

working  
women's  
health



2004  
annual  
report  
2005

# thanks thanks thanks thanks thanks

3CR Filipino Program,  
 3XY Greek Radio,  
 Abraham Mamo,  
 Absolutely Women's Health  
 Royal Women's Hospital,  
 ADEC Carer's  
 Group Springvale,  
 ADEC Turkish  
 Carer's Group,  
 African Friendship  
 Association,  
 African Australian Welfare  
 Council Victoria,  
 AMES City Campus,  
 AMES Footscray Campus,  
 Amina Malikin,  
 ANU,  
 Arty Richetti,  
 Asthma Foundation  
 of Victoria,  
 Australian Institute of Primary  
 Care La Trobe University,

Australian Lebanese  
 Welfare Inc.,  
 Australian Research Centre  
 in Sex Health and Society  
 La Trobe University,  
 Australian Women's  
 Health Network,  
 Awis Amin,  
 AWMU,  
 Banyule Primary Care,  
 Barwon SouthWest Region  
 Women's Health  
 Resource Services,  
 BDO Consultants,  
 Berhan Ahmed,  
 Bernice Murphy,  
 Bernie Durkin,  
 beyondblue National  
 Postnatal Depression  
 Program,  
 Bez Robertson,  
 Bicultural Bilingual Health

Educators of Tasmania,  
 Brendon O'Flaherty,  
 Bronwyn Kaaden,  
 Brunswick Italian  
 Women's Group,  
 Cadbury Schweppes Pty Ltd,  
 Can't-Tear'em Pty Ltd,  
 Cath Cosgrove,  
 Centre for Culture  
 Ethnicity and Health,  
 Centres Against  
 Sexual Assault,  
 Charles Livingstone,  
 Childbirth Education Unit  
 Royal Women's Hospital,  
 Chinese Health Foundation,  
 Chinese Playgroup  
 Doncaster,  
 Chinese Women's  
 Group Lalor,  
 Christopher Lemoh,  
 Circolo Pensionati di

Reggio Calabria,  
 Cititec Systems Pty Ltd,  
 Cockburn City Council WA,  
 Community Building Unit  
 DHS Central,  
 Community Partnerships  
 Project Grants Scheme DHS,  
 Community West,  
 Consumer Affairs Victoria,  
 Council of Gambler's  
 Help Services,  
 Croatian Women's  
 Group Preston,  
 Darebin City Council,  
 Debney Park  
 Secondary College,  
 Deborah Vallance,  
 Deborah van Velzen,  
 Demos Krouskos,  
 Department of Health  
 and Ageing,  
 Department of

Human Services,  
 Department of Justice,  
 Department of Victorian  
 Communities,  
 Des Shead,  
 Diana Orlando,  
 DIMIA,  
 Distillery Press,  
 Domestic Violence Victoria,  
 Dousta Galla CHS,  
 Eastern Access and  
 Community Health (EACH),  
 Eddie Chapman,  
 EOC,  
 Eritrean Community  
 in Tasmania,  
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 in Victoria,  
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 in Tasmania,  
 Ethiopian Community  
 in Victoria,



## chairperson's report

The Working Women's Health Board of Management has witnessed and overseen a very active year that has shown us yet again how valuable our programs are. As a board we have continued to strive towards achieving our mission of improving the health and wellbeing of immigrant women. To this end we have put into place a strategic planning review, engaged in a detailed business planning process, and put long-term sustainability of the organisation on the agenda.

Demand for our services has increased on a statewide and a national level. Our mission is widely recognised as is our expertise in the field. Working Women's Health (WWH) is a leading organisation that contributes to many government and non-government project consultations. Our advocacy role grows each year as we continue to lead the push to achieve our vision of better health for immigrant women in Australia.

In this last year, the Board bid farewell to four members. On behalf of the organisation I thank Ivana Csar, Andrea Maksimovic, Sutapa Howlader, and Dalal Samaan for their contributions and commitment

to providing health information to immigrant and refugee women. To current board members Eugenia Castro, Annette Sassano, and new members, Gabrielle Marchetti and Chris Raab I extend my thanks for their time and hard work.

Finally I thank our two Executive Directors. Adele Murdolo left in January to take maternity leave and Mariastella Pulvirenti has replaced her until she returns. I thank them both for their efforts.

My congratulations to all the Working Women's Health staff on another successful year.

**Sandra Lordanic**  
wwh chair

## executive director's report

In January of this year I joined Working Women's Health to take Adele Murdolo's place while she went on maternity leave. It has been a challenge and a privilege, an unforgettable learning experience and a pleasure to work with the team of dedicated and hard-working staff and the generous, supportive team of

board members in what has been a very big year for this organisation.

The Health Education Program has been boosted by several new projects that have provided our Educators with training in a range of new health issues. Through their health education sessions the Educators have delivered this (and other relevant) information to immigrant and refugee women. These sessions occurred across Victoria as we continued to widen our reach into rural areas. The Industry Visits and Community Workshops Programs have continued to reach women in workplaces and in the community, the Multilingual Library Collection has been featured in the production of a Library Kit, and a detailed report of the Problem Gambling Project has been written and awaits an exciting launch. The FARREP Program has continued to build capacity in agencies assisting newly-arrived communities throughout the state and has delivered training to community workers and health professionals in Victoria and across Australia.

These achievements have only been possible because of the ongoing commitment and extraordinary drive of the staff of Working Women's Health. I extend my thanks to Vijay Arun, Samia Baho, Medina Idriess, Carmela Ieracitano, our newest team member Angela Nesci, Amira Rahmanovic, and Anna Volpe for their hard work. The team's achievements did not falter even when faced with the challenges and disruptions brought about by a temporary change in Executive Director and the production of an organisational Business Plan. My thanks to our team of Bilingual Health Educators who carry the message of health and wellbeing to the workplace and community. Their loyalty and commitment to the organisation do not go unnoticed and is very much appreciated. Thanks to the women who managed our office this year, for their hard work and efficiency. Finally thanks to the members of Working Women's Health for your continued support of WWH.

**Dr Mariastella Pulvirenti**  
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

### **Cervical Screening Training for Bilingual Health Educators**

Collaborative partnership with PapScreen Victoria to provide cervical screening training for Working Women's Health (WWH) Bilingual Health Educators (BHEs) speaking Mandarin, Cantonese, Greek, Vietnamese and Italian. **Healthy Women Healthy Communities Problem Gambling Project**

Collaboration with Victorian Gambler's Help Services, particularly in the North and West Region to train WWH BHEs on gambling and related issues. **Sexual Harassment in Not Part of My Job!**

Collaborative partnership with Northern CASA, EOC, and SBS Radio to produce and distribute multilingual postcards on sexual harassment. In 2004/05 cards in Arabic and Turkish were produced and launched amongst women in these communities. **Translation Project with beyondblue National Postnatal Depression Program**

Translation into Greek of resource to address gap in information on postnatal depression. **Violence in the Workplace Project**

Collaboration with URCOT (Union Research Centre for Organisation and Technology) to research the impact of violence in the workplace on culturally and linguistically diverse (CALD) women. **Women's Health In the North (WHIN) Older Women's Health and Wellbeing Resource Booklet Translations**

Working Women's Health coordination of the checking of the Arabic and Chinese translations of this WHIN resource using WWH Bilingual Health Educators.

### **Family and Reproductive Rights Education Program (FARREP): Horn of Africa Women Staying Safe Project**

Project with Horn of Africa women, the African Australian Welfare Council of Victoria (AAWCV), and the Metropolitan Fire Brigade (MFB). Project focused on training Horn of Africa workers to work with MFB to deliver community education on safety. **Horn of Africa Young Men's Health Needs**

Research project in collaboration with the AAWCV to research health needs of young African men. **Sexual Health and FGM Sessions** Collaboration with FARREP workers at Women's Health In the North (WHIN) and Royal Women's Hospital (RWH) to provide sessions on sexual health and FGM to female African school students. **Sexual Health and Sexuality** Project in collaboration with Australian Lebanese Welfare Inc. to provide five information sessions on sexuality and sexual health to Arabic-speaking women from the Middle East. **Sexually Transmitted Disease and Horn of Africa Communities in Victoria**

Collaboration with AAWCV and Multicultural Health Support Services North Richmond CHC, and The Alfred Hospital to develop an information package for Horn of Africa communities. **Training on Sexual and Reproductive Health** Collaborative partnership between Family Planning Victoria (FPV), FARREP, and WWH to develop a training program for FARREP workers on sexual and reproductive health and STIs. **Training on WWH Health Promotion Model** Partnership between FPV, FARREP, and WWH to train FARREP workers in WWH health promotion model.

### **Young African Schoolgirls Support and Empowerment Program**

Program with Debney Park Secondary College aimed at African female students and their families. Issues covered included student-teacher relations, female genital mutilation (FGM), and general health. **Youth Health Days** Collaboration with Northern Region FARREP regarding planning of youth health days targeting newly-arrived Somali students.

## community consultations

**Problem Gambling** Consultations with immigrant women on problem gambling and related issues. **FARREP: Consultation with Royal Melbourne Hospital and University of Melbourne**

Consultation regarding infectious diseases, HIV and African communities in Victoria. **Consultation with Royal Women's Hospital** Consultation with African service providers on cultural barriers, African women's access, and the effect on their health and wellbeing. **FARREP Information and Feedback**

Consultation with community leaders from Eritrea, Somalia, Ethiopia, and Sudan regarding FARREP activities and direction. **HIV Prevention Information Among Horn of Africa Communities**

Discussion with FARREP workers at RWH about HIV and available resources for African communities. **Victorian Law Reform Commission on What Women Want** Consultation with Commission on African women's needs. **Young Horn of Africa Women's Leadership Project** Consultation with Horn of Africa community regarding the Young Horn of Africa Women's Leadership Project.

## steering groups + committees

**CALD Best Practice in Health Promotion Forum** Culturally and Linguistically Diverse Advisory Committee Victorian Law Reform Commission **Family Violence Prevention Through the Workplace Reference Group** Victorian Community Council Against Violence Gambling Project Committee (WHIN) Healthy Women, Healthy Communities Problem Gambling Steering Committee Immigration Museum Bosnian Community Migration Experience and Cultural Heritage 'Welcome to My Home' Working Group **Pre & Post Release Network** Women's Health Association of Victoria **FARREP: Access to HIV Prevention Information Amongst Selected Communities Advisory Committee** Australian Research Centre in Sex Health and Society La Trobe University African Settlement Services Steering Committee African Australian Welfare Council Victoria **CALD Advisory Committee** Victorian Law Reform Commission FGM and African Communities Conference External Advisory Committee (Brisbane) **HIV and Infectious Diseases in Victorian African Communities** Royal Melbourne Hospital and University of Melbourne Advisory Committee Multicultural Health and Support Services Advisory Committee North Richmond Community Health Centre and Centre for Culture Ethnicity and Health (CEH) **Senior African Elderly Group Committee** Senior Horn of Africa Elderly Group Committee **SILC Project Advisory Committee** Islamic Women's Welfare Council of Victoria

## 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.

### STEERING COMMITTEES

Department for Victorian Communities  
CALD Women's Project Reference Group  
Office of Women's Policy and the  
Victorian Multicultural Commission  
Committee Regarding Culturally and  
Linguistically Diverse Women's Project  
Statewide Steering Committee to Reduce  
Violence Against Women in the  
Workplace

### CONFERENCES, CONSULTATIONS AND FORUMS ATTENDED

CALD Gambling Service Briefing Session  
(DHS) City of Darebin Pokie-Free Places  
Community Consultations **FARREP:**  
Department of Immigration and  
Multicultural and Indigenous Affairs  
(DIMIA) Community Consultation  
Regarding Refugee and Humanitarian  
Programs for African Communities  
Department of Justice Victoria Horn of  
Africa Women's Safety Needs  
Consultation **DHS African Communities  
and Blood Borne Viruses Consultation**  
DIMIA Consultation on African Refugee  
Settlement Needs **Emergency  
Management Project Launch for Horn of  
Africa Women**

Northern and Western Region Meeting  
Regarding Better Services for African  
Communities **Ongoing Consultations with  
DHS in Relation to FARREP Activities and  
Direction**

## presentations + papers

'Improving Immigrant and Refugee  
Women's Health', **Fifth Australian  
Women's Health Conference**, The  
Australian Women's Health Network,  
Melbourne, April 2005.

'Issues for Immigrant Women in Domestic  
Violence' (with Immigrant Women's  
Domestic Violence Service), **Home Truths  
Conference**, Centres Against Sexual  
Assault and Domestic Violence Victoria,  
Melbourne, September 2004.

**FARREP:**  
'CALD Community and Hep C', **Hep C  
to Hep Free: the Courageous  
Solutions Forum**, Hepatitis C Council of  
Victoria, Melbourne, May 2005.

'Horn of Africa Communities and the  
Australian Legal System', **Australian  
Lawyers and Social Change  
Conference**, Australian National  
University, Canberra, September 2004.

'Improving Horn of Africa Refugee  
Health', **East African Communities in  
Victoria**, Centre for Culture Ethnicity and  
Health, Melbourne, August 2004.

'Successful Settlement Strategies of Horn  
of Africa Communities in Victoria', **World  
Refugee Day**, Family Planning Welfare  
Association of the Northern Territory,  
Darwin, June 2005.

## publications + promotions

Working Women's Health is nearing  
the end of a three-year Strategic Plan.  
Our corresponding annual reports  
(including this one), have all been  
similar in design, to represent this  
period (a striking colour symbolising  
immigrant women's strength).

The annual report documents our  
work, provides an opportunity to hear  
from our working women in the one  
space, and is a neat symbol of our  
Uniquely Recognised Position with  
immigrant and refugee women.

Working Women's Health is also a  
Learning Organisation, and our  
Multilingual Library and Resource  
Collections are a direct source of  
health information for women, and  
provide an informational base for our  
Effective Service Delivery (Industry  
Visits, Community Workshops, and  
various projects).

The production of the Multilingual  
Library Kit was a major part of my  
work in 2004/05. The Kit will promote  
WWH resources to a wider audience.  
Amongst its features is a detailed  
topics list (single language lists will  
also be available). Our Multilingual  
Library Coordinator has driven  
this Project with dedication and  
professionalism.

The production of a Bilingual Health  
Education Booklet was an exciting  
part of my work this year. When  
complete this will provide a clear  
picture of the unique work  
undertaken by the WWH Bilingual  
Educators. It is a project I am really  
looking forward to completing with  
my colleagues in 2005/06.

I also produced bilingual business  
cards for our Educators this year—a  
simple, effective way to communicate  
with CALD women that their diversity  
is our focus. 'Working Well' the  
WWH newsletter is now revamped to  
a compact A5; don't let its size fool  
you, it's packed with news! We've  
had great feedback already, look for  
a double issue in the new year.

Thank you Mariastella for so ably  
sailing our ship (and with such good  
humour) in Adele's absence  
(congratulations on Alessandra's  
arrival). Many thanks to the Board.  
Thank you to the women I work with,  
all the best to those who have left us,  
and welcome to those who arrived  
this year. Like the women we work  
with you continue to make a  
difference, to be true contributors.

**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 majority of my work this year revolved around the very exciting 'Healthy Women, Healthy Communities Problem Gambling Project'. This Project, funded by the Department of Human Services through the Community Partnerships Scheme raised awareness through health promotion and education with immigrant working women about the increasing issue of problem gambling in our community.

This Project garnered a number of positive outcomes. Working Women's Health now has a new module for its health promotion delivery. Strong partnerships with Gambler's Help Services are another positive outcome.

These partnerships resulted in an extensive training program for our Bilingual Health Educators, empowering them with new skills and knowledge that is being passed on to many other women.

Our Educators conducted sixty health promotion sessions and hundreds of women had the opportunity to share their ideas about problem gambling, its prevention and treatment.

(The Project addressed the issue from a harm minimisation framework, locating problem gambling within the social context of women's health and wellbeing).

An evaluation report, documenting the project process, will be launched in 2006.

Training programs for this year were not any less fruitful. The Educators were trained in new topics relating to women's health including problem gambling, cervical screening, asthma, and quality use of medicines. Training also includes updating our Educators on health topics that have been of previous focus. This year this included reviewing knowledge of the Australian health system, domestic violence issues, and consumer rights.

External training programs worked mostly with FARREP workers and other bilingual workers. Workers who have benefited from our training this year included FARREP health educators, and HIV and Hep C bilingual educators (working as part of Multicultural Health and Support Services at the North Richmond Community Health Centre), Horn of Africa bilingual facilitators (as part of Community Safety Programs), and other groups of Horn of Africa

workers (as part of Western Region Health Service). Victoria University once again invited me to talk to their biomedical students about the impact of work-related issues on immigrant women's health.

Coordinating WWH's welcome of a delegation of Indonesian health professionals in an exchange of our experiences, skills, and knowledge was a highlight.

It was an exceptionally productive year with some very exciting and positive experiences. I have gained immense satisfaction through my work, making positive differences to the many women that live in our communities (many still marginalised), making the 'healing process' much more effective. I hope to bring you more news like this in next year's Report.

**Amira Rahmanovic**  
training programs coordinator

## multilingual resources

In mid-2004 Working Women's Health expanded my role as Multilingual Library Coordinator to encompass the work involved in coordinating our Multilingual Resource (pamphlet) Collection.

As the 'new' Multilingual Library Coordinator I have continued to dedicate my efforts to ensuring that women across Victoria have access to quality health information in their own languages. This of course is part of WWH's unique specialised model of service delivery to immigrant women in the workplace and in community spaces.

During 2004/05 women had greater access to information in their own languages on asthma, cervical screening, problem gambling, and the safer use of medicines, (as a result of new projects Working Women's Health conducted). It was a great opportunity to introduce new topics to women in the community.

Problem gambling patently affects women and their communities and for WWH resources this meant considerable and constant demand. Providing communities information about the safer use of medicines,

asthma, and cervical screening also proved important to our information provision and immigrant women's health and wellbeing this year. This work supports important health and wellbeing measures including harm minimisation and prevention.

Comparable to our work with immigrant women statewide, we also developed our national role and reached women across Australia by resourcing interstate agencies working with their own communities.

The Occupational Health Centre in Western Australia ran a women's health promotion day for their 1000 female employees, the majority of which come from culturally and linguistically diverse backgrounds. Working Women's Health provided multilingual resources for their 'women's health packs'.

We also resourced Shine and the Working Women's Centre both of South Australia, the City of Cockburn Council in Western Australia, Rozelle Neighbourhood Centre in New South Wales, Women's Health Matters of the ACT, and Family Planning in the Northern Territory.

Another highlight this year has been the redevelopment of the Resource Room—as you read this the new shelves will be up and ready to store the extensive Multilingual Resource

Collection. (Currently the Working Women's Health Multilingual Resource Collection holds health information in over 70 languages.) Like the Resource Room by the time you read this our Library Kit, which has been expanded to feature an inclusive list of topics by language will be in its final preparations for printing. Thanks to Anna Volpe (Publications and Promotions Coordinator) for her work on this Project. Both will hopefully improve our work with immigrant women.

Speaking of WWH contributors, Angela Nesci our 'new' Health Education Programs Coordinator has brought vitality and enthusiasm to her role since being appointed mid-year. As Executive Director, Mariastella Pulvirenti has provided us with a solid foundation to continue our work with immigrant women. And we welcomed a beautiful baby girl Alessandra, congratulations to Adele and Lisa. It was definitely all happening at WWH this year! Thank you to all my work colleagues for being super supportive and I look forward to next year!

**Carmela Ieracitano**  
multilingual library coordinator

## statistical evidence

Students often contribute to Working Women's Health, and this year we benefited from the work of doctoral candidate Dorothy Daridor Akindele (School of Population Health, The University of Melbourne).

Dorothy produced a Statistical Compilation Report on Migrant and Refugee Women in Australia and Victoria. In a Learning Organisation focused on immigrant and refugee women's health, this kind of research is an invaluable resource.

The Report (part of Dorothy's Practical Training Project here at WWH), details socio-demographic and health data relating to CALD women in Australia particularly in Victoria. It also identifies gaps in data relating to these women.

The Report demonstrates the importance of reliable statistical information when evidence-based decision-making is a priority. Reliable data on CALD women is important in any work that aims to provide informed health education in a bilingual and bicultural context.

Report subject areas include: demographics, general health, workforce participation, health service access, reproductive and sexual health, occupational health and safety, and mental health.

Working Women's Health will use the Report's data to assist many processes including: charting socio-demographic and health differentials and their status; identifying current priority areas for health promotion; highlighting health and health-determinant areas that require further investigation; and in the preparation of submissions to government.

The Report makes recommendations for developing data for CALD women regarding: collecting data and statistical standards; increasing electronic reporting; representing statistical data by sex and country of birth; improving the capacity of health surveys to give meaningful and useable data on CALD people; identifying data gaps; increasing user awareness and data access; sharing information and data dissemination; and suggestions for further research.

**Dr Mariastella Pulvirenti**  
executive director



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

It is now one year since I began work at WWH. Coming from interstate my knowledge of WWH was limited. I knew of the uniqueness and importance of the model that is WWH—it was what prompted me to apply for the position in the first place. This year has given me the opportunity to learn of the breadth of WWH's wonderful resources and, of the work carried out by WWH and her staff with both commitment and passion for all they do.

This year we received requests by a number of workplaces for health education sessions for their workers. Some of these are workplaces where we have conducted sessions on previous occasions. With a turnover of workers over time, management is interested in ensuring that their new workers also have access to health information. Other requests come from workplaces that have more than one site and want their workers to benefit from our health sessions regardless of where they may be located.

Our health sessions with community groups have also been very popular with demand being high. This is being documented and I have developed a waiting list to ensure that those groups do not miss out.

Working Women's Health collaborated with URCOT on research about violence against women in the workplace. Our Bilingual Health Educators facilitated focus groups during this process—it was obvious by the lively discussions and issues raised that participants were glad for the opportunity of a forum where they could air their experiences. The focus groups were in Greek, Mandarin, Italian, Vietnamese and Arabic.

In the coming year I will continue build networks with newly-arrived communities and smaller more marginalised communities. I am also considering increasing our use of ethnic radio for health education, particularly for those women who are not in the workforce and do not necessarily attend community groups.

I would like to take this opportunity to thank our Bilingual Health Educators for their wonderful work, enthusiasm and commitment to women of immigrant backgrounds.

I would also like to congratulate those BHEs who have obtained work in the field of their choice and profession. While it is sad to see them go and a great loss to WWH it is wonderful to see them move on, in some cases their overseas qualifications being recognised. It is an honour to work with you all.

**Angela Nesci**  
health education  
programs coordinator

## project

## work

### asthma

Working Women's Health received a grant from Commonwealth National Asthma Community Grants (Department of Health and Ageing) to conduct 38 sessions on various aspects of asthma both for people with the condition and for those who are carers of family members with the condition. Nineteen of these sessions were undertaken with community groups and 19 sessions were conducted on various ethnic radio stations and radio programs on SBS Radio. The Bilingual Health Educators received training on basic facts about asthma, coping with

children who have asthma, facts about adult onset of asthma and the management of asthma. The workshops were complemented by an extensive range of information material in many languages.

As a health issue affecting many people in the community—people with asthma, carers, those who know someone with asthma—these workshops were very popular and very well attended.

### cervical screening

The drop in the rate of CALD women having regular pap smear tests has emerged as an issue of major and pressing concern.

Focusing on community groups where a drop in the rate of women presenting for a pap smear test has been identified, five WWH Bilingual Health Educators received training to conduct health education sessions on this subject.

These one-off sessions are being conducted in various workplaces where we have previously conducted a series of health sessions. Returning to workplaces where we have been on previous occasions avoids the need for our Educators to build up trust—so necessary when speaking about such a personal subject. The Project is funded by a Cancer Council Victoria grant.

## problem gambling

Another very sensitive subject that WWH worked on this year was problem gambling. During this Project the Bilingual Health Educators consulted with a number of groups on community attitudes towards this subject. Again, because of the sensitivity of the subject, the sessions in the workplace were conducted with groups who knew and trusted our Health Educators.

This meant a return to Cadbury Schweppes (day, evening and night shifts), Fronditha Aged Care, Can't-Tear'em, and Travellers Apparel. Community workshops were also conducted with groups well acquainted with WWH and who trust our workers.

Because of the sensitive nature of the subject, women were at first very tentative in taking part in the discussions. However, once they realised they were not alone in trying to deal with this issue they were very eager to share their stories and to get information on dealing with problem gambling. In many cases the person who was gambling was a family member and the stories were evidence of just how many people are affected when one person has a gambling problem. The sessions provided them with information on services available both to the person

who is gambling and to the people affected by that person's gambling.

## quality use of medicines

The Federal Government is currently running a campaign on the quality use of medicines. The focus of the Campaign has been to make people aware of the importance of good communication between patient and doctor and client and pharmacist and the need to discuss your situation with these professionals when medicine is prescribed.

Working Women's Health received funding to conduct sessions with community groups in rural Victoria. Our first trip was to Shepparton in April where the NESB Workers Group organised a women's health seminar for our workers to conduct sessions on cervical screening, breast screening, and the quality use of medicines.

The day was attended by a large group of women from Turkish, Greek, Arabic, Italian, German, Dutch, Polish, and English speaking countries. Further sessions are being planned for the coming months in other rural areas.

**Angela Nesci**  
health education  
programs coordinator

## farrep program

As Statewide FARREP Coordinator I provide quality services to women and men from target communities and assist other service providers to do the same.

Casework, counselling, cross-cultural training, and capacity building dominated my work this year. What I saw and heard was disturbing and made me determined to continue to support and advocate for African communities. There are real challenges for these communities accessing health services—particularly sexual and reproductive health.

Greater refugee intakes from target communities and increasingly complex needs meant I resourced more service providers than ever before. More national partnerships to develop relevant programs were another feature of FARREP for 2004/05. This work resulted in both government and service providers continuing to recognise FARREP's role with African communities.

Training and consultation went interstate this year. I spent five days across Tasmania working on sexual and reproductive health with bicultural health educators from target communities.

Improving sexual and reproductive health within target communities involves training both women and men as bicultural health educators.

We focused on harmful traditional practices affecting these communities including female genital mutilation (FGM). Marriage, relationships, communication, and religious and cultural beliefs and their impact on service delivery, were also covered. A day's follow-up training was then conducted in Melbourne. I also ran a two-day community consultation on how to access health services.

This work was a collaboration with Multicultural Health and Wellbeing, Population Health Priorities Unit, Department of Health and Human Services. Issues raised during this visit were then communicated to the Department.

Along with training I also met with local African leaders from Sierra Leone, Liberian, Sudanese, Eritrean, and Ethiopian communities and discussed FARREP, Tasmanian bilingual health education, the health system, settlement issues, and the needs of different communities.

Collaborating with the Family Planning Welfare Association of the Northern Territory meant I was able to deliver five days of cross-cultural training to health professionals, settlement workers, and local

government workers in Darwin. As part of World Refugee Day activities I also ran consultations with newly-arrived African communities, and met with the African Friendship Association. I provided them with insight into African community project work in Victoria and how this could be applied locally. Ongoing support and resources were delivered to both Tasmania and Darwin and are required into the future.

Along with interstate work, rural refugees and sexual health were a priority this year—as in urban areas. I remain committed to a high level of service to target communities in country areas. They continue as a priority area into 2005/06.

In 2004/05 the auspice between WWH a gender-specific organisation and FARREP a community-wide program has yet again provided a unique opportunity for learning and partnership.

Working cooperatively with many stakeholders—with target communities and workers, service providers, departments in government—has been my strength this year, underpinning FARREP's achievements. Thank you to those I have collaborated with including target communities especially the Horn of Africa Women's Group and the African Australian Welfare

Council of Victoria. My strong appreciation also goes to Bernice Murphy and Glen Jose (DHS).

Thank you to my colleagues and to Mariastella for her support and encouragement during the difficult challenges and situations this year.

**Samia Baho**  
**statewide farrep coordinator**

This year I continued to develop my role as FARREP Community Worker at Working Women's Health. The key to my work is to provide women from targeted communities with support regarding their health needs. This includes those groups affected by the practice of FGM (one of the reasons for FARREP's expertise and focus on sexual and reproductive health). I also continued to provide WWH with a direct perspective into African women's health.

I work with women both individually and in groups—this year this included women from Somali, Ethiopian, Eritrean, and Sudanese backgrounds, speaking languages such as Arabic, Swahili, Somali, Tigre and Tigrigna. Likewise the topics we covered were wide-ranging and included continence management, fibroids, sexual health, cervical and breast screening, settlement issues, domestic violence, and access to health services.

I also supported health professionals by providing them with (culturally and linguistically appropriate) information and referrals relating to African women's health.

Networking this year included African service providers (AMES Footscray, Salvation Army, Women's Refugee Outreach Services); Victorian FARREP workers; and African leaders from Ethiopian, Sudanese, Somali, and Eritrean communities. This kind of exchange opens ways to reach more women, provide better services, and be more responsive to needs and demands. It's also a chance to more widely promote both FARREP and the WWH education modules.

Networking also assisted me with research priorities. My contact with AMES City and Footscray campuses assisted me to develop my knowledge of African working women. I hope to use this information in reaching out to African women in the workplace. I aim to provide these women with health education sessions. Women from emerging communities from South Sudan and Western Africa are also groups on my horizon.

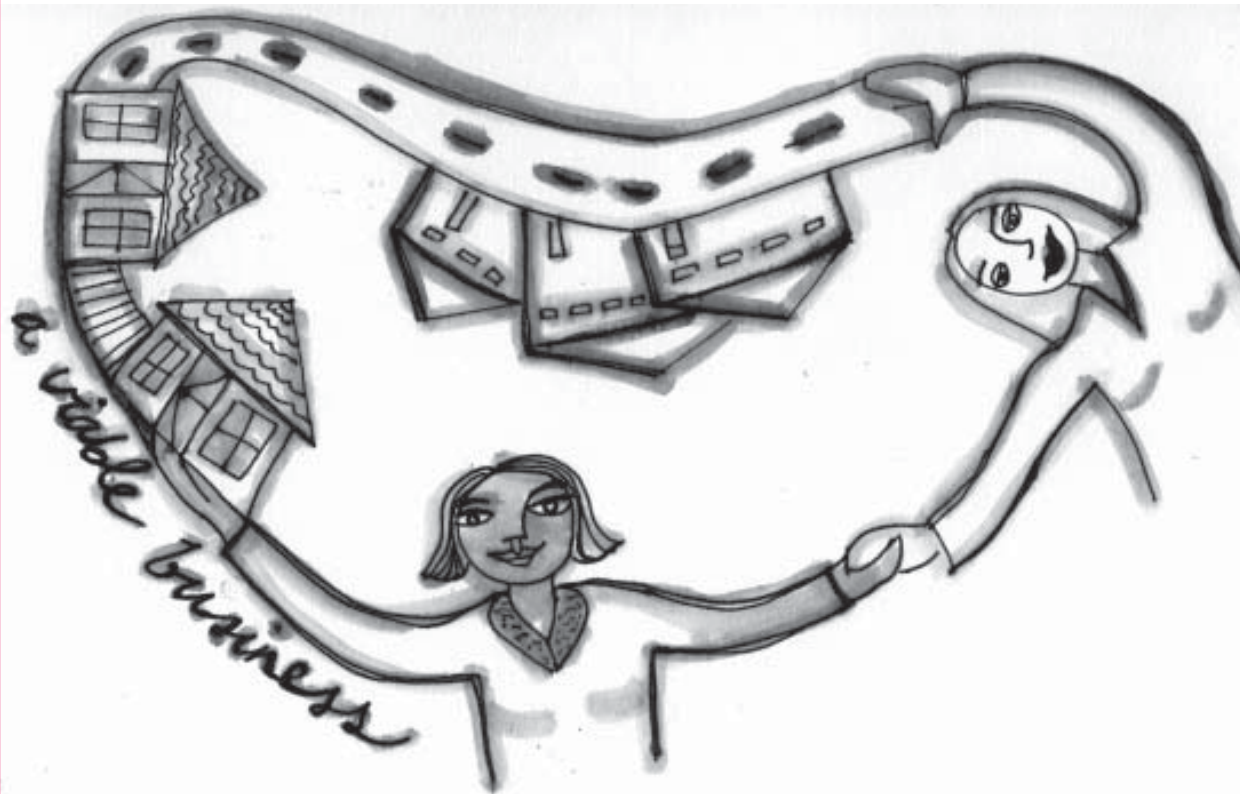
Simple measures also proved effective during 2004/05. Contributing to the WWH newsletter and, women accessing the website, saw an increase of both FARREP and WWH service use by established and newly-

arrived groups of women. This also increased the number of referrals and requests for multilingual resources from organisations providing services to African women both statewide and nationally.

My participation in the WWH 'Women in Prison' Forum proved a revelation into the health of incarcerated women. Further, it afforded me an opportunity to give the service providers in attendance insight into African women's health. I also participated in a workshop presented by Women's Health In the North and the Royal Women's Hospital on young African women's health. The young women's reticence to speak was broken by our shared African background, they really opened up and were then able to discuss their health needs. Further, along with Northern Region FARREP workers, I developed a strategy on cultural appropriateness and receiving positive health information based on needs identified by young people including those from the Horn of Africa, especially Somali youth. I also contributed to applying for related funds and planning for a project based on this work.

This year African women's health proved exciting work, as always.

**Medina Idriess**  
**farrep community worker**



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 (to Oct 04)  
**Faranak Safaei**/Dari and Farsi  
**Hien Tran**/Vietnamese  
**Jeanette Shepherd**/Tagalog  
**Khadija Ali Hashi**/Somali  
**Loranie Leas**/Khmer  
**Marianna Jerbic**/Croatian  
**Medina Idriess**/Arabic, Tigre, Tigrigna  
**Rachanee Naksuk**/Thai  
**Sevgi Bulut**/Turkish  
**Soledad Diaz**/Spanish  
**Sonali Deshpande-Karkhanis**/Hindi  
**Svetlana Bucevska**/Macedonian  
**Violetta Prestia**/Italian  
**Wafa Ibrahim**/Arabic  
**Wei Li**/Mandarin  
**Yanping Xu**/Cantonese and Mandarin

## staff

**Adele Murdolo**/Executive Director  
**Mariastella Pulvirenti**/Executive Director (to Dec 05)  
**Carmela Ieracitano**/Multilingual Library Coordinator  
**Angela Nesci**/Health Education Programs Coordinator  
**Amira Rahmanovic**/Training Programs Coordinator  
**Samia Baho**/Statewide FARREP Coordinator  
**Medina Idriess**/FARREP Community Worker  
**Vijay Arun**/Finance Coordinator  
**Anna Volpe**/Publications and Promotions Coordinator  
**Cristina Moore**/Office Manager (casual)  
**Devaki Monani**/Office Manager (to Apr 05/casual)  
**Ann Marie Braden**/Office Manager (to Dec 04/casual)  
**Cigdem Guler**/Office Manager (to Aug 04/casual)  
**Monika Manevska**/Office Manager (to Aug 04/casual)

## students on placement

**Dorothy Daridor Akindede**  
School of Population Health  
Department of Public Health  
The University of Melbourne

**Patricia Rodriguez**  
ESL  
Faculty of Further Education  
Northern Melbourne Institute of TAFE

## board

**Sandra Lordanic**/Chairperson  
**Annette Sassano**  
**Eugenia Castro**  
**Gabrielle Marchetti**  
**Chris Raab**  
**Andrea Maksimovic** (to Jun 05)  
**Dalal Samaan** (to Apr 05)  
**Ivana Csar** (to Feb 05)  
**Sutapa Howlader** (to Feb 05)  
**Norhayati Kapaufs** (to Oct 04)  
**Jasmina Mujkanovic** (to Sep 04)



**wwh's working women**

## business

## plan

As part of efforts to secure a sustainable future and to ensure WWH's unique services to immigrant and refugee women are maintained and developed, this year we were involved in the creation of a Business Plan. The Plan covers the period from 2004/05 to 2008/09.

The opportunity to develop a Business Plan was provided by the Department of Human Services and was undertaken by BDO Consultants. Working Women's Health staff made considerable contributions by way of providing data to inform the Plan.

The Plan covers four areas: vision, mission and service profile for the planning period; stakeholders and clients or groups of stakeholders and clients who will support and be supported by WWH respectively; assessment of risks faced by WWH in delivering its services over the planning period and planned responses to those risks; and financial management targets, including cost-saving proposals and revenue-raising initiatives.

The Business Plan provides the organisation with a snapshot of its financial position and potential challenges while recognising its

human assets and the value of retaining experienced, committed staff.

Reflecting the relationship between financial imperatives and human outcomes the Business Plan takes account of financial stakeholders (those who fund WWH Programs), and WWH's client groups that is immigrant and refugee women either in the workplace environment or in community spaces.

Risk Assessment is a key focus for the Plan and includes corporate governance; financial management; human resources management; information resources, systems and communications; quality management, incidents and complaints; and stakeholders and external relationships.

The Plan features a Financial Model that acts as an indicator of WWH's position over the next five years (the same period of the Business Plan). The Model allows WWH to input variables to predict the financial impact of any given scenario. This means costs can be more accurately examined in current plans, and also in subsequent years.

**Dr Mariastella Pulvirenti**  
executive director

## financial

## resources

Another successful year has come to a close. This year will be valued cherished and remembered. My role as Finance Coordinator has continued to develop, reflective of the growth across the WWH Team.

Collaborating with DHS has I am proud to report resulted in the Working Women's Health Business Plan (see also Report opposite). The Plan should keep us in good stead through to 2009.

Aside from such planning work, I have continued with my normal (accounting and payroll) duties at Working Women's Health. This year we have improved our interest result; our monthly summary reports were more detailed; personnel files have been reorganised; and the improvement of the asset register is in process.

Supporting all of my work has been professional development. This year that meant taking an MYOB seminar and tutoring sessions. I now possess more expert understanding of this key financial tool.

Aside from financial matters, I have also taken advantage of other learning opportunities this year.

Problem gambling was a priority in 2004/05—I was previously unaware of the many problems that can result from gambling. Having attended the Problem Gambling Project Training Program I am now much better equipped to assist my community with this issue. The Project has had a profound effect on me in another way, I will soon publish writings based on this issue.

It was a positive year for leadership too. A new Executive Director can be overwhelming for any staff, and mean considerable adjustment. This has not been true of Mariastella. She has been a remarkable addition to the WWH team, and the vast arrays of skills I have acquired from her illustrate how valuable she has been to our team. (Her organisation techniques for example have given me a more efficient way to approach my work.)

I would like to thank all of the WWH team for they make every day possible and are my pillars of strength. Thanks too to Sandra Lordanic, Judith Schrever, Arty Richetti, Janet Collyer and Sri Wijayan. And congratulations to Adele Murdolo who is now blessed with a baby girl.

**Vijay Arun**  
finance coordinator



**J L COLLYER & PARTNERS**  
ACCOUNTANTS & AUDITORS

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83 Regent  
Que. Wharfby Vc 2150  
PO Box 245  
Que. Wharfby Vc 2150

Phone: 03 959 2011  
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Email: [icoll@jcoll.com.au](mailto:icoll@jcoll.com.au)

**INDEPENDENT AUDIT REPORT**

To the Members of **WORKING WOMEN'S HEALTH INC.**

**SCOPE**

We have audited the attached special purpose financial report comprising the Statement of Financial Position, Statement of Financial Performance, Statement of Cash Flows and Notes to the Financial Statements of **WORKING WOMEN'S HEALTH INC.** for the year ended 30<sup>th</sup> June 2005. The Committee of Management is responsible for the financial report and have determined that the accounting policies used are consistent with the financial reporting requirements of the constitution and are appropriate to meet the needs of the members. We have conducted an independent audit of the financial report in order to express an opinion on it 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 report has been prepared for distribution to members for the purpose of fulfilling the Committee of Management's financial reporting requirements under the constitution. 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.

Our audit has been conducted in accordance with Australian Auditing Standards. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report and evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial report is 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 our opinion, the financial report presents a true and fair view in accordance with the accounting policies to the financial statements the financial position of **WORKING WOMEN'S HEALTH INC** as at 30<sup>th</sup> June 2005, and the results of its operations and its cash flows for the year then ended, and gives a true and fair view of the **WORKING WOMEN'S HEALTH INC** during and at the end of its last financial year.



**Janet L. Collyer**  
**J L COLLYER AND PARTNERS**  
5<sup>th</sup> September 2005

DIRECTORS  
JANET L. COLLYER FCPA LICENS. R. ARNOLD CA B.B.S.



**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 2005**

**NOTE 1 - STATEMENT OF ACCOUNTING POLICIES**

These financial statements are special purpose financial reports prepared for the 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 2005**

	2005	2004
<b>INCOME</b>		
Grant - Dept. of Human Services - W.H.P. & F.P.	439,287	420,254
- Dept. Community Services & Health - F.P.P.	-	-
- Dept. of Human Services - Projects	93,712	17,000
Farrep	61,278	53,072
CW Hlth & Aged Care Recurrent	113,868	111,635
Interest	3,150	3,091
Transfer from Provision for Projects	5,348	73,656
Sale of Publications	773	729
Net Bilingual Register	832	3,976
Training Income	4,555	16,463
Miscellaneous Income	793	5,649
WWH Conference & Events	439	20
Profit on Sale of Non-current Assets	-	22,822
	725,037	728,367
<b>LESS EXPENDITURE</b>		
As per Statement Attached	680,810	740,908
<b>SURPLUS(DEFICIT) FOR THE YEAR</b>	44,227	(12,541)

<b>WORKING WOMEN'S HEALTH INC.</b>		
<b>REG. NO: A0023550R</b>		
<b>STATEMENT OF FINANCIAL POSITION</b>		
<b>AS AT 30TH JUNE 2005</b>		
	<b>2005</b>	<b>2004</b>
<b>ACCUMULATED FUNDS</b>		
Balance as at 1st July 2004	38,821	51,361
Add Surplus/(Deficit) for the Year	<u>44,227</u>	<u>(12,541)</u>
<b>BALANCE AS AT 30TH JUNE 2005</b>	<u>83,048</u>	<u>38,821</u>
<b>CURRENT ASSETS</b>		
Cash on Hand	500	500
Cash at Bank	91,193	50,895
Investment Account	60,273	52,852
Security Bond	8,502	8,502
Debtors & Deposits	<u>1,417</u>	<u>26,365</u>
	161,885	139,125
<b>NON-CURRENT ASSETS</b>		
Motor Vehicles	61,430	61,430
Less Prov. For Depreciation	<u>13,464</u>	<u>1,178</u>
Furniture & Equipment	67,977	64,340
Less Prov. For Depreciation	<u>47,517</u>	<u>43,410</u>
	68,425	81,182
<b>TOTAL ASSETS</b>	<u>230,310</u>	<u>220,307</u>
<b>LESS CURRENT LIABILITIES</b>		
Sundry Creditors	40,021	49,184
Income in Advance	-	59,958
Provision for Long Service Leave	34,146	24,675
Provision for Annual Leave	44,388	32,971
Provision for Project Balances	<u>28,707</u>	<u>14,695</u>
	147,262	181,486
<b>NET ASSETS</b>	<u>83,048</u>	<u>38,821</u>

<b>WORKING WOMEN'S HEALTH INC.</b>		
<b>REG. NO: A0023550R</b>		
<b>STATEMENT OF FINANCIAL PERFORMANCE</b>		
<b>FOR THE YEAR ENDED 30TH JUNE 2005</b>		
	<b>2005</b>	<b>2004</b>
<b>EXPENDITURE:</b>		
Salaries - Regular	338,206	351,895
Salaries - Casual	91,791	97,867
Superannuation	35,428	37,207
Workcover	10,707	12,029
Office Expenses	9,213	11,234
Postage & Telephone	10,438	10,582
Light & Power	5,090	4,495
Premises - Rent etc.	72,002	104,446
Insurance & Legal Costs	-	3,504
Accounting, Audit & Bank Charges	5,949	2,263
Resources & Subscriptions	1,724	3,117
Staff Development, Training & Recruitment	3,265	4,495
Management Costs	3,933	2,540
Travel	4,514	6,491
Equipment Purchase, Rental & Service	2,909	4,470
Depreciation	16,394	17,326
Motor Vehicle Costs	6,384	7,739
Library Resources	775	1,801
Publications	5,600	15,991
Conferences & Seminars	1,332	2,183
W.W.H. Events	62	2,120
Organisational Promotion	4,780	417
I.T. Related Costs	4,346	3,308
Consultancy	10,498	9,271
CHE Training Program	2,555	573
Occupational Health & Safety	238	-
Staff Amenities	3,253	3,530
Other Program Expenses	2,200	2,853
Internet & Web Page	2,637	2,480
Organisational Planning & Stationery	1,006	1,602
Office Maintenance	2,710	4,024
Provision for Staff Entitlements	20,888	4,850
Depreciation Written Back	<u>-</u>	<u>3,626</u>
	<u>680,810</u>	<u>740,908</u>

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

STATEMENT OF CASH FLOWS  
For the year ended 30th June 2005

	2005	2004
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>		
Receipts from Other Sources	38,688	4,715
Payments to suppliers and employees	(636,679)	(705,503)
Interest received	3,150	3,091
Receipts from Government Grants	648,187	661,919
Net cash provided by (used in) operating activities (Note 2)	51,346	(35,778)
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>		
Proceeds from (payment for) property, plant and equipment	(3,637)	(17,144)
Proceeds from (payment for) investments	-	-
Net cash provided by (used in) investing activities	(3,637)	(17,144)
Net increase (decrease) in cash held	47,709	(52,922)
Cash at beginning of year	104,257	157,179
Cash at end of reporting period (Note 1)	151,966	104,257

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	91,193	50,896
Investment Account	60,273	52,862
	151,966	104,257

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

Operating Profit(Loss) after income tax	44,227	(12,541)
Depreciation of Non-current Assets	16,394	21,152
Profit on Sale of Non-Current Assets	-	(22,822)
Changes in Net Assets and Liabilities:		
(Increase)/decrease in current receivables	24,948	(22,122)
Increase/(decrease) in current trade creditors	(9,163)	19,750
Increase/(decrease) in current accruals	-	-
Increase/(decrease) in Grants in Advance	(59,958)	59,958
Increase/(decrease) in Provisions	34,898	(79,153)
	51,346	(35,778)

Family Court Australia,  
Family Planning Victoria,  
Family Planning Welfare  
of the Northern Territory,  
FARREP,  
Filef Women's Group,  
Filipino Women's Group,  
Fran Whitty,  
Froniditha Aged Care,  
Gambler's Help Services  
in Victoria,  
Gambler's Help Services  
CLDB Working Group,  
Gary Schickerling,  
Garry Patterson,  
Gippsland Women's  
Health Service,  
Glen Jose,  
Glen Manner,  
Greek Women's Elderly and  
Friendly Club,  
Greek Women's Group  
East Preston,  
Gruppo Sanitario  
Donne Italiane,  
Health Issues Centre  
La Trobe University,  
Helen McNeil,  
Helena Maher,  
Hilary Christmas,  
Hepatitis C Council  
of Victoria,  
Horn of Africa  
Seniors Group,  
Horn of Africa  
Women's Group,  
Immigrant Women's  
Domestic Violence Service,  
Immigration Museum,

Indian Community Group,  
ISIS Primary Care,  
Islamic Women's Welfare  
Council of Victoria,  
Italian Pensioners' Group  
of Brunswick,  
Italian Pensioners' Group of  
Moonee Ponds,  
Jackie Bramwell,  
Janet Collyer,  
Jean San,  
Jeff Milne,  
Jennifer Alden,  
Jenny Timms,  
Juan Pablo Montess,  
Judith Schrever,  
Judy Abbot,  
Justin Bilszta,  
Katarina Brozovic-Basic,  
Key Centre for  
Women's Health,  
Know the Odds Inc.,  
Kwai Chee Ho,  
Lalor Park Primary School,  
Leigh Barrett,  
Liberian Community  
in Tasmania,  
Limnian Greek Community,  
Macedonian Adult Day Care  
Group Preston,  
Macedonian Support  
Group Thomastown,  
Magistrates' Court Victoria,  
Malyoun Ahmed,  
Marilyn Beaumont,  
Megan Kelly,  
Melbourne Fire Brigade,  
Metro Printing,  
Milica Markovic,

Mmaskepe Sejoe,  
Multicultural Health  
and Support Services  
North Richmond CHC,  
Multicultural Health  
and Wellbeing  
Department of Health  
and Human Services TAS,  
NESB Workers  
Group Shepparton,  
Nestlé Australia,  
Netcore Pty Ltd,  
North Richmond CHC,  
North West Region DHS,  
North Yarra CHC,  
Northern CASA,  
Northern MRC,  
Nur Osman,  
Occupational Health  
Centre WA,  
Odette Tewfik,  
Office of Women's Policy,  
Pamela Brañas,  
PapScreen Victoria,  
Pascale Allotey,  
Peter McKemmish,  
Pre and Post  
Release Network,  
Responsible Gambling  
Secretariat,  
Rete Italia,  
Rosemary Sexton,  
Royal Melbourne Hospital,  
Royal Women's Hospital,  
Rozelle Neighbourhood  
Centre NSW,  
Salvation Army,  
SBS Chinese Program,  
SBS Croatian Program,

SBS Filipino Program,  
SBS Italian Program,  
SBS Radio,  
SBS Thai Program,  
School of Biomedical Sciences  
Victoria University,  
Senior African Elderly Group,  
Shauna Jones,  
Shine SA,  
Shroug Ahmed,  
Sierra Leone Community  
in Tasmania,  
Sigrid van Fornden,  
Slavic Women's Group  
North Melbourne,  
Somali Community  
in Victoria,  
Somali Women's  
Group Flemington,  
Sophie Dutertre,  
Sophie Moraitopoulos,  
South Yarra Greek Seniors,  
Sri Wijayan,  
St Fidelis Italian  
Pensioners' Group,  
Sudanese Community  
in Tasmania,  
Sudanese Community  
in Victoria,  
Sumnation World  
Cultural Festival,  
Susan Adams,  
Tanenat Tayer,  
Thai Post,  
The Alfred Hospital,  
The Cancer Council Victoria,  
Travellers Apparel,  
Turkish Women's  
Group Fawkner,

URCOT,  
VICSEG,  
Victorian Community  
Council Against Violence,  
Victorian Law Reform  
Commission,  
Victorian Multicultural  
Commission,  
Vivien Rogers,  
Wendy Probert,  
Women's Health  
Association of Victoria,  
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 RWH,  
Women's Health  
Loddon Mallee,  
Women's Health  
Matters ACT,  
Women's Health Victoria,  
Women's Health West,  
Women's Refugee  
Outreach Services,  
Working Women's  
Centre SA,  
Youth Housing Footscray.

**thanks!**