



multicultural
centre for
women's
health



immigrant
& refugee
women
first



2008-2009
annual
report





...activities are taking place... that are more strategically focused on stakeholder engagement. The Strategic Plan has provided the organisation with clear direction and a strong foundation for a changing future.

chairperson's report

The Board has been working very intently this year on ground work for the implementation of our two-year Strategic Plan. Some activities are underway—such as making the shift in our workplace-based health education programs from manufacturing workers to hotel and hospital cleaning and support staff. The shift has so far been very successful, with visits to staff at the Hotel Langham currently in progress. Other activities are taking place at the planning level that are more strategically focused on stakeholder engagement. The Strategic Plan has provided the organisation with clear direction and a strong foundation for a changing future. I would like to congratulate my board colleagues on their commitment and hard work throughout the year.

In particular I would like to acknowledge Ozlem Acik, Antoinette Wilks-Butler, Chris Raab and Gabrielle Marchetti, all of whom have left the Board since our last General Meeting. Ozlem has moved to a position in the Diversity Unit within the Victorian Department of Health and Antoinette left us to focus more intently on completing her PhD thesis. Chris and Gabrielle understandably found juggling being new mums with all their other work commitments and board responsibilities, extremely challenging! We wish each of them all the very best of luck in their future endeavours and thank them for their generous contributions while serving as board members. They each leave a significant legacy.

Each of the board members who have now resigned expressed real regret at having to do so and were extremely grateful for having had the opportunity to serve such a wonderful organisation.

Fortunately, we move forward with a very strong board which continues to work in the best interests of the organisation. The Board is looking at replacing those members who have resigned to ensure the Board continues to be adequately and appropriately resourced. The composition of the Board is something which also forms part of the strategic plan implementation work currently being undertaken.

On a celebratory note, the MCWH 30th Birthday Celebration took place this year. Over 100 people attended; among them past and present members, key stakeholders, staff and board members. Guest speaker Professor Lenore Manderson inspired us with her words, and gypsy band Vardos incited much dancing and revelry. There was a surprise performance by members of the Italian Women's Choir of Kavisha Mazzella's women's anthem 'Love, Equality and Justice'. The Italian women went on to treat us to the partisan classic 'Bella Ciao', which was then followed by the Chinese version, sung beautifully by MCWH bilingual Health Educator Yanping Xu! Our 30th birthday was a great opportunity to celebrate, as well as a time for all of us—including the MCWH Board—to step back and reflect on our role in ensuring that the next 30 years pay sufficient tribute to the inspiring work of our predecessors.

tina skliros
mcwh chairperson



Particularly exciting this year was the increased participation of working women...This gave us more opportunity to address OHS issues, which, according to feedback from women, had significant impact.

executive director's report

MCWH staff have been actively engaged in the provision of education, information, professional development, advocacy and capacity building activities throughout this year. Congratulations to MCWH staff on such a great year, heartfelt thanks to all the women who have given their limited time and energy to participate in our programs.

A grand total of 6,574 contacts were made throughout the programs, 5,514 of these with women in group education sessions and 786 in seminars, presentations and lectures with health professionals, community workers and students. The remaining 96 contacts were made with organisations requesting multilingual health information to pass on to their women clients.

Particularly exciting this year was the increased participation of working women—of the 427 health education sessions, 228 were conducted in six workplaces. This gave us more opportunity to address OHS issues, which, according to feedback from women, had significant impact. After a session on bullying, a group of women who had been facing bullying in their workplace took action—they displayed the 'Bullying in the Workplace' fact sheet that they had received on their meeting room wall. The next week they informed us that there had been no further incidences of bullying. This was a definite highlight for the program!

Other notable achievements include a wonderful revised MCWH website as well as fantastic progress on two of our projects, both of which have provided MCWH the opportunity to address

new and pressing issues, and have led to further funded projects to be implemented next year. The first is the Diabetes Healthy Living Project—conducted in collaboration with D2West—which developed and delivered a multilingual diabetes education program to women, based on a story-telling methodology. The project has contributed significantly to our capacity to address a health issue that has high prevalence in immigrant and refugee communities.

The second project is the Points of Departure (POD) National Advocacy Project, which has successfully brought together stakeholders from around Australia to address representation and advocacy issues for immigrant and refugee women. We would like to express our appreciation to the Federal Minister for the Status of Women, the Hon. Tanya Plibersek MP, who opened the POD National Forum held in April.

Finally, we finalised the 'To Every Woman: Money, Power, Freedom' report, an informative report on credit issues for immigrant and refugee women. We were really pleased that the Victorian Minister for Women's Affairs, the Hon. Maxine Morand MP, was able to launch the report at the Premier's Women's Summit in September last year.

Overall it has been a fabulous year brimming with activity, and importantly, with support from women, our collaborating organisations and government.

dr adele murdolo
executive director



‘The woman was very happy after I explained natural birth control, and other devices that she could choose. She said ‘now I am going to read the information you brought to us and choose the best way that suits me.’

**BHE feedback post
an education session**

mcwh staff, educators & board

board

Tina Skliros
Chairperson

Repa Patel
Deputy Chairperson

Nanette Desaubin
Treasurer

Antoinette Wilks-Butler
(to December 2008)

Chris Raab

Gabrielle Marchetti

Millsom Henry-Waring

Ozlem Acik
Deputy Chairperson
(to March 09)

Pana Dokos

Sandra Lordanic

staff

Dr Adele Murdolo
Executive Director

Amira Rahmanovic
Education and Training
Programs Manager

Anna Volpe
Publications and
Promotions Coordinator

Carmela Pitt
Multilingual Library Coordinator

Carolyn Poljski
Diabetes Project Worker
Healthy Credit Project Worker
Understanding Sexuality
Project Worker

Medina Idriess
FARREP Community Worker

Ozana Bozic
Office Manager

Dr Pauline Gwatarisa
National Project and
Advocacy Officer

Dr Salma Al-Khudairi
Education and Training Officer

Vijaya Arun
Finance Coordinator

educators

Cally Ituarte (Greek)

Chau Bao Tran (Vietnamese)

Christie Rivera (Tagalog)

Elizabeth Mazeyko (Spanish)

Faranak Safaei (Dari, Farsi)

Hassenet Younis (Amharic)

Hien Tran (Vietnamese)

Irina Zdravevska (Macedonian)

Khadija Hashi (Somali)

Mahdokht Mahboobi (Dari, Farsi)

Marianna Jerbic (Croatian)

Medina Idriess
(Arabic, Tigre, Tigrigna)

Rachanee Naksuk (Thai)

Rebecca He Li (Cantonese)

Sevgi Bulut (Turkish)

Soledad Diaz (Spanish)

Sonali Deshpande (Hindi)

Victoria Lolika
(Sudanese Arabic)

Violetta Marcianó (Italian)

Wafa Ibrahim (Arabic)

Yanping Xu
(Cantonese, Mandarin)

mcwh: 2008-2009 snapshot

total group sessions

Total Group Sessions: 463

- ★ Health Education Programs: 427
 - ★ Industry Visits Program: 228
 - ★ Community Workshops Program: 199

- ★ Family and Reproductive Rights Education Program (FARREP): 8

For more information see pages six and seven.

Professional Training: 18

- ★ Knowing Her Better Workshops Series: 2 (6 modules in each series)
- ★ Annual Seminar Series: 4
- ★ AOD Workshops: 2 (run in conjunction with Turning Point Alcohol and Drug Centre)

For more information see pages eight and nine.

Presentations: 10

- ★ Conference and seminar papers: 6
- ★ Lectures: 4

For more information see page ten.

total contacts

Total Contacts: 6,574

- ★ Health Education Programs: 5,514
- ★ FARREP: 178
- ★ Professional Training: 199
- ★ Presentations: 587
- ★ Health Topics Requested: 96

For more information see pages six and seven, eight & nine and ten.

multilingual information

- ★ New Resources: 709
 - 51% reproductive and sexual health
 - 27% occupational health and safety
 - 21% mental health and wellbeing

For more information see page eleven.

bilingual health educator training

MCWH continued its commitment to professional training of its bilingual Health Educators. Four training programs were run this year in: pregnancy and childbirth; alcohol and other drugs; mental health; and diabetes.

For more information see page nine.

mcwh website

This year our website was redeveloped and redesigned to provide better access to information about MCWH and to better promote the organisation. **For more information see page eleven and visit www.mcwh.com.au**

projects

diabetes healthy living project
Multilingual diabetes health education program based on a story-telling methodology.
For more information see page twelve.

multilingual reproductive & sexual health fact sheet project
Collaborative project developing six fact sheets on: childbirth and pregnancy; contraception; menstruation; menopause; sexuality and sexual health; and vaginal health in five community languages.
For more information see page eleven.

points of departure project
Bringing together national stakeholders to address representation and advocacy issues for immigrant and refugee women in Australia.
For more information see page thirteen.

understanding sexuality project
Project will result in the development of a training program for bilingual workers on sexuality issues.
For more information see page thirteen.

women's health connect project
Links women living, studying or working in the City of Melbourne with the services that are available to them in their local areas.
For more information see page twelve.

funding bodies

Department of Human Services
Department of Health and Ageing
Office for Women, FaHCSIA
Consumer Affairs Victoria
Ian Potter Foundation
Lord Mayor's Charitable Fund
Australian Lesbian Medical Association

multilingual health education sessions

During 2008-2009, MCWH conducted 427 multilingual health education sessions in 17 languages (including English) in the three priority areas of Reproductive and Sexual Health (RSH), Occupational Health and Safety (OHS) and Mental Health and Wellbeing (MHW). A total of 5,514 contacts were made with women during these sessions. Of the total sessions, 228 sessions were conducted in workplace settings, across workplaces in the food manufacturing and aged care industries. A total of 199 sessions were conducted in a range of community settings.

Demand and Session Topics

This year the Health Education Program has been much more active than last year; the number of sessions have more than doubled and contacts have almost doubled. The reasons for more activity in the Health Education Program can be mostly attributed to improved responses from workplaces. This year, a significant employer was Mushroom Exchange, a mushroom-picking factory in Mernda, in Nillumbik. This workplace agreed to a program with their women workers, and 196 sessions were delivered in this workplace alone.

In 2008-2009 there were 232 sessions on RSH topics, 98 on MHW topics and 45 sessions on OHS topics. A further 21 sessions were conducted in workplaces for evaluation purposes.

Requests for education on RSH remain steady, with specific topics ranging from pregnancy issues, to general reproductive and sexual health, contraception, menopause, osteoporosis and pelvic floor exercises. Mental Health and Wellbeing topics are also in significant demand, although this has dropped this year relative to RSH, with main issues ranging from stress, depression, safe use of prescription drugs, to strategies for relaxation and better sleep. Occupational Health and Safety demand has grown since last year. Topics are mostly general OHS, which includes the whole range of issues that are relevant to a particular group, such as manual handling, use of chemicals, and violence and bullying. Specific issues requested include asthma, varicose veins and pain management.

Contact Trends

The largest group of participants this year was Greek women, who made up 29.2% of all contacts, although they only made up 8.1% of sessions. This reflects a tendency toward working with larger groups in this community. Participants in English-language sessions made up 17.8% of the total, which is an increase since last year of 7.8%. In addition, smaller groups (of 1-3 women) increased this year. Both of these trends reflect the patterns of working in workplaces, where women are very diverse and in some instances, there may be only one or two women from their backgrounds working in that workplace (as distinct from a community workshop where women of the same language background tend to gather).



After this program I am more willing to talk to my family about health issues and concerns, to make compulsory health screening every year and to share knowledge I gain with friends and community members.

Examples of education session feedback

One woman wanted to know if various foods can improve memory. ...Some were concerned about their bad habits such as eating fast, a habit they had learnt when they were working in the factory for forty years and had very little time to eat slowly and chew food thoroughly.

My friend told me that the IUD may stick to the unborn baby. I think because she accidentally got pregnant while using the IUD method, and she did not ask the doctor to remove the IUD... when she thought that she may be pregnant.

I used to bend my back. Now, I will keep my back straight when I pick up something from the floor. I won't bend my back; instead I will bend my knees.

multilingual health education sessions

More Languages

A second change to the Health Education Program is reflected by the larger range of languages covered in this financial year compared to 2007-2008. This year sessions were conducted in 17 languages, compared to ten in the previous year. This is attributable to the recruitment and training of seven new bilingual Health Educators, who were able to start conducting sessions in their communities this year. In this regard, we were able to work with a wider range of newly-arrived women, by delivering programs in Amharic, Cantonese, Dari, Macedonian, Sudanese Arabic, and Tagalog languages.

A further change has been in the languages targeted—while the top three languages last year were English, Greek and Italian, this year they are Arabic, English and Vietnamese. This largely reflects the increase in visits to factories in 2008-2009, where there are larger numbers of Vietnamese women. However, MCWH has also taken a more targeted approach to increase our work among newly-arrived women.

Participant Age Ranges

While the majority of women (72%) continue to be aged over 40 years of age, this has decreased since last year when this figure was 80% of the total. This year the proportion of younger women increased—28% of participants were aged under 40 years compared with 20% in 2007-2008—and the proportion of women over 40 years decreased—35% were aged

between 40 and 60 years down from the 38% of 2007-2008; and 37% were aged over 60 years of age, down from 42% last year.

Family and Reproductive Rights Education Program (FARREP)

A total of eight RSH health education sessions were conducted with 178 women from FARREP target communities. Two of the sessions were conducted in Arabic and the remaining six were conducted in English. A range of reproductive and sexual health topics were covered in the sessions, including the topic of FGM. Multilingual information was also provided to six organisations and individual women.

Networks were developed and maintained across Victoria, including in rural areas where increasing numbers of targeted communities are settling. Key organisations that work with targeted communities engaged through FARREP include AMES, Geelong Ethnic Communities Council, the Islamic Women's Welfare Council of Victoria, Warrnambool Community Health Centre and Women's Health West.



- Participants commented in particular on the importance of attending a program that was delivered in a ‘woman-centric’ manner, taking into account immigrant and refugee backgrounds.

capacity building

The Professional Training Program was well-received this year, with two Knowing Her Better training programs delivered to participants in Melbourne and Tasmania; an engaging Seminar program attended by almost 60 participants; and another successful collaboration with Turning Point Alcohol and Drug Centre, delivering a cross-cultural Alcohol and Other Drug training program for community workers across Victoria. In total, 69 people were trained in how to better approach their health promotion and clinical work with immigrant and refugee women.

Knowing Her Better

The Melbourne Knowing Her Better Program was held between August and November 2008. A total of 27 participants attended the 6 modules. Overall the program was received well, with 82% rating the program as either good or excellent. Participants commented in particular on the importance of attending a program that was delivered in a ‘woman-centric’ manner, taking into account immigrant and refugee backgrounds.

The Tasmania-based program, adapted and delivered to the 30-member Tasmania Interagency Network over three days in March 2009, was similarly successful. There were 43 participants, with many commenting on their particular appreciation of the practical nature and applicability to their work of the program. Participants stated that they would use the program learning in their work.

Seminar Program

Four seminars with a total of 58 participants were held, attended by individuals, staff, and students from a range of community and educational agencies. There was a high level of satisfaction expressed overall, with an average of 82% stating that the seminar met or exceeded their expectations and an average of 72% stating that they would recommend MCWH seminars to others. The most popular topics proved to be those relating to immigrant and refugee women’s sexual and reproductive health, considered in their social, cultural and political contexts. The seminar format generally consisted of a panel of three speakers, all making a presentation on the seminar topic from a particular perspective—academic, community, or personal. The result was a comprehensive and more holistic understanding of the issue, as well as active and engaged discussion by participants and panel members.

When asked about what participants most liked about the seminars they attended, many commented on the opportunities they offered to improve knowledge about immigrant and refugee women’s issues; to build further cultural awareness and respect; and to network and share knowledge and health promotion strategies with other organisations.



- New BHEs conduct their first session independently, but are accompanied by a mentor who provides assistance during the session if needed, as well as constructive feedback and an assessment. •

capacity building

Turning Point AOD Training Program

A collaborative project was conducted with the Turning Point Alcohol and Drug Agency, providing cross-cultural training to Alcohol and Other Drug (AOD) and other service providers in regional areas. A cross-sector partnership was developed and followed, with a view to engaging key stakeholders around the issues, and to bringing the relevant expertise to the project. Two 2-day training programs were conducted in Geelong and Shepparton and they were attended by 69 participants in total. The program had a dual impact—first, it increased the AOD knowledge and skills of key members of immigrant and refugee communities, and second, it built the capacity of AOD workers and agencies to improve access for their diverse communities.

Internal Bilingual Health Educator (BHE) Training

Four training programs were conducted with BHEs this year. The topics were: pregnancy and childbirth; alcohol and other drugs; mental health (post natal depression and post traumatic stress disorder); and diabetes. Training programs were generally well received with an average of 85% of participants rating the programs as 'excellent'.

The seven new BHEs also took part in an induction and assessment program, following their 12-day training completed in 2007-2008. The program involves first, attending a health education session as an observer with an experienced BHE. The second step is conducting a session with a group, following the guidance and advice of a mentor—an experienced BHE, or the MCWH Education and Training Officer.

New BHEs conduct their first session independently, but are accompanied by a mentor who provides assistance during the session if needed, as well as constructive feedback and an assessment. Generally, only one session is conducted in this way, but if the BHE requires further support, this is also provided until she is assessed as competent to conduct her own session without supervision.



These programs shared messages about MCWH's work in the community. The two 3CR interviews shared MCWH's 30-year history on the occasion of our 30th birthday.

capacity building

papers presented

MCWH presented lectures and papers on a range of topics relevant to immigrant and refugee women's health and wellbeing. A total of 542 people attended these presentations. There were seven conference and seminar presentations:

Monash Alfred Psychiatry Centre Grand Round: 'Preventative Mental Health and Immigrant Women' (Melbourne, July 2008).

Croydon Day Surgery staff: 'MCWH Multilingual Resources—What We Can Offer Health Professionals' (Croydon, August 2008).

Premier's Women's Summit 2008: 'To Every Woman—Money, Power, Freedom' (Melbourne, September 2008).

Federation of Ethnic Community Councils of Australia (FECCA) Women's Conference (Perth, March 2009).

Shakti International Women's Day Conference: 'MCWH: Programs and Activities' (Auckland, New Zealand, March 2009).

Nestlé Nutrition Seminar: 'Multicultural Child-Rearing Practices' (Melbourne, June 2009).

RMIT Gender Practices in Development: 'Health and Advocacy for Immigrant and Refugee Women' (Melbourne, July 2009).

There were three lectures presented:

University of Melbourne, Globalisation Studies Lecture: 'The Factory: Immigrant and Refugee

Women, the Factory, and OHS Issues' (delivered twice Melbourne, September 2008).

Key Centre for Women's Health Short Course in Global Health: 'Issues for Older Immigrant and Refugee Women' (Melbourne, October 2008).

radio programs

MCWH participated in four radio interviews on community radio with SBS Radio, 3ZZZ and 3CR. One program was broadcast in Arabic (SBS) and the other three were conducted in English. These programs shared messages about MCWH's work in the community. The two 3CR interviews shared MCWH's 30-year history on the occasion of our 30th birthday.

committees, submissions, consultations

MCWH staff participated in a number of advisory and steering committees this year: OWP Statewide Steering Committee to Prevent Sexual Assault; Prostitutes Control Act MAC; Monash University School of Medicine Immigration and Parenting Among Iraqi and Cambodian Women Research Advisory Committee; Healthy Mums Steering Committee, Women's Health QLD-Wide; TCFUA Return to Work Project Advisory Committee.

MCWH participated in the following consultations and submission processes: Maternity Review Roundtable Consultation, Canberra, October 2008; Maternity Review Submission; National Women's Health Policy Roundtable Consultation, Canberra, March 2009; National Women's Health Policy Submission.



...this year saw a major overhaul of the MCWH website. Like our Library and Resource Collections our website is about access and equity of information for immigrant and refugee women.

library, resources and our website

MCWH's work in the area of multilingual information ranges from sourcing and cataloguing, to responding to external requests from women and service providers, providing the bilingual Health Educators material for their sessions, and this year, the development of multilingual sexual and reproductive health information.

The Multilingual Library and Resource Collections this year added 709 resources, covering 135 topics. Of these, 51% were on reproductive and sexual health topics, 21% on mental health and wellbeing, and 27% on occupational health and safety. As at June 2009, the total MCWH Multilingual Library and Resource Collection holdings were 12,085 items in 89 languages.

A total of 816 written or audio-visual information items on 96 health topics were requested from women, health professionals and community workers from around Australia. Of these, 55% were on reproductive and sexual health topics, 35% on mental health and wellbeing and 10% on occupational health and safety.

With regard to the development of multilingual material, MCWH has worked together with 'The 3 Centres'—the Royal Women's and Mercy Hospitals, and Southern Health—to translate the booklet 'Tests and Investigations in Uncomplicated Pregnancies'. However budget constraints meant the booklet could not be translated in its entirety. This has led to key elements of the booklet instead being included within a fact sheet on pregnancy and birth, which is due in 2010 as part of the

Multilingual Reproductive & Sexual Health Fact Sheet Project. The project will also result in fact sheets about Menopause, Contraception, Sexuality and Sexual Health, Menstruation, and Vaginal Health. The fact sheets will be translated into Amharic, Dari, Farsi, Macedonian and Thai.

We also assisted Women's Health Queensland-Wide develop the booklet 'Looking After Yourself: a New Mum's Guide to Feeling Great'. Practical information for women post-birth on how to look after themselves whilst taking care of their baby is included. Tips on improving mental, physical and emotional health aimed at assisting mums balance their lives and that of their families are featured in the booklet. Currently the booklet is only available in English. MCWH's role was to ensure that the booklet has as wide cultural relevance as possible.

Finally, this year saw a major overhaul of the MCWH website. Like our Library and Resource Collections our website is about access and equity of information for immigrant and refugee women. The website now provides considerably more information about our organisation and the women who work here, and our services. It's a great place to get an overview of MCWH, catch up on news items, access newsletters and annual reports, access topics lists to guide you through our Multilingual Resource Collection, sign up to training opportunities or apply for MCWH membership. We hope it demonstrates yet again our commitment to information provision and immigrant and refugee women.



mcwh projects

diabetes healthy living project

With funding from the Ian Potter Foundation, MCWH undertook a project in collaboration with Victoria University to develop and deliver a series of new modules on diabetes prevention.

An expert advisory committee was established, a literature review was conducted and seven key informant interviews were held with nine participants.

A two-day training program was then held for bilingual Health Educators, who were trained in the delivery of diabetes prevention education sessions, using a story-telling methodology.

A total of 26 education sessions were delivered in eight languages—Amharic, Arabic, Italian, Macedonian, Sudanese Arabic, Tagalog, Turkish and Vietnamese—reaching 104 women. Up to three education sessions were held per language. One group of women per language (two for Arabic) participated in the sessions. Feedback for education sessions was extremely positive and will be compiled for a project report.

women's health connect project

The Women's Health Connect Project links women living, studying or working in the City of Melbourne with the services that are available to them in their local areas.

Funded by the Lord Mayor's Charitable Trust, the project works with health and education service providers in the City of Melbourne to improve their capacity to work appropriately with immigrant and refugee women, as well as directly with women to increase their knowledge about their health and wellbeing.

Women participants include international students and hotel support and cleaning staff. In order to reach female international students, an advisory committee has been convened with good representation from the international student community, private colleges and the City of Melbourne. The project is ongoing and future activities include the delivery of further health education sessions, and the development of an issues paper.



mcwh projects

understanding sexuality training program

The Understanding Sexuality Project was funded by the Australian Lesbian Medical Association and will result in the development of a training program for bilingual workers on sexuality issues.

In the development of the training program, 14 interviews were conducted with representatives from relevant GLBTIQ groups or organisations, ethnic community workers, lesbian health professionals and other individuals, such as academics and researchers, who have an understanding of the issues facing GLBTIQ individuals from immigrant and refugee backgrounds.

A brief literature review of other relevant training programs was conducted and the training program is now being developed. The program will be delivered to MCWH bilingual Health Educators in the first instance, and will then be available to bilingual workers across Australia.

points of departure project

MCWH has been funded by the Federal Office for Women to implement a 12-month national advocacy project with immigrant and refugee women. Through this project, MCWH has fostered stronger links with organisations and individuals working with immigrant and refugee women around Australia.

The project developed a discussion paper on a range of topics relevant to immigrant and refugee women—this paper formed the basis for the conducting of the Points of Departure Project Forum held on 8 April 2009.

The national forum brought together 50 key stakeholders from around Australia to participate in the development of an advocacy toolkit. The Minister for the Status of Women, the Hon. Tanya Plibersek, officially opened the forum and made an articulate and passionate presentation to a very impressed audience.

A video conference was held the following day to facilitate the participation of stakeholders who were unable to attend the forum in Melbourne. There were 27 participants in total from each state and territory and feedback was excellent. The results of the forum and video conference are now being brought together in the development of an advocacy toolkit for wide distribution around Australia.

thank you

thank you

Andriana Koukari (DoHA),
Anne Kavenagh,
Arcilesbica,
Betty Kafanelis,
Carolyn Atkins (VCOSS),
Carolyn Stevens (University of Melbourne),
Cate Elkner (University of Melbourne),
Cath Smith (VCOSS),
Christa Momot (Reichstein Foundation),
Christine Kajewski (OWP),
Cinzia Ambrosio,
Clare Kellie (DoHA),
Daniela Costa (Women's Health Statewide SA),
Deborah Van Velzen (DHHS Tasmania),
Dee Basinski (VicHealth),
Des Shead (DHS),
Doncaster Women's Friendship Group,
Eileen Lee (Ernst and Young),
Erika Turner (OWP),
FECCA,
Fiona Mort (OWP),
Gaye Yee (CAV),
Georgia Phillips (DoHA),
Glenyys Romanes,
Greg Jacobs (City of Melbourne),
Gwen Gray (Australian Women's Health Network),
Gwili Holme (DoHA),
Harry Bryce (ACCD),
Helen Rankin (DoHA),
Hurriyet Babacan,
Imogen Gambale
(Office of the Minister for the Status of Women),
Jade Blakkarly (DHS),
James Wiley (Ernst and Young),
Jan Williams (MRC SA),
Jane Delahey (CAV),
Janet Michelmore (Jean Hailles Foundation),
Jennie Gorringe (WHS),
Jennifer O'Donnell-Pirisi,
Joumanah El Matrah (IWWCV),
Kelly Banister (WHS),
Kerry Bennett (ACCD),
Key Centre for Women's Health,
Kieran Connolly
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Lara Fergus (OWP),
Lenore Manderson,
Maria Travers (DoHA),
Mark Stracey (DHS),
Martin Foley MP,
Michelle Waterford (DoHA),
Monika Wheeler
(Office of the Minister for the Status of Women),
Narelle Wiggan
(Office of the Federal Minister for Health),
Ozlem Acik (DHS),
Pipa Nicholson (DHS),
Peggy Fraser (University of Melbourne),
Rachel Green (DPCD),
Raina Smith (City of Melbourne),

Renee Imbesi (OWP),
Rhonda Cumberland (OWP),
Rhonda Small
(Centre for the Study of Mothers'
and Children's Health),
Robyn Dale (URCOT),
Robyn Stanton,
Suzie Fry (CAV),
Tina Karanastasis (MRC SA).

mcwh health education program

ANTS (Affiliated Newsmagazine for Thai Society),
Arabic Welfare Incorporated,
Australian Croatian Community Social Services,
Australian Croatian Senior Citizens' Group
Vila Velebita,
Australian Lebanese Welfare,
Ballarat CHS,
Balwyn North Senior Citizens' Club,
Bendigo City Council,
Carer Support Group
Yanada House Northcote,
Carlton Family Resource Centre,
Chinese Community Social Services,
City of Port Philip,
City of Stonnington,
City of Yarra North Richmond,
Co-As-It Day Care Rosanna,
Co-As-It Planned Activity Group Rosanna,
Debney Meadows Primary School,
Djerriwarrh Employment and
Education Services Sunshine,
Dodoni Citizens' Club Ascot Vale,
Federation of Chinese Associations,
Greek Carer Support Group ADEC,
Greek Ladies Group Hera Mt Waverley,
Greek Seniors St Kilda,
Gruppo Allegro Manningham CHC,
Gruppo Dell Amicizia,
Gruppo Di Donne Coburg,
Hotel Langham Melbourne,
International Women's Group Morwell,
ISIS Primary Care,
Italian Pensioners' Group Brunswick,
Kariatides Women's Group Oakley,
LHMU,
Manningham CHC,
Melba Industries Geelong,
Moreland CHC,
Moreland CHS,
Mushroom Exchange Mernda,
Nestlé Campbellfield,
New Hope Foundation,
NMIT Collingwood,
Preston Greek Senior Citizens' Club,
Serbian Welfare Doveton,
Spectrum MRC,
Springvale Monash Legal Service
South-East Region,
Springvale Neighbourhood House,
TCFU,
Victorian Arabic Social Services,
Wellspring for Women Dandenong,
Wesley Vietnamese Women's Group Footscray,
Western Region CHC.

diabetes healthy living project

Collaborators:

D2West.

Advisory Committee:

Ellenie Pond (Diabetes Australia Victoria),
Gina Lytras (Filipino Community Council of Victoria),
Helen Borland (D2West and Victoria University),
Hoa Phan (Australian Vietnamese Women's Association),
Hilary Christmas (HC Productions),
Janene Parrent (Diabetes Australia Victoria),
Leigh Barnetby (Melbourne East General Practice Network),
Roger Lindenmayer (North Richmond Community Health),
Roslyn Scholz (North Yarra Community Health).

Consultation Participants:

Diabetes Australia Victoria,
Greater Dandenong Community Health Service,
Moreland Community Health Service,
North Yarra Community Health,
Royal Women's Hospital,
Whitehorse Community Health Service.

Organisations that held sessions:

Australian Lebanese Welfare,
Australian Vietnamese Women's Association,
Brunswick Neighbourhood House,
Filipino Community Council of Victoria,
Moreland Community Health Service,
New Hope Foundation,
Spectrum Migrant Resource Centre,
Western Region Health Centre.

Significant Others:

Adele Mackie (Eat Well Nutrition Service),
Daniel Chew (Victoria University),
Genevieve Dickson (Diabetes Australia Victoria),
Maggie Millar,
Nalika Unantenne (Victoria University),
Regina Quiazon (Victoria University).

multilingual reproductive & sexual health fact sheet project

Working Group

Anne Mitchell (LaTrobe University),
Catherine Chamberlain (3 Centres),
Janet Michelmore
(Jean Hailes Foundation for Women's Health),
Kathleen McNamee (Family Planning Victoria),
Kerri Papacostas (Southern Health),
Maureen Johnson (The Royal Women's Hospital),
Melinda Gibbs (Marie Stopes International),
Michelle Morrow (Mercy Hospital for Women),
Natalija Nesvadba (Mercy Hospital for Women),
Vicki Kotsirilos.

points of departure project

Beata Ostpiej-Piatkowski
(Immigrant Women's Support Service QLD),
Deborah Van Velzen (DHHS TAS),
Diana Orlando
(Immigrant Women's Domestic Violence Service VIC),
Frederica Gaskell (Multicultural Council of the NT),
Helen Sara (Federation of Ethnic Communities Council Australia NSW),
Jan Williams (Migrant Health Service SA),
Jane Corpuz-Brock
(Immigrant Women's Speakout NSW),
Juliana Nkruma
(African Women's Advocacy Unit NSW),
Luara Ferraccioli (National Immigrant and Refugee Women's Association NSW),
Manja Visschedijk
(Multicultural Women's Advocacy Inc. ACT),
Maria Johns (Age Care Inc SA),
Mary Dankert (Centre for Multicultural Youth VIC),
Nuzhati Lotia (Islamic Women's Welfare Council of Victoria VIC),
Shobhana Chakrabati
(‘Ishar’ Multicultural Women's Health Centre WA),
Stephanie Anne
(Immigrant Women Support Service QLD),
Veronica Wensing
(Canberra Rape Crisis Centre ACT),
Zeliha Iscel
(National Ethnic Disability Allowance NSW).

understanding sexuality project

ALSO Foundation,
Arcilesbica,
Australian GLBTIQ Multicultural Council,
Beit El Hob,
Bfriend (Uniting Care Wesley Adelaide),
Carlton Clinic,
Gay and Lesbian Health Victoria,
Jewish Lesbian Group of Victoria,
Relationships Australia (SA),
Shine SA,
Victorian AIDS Council,
Yellow Kitties.

women's health connect project

Advisory Committee

Alison Dumaresq
(Cambridge International College),
Fatemah Poodat,
JingXi Liu,
Leah Harris
(Cambridge International College),
Liz Round (Multicultural Hub),
Mary Pozzobon (OSHC Worldcare),
Shila Patel.

Significant Others

Elisabeth Dunn
(Melbourne General Practice Network),
Gary Lee (City of Melbourne),
Rodney MacIntosh
(Melbourne General Practice Network).

financials 1



J L COLLYER & PARTNERS
ACCOUNTANTS & AUDITORS

Suite 1
15/16 Edmond/Trede
Cnr Rowley/6 St
PO Box 302
Cnr Rowley/6 St
Phone 02 9550 2111
Fax 02 9550 9907
Email j.l.collyer@jlc.com.au

INDEPENDENT AUDITOR'S REPORT

To the members of **MULTI-CULTURAL CENTRE FOR WOMENS HEALTH**

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of **MULTI-CULTURAL CENTRE FOR WOMENS HEALTH** comprising the balance sheet as at 30th June 2009, and the income statement, statement of changes in equity and cash flow statement for the year then ended, a summary of significant accounting policies and other explanatory notes.

Management's Responsibility for the Financial Report

The management of **MULTI-CULTURAL CENTRE FOR WOMENS HEALTH** are responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial report are appropriate to meet the needs of the members. The management's responsibility also includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report on order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

DIRECTORS
JANET L. COLLYER CPA
LEONIE R. ARNOLD CA S.B.S.
KAREN LAY CPA S.COM



LIABILITY LIMITED BY A SCHEME APPROVED
UNDER PROFESSIONAL STANDARDS LEGISLATION

-2-

The financial report has been prepared for distribution to members for the purpose of fulfilling the Management's financial reporting requirement. We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the relevant independence requirements.

Auditor's Opinion

In our opinion the financial report of **MULTI-CULTURAL CENTRE FOR WOMENS HEALTH**

- gives a true and fair view of **MULTI-CULTURAL CENTRE FOR WOMENS HEALTH's** financial position as at 30th June 2009 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1; and
- complying with Australian Accounting Standards to the extent described in Note 1.

Janet Collyer
J.L. COLLYER & PARTNERS

29TH SEPTEMBER 2009

financials 2

MULTICULTURAL CENTRE FOR WOMEN'S HEALTH

REG. NO: A0023550R

INCOME STATEMENT

FOR THE YEAR ENDED 30TH JUNE 2009

	<u>2009</u>	<u>2008</u>
INCOME		
Grant - Dept. of Human Services	516,093	551,755
Projects	93,912	24,661
CW Hlth & Aged Care Recurrent	123,496	121,074
Auspice Grants - Lord Mayor Charitable Fund	-	20,000
Auspice Grants - The Victorian Multicultural Commission	-	550
Auspice Grants - Dept of Planning & Community	990	-
Interest	23,089	18,593
Transfer from Provision for Projects	54,331	20,994
Sale of Publications	15	85
Training Income	24,107	12,758
Miscellaneous Income	5,911	933
Rent	74,091	51,720
Expenses Reimbursed	708	2,000
Profit (Loss) on Sale of Non-current Assets	-	5,050
	<u>916,742</u>	<u>830,172</u>
LESS EXPENDITURE		
As per Statement	<u>907,632</u>	<u>724,270</u>
SURPLUS/(DEFICIT) FOR THE YEAR	<u>9,110</u>	<u>105,902</u>

MULTICULTURAL CENTRE FOR WOMEN'S HEALTH

REG. NO: A0023550R

INCOME STATEMENT

FOR THE YEAR ENDED 30TH JUNE 2009

	<u>2009</u>	<u>2008</u>
EXPENDITURE:		
Salaries - Regular	454,323	404,868
Salaries - Casual	107,277	79,310
Superannuation	46,074	41,359
Workcover	5,452	3,905
Office Expenses	8,554	6,010
Postage & Telephone	11,969	9,871
Light & Power	7,336	6,678
Premises - Rent etc.	95,958	93,164
Insurance & Legal Costs	2,002	1,975
Accounting, Audit & Bank Charges	4,023	2,384
Resources & Subscriptions	1,534	1,596
Staff Development, Training & Recruitment	5,141	4,726
Management Costs	4,678	15,718
Travel	6,205	2,679
Equipment Purchase, Rental & Service	7,396	5,838
Depreciation	18,000	18,000
Motor Vehicle Costs	7,013	5,050
Library Resources	2,392	1,118
Publications	10,275	5,255
Conferences & Seminars	5,130	5,418
MCWH. Events	12,294	2,010
Organisational Promotion	2,916	3,646
I.T. Related Costs	4,354	4,501
Consultancy	16,711	4,944
CHE Training Program	1,153	2,932
Occupational Health & Safety	277	332
Staff Amenities	3,133	1,390
Other Program Expenses	6,944	5,016
Internet & Web Page	6,092	3,464
Organisational Planning & Stationery	5,922	2,635
Office Maintenance	3,715	4,061
Bad Debts	-	141
Sundry Expenses	-	325
Provision for Staff Entitlements	32,398	(16,599)
Provision for Asset Replacements	-	(30,000)
Auspice Grants	990	20,550
	<u>907,632</u>	<u>724,270</u>

financials 3

MULTICULTURAL CENTRE FOR WOMEN'S HEALTH

REG. NO: A0023550R

BALANCE SHEET

AS AT 30TH JUNE 2009

	<u>2009</u>		<u>2008</u>
<u>EQUITY</u>			
Accumulated Funds	299,183		290,074
TOTAL EQUITY	<u>299,183</u>		<u>290,074</u>
<u>CURRENT ASSETS</u>			
Cash on Hand	500		500
Cash at Bank	180,165		223,950
Investment Account	283,006		172,913
Security Bond	19,064		15,000
Debtors & Deposits	68,094		34,284
	<u>550,828</u>		<u>446,647</u>
<u>NON-CURRENT ASSETS</u>			
Motor Vehicles	69,788	69,788	
Less Prov. For Depreciation	<u>14,772</u>	55,016	<u>5,298</u>
Furniture & Equipment	134,038	130,986	64,490
Less Prov. For Depreciation	<u>78,153</u>	55,884	<u>61,359</u>
	110,900		125,849
TOTAL ASSETS	661,729		572,496
<u>LESS CURRENT LIABILITIES</u>			
Security Deposit	7,800		7,800
Sundry Creditors	63,378		46,083
Income in Advance	118,106		69,341
Provision for Long Service Leave & Redundancy	50,000		42,200
Provision for Annual Leave	74,766		50,168
Provision for Project Balances	35,997		49,744
Provision for Asset Replacement	12,500		12,500
Consumer Credit Provision	-		4,587
	<u>362,545</u>		<u>282,422</u>
NET ASSETS	<u>299,183</u>		<u>290,074</u>

MULTICULTURAL CENTRE FOR WOMEN'S HEALTH

REG. NO: A0023550R

STATEMENT OF CHANGE OF EQUITY FOR THE YEAR ENDED 30TH JUNE 2009

	<u>2009</u>	<u>2008</u>
Balance as at 1st July 2008	290,074	184,172
Add Surplus attributable to members	<u>9,110</u>	<u>105,902</u>
BALANCE AS AT 30TH JUNE 2009	<u>299,183</u>	<u>290,074</u>

financials 4

MULTICULTURAL CENTRE FOR WOMEN'S HEALTH
REG. NO: A0023550R

STATEMENT OF CASH FLOWS
For the year ended 30th June 2009

	<u>2009</u>	<u>2008</u>
CASH FLOW FROM OPERATING ACTIVITIES		
Receipts from Other Sources	269,020	140,911
Payments to suppliers and employees	(862,338)	(654,265)
Interest received	23,089	18,593
Receipts from Government Grants	639,588	672,829
	-----	-----
Net cash provided by (used in) operating activities (Note 2)	69,359	178,068
CASH FLOW FROM INVESTING ACTIVITIES		
Proceeds from (payment for) property, plant and equipment	(3,051)	(45,558)
Proceeds from (payment for) investments	-	-
	-----	-----
Net cash provided by (used in) investing activities	(3,051)	(45,558)
Net increase (decrease) in cash held	66,308	132,510
Cash at beginning of year	397,363	264,853
	-----	-----
Cash at end of reporting period (Note 1)	463,671	397,363

NOTES TO THE STATEMENT OF CASH FLOWS

NOTE 1. RECONCILIATION OF CASH

For the purposes of the statement of the cash flows, cash included cash on hand and in at call deposits with banks or financial institutions, investments in money market instruments maturing within less than two months, net of bank overdrafts

(a) Reconciliation of Cash

Cash at the end of the reporting period as shown in the statement of cash flows is reconciled to the related items in the balance sheet as follows:

Cash on Hand	500	500
Cash at Bank	180,165	223,950
Investment Account	283,006	172,913
	-----	-----
	463,671	397,363
	-----	-----

NOTE 2. RECONCILIATION OF NET CASH PROVIDED BY OPERATING ACTIVITIES TO OPERATING PROFIT

Operating Profit(Loss) after income tax	21,359	105,902
Depreciation of Non-current Assets	18,000	18,000
Changes in Net Assets and Liabilities:		
(Increase)/decrease in current receivables	(33,809)	2,161
Increase/(decrease) in current trade creditors		5,046
Increase/(decrease) in grants in advance		48,764
Increase/(decrease) in provisions		14,063
Increase/(decrease) in bonds received		(4,064)
	-----	-----
	69,359	178,068
	-----	-----

If you would like a copy of the Multicultural Centre for Women's Health Notes to and forming part of the Financial Statements for the year ended 30th June 2009 please contact MCWH and we will send you a copy.

multicultural centre for women's health



mcwh: suite 207 level 2 carringbush building
134 cambridge street collingwood victoria 3066
telephone: 03 9418 0999 email: reception@mcwh.com.au
web: www.mcwh.com.au fax: 03 9417 7877