

working  
women's  
health



2002  
annual  
report  
2003

illustrations: pamela brañas

# thanks thanks thanks thanks thanks

Abb Graphix,  
Ada Poon,  
Adam Robb,  
ADEC,  
African Senior Elderly Group,  
African Senior Elderly  
Women's Group,  
African Welfare Council,  
Albury Community Health  
Women's Health Services,  
Albury-Wodonga Continuing  
Education Centre  
Multicultural Unit,  
Albury-Wodonga MRC,  
Alfred Hospital,  
Allison Trethowan,  
AMES,  
Angela Soupourmas,  
Angelo Pateras,  
Ann Johnson,  
Anna Brazier,  
Anna Drylie,  
Anne Ekkel,  
Annie Delaney,  
Anthony La Montagne,

Ararat Child and Family Services,  
Arty Richetti,  
Association of Non English  
Speaking Background Women  
of Australia,  
Assyrian Mother's  
Group Reservoir,  
Assyrian Women's Group  
Meadow Heights,  
Assyrian-Chaldean Women's  
Group Broadmeadows,  
Asylum Seekers Resource Centre,  
Australia Asia Worker Links VIC,  
Australian Arabic Council,  
Australian Croatian Community  
Services,  
Australian Lebanese Welfare  
Association,  
Australian Manufacturing  
Worker's Union,  
Bairnsdale International  
Women's Group,  
Ballarat CHC,  
Ballarat Multicultural  
Women's Group,

Ballarat Regional  
Multicultural Centre,  
Barbara Curzon-Siggers,  
Barwon Health Community and  
Mental Health,  
Bernadette Tucker,  
Bernice Murphy,  
Betul Kinali,  
Bich Thai,  
Boroondara Chinese Senior  
Citizen Association,  
Box Hill Chinese Community  
Social Services Centre,  
Brighton Secondary School,  
Broadmeadows Turkish  
Women's Group,  
Cambodian Association of  
Victoria Youth Group,  
Canberra Rape Crisis  
Centre ACT,  
Centrelink,  
Chinese Community Social  
Services Centre,  
Chris Barker,  
City of Darebin,

CO.AS.IT,  
Colac CHS,  
Community Health  
Services Robinvale,  
Cranbourne Greek Senior  
Citizens Centre,  
Cveta Karadovski,  
Dalal Smiley,  
Dame Phyllis Frost Centre (Deer  
Park) Women's Prison,  
DAMMPP Project City of Darebin,  
Darebin Community  
Legal Centre,  
Darebin Youth Resource Centre,  
Deb Pietsch,  
Debney Park Secondary College,  
Debra Patterson,  
Debra Vallance,  
Department of Health  
and Ageing,  
Department of Human Services,  
Department of Nursing  
La Trobe University,  
Diana Sterjovska,  
Disability Advocacy and

Information Service,  
Distillery Press,  
Domestic Violence Crisis  
Service ACT,  
Domestic Violence Support  
Service Ballarat,  
Doutta Galla CHS (Kensington),  
East Grampians Health Services,  
ECC Women's  
Subcommittee WA,  
Edwina Dinkha,  
Elizabeth Mazeyko,  
Ellen Storey,  
Elvira Andreoli,  
Endometriosis Association  
of Victoria,  
EPA,  
Equal Opportunity Commission,  
Ethnic Council Shepparton,  
Evie Dichiera,  
Family Planning Victoria,  
FARREP,  
Federation of Chinese  
Association Women's Group,  
Geelong MRC,



## chairperson's report

Hi everyone! Another year has passed and I have enjoyed being a member of this organisation yet again. This, however, was my last year on the Board of Management. I have been associated with Working Women's Health (WWH) since 1997 when it was called Women in Industry and Community Health (WICH).

We have been through amazing experiences—as many different 'compilations' of boards, staff teams, and whole organisations.

With the name change came new directions—and insight into a more mature and developed organisation. Having said this, WWH still maintains its core philosophies, and the strong belief in the impact on women's health and wellbeing within social determinants including: gender, race, culture, class, employment status, sexuality, disability, immigrant status, nationalism and population control.

The Board has definitely advanced in its role, and has taken on the self-determination that the rest of WWH encourages women to have. This determination has seen this Board with the support of Adele and the staff move from developing the Strategic Plan to putting it into practice.

The Board has done some financial training; we have overseen the review and update of the Board policies, which are now all up-to-date. We have put into place a succession plan and have created the foundations for the next Board of Management to follow through with the directions of the Strategic Plan.

Again, thank you to all the Board members especially those who dedicated their 'extra' time to the subcommittees. Well done!

Thank you to Adele, whose leadership has also matured with the continued development of Working Women's Health. Adele's endless dedication to this organisation continues to astound me. Thank you to the current staff members who continue to maintain a positive and professional outlook about what we achieve and what the possibilities are in the future. Thank you to the staff members who have completed their contracts with WWH this year, your efforts in maintaining our philosophies are commended.

Good bye from me, and thanks to everyone who I have worked with in different capacities, I would just like to let you know that you have given me invaluable experiences, just being connected with WWH.

**Jennifer Natale**  
wwh chair

## executive director's report

We have farewelled another successful year of working with immigrant women to improve our health outcomes.

This year we made contact with over 3,300 women in our health education programs in factories, prisons, and in the community—conducting 514 sessions in 13 languages. Over 450 people were trained and 290 received multilingual women's health information. Our membership too has grown from 145 to 250 women, with greater numbers of immigrant women joining. Welcome! We also extended our range of languages to include Thai, Dari, Farsi, Hindi and Somali, increasing our capacity to offer multilingual health education to newly-arrived women.

The significant (and growing) number and diversity of WWH members and service users is testimony to the fabulous work that all the WWH team, from Board to staff, have done this year. This Report is a tribute to the team, along with students on placement, our funding bodies, and the amazing immigrant women and their factories, community groups, and organisations who participate in our programs.

Each year is filled with welcomes and goodbyes—thanks for the leadership of Jennifer Natale, Wei Leng Kwok, Vivian Lin and Jilane Matinga, whose brilliant strategic minds have put WWH in a strong position for the coming years. We look forward to continued collaboration as this group becomes the first WWH Governors.

We also farewell and congratulate: Wanling Zhang who has joined the Migrant Community Information Centre in a full-time position, Natasha Nikolovska who has moved interstate to pursue her dream of re-qualifying as a medical practitioner in Australia, and Kim Chi Lee who has realised her potential as a medical officer at Echuca Hospital. Maria Cabello has left our shores for her home in Chile and Joumanah El Matrah continues her important work at the Islamic Women's Welfare Council in a full-time capacity.

Finally, we welcome Samia Baho, FARREP Statewide Activities Coordinator, who brings a wealth of experience and knowledge, as well as an exuberance and passion for immigrant women's health, that we all look forward to sharing with her.

**Dr Adele Murdolo**  
executive director



WWH is recognised nationally as a first port of call for expertise and innovative service delivery with immigrant working women by immigrant working women.

WWH gathers together and imparts expertise on immigrant women's health issues, with a specific focus on sexual, reproductive, occupational, and mental health, in collaboration with key stakeholders.

WWH contributes to policy and organisational development on state and national levels, resulting in positive change for immigrant women's health.

WWH collaborates and networks with partner agencies on a range of key health promotion activities.

**uniquely  
recognised  
position**

## collaborations + partnerships

### Health Education with Thai Women

**Workers:** Project conducted with Resourcing health Education in the Victorian Sex Industry (RhED), to build RhEd and WWH organisational capacity to conduct women's health education with Thai women workers in the TCF, food and sex industries. **Sexual Harassment is Not Part of My Job!** Project with Equal Opportunity Commission and Northern CASA to produce an information postcard for Chinese and Vietnamese-speaking women workers on sexual harassment.

### Health Education for Women in

**Prison:** Project with Loddon Mallee Women's Health Service and the Victorian Aboriginal Community Controlled Health Organisation to conduct multilingual health education with women in Tarrengower and Dame Phyllis Frost women's prisons. **Young Women from Sahel Africa Project:** Project with Key

Centre for Women's Health and the Royal Women's Hospital to increase access to health services for young women from Sahel Africa. **Mental Wellbeing for Women in the East:** Project with

Women's Health East and TRANX to conduct health education sessions on safe use of minor tranquilisers with immigrant women in the Eastern Metropolitan region. **Researching Immigrant and Refugee Women's Health:** Collaborative partnership with

Pascale Allotey, Vichealth Fellow, Key Centre for Women's Health, to conduct research on immigrant and refugee women's health issues. **Alcohol and Drug Training for Bilingual Workers:** Alcohol and Drug training program

delivered with Turning Point Alcohol and Drug Centre to bilingual workers in the Northern Metropolitan region.

### Pharmaceutical Misuse Project (Better

**Sleep)** City of Darebin Project about misuse of tranquilisers and antidepressants—aimed at residents of immigrant background. Working Women's Health Educators were used on information lines (Arabic, Italian, Greek, Macedonian, Chinese and Vietnamese); Educators also ran community workshops. WWH Training and Programs were consulted on how to reach immigrant communities, and the best ways to conduct sessions involving these groups.

## steering groups

### + committees

**BreaCan Steering Committee (to April 2003)** 18<sup>th</sup> World Conference on Health

Promotion and Health Education Conference Scientific Program Working

Group **Victorian Community Council**

**Against Violence Family Violence Prevention through the Workplace**

**Reference Group** Western Region

**Settlement and Advisory Committee**

**Victorian Women's Pre and Post Release**

**Network** Islamic Women's Welfare

**Council of Victoria SILC Leadership for**

**Muslim Women Reference Group**

**Women's Prisoner Framework Steering**

**Group** Darebin and Moreland Misuse of

**Pharmaceuticals Steering Committee**

## networking with government

Working Women's Health works together with government to improve policy outcomes in favour of immigrant and working women's health. We do this by preparing submissions to government, providing consultation, and participating in conferences, steering committees and forums.

### CONFERENCES, CONSULTATIONS AND

### FORUMS ATTENDED

Office of Women's Policy Work and Family Life Balance

Summit (July 2002) **Department of**

**Human Services Primary Health Statewide**

**Services Infrastructure Consultation**

**Forum (September 2002)** Office of the

Status of Women Australian Women

Speak Conference (March 2003) **Second**

**Annual Victorian Women's Summit** Office

of Women's Policy (May 2003)

### STEERING COMMITTEES

Ministerial Advisory Committee on Women's Health and Wellbeing (to August 2002) **Statewide**

**Steering Committee on Violence Against**

**Women in the Workplace (from June**

**2003)** **SUBMISSIONS** Department of

**Human Services Cultural Diversity**

**Framework** Family and Community

Development Committee, Parliamentary

Inquiry into the conditions of outworkers

in the clothing industry.

## presentations + papers

'Diverse Motherhoods and Mothering Difference Panel' (with Joumanah El Matrah and Nilufer Yaman, Islamic Women's Welfare Council of Victoria), **Performing Motherhood Ideology, Agency and Experience Conference**, Women's Studies Program, La Trobe University (July 2002)

'Leading Women: Immigrant Women and Leadership' **VCOSS Social Policy Congress: Developing Visions for New Ways Forward** (July 2002)

'Family Violence Education in the Workplace' (with Muktesh Chibber, Immigrant Women's Domestic Violence Service of Victoria), **Workplace Strategies to Prevent Family Violence Round Table**, (October 2002)

'Decent Jobs for Immigrant Women' **Decent Jobs for Women: What Can State Governments Do?**, WELVIC, VCOSS and YWCA Forum, (November 2002)

'Treating Stress, Pain and Depression: Licit Drug Use and Immigrant Working Women' **Everyday Drugs, Everyday Problems: Tackling Alcohol and Other Legal Drugs**, Victorian Alcohol and Drug Association Annual Conference, (December 2002)

'"I've Been Given this Patch to Wear"—Workplace Health Promotion and Immigrant Women' **School of Public Health Seminar Series**, La Trobe University (April 2003)

'Immigrant Working Women's Health and Public Health Action' **School of Public Health, Bachelor of Health Sciences**, La Trobe University (May 2003)

'Unplanned Pregnancy' **Victorian nursing staff training day** Family Planning Victoria (November 2002)

'Health Promotion and Education: WWH Model' **Debney Park Secondary College** (February 2003)

'Impact of Migration on Learning Patterns' **Supporting and Empowering Parents Western Region Secondary School Teachers** (August 2002)

## national immigrant women's mental health and wellbeing

On May 28, to commemorate the International Day of Action on Women's Health, WWH organised a meeting of immigrant women's health workers from across Australia. The aim was to foster links with, and between, statewide and national organisations that work closely with immigrant and refugee women on health issues. Twenty-two organisations from around Australia participated in the active and passionate discussion on immigrant women's health.

The group decided on an ongoing collaboration that would develop a national campaign around a health issue of significance for immigrant and refugee women around Australia.

A holistic and social model of health was decided and mental health and wellbeing was chosen as the health issue. A number of strategies were developed that include conducting preliminary research on the issue and making links with relevant organisations working in the field.

Many thanks to the wonderful women who participated in the meeting for contributing their knowledge, expertise, energy and determination. This will surely be a worthwhile and productive national collaboration.

**Dr Adele Murdolo**  
executive director

## publications + promotions

This year we adopted two slogans: 'Putting Immigrant Women's Health First' and 'Health Information In Your Language.' Publications and Promotions aims to reflect work that advances immigrant women's health and gives it priority. These 'slogans' acted as guiding lights for this year's aims and achievements.

We updated our general brochure this year, produced a brochure on strategic directions for the period 2002-2005, and our training brochure update is in progress. (This Annual Report's presentation is based on key concepts derived from our Strategic Plan.) We also now have a very striking banner, which we are displaying at every opportunity—it's the first (finished) stage of new 'signage' we are creating for Working Women's Health.

Twenty-seven immigrant women featured in our Newsletter this year. I want to thank them all for reminding us so keenly (with their sharp prose) that differences make for great connectors and in fact create positive change in women's lives (and for the wider community). In the face of a global picture marred by the grievous consequences of division, these works are a joyous retort to this world view. This experience also proved positive for the participants; many commented on the elevating effect of having one's view's sought, represented, and valued. Many thanks too, to those who connected me with these enthusiastic women. And likewise to our seven new bilingual Educators, also 'introduced' to you this edition of the Newsletter.

Speaking of bilingual education, I spent quite a bit of time with our Educators (old and new), who are in the process of assisting me in checking various translations, making this work

culturally-appropriate. Thank you for accommodating my endless requests. The Library Kit, is also making steady progress, many thanks to the dedication of Carmela, Adele, Pam (our designer), and Stephanie.

This year I participated on the WWH OH&S and EBA Committees, and the ASU's Women's Health Campaign. Our Evaluation and Planning Days informed my current work, and future planning. I spent time on promotional strategy (such as media tracking and making media work more effectively across Working Women's Health).

Many many thanks to all the usual WWH suspects—for all your work, patience, and continued assistance (you know who you are). Hello to our new Educators (we are better for your arrival), and farewells loaded with praise to our Office Managers Monika and Cigdem (if only these decisions were in my realm). Also thanks to Pamela Brañas whose illustrations and designs make us look glamorous, to Kendra Tolley and Distillery Press (so good at deadline therapy) and to Chris Barker at Abb Graphix. And to Arty our Tech Guy, for getting me out of jams without erasing my wallpaper (most crucial).

**Anna Volpe**  
publications and  
promotions coordinator



WWH builds the capacity of immigrant women for self-advocacy and to effect social change.

WWH continues to develop its learning culture, fostering active participation of immigrant women in the health system through membership, decision-making and activism.

a  
learning  
organisation

## professional training

The only way to describe the Training Program this year is 'crammed to overflowing'. Looking back, I can only say 'ufff' with relief, but only for a moment—new training begins next week. It was also a year of rewards.

Internal training focused on equipping our Educators to work with immigrant women currently in custody. Agencies expert in this field who shared both their knowledge and experience included: Melbourne City Mission, Darebin Community Legal Centre, and VACRO. TRANX updated us on pain-killers, antidepressants, and sleeping pills—excessive use is an issue for women in Victorian prisons.

During March 2003 I ran an intensive ten-day introductory program for our newly recruited bilingual Health Educators. Enormous dedication and hard work was common to all parties involved. Most importantly, WWH has been enriched by seven fantastic and very enthusiastic women. My reward, is that these workers now possess enhanced skills with which to run industry and community visits.

External Training involved 17 training sessions provided to (other) professionals across Victoria, and across various professional fields.

Among this group of trainees were biomedical students, and nursing and other medical staff, from La Trobe and Victoria Universities. Health professionals in the Goulburn Region, and custodial staff at Victoria's women's prisons (Tarrengower and Deer Park), also benefited from taking part in Training Program workshops.

Through a project funded by DHS NMR, I worked with Northern Region ethno-specific, and bilingual workers to develop their skills in dealing with D&A issues. The Program was delivered in collaboration with Turning Point. Twenty workers appraised it as both beneficial and successful.

This year's other major project was organising and running cultural awareness training for Vision Australia throughout metropolitan and rural Victoria. This involved consultation, needs analysis, training development, and program delivery. Training continued until August 2003. Similar training was delivered to EPA staff and will also continue this year.

Working Women's Health's strategic planning process for the next five years was also a key part of my work this year; further I contributed to the WWH National Forum held in May, and to various committees and other groups.

Developing competency standards for our introductory training program and

related assessment criteria was another area of focus for me this year. This work contributes to WWH exploring the practicalities of gaining formal accreditation for our training.

Speaking of training, I still (somehow) managed to successfully complete the NMIT Certificate IV in Workplace Assessment and Training. (I say 'somehow', because I suffer from 'migrant syndrome'—the taking on of more, on top of too much already!).

In conclusion, my gratitude to my colleagues at WWH, for their support and understanding through times of high pressure and stress. A supportive environment makes a big difference. A special thanks to our Educators for their support and hard work this year.

**Amira Rahmanovic**  
training programs coordinator

## young sahel african women's project

The young Sahel African women's focus group consultation sessions were completed in August 2002. Consulting with 89 young Sahel African women from diverse backgrounds on their perspectives on the use of health services in Victoria, their major health concerns, and the barriers in accessing health services were highlighted.

These results have taught us that it is necessary for the young women to take action to reduce these barriers regarding their health. Awareness by service providers and members of young women's communities to these women's health issues, needs to be heightened in order to solve further problems. The Project Report will be available by September.

I was involved in a number of events and activities related to (African) women's health and wellbeing. A forum to take action on the recommendations of the Report was conducted with relevant service providers. We participated in a video on rubella to raise the awareness of young women from the African community, and also in a seminar on immigrant health at the Royal Children's Hospital. International Women's Day focused on women's wellbeing, and we celebrated by participating in related events at Inner West MRC. We also contributed to health promotion with a young Somali mothers' group at a community centre in Darebin.

The young African women formed the Young African Women's Association; we will continue to participate in its development. Young Somali women participated in the Young Somali Women's Basketball Group (WWH sponsored the young women's participation in a one day

tournament, which was part of a wider school-holiday tournament). Organising recreation on school holidays such as the basketball tournaments, is one of many ways these women are participating and reducing isolation. These women continue to take the initiative, tackle problems, and through their own efforts meet their cultural needs including through mainstream sports. They have demonstrated that when services are run in a culturally appropriate way, their participation increases and barriers are reduced.

The findings of the Young Sahel African Women's Project, included looking at secondary school nurses' ability to reduce young women's barriers relating to health service access. The survey of nurses was conducted to reduce the gaps and improve the access to health service for the young women through their schools. Nurses representing twelve Victorian secondary schools responded to our request for information. This was a relatively small response, but represented the schools most African young women in Melbourne attended. The nurses were sympathetic to the needs of the young African women in their schools, and were eager to know more about their cultural backgrounds, and the problems they encountered living in Melbourne. We will be working on the production of resource kits for young

women and service providers, to further reduce the barriers faced by young African women in accessing health services and improving their health and wellbeing.

Thanks to Lul Ibrahim (young Somali women's leader), Kholoud Ahmed (formerly WHIN, currently of NMRC), Rumia Abbas (WHW), Sue Denittis (Darebin Youth Resource Centre), and Bernadette Tucker (secondary school nurse), whose participation and dedication to young African women's welfare was greatly appreciated.

**Nigisti Mulholland**  
young women's project worker

## multilingual library

I've just returned from a year's 'holiday', first class of course. It's always exciting to visit exotic territory, so much to learn and to experience.

This year I left my Office Management position and headed for the shores of Multilingual Library Coordinator, with a stop at Membership Development and a detour at Health Information Resources (a world tour in itself). And I don't pack light (no comments). For a period of seven months I maintained our health information resources, responding to both internal and external service user requests.

Providing health information has an immediate impact. Women are not quick to dismiss, nor do they easily shy away from, issues like mental health, sexual health, or the use of alternative therapy. Attitudes change; women are more confident about wellbeing.

Requests this year included: mental health, menopause, postnatal depression, endometriosis, breast health, and pregnancy. We even had a request for 'a female mechanic who will fix my car, not lie, and not charge exorbitant prices'—we found one in 'Women's Trades and Services'.

Demand was great, but thanks to the extensive health information resources Stephanie has established it was like sailing through the Riviera. Resource service users included the AMES Multicultural Women's Camp, and the Asylum Seeker Resource Centre. The Library was also active with usage increases by health professionals, students, and especially trainers.

The policy of purchasing materials in three main languages per year continued, this year they were Italian, Chinese and Croatian. Italian books included texts on sexual harassment in the workplace, AIDS, drugs, diabetes, and reducing stress. Chinese resources included books on breast health, menopause, depression and contraception. 'Vita' (the Croatian) magazine featured women's health

and advocacy. The Collection now has information in 21 languages, an increase of over 250 items.

Reports and statistical information were in great demand by internal and external users. More reports were made available and addressed issues such as immigrant women in the labour force, women and depression, and the needs of refugees. We also attained a collection of papers specific to women and domestic violence. You can also borrow training material on issues like cross-culture, reproductive health and advocacy. Trends in library requests included information on health issues from immigrant perspectives, and cultural diversity within training or service delivery.

In association with Anna, I've been working on a Library Kit which will be made available to all members. This will include fact sheets on resources, library books and videos, bookmarks and membership cards. External agency membership has increased this year. Many thanks to the women who joined this year, and to those women who continued to show their support for WWH.

I was also on the OH & S Committee this year and completed basic training in this area. This allowed me to ask the right questions and has reinforced for me the importance of

occupational health, and that prevention is key to addressing most OH & S issues.

A special thankyou to Monika and Cigdem for their commitment, dedication and professionalism. It's not always easy to achieve the monumental task of 'ensuring that WWH reception and administration is adequately serviced, coordinated, efficient and friendly'. In general it's a position that has five major areas with ten to twenty separate tasks within each. Add to that procedures, thirty-one staff, external users, forums, and service delivery.

Their expertise and efficient manner allowed me the space to achieve, both in terms of library coordination and membership development. Their skill and experience enhanced the WWH team this year, it makes me sad that their positions can't be extended. Totally gorgeous in every sense of the word. It's been an exciting year, but I'm not sure what's happening next year. Any ideas?

**Carmela Ieracitano**  
multilingual library coordinator

## farrep program

This year I ran health 12 health education sessions with newly-arrived African women, and additional sessions on the early detection of breast and cervical cancers (working with an ACCV bilingual Health Educator). After these sessions, many women requested referral to RWH (female) doctors or midwives for Pap smears and mammograms. Young mothers were especially interested in sexual health including STI's, HIV/AIDS, and family planning.

FARREP at WWH collaborated with Northern Metropolitan Region FARREP conducting workshops at African Women's Health Days in Heidelberg and Carlton. Agencies delivered health education related to their expertise—I presented on family planning. Young mothers (the majority of the group) were interested in making informed decisions about contraception. The group held discussions, made jokes, and shared experiences. It was a good chance to network, and I was invited to deliver further sessions.

Group evaluations have proved useful, substantial and informative. I am making links with (blue collar) African women workers in the workplace, and will organise further

sessions, responding to requests including mental health, safe use of medicines and menopause.

Raising awareness of health issues affecting African women was one way I advocated on behalf of African women this year, this included participating in community festivals such as the Young Australian Moslem Women Fashion Design Festival. I also attended the African Welfare Council, African Senior Elderly Women's Group, and the Immigrant and Refugee Coalition.

Further, I continued to be available for government community consultations, and participated in the African Senior Elderly Group's Committee of Management, the Victorian Immigrant and Refugee Women's Coalition, FARREP Reference Groups, and other African worker networks.

FARREP is well known amongst African service providers and communities, this is reflected in an increase in the number of inquiries regarding health issues and for referral.

Through a recommendation from the Positive Sexuality and Sexual Health Module Development Project, WWH offered FARREP access to our bilingual Educator Training Program.

Working Women's Health hosted a forum to identify a health issue of interest to immigrant women, build

collaborative relationships with key agencies (throughout Australia), and to take action based on this process. I am looking forward to actioning the campaign and maintaining the key collaborative networks I have made.

I also participated in professional development, including training in human rights, OH&S, and bilingual health. Added to this, I participated in WWH's Evaluation and Planning Days. It's been a year of developing, responding, and new opportunities.

**Medina Idriess**  
farrep worker



WWH identifies and meets emerging and dynamic health needs of immigrant women living in metropolitan and rural areas.

We continue to ask immigrant women what they want, and deliver it through our outreach model, in industry, community, and other relevant settings.

WWH works in partnership with agencies around Australia to ensure that immigrant women have access to high quality, culturally appropriate, health services.

**effective  
service  
delivery**

## industry + community programs

The work conducted over the 2002/2003 financial year has been as challenging as the previous years. We have continued to provide health education sessions to immigrant women both in industry and the workplace, and in community spaces.

The demand for women's health education in languages other than English has increased since I began working at WWH in January 2001. As a result, we have recruited seven new bilingual Community Health Educators (CHEs) to ensure that women who speak Farsi, Somali, Thai, Italian and Hindi have access to women's health information in their own languages. Moreover, WWH has employed two new CHEs to deal with the growing demand from the Chinese and Vietnamese communities.

The team of CHEs conducted 305 sessions in industry and the workplace and 82 in community settings. Sessions were conducted in Arabic, Tagalog, Khmer, Mandarin, Farsi, Cantonese, Croatian, Greek, Turkish, Tigre, Somali, Hindi, Thai, Italian, Spanish and Vietnamese. Industry visits took place both in rural and

metropolitan areas. Moreover, women's health sessions were conducted both during the day and evening to ensure that women in factories had access to information regardless of their shift. Feedback has been overwhelmingly positive and interest in information provided has been reflected by women's requests for further sessions in their languages. The demand for sessions exceeds allocated resources and the number of sessions that WWH is able to provide these communities.

Working Women's Health worked in partnership with TRANX and Women's Health in the South East, to provide 12 women's health information sessions covering topics such as minor tranquillisers, stress and depression. The sessions were conducted in Greek, Cantonese, Mandarin, Croatian, Khmer and Tagalog.

Working Women's Health attended IWD celebrations at Sandown Racecourse, and provided sessions and information to women who attended the Braybrook Women's Day Festival. We also attended 'Refugee Week' events hosted by Mooney Valley, the Centrelink Expo in Parkville, and the AMES Health Days in Springvale and Box Hill.

I would like to take this opportunity to welcome the seven new Community Health Educators, as well as thank all

nineteen CHEs for their dedication and commitment to WWH philosophy and vision. I believe the team is the best any organisation can wish for and their enthusiasm and support is reflected in their commitment to women from immigrant backgrounds. Thank you all, you are the best.

## prison project

Working Women's Health conducted a total of 72 sessions with immigrant women at Deer Park and Tarrangower Correctional Facilities. The sessions were tailored to accommodate the restrictions women in prison face. WWH invited Loddon Mallee Women's Health to conduct sessions with the English-speaking women at Tarrangower, VACRO also attended some sessions, aiming to provide services to Indigenous women.

Given that Tarrangower is a low security prison, the CHEs adopted a more hands-on method of providing information, as opposed to Deer Park Prison where the CHEs were restricted in their way of providing sessions. Deer Park Correctional Facility is a high security prison with three main sections: two protective areas and a mainstream section.

Stress, depression and isolation from their family and friends creates a great deal of concern for both WWH and women in correctional facilities. All women, particularly those from immigrant backgrounds, were very receptive to the information provided by CHEs. They were also outspoken about their needs, and the issues within Correctional Facilities. The mental health and wellbeing sessions were particularly intensive and difficult to deliver, as many women require professional long-term counselling.

Given that referral to outside agencies is seriously restricted, the CHEs tailored these sessions in prison, in a way that women would reap maximum benefit from the information presented regardless of the constrained environment. This included information about OH&S, STIs, natural remedies, alternative medicine, contraceptives, and safe use of drugs. The medical centre has been advised of our presence in prison and in Tarrangower discussions took place around the best practice and service provision for immigrant women. Appropriate outside referrals were also provided to women for future reference.

## rural project

Working Women's Health received a small grant from DHS to conduct 60 health education sessions across rural Victoria. In the past WWH had conducted numerous ad-hoc sessions in regional Victoria, and it was clear that in order to ensure appropriate referral, networks and partnerships with the rural services were vital.

As a result, for the first six months of the financial year, I concentrated on forming links as well as maintaining networks with regional services.

This process included visiting the five regional areas of Victoria, scheduled meetings with various providers, as well as discussions around best practice in service provision for women from immigrant backgrounds.

The aim of the Project was to ensure that women's health services are the first point of contact for rural providers dealing with immigrant women and that immigrant women are assisted in accessing appropriate services. It is clear that immigrant women do not access services in their local area, either due to lack of awareness of services available, or organisations are not aware of the various ways of promoting their services to immigrant women. Isolation, lack of networks

(friends and family), and limited transport are all contributors to the immigrant women's mental health and wellbeing being compromised.

The immigrant women who attended sessions were very appreciative of information being provided to them, in their own languages. They felt that they had not been 'forgotten' and that services that they did not even know existed, were keen to assist them in the most appropriate ways possible.

Links between immigrant women and local services are crucial to the women's wellbeing and to successful settlement in Victoria. Working Women's Health will continue to work with and support, both immigrant women and local services to ensure access and equity as well as a means to 'agenda' immigrant women's concerns.

To date, WWH has conducted 28 sessions in rural areas. Various organisations have been invited to introduce their services during the first fifteen minutes of each session. Women attending the sessions have been encouraged to contact their local organisations for assistance and support. Given many organisations are keen to make their services appropriate and accessible to immigrant women, WWH is in the process of negotiating cross-cultural training in regional areas.

The Rural Project has given me an excellent opportunity to develop networks in and across rural Victoria, as well as a chance to visit various organisations. As part of this project, I participated in the Women's Health Forum held in Shepparton (September 2002), which opened the doors for women to access information about their health and wellbeing in their own languages.

Travelling to meet service providers in their own region has given me a better understanding of the way they operate their services. I feel that this process has just begun and a lot more work is required to ensure that networks are maintained and partnerships will continue to develop with various service providers.

**Ludita Trifa**  
industry and community  
programs coordinator

## multilingual resources

The Multilingual Resource Collection continues to expand and—despite family commitments keeping me overseas until February—1001 new brochures have been added this year in 52 languages.

Our extensive Collection has seen us become the first port of call for many

individuals and agencies requiring multilingual information, as well as providing a vital resource for our own bilingual Educators.

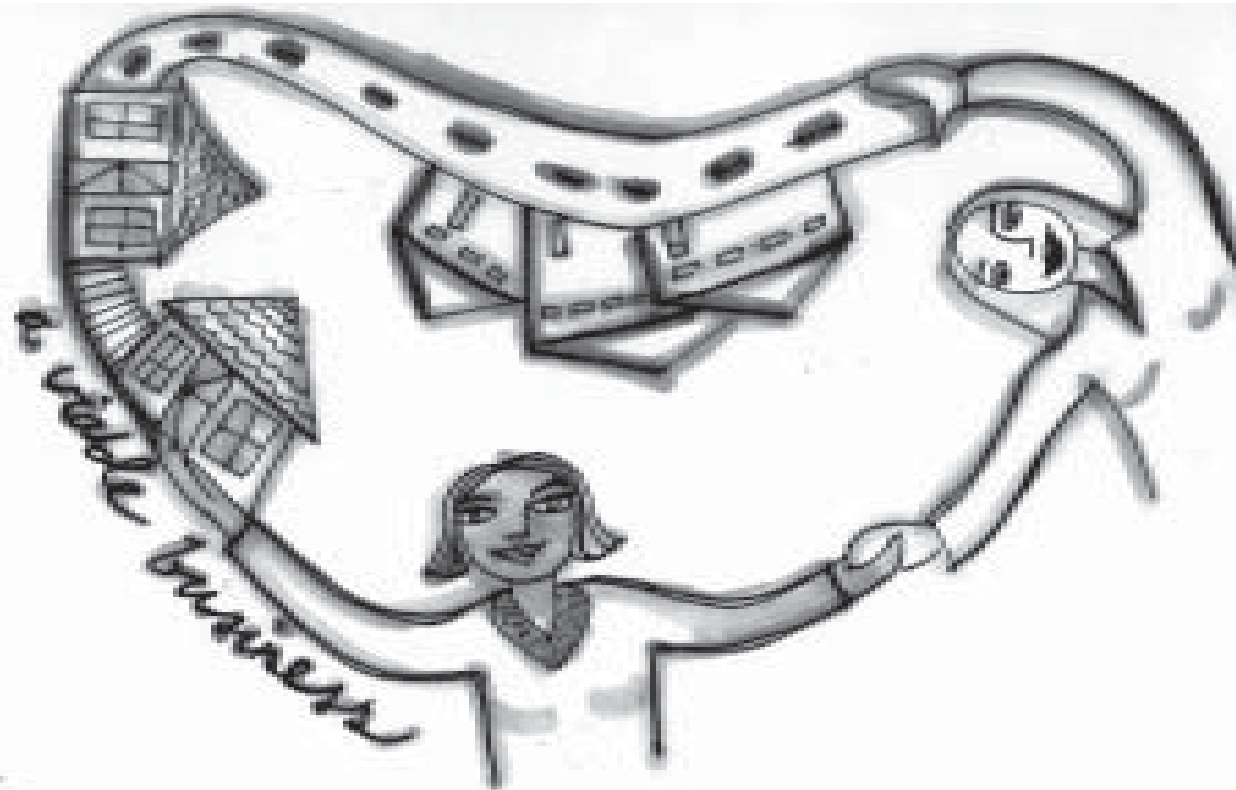
The recruitment of seven new workers has meant that a few previously neglected language collections (such as Hindi, Thai and Dari) have received special attention.

Once again it has been a pleasure to share the commitment to immigrant women's health with others. A collaboration with Northern CASA and the Equal Opportunity Commission has produced a postcard on sexual harassment in Vietnamese and Chinese, with the hope of producing other language versions in the future.

We also worked with both the Asylum Seeker Resource Centre and Women's Health East to provide health information packs to refugee and immigrant women accessing their services.

A big thankyou to Carmela, for 'caretaking' my job while I was away. It is a tribute to her competence and organisational abilities that after an absence of seven months I came back to a clear desk and no crises!

**Stephanie Cauchi**  
health information coordinator



Working Women's Health  
is building  
resources and capacity  
to control its  
future and sustainability.

This includes  
being recognised as  
a model workplace for  
immigrant women,  
demonstrating  
its leadership in  
the field of  
immigrant women's health,  
and conducting research  
and development projects  
relevant to  
immigrant women's health.

These outcomes  
continue to mean  
WWH's vision, mission,  
and values are realised.

a  
viable  
business

## community health educators

**Cally Ituarte**/Greek  
**Chau Bao Tran**/Vietnamese  
**Cigdem Guler**/Turkish  
**Faranek Safaei**/Dari and Farsi  
**Hien Tran**/Vietnamese  
**Jeanette Shepherd**/Tagalog  
**Khadija Ali Hashi**/Somali  
**Kim Chi Lee**/Vietnamese  
**Loranie Leas**/Khmer  
**Marianna Jerbic**/Croatian  
**Medina Idriess**/Amharic, Arabic, Tigre, Tigrigna  
**Natasha Nikolovska**/Macedonian (to February 03)  
**Rachanee Naksuk**/Thai  
**Sevgi Bulut**/Turkish  
**Soledad Diaz**/Spanish  
**Sonali Deshpande-Karkhanis**/Hindi  
**Svetlana Bucevska**/Macedonian  
**Violetta Prestia**/Italian  
**Wafa Ibrahim**/Arabic  
**Wanling Zhang**/Cantonese and Mandarin (to December 02)  
**Wei Li**/Mandarin  
**Yanping Xu**/Cantonese and Mandarin

## staff

**Dr Adele Murdolo**/Executive Director  
**Carmela Ieracitano**/Multilingual Library Coordinator  
**Iudita Trifa**/Industry and Community Programs Coordinator  
**Amira Rahmanovic**/Training Programs Coordinator  
**Stephanie Cauchi**/Health Information Coordinator  
**Medina Idriess**/FARREP Worker  
**Cigdem Guler**/Office Manager  
**Monika Manevska**/Office Manager  
**Vijay Arun**/Finance Coordinator  
**Nigisti Mulholland**/Young Women's Project Worker  
**Joumanah El Matrah**/ Research Project Worker (to October 02)  
**Maria Cabello**/Cleaner (to October 02)  
**Anna Volpe**/Publications and Promotions Coordinator

## students on placement

**Asunta Francis**  
Debney Park Secondary College  
**Sonali Deshpande-Karkhanis**  
Preston AMES  
**Juliet Tseng**  
Media Studies Department  
La Trobe University  
**Carmen Grigore**  
Northern Melbourne Institute of TAFE

## board

**Jennifer Natale**/Chairperson  
**Dr Wei Leng Kwok**/Deputy Chairperson  
**Barbara Zois**  
**Annette Sassano**  
**Eugenia Castro**  
**Norhayati Kapaufs**  
**Professor Vivian Lin**  
**Jilane B Matinga**  
**Jamileh Abu-Dohou** (to March 03)



**wwh's working women**

## office management

I have been a bilingual Health Educator with WWH since 1999; for the past year I have also been one of two Office Managers.

In my position as Office Manager you can really see WWH is a model workplace valuing diversity (cultural, linguistic, religious, age, sexual) amongst workers, and maintaining family-friendly, culturally-appropriate, working conditions for immigrant working women. As an immigrant working woman, I am proud to be part of this team delivering services appropriate for immigrant women.

Inquiries from agencies, industry, and community for multilingual resources, professional training, and health education programs, has increased this year. Through my day-to-day work I have promoted programs, responded to requests, and completed work required by other staff. I have developed a stationery and amenities ordering system, and have begun the reorganising of our photocopy room (in progress).

Our newsletter mailout occurred in June, sent out based on our updated membership and mailing list (thanks to Anna and Carmela).

A major part of my work has been the MC2/My Connected Community Online Groups Projects, which is a partnership between WWH and VICNET. There are now 17 WWH online groups, each with different aims. The aim now is to keep these groups active and vital. Please visit [www.mc2.vicnet.net.au](http://www.mc2.vicnet.net.au) and become an online group member.

Working Women's Health supports staff in professional development. Thanks to our Training Programs Coordinator Amira, for making available to me the Certificate III in Information Technology, and to Monika who pushed me to re-sit the Occupational English Test for Nurses, and to Adele who gave me the option to take my first steps in this field.

This year we welcomed seven new Educators, congratulations on joining our team. I would like to thank the staff, all very special people, they play a very important role in my work. It was at times difficult being both an Office Manager and an Educator; thanks to Monika who shared this position with me and for being flexible about hours. Thanks to Carmela and Anna for being very supportive, and finally thank you to the WWH Board, for creating opportunities for immigrant women.

**Cigdem Guler**  
office manager

## office management

My role at Working Women's Health this year has been to co-manage its administration needs. This has meant being the first port of call at reception, dealing with day-to-day calls, visitors and correspondence, updating statistical data, processing publication requests and payments.

My role has also entailed ensuring worker requests for support have been met, that the Board have received appropriate secretarial support, and that office equipment has been maintained. You could say being Office Manager means caring for Working Women's Health's resources, (its working immigrant women and the organisation). I also contributed to the National Campaign Forum we held in May, this included corresponding with participating agencies, and preparing a forum kit.

Amongst this work, I did manage some training, namely report and business writing, and a course in health promotion conducted by DHS.

Many thanks to the Staff and bilingual Health Educators, it's been a great year working with you. Thanks also to the Board for the opportunity to work at WWH.

**Monika Manevska**  
office manager

## financial resources

I have been Finance Coordinator at WWH for the last two years—it has proved a most enjoyable experience, one that I continue to reflect upon with great fondness. My role at WWH is to manage the accounts, and to update the payroll regularly.

This year, I have continued to develop my knowledge of accounts relating to non-profits. Project financial management, and income estimation of projects and training programs, have also been a focus this year. Planning a full budget (income and expenditure), was another area of increasing skills for me. This work has been supported by advanced training in MYOB. All a great challenge and success this year for WWH finances.

My working relationships continue to develop into solid friendships. Our diversity and differences form both a basis for exchange, and a unique working environment. This is made stronger with the arrival of seven new Educators, it's great to have you on board. Thanks to the staff and Adele for endless support. To Monika and Cigdem, and Joumanah, many thanks for all your work as Office Managers, and Project Worker respectively. I wish you every success in the future.

**Vijay Arun**  
finance coordinator

# wwh's financial resources #1

WORKING WOMEN'S HEALTH INC.  
REG. NO: A0023550R

## INDEPENDENT AUDIT REPORT

To the Members of Working Women's Health Inc.

### Scope

I have audited the attached financial statements, being a special purpose financial report, of Working Women's Health Inc. for the year ended 30th June, 2003. The Committee of Management is responsible for the financial statements and have determined that the accounting policies used and described in Note 1 to the financial statements are appropriate to meet the requirements of the Associations Incorporation Act 1981 and the needs of the members. I have conducted an independent audit of the financial statements in order to express an opinion on them to the members of Working Women's Health Inc. No opinion is expressed as to whether the accounting policies used are appropriate to the needs of the members.

The financial statements have been prepared for distribution to the members for the purpose of meeting the requirements of the constitution. I disclaim any assumption of responsibility for any reliance on this report or on the financial statements to which it relates to any person other than the members, or for any purpose other than for which it was prepared.

My audit has been conducted in accordance with Australian Auditing Standards. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with the accounting policies described in Note 1 to the financial statements. (These policies do not require the application of all Accounting Standards and UIG Consensus Views).

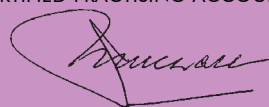
The audit opinion expressed in this report has been formed on the above basis.

### Audit Opinion

In my opinion the financial statements present fairly, in accordance with the accounting policies described in the Notes to the financial statements and the requirements of the Associations Incorporation Act 1981, the financial position of Working Women's Health Inc. as at 30th June, 2003, and the results from operations for the year then ended.

Dated this 12<sup>th</sup> day of August, 2003

POBJOY MULHALL & ASSOCIATES  
CERTIFIED PRACTISING ACCOUNTANTS



19-21 Argyle Place South  
Carlton 3053

JOHN MULHALL CPA  
Registered Company Auditor

WORKING WOMEN'S HEALTH INC.  
REG. NO: A0023550R

## STATEMENT OF CASHFLOWS

	<b>2003</b>	<b>2002</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Receipts from Other Sources	38,533	8,752
Payments to Suppliers & Employees	(655,042)	(591,593)
Interest Receive	5,644	5,146
Receipts from Government Grants	559,748	624,013
<b>NET CASH PROVIDED/(USED) IN OPERATING ACTIVITIES</b>	<b><u>(51,117)</u></b>	<b><u>46,318</u></b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Proceeds from Sale of Property, Plant and Equipment	-	-
Payment for Property, Plant and Equipment	-	-
<b>NET CASH PROVIDED/(USED) IN INVESTING ACTIVITIES</b>	<b><u>NIL</u></b>	<b><u>NIL</u></b>
Net Increase (Decrease) in Cash Held	(51,117)	46,318
Cash at the Beginning of the Reporting Period	208,296	161,978
<b>CASH AT THE END OF THE REPORTING PERIOD</b>	<b><u>157,179</u></b>	<b><u>208,296</u></b>

## NOTES TO THE STATEMENT OF CASH FLOWS

1.	<b>RECONCILIATION OF CASH</b>		
	Cash on Hand	400	400
	Cash at Bank	106,149	158,026
	Investment Account	50,630	49,870
		<u>157,179</u>	<u>208,296</u>
2.	<b>RECONCILIATION OF NET CASH PROVIDED BY: OPERATING ACTIVITIES TO OPERATING PROFIT AFTER INCOME TAX</b>		
	Operating Profit after Taxation	18,358	(70,403)
	Depreciation and Amortisation of Non-Current Assets	21,820	21,047
	Changes in Net Assets and Liabilities:		
	Decrease (Increase) in Current Receivables	(2,783)	(894)
	Decrease (Increase) in Other Current Assets	-	-
	Increase (Decrease) in Current Trade Creditors	17,645	(7,594)
	Increase (Decrease) in Current Accruals	(12,957)	19,415
	Increase (Decrease) in Grants in Advance	(93,200)	84,747
	<b>NET CASH PROVIDED BY/(USED) IN OPERATING ACTIVITIES</b>	<b><u>\$(51,117)</u></b>	<b><u>\$ 46,318</u></b>

## wwh's financial resources #2

**WORKING WOMEN'S HEALTH INC.**  
**REG. NO: A0023550R**  
**STATEMENT OF FINANCIAL POSITION**  
**AS AT 30TH JUNE, 2003**

<u>ACCUMULATED FUNDS</u>		<u>2003</u>		<u>2002</u>
Balance as at 1st July 2002		33,003		103,406
Surplus/(Deficit) for the year		<u>18,358</u>		<u>(70,403)</u>
<u>BALANCE AS AT 30TH JUNE, 2003</u>		<u>\$ 51,361</u>		<u>\$ 33,003</u>
 <u>CURRENT ASSETS</u>				
Cash on Hand		400		400
Cash at Bank		106,149		158,026
Investment Account		50,630		49,870
Security Bond		8,502		8,502
Debtors & Deposits		<u>4,243</u>		<u>1,460</u>
		169,924		218,258
 <u>NON-CURRENT ASSETS</u>				
Motor Vehicles	61,818		61,818	
Less Prov. for Depreciation	<u>27,818</u>	34,000	<u>15,454</u>	46,364
Furniture & Equipment	73,806		73,806	
Less Prov. for Depreciation	<u>45,438</u>	<u>28,368</u>	<u>35,982</u>	<u>37,824</u>
<u>TOTAL ASSETS:</u>		<u>232,292</u>		<u>302,446</u>
 <u>LESS CURRENT LIABILITIES</u>				
Sundry Creditors	29,434		11,789	
Provision for Long Service Leave	19,825		13,679	
Provision for Annual Leave	32,971		30,188	
Grant in Advance	-		93,200	
Provision for Project Expenses	<u>98,701</u>	<u>180,931</u>	<u>120,587</u>	<u>269,443</u>
<u>NET ASSETS:</u>		<u>\$ 51,361</u>		<u>\$ 33,003</u>

**WORKING WOMEN'S HEALTH INC.**  
**REG. NO: A0023550R**

**NOTES TO AND FORMING PART OF THE SPECIAL PURPOSE  
 FINANCIAL STATEMENTS FOR THE YEAR ENDED 30TH JUNE,  
 2003**

**NOTE 1 - STATEMENT OF ACCOUNTING POLICIES**

These financial statements are special purpose financial reports prepared for use by the Committee and members of Working Women's Health Inc. The Committee has determined that the Association is not a reporting entity and there is no requirement to apply Accounting Standards and other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) in the preparation and presentation of these statements.

These statements are prepared on an accrual basis from the records of the Association. They are based on historic costs and do not take into account changing money value or except where stated, current valuations of non current assets. Accounting policies have been consistently applied, unless otherwise stated.

**WORKING WOMEN'S HEALTH INC.**  
**REG. NO: A0023550R**

**STATEMENT OF FINANCIAL PERFORMANCE**

**FOR THE YEAR ENDED 30TH JUNE, 2003**

<u>INCOME:</u>	<u>2003</u>	<u>2002</u>
Grant	423,623	408,470
- Department of Human Services - W.H.P. & F.P.	109,125	103,661
- Dept. Community Services & Health - F.P.P.	120,200	27,135
- Dept. of Human Services – Projects	5,644	5,146
Interest	104,088	-
Transfer from Provision for Projects	778	668
Sale of Publications	7,594	3,396
Net Bilingual Register	13,459	1,553
Training Income	18,635	1,666
Miscellaneous Income	850	2,363
WWH Conference & Events	<u>803,996</u>	<u>554,058</u>
<b>LESS EXPENDITURE: as per statement attached</b>	<b>785,638</b>	<b>624,461</b>
<b>SURPLUS/(DEFICIT) FOR THE YEAR:</b>	<b><u>\$18,358</u></b>	<b><u>\$ (70,403)</u></b>

**WORKING WOMEN'S HEALTH INC.**  
**REG. NO: A0023550R**

**STATEMENT OF FINANCIAL PERFORMANCE**

**FOR THE YEAR ENDED 30TH JUNE, 2003**

<u>EXPENDITURE</u>	<u>2003</u>	<u>2002</u>
Staff – Benefits	-	91,991
Salaries - Regular	315,045	266,397
Salaries - Casual	107,748	103,574
Superannuation	37,015	33,269
Workcover	12,549	11,684
Office Expenses	11,111	10,319
Postage & Telephone	10,001	12,991
Light & Power	4,927	5,485
Premises - Rent etc.	58,047	39,684
Insurance & Legal Costs	1,607	-
Accounting, Audit & Bank Charges	5,775	5,751
Miscellaneous	-	643
Resources & Subscriptions	2,025	3,799
Staff Development, Training & Recruitment	7,462	3,327
Management Costs	4,545	2,091
Travel	4,714	5,400
Equipment Purchase, Rental & Service	3,221	6,989
Depreciation	21,820	9,456
Motor Vehicle Costs	8,372	17,210
Library Resources	2,072	2,222
Professional Supervision	765	695
Publications	8,008	8,445
Conferences & Seminars	3,262	3,117
W.W.H. Events	2,117	6,737
Organisational Promotion	3,461	4,888
I.T. Related Costs	7,198	5,591
Consultancy	19,725	3,232
CHE Training Program	451	4,829
Provision for Projects	96,584	(66,514)
Occupational Health & Safety	1,000	-
Staff Amenities	3,406	4,237
Other Program Expenses	4,816	4,658
Internet & Web Page	3,372	1,384
Organisational Planning & Stationery	1,722	4,196
Office Maintenance	2,766	3,002
Provision for Staff Entitlements	<u>8,929</u>	<u>3,682</u>
<b>TOTAL EXPENDITURE:</b>	<b><u>\$ 785,638</u></b>	<b><u>\$ 624,461</u></b>

Gippsland MRC, Gippsland Women's Health, Glenn Borg, Grampians CHC (Ararat, Stawell, Balgartnie), Greek Women's Group Collingwood, Gwenda Cannard, Health and Community Services NT, Heather Morgan, Hobart Women's Health Centre TAS, Hutch Hussein, Immigrant Women's Domestic Violence Service, Inner West MRC, ISHAR Multicultural Women's Centre WA, Islamic Women's Welfare Council of Victoria, Ivana Dalic, Jane Howard, Jeana Vithoukas, Jeannette Vervaart, Jennifer Alden, Judy Lazarus, Karen Walsh, 'Katarina Zrinski' Australian Croatian Women's Association, Kendra Tolley, Kew Chinese Women's Group, Key Centre for Women's Health University of Melbourne, Kholoud Ahmed, La Trobe CHS, Lalor Greek Women's Group, Lee FitzRoy, Leonie Poynter, Lina Xin, Lisa Sinha, Litsa Chung, Liz Olle, Ljerka Boban,	Llerma Valencic, Loan Vo, Loddon Campaspe Ethnic Community Council, Loddon Mallee Women's Health Service, Lorraine Henderson, Lul Ibrahim, Macedonian Community Council of Victoria and Melbourne, Macedonian Community Welfare Association, Macedonian Plan Activity Groups, Macedonian Women's Choir, MADEC Education and Training Services, Mallee Family Care Swan Hill, Mandy Smith, Mari Q, Maria Despina Panayouta, Maria Rosenberg, Marion Willis, Mark Boyd, Mary Delahunty MP Minister for Planning, MC2, Media Studies Department La Trobe University, Melbourne City Mission, Melbourne Sexual Health Centre, Menka Karadovski, Migrant Support Group Ballarat (NESB Links), Migrant Support Group Sebastapol (NESB Links), Migrant Women's Lobby Group SA, Mildura MRC, Multicultural Access Unit WA, Multicultural Council of NT, Multicultural Health TAS, Multicultural Resource Centre Albury-Wodonga,	Murat Aydin, Nagwa Yassin, Natasha Cho, NESB Links, Nigisti Kidane, NMIT Collingwood Campus, Norlane International Women's Club, North East MRC, North West MRC, Northern CASA, Northern Mallee MRC, Northern Victorian Fruitgrowers Association, NSW Education Program on FGM, Occupational Health and Safety Unit Trades Hall Council, Olga Yoldi, Pamela Brañas, Paula Hernandez, Portland and District CHC, Primary Care Echuca, QUIT Campaign, Rachel Green, Resourcing Health in the Victorian Sex Industry, Rien Silverstein, Robin Ray, Rossy Cummings, Royal Children's Hospital, Royal Women's Hospital, Rumia Abbas, Rye Greek Women's Association, Sally Richardson, Samantha Harbecke, Sandra Roeg, Sarah Austin, School of Biomedical Sciences Victoria University, School of Business La Trobe University, School of Nursing and Midwifery La Trobe University,	School of Public Health La Trobe University, Sevgi Kilic, Sexual Health Information Networking and Education SA, Simon Mills, Sophia Liu, South-Eastern Chinese Association, SPC/Ardmona, Springvale Neighbourhood House, Springvale Spanish Senior Citizens Group, St Albans MRC, Sue Denittis, Sue Joce, Sunraysia Community Health Services, Swan Hill District Hospital Primary Care Division, Tarrengower Women's Prison, TCFU (Victorian Branch), Terri Ly, The Cancer Council Victoria, Tomi Redman, Trades Hall Council, TRANX, Turkish Women's Group St Albans, Turning Point, VADAR Macedonian Group, Vasilka Pateras, VicHealth, Vicki Gedge, Vicky Mau, Vicky Tsaconas, Vicnet, Victoria Hua Xin Chinese Women's Association, Victorian Aboriginal Community Controlled Health Organisation, Victorian AIDS Council, Victorian Arabic Social Services,	Victorian Association for the Care and Settlement of Offenders, Victorian Community Council Against Violence, Victorian Council of Social Services, Victorian Department of Justice, Victorian Immigrant and Refugee Women's Coalition, Vietnamese Community in Australia (Victorian Chapter), Violence Action Group SA, Vision Australia, Wendy Probert, Women's Centre Albury-Wodonga, Women's Centre for Health Matters ACT, Women's Health at Work NSW, Women's Health East, Women's Health Goulburn North East, Women's Health Grampians, Women's Health In the North, Women's Health in the South East, Women's Health Information Centre Royal Women's Hospital, Women's Health Resource Services Barwon South Western Region, Women's Health West, Women's Health Victoria, Women's Studies La Trobe University, Worksafe Food Industry Project, Yellow Kitties, Young African Women's Association, Young African Women's Focus Group, Young Somali Women's Group, Zena Yassine.
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thanks!