED: 2009

Unique historical research which tracked women's carriage of the suffrage debate within their local communities from the time of the Monster Petition of 1891 to the eventual suffrage legislation in 1908.

A SWITCH IN TIME: RESTORING RESPECT TO AUSTRALIAN POLITICS

MARY CROOKS AO
PUBLISHED: 2012

Calling it out as it was actually happening, a unique and comprehensive treatment of the sexism and misogyny directed at Australia's first female Prime Minister, Julie Gillard AC.

ORATION: JEAN MCCAUGHEY

DELIVERED BY MARY CROOKS AO
PUBLISHED: 2013

Published Oration outlining Jean's extraordinary contribution, including her tireless community advocacy, social research into low-income families, social justice and policy development.

ORATION: FAY MARLES

RESEARCHED, WRITTEN AND DELIVERED BY FORMER LABOR MP, NICOLA ROXON
PUBLISHED: 2013

Published Oration paying tribute to Fay in her pivotal role as Victorian Equal Opportunity Commissioner, 1977 to 1987.

NOT SO SUPER FOR YOUNG WOMEN

VICTORIAN WOMEN'S TRUST
PUBLISHED: 2014

Online survey and report which explored younger women's knowledge and level of engagement with the superannuation system.

EQUAL ARTS

JAN BROWNING
PUBLISHED: 2014

Tracking the progress of women across the arts since the first major Arts Council of Australia report in 1984, showing the persistent gender inequalities in commissioned works and leadership.

HAS JULIA GILLARD'S TENURE MADE IT EASIER FOR THE NEXT WOMAN?

MARY CROOKS AO
PUBLISHED: 2015

Commissioned chapter for the Australian Study of Parliament Group (Australasian Parliamentary Review Spring/Summer 2014 Vol.29.2).

LIFE, RELATIONSHIPS, MONEY

CASIMIRA MELICAN
PUBLISHED: 2016

Published Discussion Report on women's economic independence drawing together the insights and actions emerging from VWT's Breakthrough Conference.

THE FLEUR SPITZER ESSAY

DR SUSAN FELDMAN
PUBLISHED: 2016

Published Essay paying tribute to Fleur's feminist philanthropy, including her support for women's rights, literacy programs for isolated migrant women and support for older women's health.

THE ROBYN MASON ESSAY

SUSAN POWELL
PUBLISHED: 2016

Published Essay recognising Robyn's support of prevention of violence against women, supporting progressive politics and women's representation, and strengthening civil society.

LOULA RODOPOULOS ESSAY

SUSAN POWELL
PUBLISHED: 2016

Published Essay honouring Loula's contribution to government, education and the community, including her pivotal role as early Convenor of VWT from 1985 to 1990.

MAJOR PUBLICATIONS



Image right: cover of *About Bloody Time* (2019). Images below: covers of *Ourselves at Work* (2021) and *Kitchen Table Conversations* (2021).

ABOUT BLOODY TIME: THE MENSTRUAL REVOLUTION WE HAVE TO HAVE

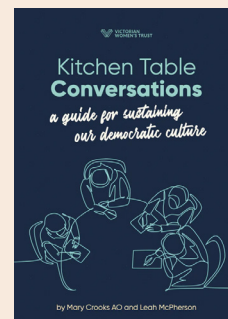
JANE BENNETT & KAREN PICKERING
PUBLISHED: 2019

Pioneering treatment of menstruation and menopause, including a detailed unpacking of the complex and oppressive menstrual taboo as well as ways to develop more positive menstrual culture across society.

OURSELVES AT WORK: CREATING POSITIVE MENSTRUAL CULTURE IN YOUR WORKPLACE

VICTORIAN WOMEN'S TRUST
PUBLISHED: 2021

Comprehensive guide for how to dismantle the menstrual taboo in workplaces, and replace it with a culture that embraces menstrual wellbeing.



KITCHEN TABLE CONVERSATIONS: A GUIDE FOR SUSTAINING OUR DEMOCRATIC CULTURE

MARY CROOKS AO AND LEAH McPHERSON
PUBLISHED: 2021

History of VWT's Kitchen Table Conversations (KTC) model, an overview of the steps required to run the model, and templates for use at meetings at various stages of the community process.

GIRL WANTED: PHYSICS, MATHS AND CHEMISTRY REQUIRED

ROBYN FRENCH
PUBLISHED: 2021

Former radiographer Robyn French recounts the surprising history of women in STEM in Victoria in the 1970s.

DESTINATION EQUALITY

MARY CROOKS AO
PUBLISHED: 2018

Commissioned chapter on Australia's progress towards gender equality as part of a book, *Fragility and Hope in a World of Uncertainty*, edited by Grant Blaskhi and Helen Sykes.

ROSIE IN THE CLASSROOM: EDUCATION MODULES

BRIONY O'KEEFFE
PUBLISHED: 2018

Created as a companion resource to the Rosie youth feminist website, crafted by feminist teacher, Briony O'Keeffe, to assist teachers in talking about respect with their students.

WOMEN IN THE LIFE OF THE CITY

MARIA CHETCUTI
PUBLISHED: 2018

Published booklet for City of Melbourne capturing the ways in which 27 influential women from diverse backgrounds contributed to Melbourne.

ESSAYS ON EIGHTY

VARIOUS AUTHORS, EDITED BY SUSAN POWELL
PUBLISHED: 2018

Collection of inspiring biographical essays that captured the lives and social context of a diverse range of women in their eighties.

POLICY SUBMISSIONS

2000	Audit Review of Government Contracts
2003	Victorian Government Defences to Homicide
2003	Child Custody Arrangements Inquiry
2003	Federal Government Draft Charities Bill
2004	Victorian Law Reform Commission Review into Defences to Homicide
2005	House of Representatives Committee Inquiry into Balancing Work and Family
2005	Victorian Human Rights Consultation Committee on a proposed Charter of Rights
2007	Victorian Law Reform Commission on Abortion Law Reform
2008	Productivity Commission Inquiry into Paid Maternity, Paternity and Parental Leave
2008	Federal Government Green Paper on Homelessness
2008	Victorian Parliamentary Inquiry into Melbourne's Future Water Supply
2008	Federal Government National Plan to Reduce Violence Against Women
2008	Federal Government National Riparian Lands Research and Development Program
2008	Victorian Government Department of Education Early Childhood Reform Project
2008	House of Representatives Inquiry into Pay Equity
2009	Senate Legal and Constitutional Affairs Committee in the Marriage Equality Amendment Bill
2009	Sentencing Advisory Council Review of maximum penalties for child sex offences
2009	National Human Rights Consultation
2009	Office of Women Review of the Equal Opportunity for Women in the Workplace
2010	Federal Government Family Law Amendment (Family Violence Bill) Consultations
2010	Victorian Department of Justice Review of Offence of Defensive Homicide
2010	Victorian Government Defences to Homicide
2011	Expert Panel Constitutional Recognition of Aboriginal and Torres Strait Islander peoples
2015	Senate Inquiry into the Economic Security for Women in Retirement
2015	Victorian Royal Commission into Family Violence joint submission
2015	Victorian Royal Commission into Family Violence VWT submission

POLICY SUBMISSIONS

2016	Letter of Endorsement for Births, Deaths and Marriages Amendment Bill
2016	Senate Standing Committee on Community Affairs Fairer Paid Parental Leave Bill
2016	Victorian Government Gender Equality Strategy for Victoria
2016	Senate Finance and Public Administration Committee of Inquiry into Gender Inequality and Domestic Violence
2016	Senate Inquiry Environment and Communications into the harm being done to Australian children through access to pornography
2016	Victorian Sentencing Advisory Council's Sentencing Guidance Reference Consultations
2017	Delivery of National Outcome 4 of the National Plan to Reduce Violence Against Women and Their Children (1800RESPECT)
2017	Gender segregation in the workplace and its impact on women's economic equality
2017	Federal Department of Communications and the Arts public consultation into non-consensual sharing of intimate images
2017	Federal Government Social Services Legislation Amendment (Omnibus Savings and Childcare Reform) Bill 2017
2018	Federal Government Electoral Amendment Bill (Electoral Funding and Disclosure)
2018	Australian Electoral Commission Electorate Naming Redistribution
2018	Victorian Government Gender Equality Bill
2019	Australian Human Rights Commission Inquiry into Sexual Harassment in Australian Workplaces
2019	Federal Government Royal Commission into Mental Health Terms of Reference
2019	Victorian Public Accounts and Estimates Committee Inquiry into Gender responsive budgeting
2020	Australian Electoral Commission Redistribution Committee
2020	Federal Government Climate Change Bill
2020	Family Violence Implementation Monitor Bill
2020	GENVIC Joint Submission on COVID-19
2020	Federal Government Religious Discrimination Bill
2021	Federal Government Aboriginal Voice to Parliament Co-Design
2023	Tasmanian Government Committee Inquiry into Gender bias in Healthcare

FUTURE PROOFING THE TRUST

Equality for women is a destination of great promise for all people – life partners, children, workplaces, our economy, environment, and democratic culture. The journey to achieve full gender equality has been long and tedious. Instead of waiting for another five generations we need sustained commitment, strong advocacy, and bold policy interventions – from all quarters.

The Victorian Women's Trust has played an important and strategic role so far – and we are compelled to be part of the action into the long term. To do so, we are under no illusions as to the importance of iron-clad sustainability. While the past 38 years have been action-packed – enabled by the initial State government grant and then decades of private donations – it is not the recipe for a sustainable future.

With this in mind, we have been building VWT's long-term capacity carefully and effectively.



BUILDING LONG-TERM SUSTAINABILITY

The Victorian Women's Trust as an organisation today, consists of a sophisticated, balanced formal structure, which operates seamlessly and effectively.

When VWT was established in 1985, it consisted of two entities, the Victorian Women's Trust Ltd (the company) and the Victorian Women's Benevolent Trust (our grant-making body).

Realising that we could do even more in tackling issues of gender equality, we deliberately created a third entity in 2013, the Dugdale Trust for Women & Girls. This added structural component meant we can design and implement imaginative and successful harm prevention initiatives on a national scale.

Victorian Women's Trust: Three Key Entities

Est. 1986

VICTORIAN WOMEN'S BENEVOLENT TRUST

GRANT-MAKING ARM

Public ancillary fund. VWT Board are Trustees (with exception of Executive Director who is remunerated). Tax deductibility (DGR2); receiver and giver. Grant-making beneficial to Victorian women & gender diverse people.

Est. 1985

VICTORIAN WOMEN'S TRUST LTD

THE COMPANY

Created with a 1 million gift from Victorian Cain Government, VWT Ltd is a charitable company limited by shares. Operating entity, employs staff to manage all three entities. Board and Executive Director are Directors. No tax deductibility. Conducts research, advocacy, campaigns, events, and major initiatives.

Est. 2013

THE DUGDALE TRUST FOR WOMEN & GIRLS

HARM PREVENTION

Charitable trust & registered harm prevention charity. VWT Ltd as Trustee, and VWT Board act as members of Committee of Management. Tax deductibility (DGR 1); receiver and doer. National entity carrying out research & public initiatives which reduce harm to women and girls.



Image left: Mary Crooks AO & long-term donor and supporter Hilary Irwin, embracing at the opening of the VWT office in 2022. Photo by Breeana Dunbar.

Image right: Nancye & John Cain (former premier of Victoria) photographed at home by Kate Dyer (2017).

GRANT-MAKING FOR POSTERITY

COMMUNITY GIVING

From the outset, we have appreciated the importance of a steady grantmaking stream in supporting women's capacities and appetite for social change and betterment of communities. We are also mindful of the responsibility to sustain this community funding support, given there are very few other examples of such philanthropic giving.

To this end, in 2008, we sought to change up our practice with the introduction of our Sub-Fund program to guarantee grant-making for posterity. Each of these Sub-Funds starts with at least a gift of \$100k. They honour special women and/or couples. They each have tailored, negotiated purposes which fit within the charitable remit of the Victorian Women's Benevolent Trust. They are open to additional public donations. They distribute 80% of interest earned every year, with 20% held back for their continued growth.

Since 2008, we now have seventeen Sub-Funds. Although we anticipate creating more, there are now sufficient Sub-Funds to guarantee creative and progressive community grant-making into the long-term future. This is a remarkable story of shared commitment and donor generosity.



The Nancye & John Cain Sub-Fund

The Alma & Albert Tivendale Sub-Fund

The Jan Webster & Sue Peterson Sub-Fund

The Humanitas Sub-Fund

The Christine Friday & Kathleen Pooley Sub-Fund

The Fleur Spitzer Sub-Fund

The Loula Rodopoulos Sub-Fund

The Con Irwin Sub-Fund

The Essie Burbidge Sub-Fund

The Joan Hudson Sub-Fund

The Prue Myer Sub-Fund

The Fay Marles Sub-Fund

The Jean McCaughey Sub-Fund

The Ruth Owen and Kevin Hart Sub-Fund

The Supriya Singh Sub-Fund

The Union of Australian Women (Victoria) Sub-Fund

The John Henry & Deborah Ganderton Sub-Fund

SMALL AND DIGITALLY-SAVVY CORE TEAM

Small and ambitious, the Victorian Women's Trust work has been aided by the expertise and commitment of the core team.

The Victorian Women's Trust has always punched above its weight. Paid staff hover around 8 in number but the office output is also augmented by a constant stream of talented and enthusiastic Interns and volunteers.

Our core staff employment expenses form 80% of the budget. From 2024 onwards, we expect to maintain these at around \$800k per annum. Additional staffing may occur from time to time with external project funding.

Prior to Covid-19, we were already committed to a hybrid model of home based/office work. The pandemic demanded a positive, and productive response. We came out of this with heightened confidence. We know how to make it work in ways which respect accountabilities to one another, to management, and the organisation.

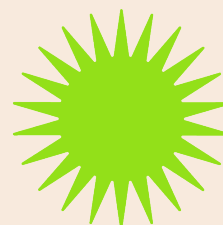
Our small core staff are already digitally very savvy, able to maintain strong and creative advocacy using digital platforms; and connecting with our substantial supporter base on an everyday basis with sophisticated digital communications. It is the way of the future.



Image left: Mary Crooks AO & long-term donor and supporter Hilary Irwin, embracing at the opening of the VWT office in 2022. Photo by Breeana Dunbar.



Image right: Nancye & John Cain (former premier of Victoria) photographed at home by NAME (YEAR).



FINDING A PERMANENT HOME

Post-COVID, VWT made a timely move from renting to finally putting down roots in Clifton Hill – all thanks to the powerful generosity of a key supporter.

After 36 years of operation, always out of rented premises, we were able to move into a permanent home in July 2022 on Queens Parade, Clifton Hill. A long-term donor, Hilary Irwin, understood our plans and strong desire to reach a sustainable future. She committed to putting two investment properties on the market, donating the sale proceeds to us to secure an affordable new home, for years to come. This truly remarkable gesture not only eases current budgeting but achieves a large piece of the sustainability jigsaw.

“The first time I saw the space, I peered through the windows and saw all this concrete and nothing else. I couldn’t imagine how everyone was going to fit in there, but that wasn’t my problem!

When it was complete, I was amazed that all of this had originated in me selling a couple of properties. **This is one of the best things I’ve ever done in my life.**”

Hilary Irwin, volunteer & passionate donor





\$32,492,431

Across almost 4 decades, the majority of donations received have come from individuals.



A HEALTHY CAPITAL BASE



Starting in 1985 with a capital gift of \$1m from the Cain Government was only the beginning.

Since then, thousands of women, and increasing numbers of men, have donated to the Victorian Women's Trust to enable it to do the job year after year as an advocate for gender equality, community grant maker, designer of major public initiatives and cutting-edge harm prevention programs.

Over 38 years, we have raised more than \$32m to meet all costs – to make our community grants as well as fund all other operational costs.

Almost all of this money has been raised in private donations.

We wonder if the Cain government and other supporters of the Trust all those years ago in 1985 would have imagined this outcome?

Although this is a great story in its own right, it's not the recipe for long term sustainability. The constant pressure to raise funds year after year brings with it fragility and uncertainty. It is worn thin. We want to future-proof our organisation.

We want to be able to dare to dream without undue budget anxiety. We want to guarantee our existence into the longer term as an independent, robust voice and a strategic gender equality changemaker.

This means we need to flip things: fundraising only to bring on new campaigns and activities, setting annual budgets based on known income without relying on the vagaries of substantial fundraising. We can run our lean and successful organisation on an annual budget of around \$800k.

We enjoy the firm support of several major donors who have pledged annual gifts into the future.

On top of these commitments, we are now seeking to build a capital base which generates the additional annual income necessary to make all the difference. Real sustainability. Every year, for decades to come.

→ If you would like to support the future of the Victorian Women's Trust with a financial gift, please contact:

Mary Crooks AO
p. 0422 216 181
e. mary@vwt.org.au

ACRONYMS

AC	Companion of the Order of Australia
ACMI	Australian Centre for the Moving Image
AM	Member of the Order of Australia
AO	Officer of the Order of Australia
CRA	Conzinc Riotinto of Australia Ltd
CEO	Chief Executive Officer
DIY	Do It Yourself
GENVIC	Gender Equity Victoria
GPV	General Practice Victoria
IWD	International Women's Day
IWDA	International Women's Development Agency
IWO	Independent Women's Organisation
KTC	Kitchen Table Conversations
KWMB	Koorie Women Mean Business
MC	Master of Ceremonies
MP	Member of Parliament
NRL	National Rugby League
OAM	Medal of the Order of Australia
STEM	Science, Technology, Engineering and Mathematics
VWBT	Victorian Women's Benevolent Trust
VLGA	Victorian Local Governance Association
VWT	Victorian Women's Trust
QVWC	Queen Victoria Women's Centre
YWCA	Young Women's Christian Association



Thank you for all you have done and are doing for women; the research, the submissions, the publications, the activism that I as an individual cannot do myself; for speaking truth to power, spreading the message, influencing government policy but also funding innovative grassroots projects supporting some of the most disadvantaged women.

I became a donor because the Trust is the single most effective organisation advancing women's equality in Australia."

Eve Mahlab AO
Lawyer & social entrepreneur
3 June 2017



"All of you who have been closely associated with the VWT during the past thirty years should feel proud..."

It's a superbly managed business model as the records and returns that are filed demonstrate. You've established and followed decision-making processes that demand integrity, respect and honesty – and that's the key to surviving."

The Hon. John Cain, Former Premier of Victoria
Speaking at the Victorian Women's Trust 30th celebration
8 December 2015

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Dugdale Trust for Women & Girls
(DWTG) ABN 45 242 265 341

Victorian Women's Benevolent Trust
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