

REIMAGINING

COMMUNITY

&

CONNECTION

ANNUAL REPORT 21-22



# CONTENTS

|   |           |
|---|-----------|
| <b>ACKNOWLEDGEMENTS</b>                                     | <b>3</b>  |
| <b>A MESSAGE FROM THE BOARD CHAIR, BEVERLEY KLIGER</b>      | <b>4</b>  |
| <b>A MESSAGE FROM THE CEO, JADE BLAKKARLY</b>               | <b>5</b>  |
| <b>STRATEGIC PLAN</b>                                       | <b>6</b>  |
| WIRE STRATEGY ON A PAGE                                     | 7         |
| <b>SUPPORT DELIVERED BY WIRE</b>                            | <b>8</b>  |
| <b>SERVICES DELIVERED BY WIRE</b>                           | <b>9</b>  |
| <b>VOLUNTEERS &amp; SUPPORT WORKER TRAINING</b>             | <b>10</b> |
| <b>PROFESSIONAL TRAINING &amp; CONSULTATION</b>             | <b>11</b> |
| <b>ACHIEVEMENTS</b>   | <b>12</b> |
| <b>TRAINING PROGRAMS</b>                                    | <b>13</b> |
| <b>PROJECTS &amp; RESOURCES</b>                             | <b>14</b> |
| WIRE'S THEORY OF CHANGE                                     | 14        |
| SUSTAINABLE AND TRANSFORMATIVE EMPLOYMENT PATHWAYS (STEP)   | 15        |
| CASE STUDY: CAMILLE*  | 16        |
| LEAD FOR CHANGE   | 17        |
| INTERSECTIONAL WOMEN'S FINANCIAL CAPABILITY PROGRAM         | 18        |
| THE WOMEN'S FINANCIAL CAPABILITIES PROJECT (WFCP)           | 19        |
| THE FAITH LEADER'S PRACTICE GUIDE & TOOLKIT                 | 20        |
| GENDER, DISASTER AND FINANCIAL WELLBEING PROJECT (GDFW)     | 21        |
| THE SOCIAL INCLUSION PROJECT: SAFE AND SUPPORTED TO BLOSSOM | 22        |
| INTERSECTIONALITY ACTION PLAN PROJECT                       | 23        |
| <b>ADVOCACY</b>   | <b>24</b> |
| <b>LOOKING FORWARD</b>                                      | <b>25</b> |
| <b>OUR BOARD</b>  | <b>26</b> |
| <b>FUNDERS, PARTNERS &amp; SUPPORTERS</b>                   | <b>29</b> |

# ACKNOWLEDGEMENTS

WIRE acknowledges that Aboriginal and Torres Strait Islander peoples are the traditional — and only — custodians of country across Australia. Aboriginal and Torres Strait Islander peoples continue to maintain their wisdom and rich culture — the oldest continuous culture on the planet — despite having experienced genocide, dispossession and colonisation. We recognise their continued connection to land, waters and culture, and pay our respects to their Elders, past and present. Sovereignty has never been ceded. This land always was and always will be Aboriginal land.

Women's Information and Referral Exchange Inc  
ABN 98 957 157 895  
Victorian Associations Incorporated Registration  
A100001225  
Victorian Registered Fundraising License FR0012196

# MESSAGE FROM THE CHAIR

Beverley Kliger (she/her) - October '22

**This year we have experienced the long-term impacts of COVID and entered a new hybrid working model: spending time working from home, keeping our physical distance, and meeting and training online rather than face to face. The Board and I are very impressed with the way WIRE staff have adapted to this new working model while ensuring our communities and service users are provided with the highest quality, responsive services.**

In April, WIRE undertook the mid-cycle Human Service Standards audit with QIP. We were commended for our person-centred approach and thorough preparation, and achieved full re-accreditation, essential for maintaining Department of Families, Fairness and Housing funding.

WIRE held its donor-matched fundraising event with a Giving Day in May which raised over \$45,000. The Giving Day led to an enormous spike in engagement and activity on our social platforms with over 61,000 people reached over the 10-days of the Giving Day action. The funds raised have contributed to WIRE's work with women, non-binary and gender diverse people that aims to make lasting, meaningful changes for individuals, communities and wider social structures focusing on eliminating family violence and financial abuse. This encompasses WIRE's range of activity which includes information and referral services, training and education programs, advocacy, and research.

This year we developed a new Strategic Plan for 2022-25 drawing on the insights and experiences of WIRE's service users, volunteers and staff, funders, partners, and community sector colleagues. The Strategic Plan focuses on strengthening WIRE's reach, and sets out WIRE's beliefs, attitudes and behaviours that underpin how we work as a team, the partnerships we form, and the way we research, design, and deliver our programs.

Throughout the year WIRE developed a comprehensive Intersectionality Action Plan (IAP). The IAP will ensure we take an Intersectional Feminist lens across all areas of WIRE. The next stage will be embedding that Intersectionality Action Plan into all WIRE's internal policies and practices as well as our interactions with women, non-binary, and gender diverse people. Our aim is to accelerate the dismantling of oppression, discrimination and marginalisation experienced by people because of their social and cultural characteristics, including but not limited to, race, gender identity, class, ethnicity, and ability.

WIRE has 'put our money where our mouth is', building up staff, volunteer and Board skills & cultural competence with training sessions from Ambelin Kwaymullina, Djirra, and Anti-Racism Training with Hue.

This year Julie Kun, WIRE's CEO for the last 6 years resigned after achieving substantial change and growth for WIRE. During Julie's nine years at WIRE, first as Business Manager and then as CEO, we expanded our research, training and service delivery programs. Julie has been an impressive thought leader, highlighting that financial abuse is a major aspect of family violence. She has been instrumental in bringing a gendered lens to understanding financial wellbeing.

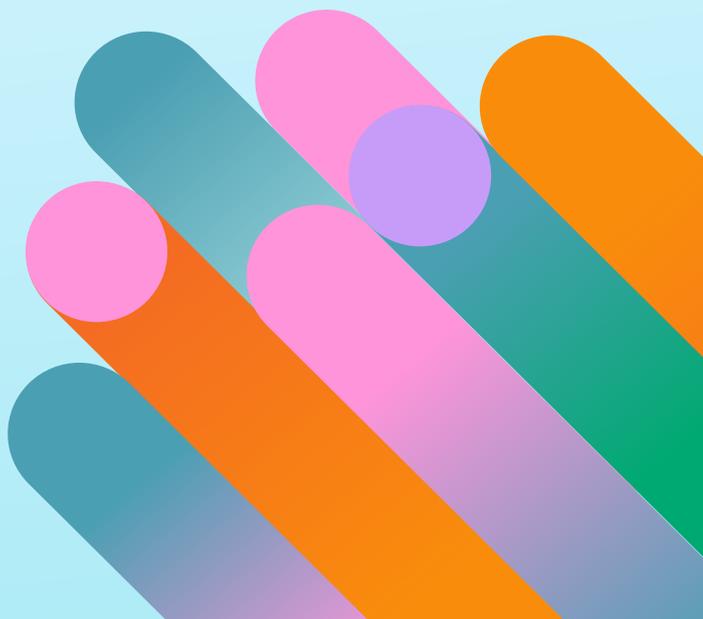
The Board and I are incredibly grateful to Julie for the energy, vision, and heart that she dedicated to our organisation. We wish her the absolute best in all her future endeavours.

It is timely to also welcome Jade Blakkarly, our new CEO who is bringing new passion and insight to WIRE as we re-imagine community and connection and the next chapter of WIRE's story.

Stacey Starr, our Partnership and Fundraising Manager, also resigned in 2022. Stacey successfully raised revenue for WIRE and built new partnerships and collaborations with community and private sector organisations. We wish Stacey all the best for her future.

I would like to acknowledge the dedication and commitment of the staff in providing quality services and support to the community. I also sincerely thank and acknowledge the immense work of the volunteer Board of passionate and talented people who have worked tirelessly throughout the year.

Finally, thank you to all WIRE's many volunteers, supporters, and partners who continue to support WIRE's work to redress oppression and marginalisation experienced by women, non-binary and gender diverse people.



# A MESSAGE FROM THE CEO

Jade Blakkarly (she/her) - October '22

## **The past year has been one of unpredictability, hope, change and connection.**

2021-2022 was a year in which we spent lots of time apart while deeply understanding and striving for connection and community. It was also a year of change for WIRE as it was Julie Kun's final year as CEO, a role I took on in July 2022. We are all very grateful for Julie's many years of service to the organisation and cause. It's an honour to be trusted with the position, and to continue WIRE's excellent work creating connection and community, supporting women, non-binary and gender diverse people in Victoria.

This past year, we were again reminded of the importance of coming together in new and creative ways, of standing with and for each other and of the importance of acknowledging that while we are all in the same storm, we are not all in the same boat.

WIRE has as always come together with creativity and commitment to support each other, to support the people seeking our services and to support our communities. As we worked from home (often juggling competing demands), from modified spaces in the office, on phones and online, as we 'came back to the office', to new ways of working and connecting, the WIRE team has continued to provide a place of support, information and connection for women, non-binary and gender diverse people throughout Victoria.

As we, and our communities, have emerged from the 'crisis' into the 'new normal' some of us slowly and hesitantly, some rushing in head first seeking normality, we have all learnt that it is not about going back to what we had. Now the question is, how do we build a new way of connecting, of working, of supporting, of advocating that holds onto the strengths of what was, incorporates the lessons of the crisis, and moves us closer to the world we are striving for?

WIRE has continued to do incredible and important work over the last year and has achieved amazing things. Our service delivery work continues to evolve and grow with the needs of our communities. We have broadened the offerings and reach of our training program. Our projects continue to create important connections and deepen our knowledge; some have been finalised, others are starting. Our voice and impact continues to hold an important place as we advocate for meaningful change.

A huge thank you to everyone who has been part of WIRE throughout the year. The incredible team of staff and volunteers and Board members have brought wisdom, skills, humour, commitment, feminism, advocacy and passion to the work and to each other.

I also thank the organisations and individuals who through pro bono work, funding, support and partnership, have enabled us to continue and strengthen what we do and remind us of the broader community support surrounding us.

The biggest thank you is to the thousands of people who trust us and engage with our direct service work, our training, projects and our advocacy. We see your strength and hope, and it is an honour to be part of your communities.

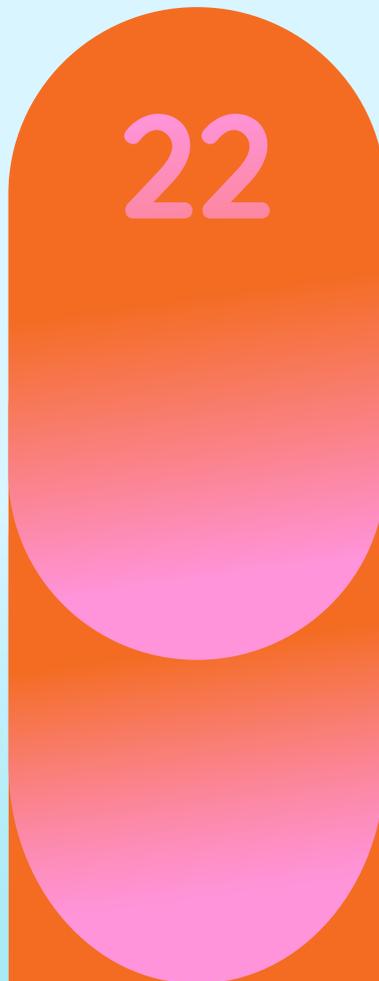
# STRATEGIC PLAN

## 2022-2025

**This year all parts of the organisation invested time and energy into creating a new strategic vision that will inform our future work. Having sharpened our focus on researching, designing and delivering evidence-based programs over the last three years, our key focus for 2022-25 is on strengthening our organisation's reach.**

Our strategic plan is equal parts practical and ambitious as we strive for a just and inclusive society – from exploring how to best ready ourselves for the future as an organisation, to making sure the voices of women and non-binary and gender-diverse people are not only heard, but understood and acted upon by key decision-makers and stakeholders.

*[Read the full 2022-2025 strategic plan here](#)*



# WIRE STRATEGY ON A PAGE



# SUPPORT DELIVERED BY WIRE

## 2021-2022

**Service delivery manager:** Jessica Stott

**2021 was a time of flux and uncertainty. Service delivery became adept at closing its physical doors and pivoting to working from home overnight as lockdowns came and went. We watched as the ways of the world changed and realised that there would be no return to normal. We heard through the Telephone Support Line that people were lonely, isolated, and struggling, and knew that we had to find new ways to reach them.**

In 2022 we got creative and found new ways to reach people in the ways that worked for them. The focus became accessibility, flexibility, and choice. All programs have expanded to include online versions including Volunteer Support Worker Training, Information Seminars, and Community Education. Our online information provision was carefully measured and revealed a previously unrecorded body of meaningful engagement. Online options were introduced for people to engage with WIRE that meets their information needs for accessibility, privacy, safety, and convenience.

Our volunteer community flourished through access to online and hybrid training which ensured a steady flow of trainee and graduate phone support workers and a phone room returning to its pre-COVID vibrancy.

The Intersectionality Action Plan provided exceptional training opportunities for volunteers and service delivery staff to develop their practice of the feminist framework. The people we supported were validated within a framework that recognises their experience of interlocking oppressive systems and affirms the strength they drew upon to navigate the complexity of their lives.

Staff in other organisations were feeling lonely and isolated too, and there was a strong movement to connect. The Community Education program expanded to include incoming education, and the service delivery team upskilled in their knowledge of the service system through regular cross organisational meetings and guest speakers.

As the world slowly opened up, we took the opportunity to host some joyful in-person events. For International Women's Day we held an outdoor luncheon which attracted service users, professionals, and supporters. It was a heartfelt experience of people coming together with a shared vision of a world that is safe and equitable for all women, non-binary, and gender diverse people. 'Film and Feminist Chats' have become a regular in person event where volunteers, staff and service users come together to watch and discuss a film. The discussions have given voice to people's wisdom and experience and allowed people to know and respect one another.

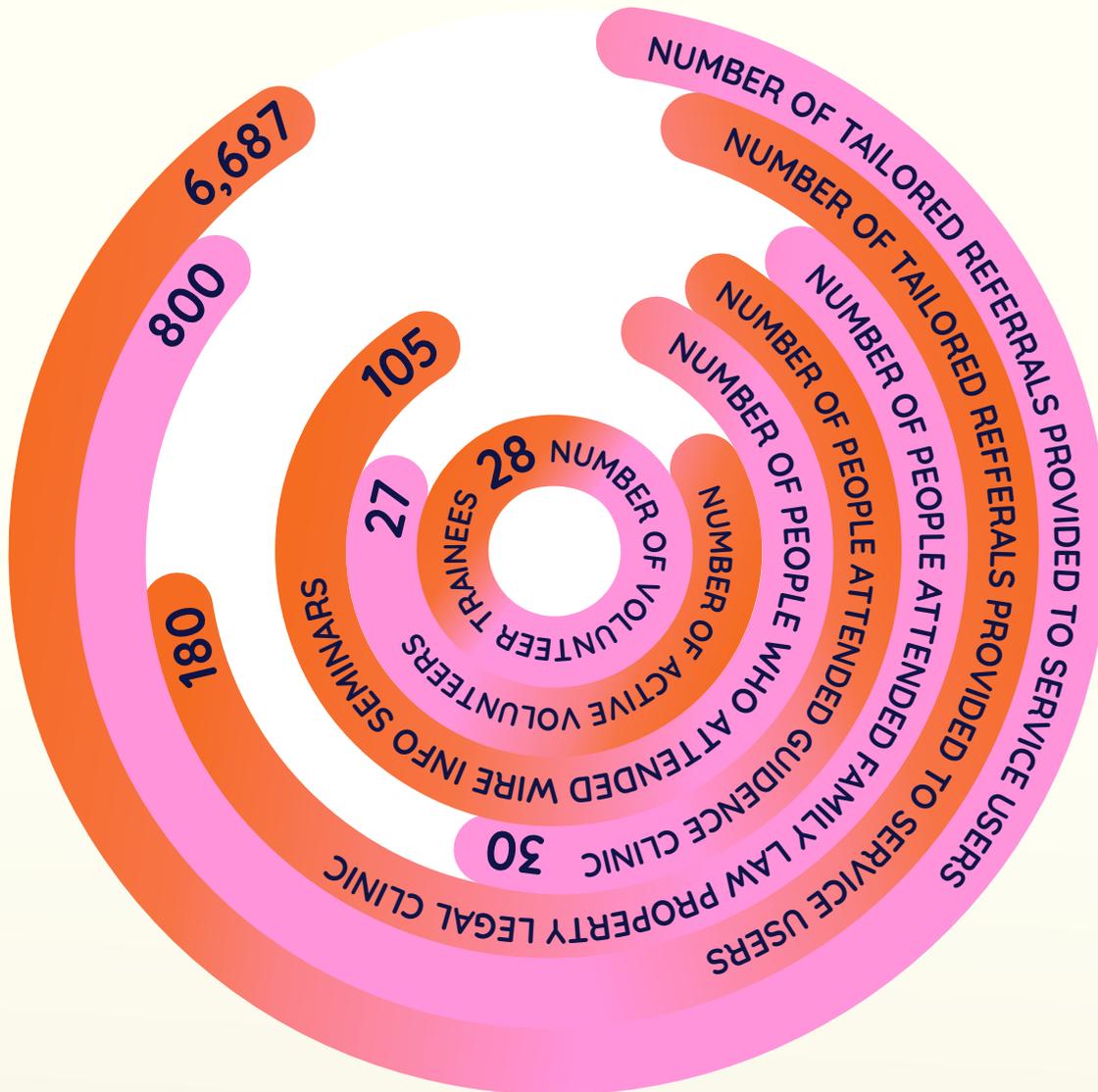
**In a world that values hierarchy, productivity, and competition; a space for connection, solidarity and respect is an essential part of what we provide. As we reimagine community and connection, WIRE is guided by principles that bring warmth, humanity, and dignity to every person we reach.**

# SERVICES DELIVERED BY WIRE

2021-2022

Funded by the Department of Families, Fairness and Housing.

TOTAL OCCASIONS OF SERVICE: 13,628



## TOP 5 REASONS FOR CONTACT



# VOLUNTEERS & SUPPORT WORKER TRAINING

**Training Coordinator:** Vanessa Stathopoulos,  
**Co-facilitator:** Alice McDonald

**Volunteer training is an integral part of WIRE's core mission to provide support to women, non-binary and gender diverse people in Victoria, within a feminist intersectional framework.**

From July 2021 - June 2022, 28 people completed WIRE's recognised volunteer training course. We had the privilege of completing two courses with brilliant trainees, one ending in November 2021 and one beginning in February 2022.

The November group of trainees was the first since late 2019, before COVID. In what was a challenging year navigating pandemic-related lockdowns we had the pleasure of working with a dedicated group of trainees, many of whom are now regularly volunteering at WIRE.

After two years of COVID lockdowns and restrictions affecting our ability to deliver the training in person, we made the decision to move training online for the February delivery. As this was a pilot program, we waived the fees for the trainees, with the support of a Telematics grant. This lessened the financial burden for trainees that can be a barrier to completing the training.

Training courses featured presentations from a range of organisations including Harm Reduction Victoria, Vixen Collective, Council to Homeless Persons, Housing for the Aged Action Group, EDVOS, Women's Legal Service, Safe Steps, as well as individuals Monique Hameed, Vincent Silk, and Julia Bak.

The February course was completed over 10 weeks with all training components completed via Zoom. This training was an extremely valuable learning experience for us as facilitators. We wanted to ensure that participants were able to stay engaged in the learning environment throughout jam-packed days of thought-provoking content and activities. To do this, we shortened the training days, and extended the length of the course by two weeks, to 10 weeks. We had 12 exceptional trainees graduate from the course taking up their probationary shifts in the phone room.

We took our learnings from the February course and determined that future courses would best be provided as a blended delivery. It has been a pleasure to watch the trainees make their way into the phone room and become valuable contributors to WIRE's service delivery.

# PROFESSIONAL TRAINING & CONSULTATION

**Training and Social Enterprise Manager:** Mia McDonald

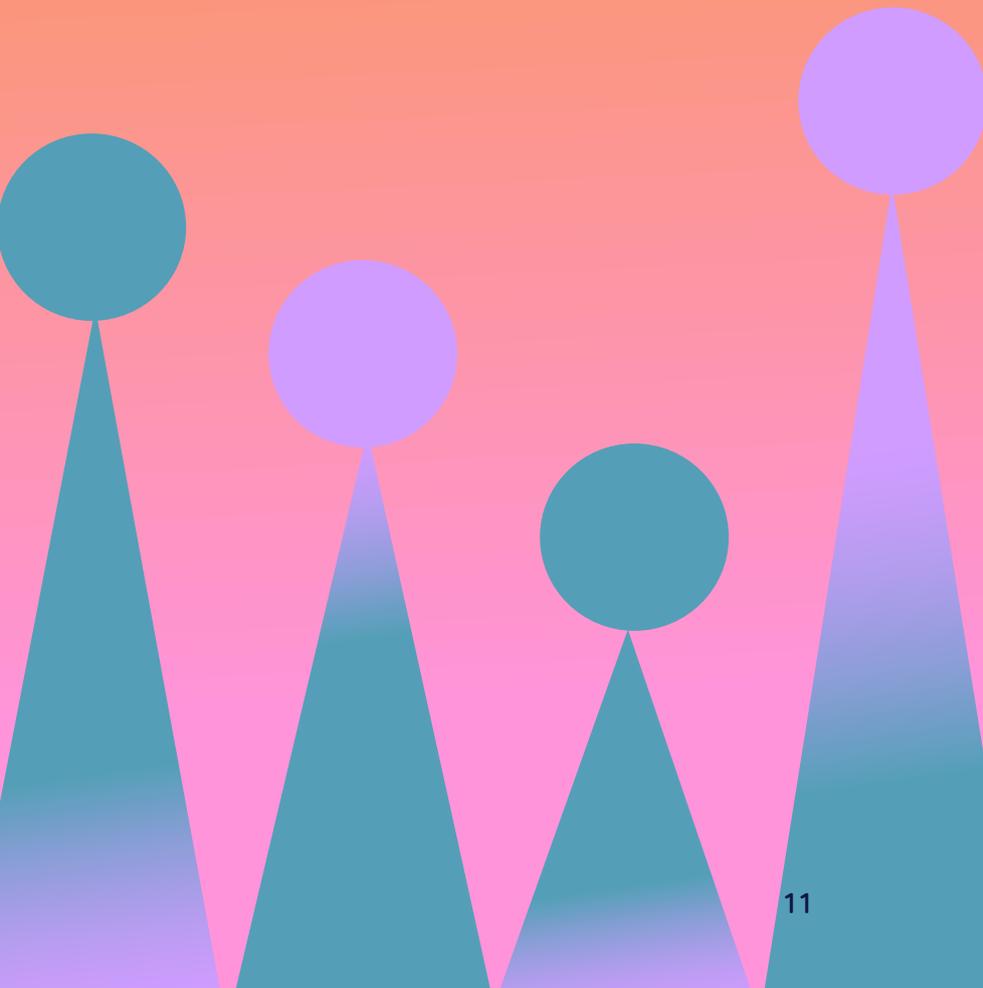
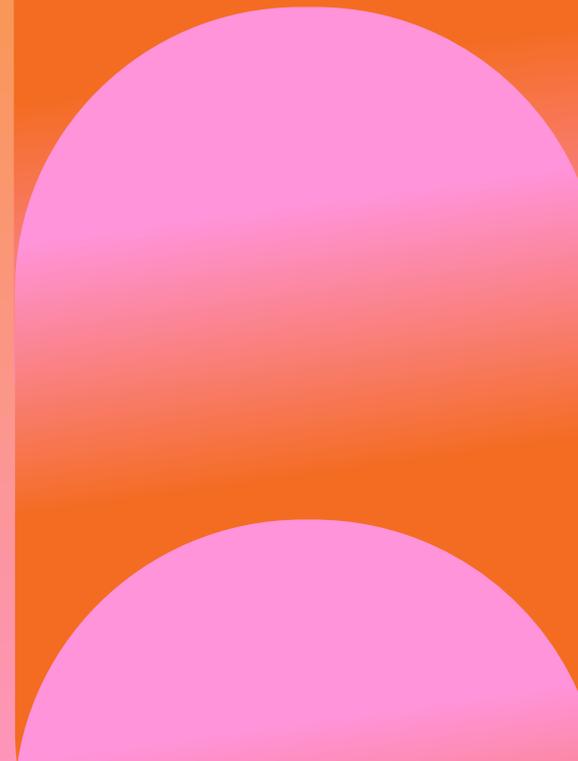
**Coordinator and Lead Trainer:** Ella Reed

**Trainers:** Fatima Aman, Arielle Milecki, Jane O'Hanlon,  
Laura Powell, Matilda Stevens

**WIRE's consulting and training is a product of the collective expertise and extensive practice experience developed over the organisation's almost 40 year history. Our training is evidence-based, using up-to-the-minute research alongside data and real-life case studies collected from service users accessing WIRE's free support and information centre.**

WIRE's suite of training programs builds the capability of individuals and organisations to feel more confident, knowledgeable, equipped, and safe to respond to family violence, financial abuse, and deal with difficult customer interactions.

In order to adapt to the new work environments created by COVID, WIRE has developed engaging training tailored for online delivery, as well as our existing face-to-face delivery.



# ACHIEVEMENTS

After a year of consolidation, WIRE’s training arm has gone from strength to strength. The training team has grown from one to four trainers, including two lived-experience trainers from diverse backgrounds. Our team are highly skilled facilitators who bring a wealth of experience and expertise to the development and delivery of content.

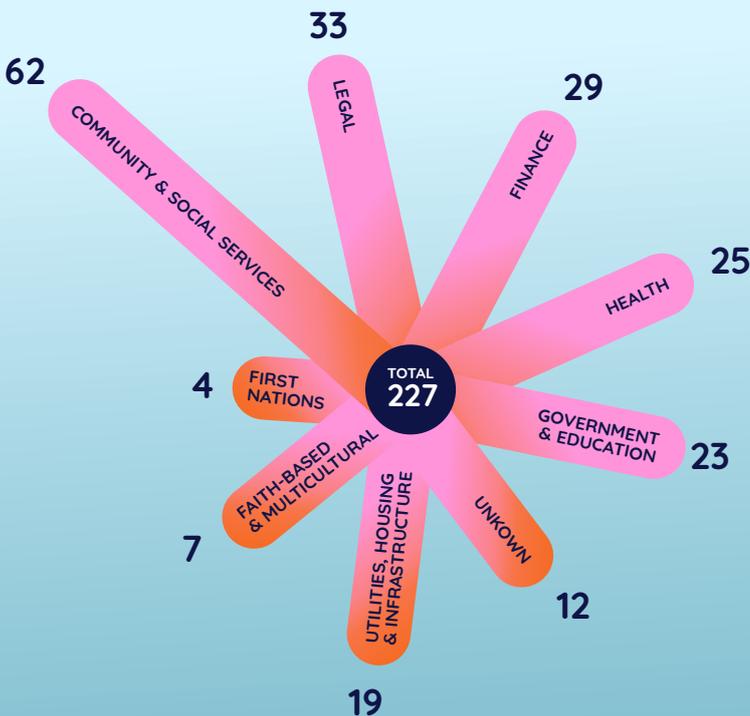
This year has seen us attract a national audience; we have doubled the number of training sessions delivered and tripled the number of participants and training hours. The popularity of our Dealing with Difficult Calls course has led to increased public delivery from four times a year to once a month. We also adapted our family violence and financial abuse training offerings in response to industry demand, tailoring content for the financial, health, legal and utilities sectors. Our skilled training staff have been able to develop responsive training adapting the types and modes of training to meet the needs of the wide range of different organisations that engage WIRE for training. In addition, this year WIRE extended our consultancy work, collaborating with corporate partners on policy development, gender equality action plans, and public resources regarding family violence and financial vulnerability.



**NUMBER OF PARTICIPANTS:**  
**1146**



## INDUSTRY SEGMENTS



# TRAINING PROGRAMS

## DEALING WITH DIFFICULT CALLS

**This practical and informative workshop is for professionals who want to develop their skills and knowledge in responding to difficult and challenging phone calls - including responding to callers who present in a state of crisis, anger, distress or have difficulty communicating.**

This training is designed for phone-based workers including phone intake and response, reception and call centre staff, customer and intake advocates, legal assistants and volunteer coordinators who are the first point of contact for service users and customers.

We have modified the Dealing with Difficult Calls training to be suitable for anyone who interacts with customers or service users.

## RECOGNISING & RESPONDING TO FAMILY VIOLENCE

**This training provides the skills and knowledge to understand, recognise and respond to family violence. Upon completion, participants are well-equipped to support and provide referrals to anyone (family, friend, colleague or staff) who may be experiencing family violence.**

The training is essential for frontline workers, managers, and business leaders across all industry sectors as it sets out the interpersonal skills needed to create safe spaces for people to talk and share their experiences, as well as how to support them.

## RECOGNISING & RESPONDING TO FINANCIAL ABUSE

**Leveraging WIRE's extensive expertise in financial abuse, this specialised training provides participants with a deep understanding in recognising and responding to financial abuse. Participants gain an understanding of: the relationship between family violence and financial abuse; how to recognise diverse types of financial abuse; how to support staff and clients experiencing financial abuse and equip them to provide appropriate referrals.**

This training is designed for client-facing professionals from a range of industries, including utility companies, financial institutions, money/debt advice services, insurance, legal, real estate services and housing, and community sector agencies.

# PROJECTS & RESOURCES

## WIRE'S THEORY OF CHANGE

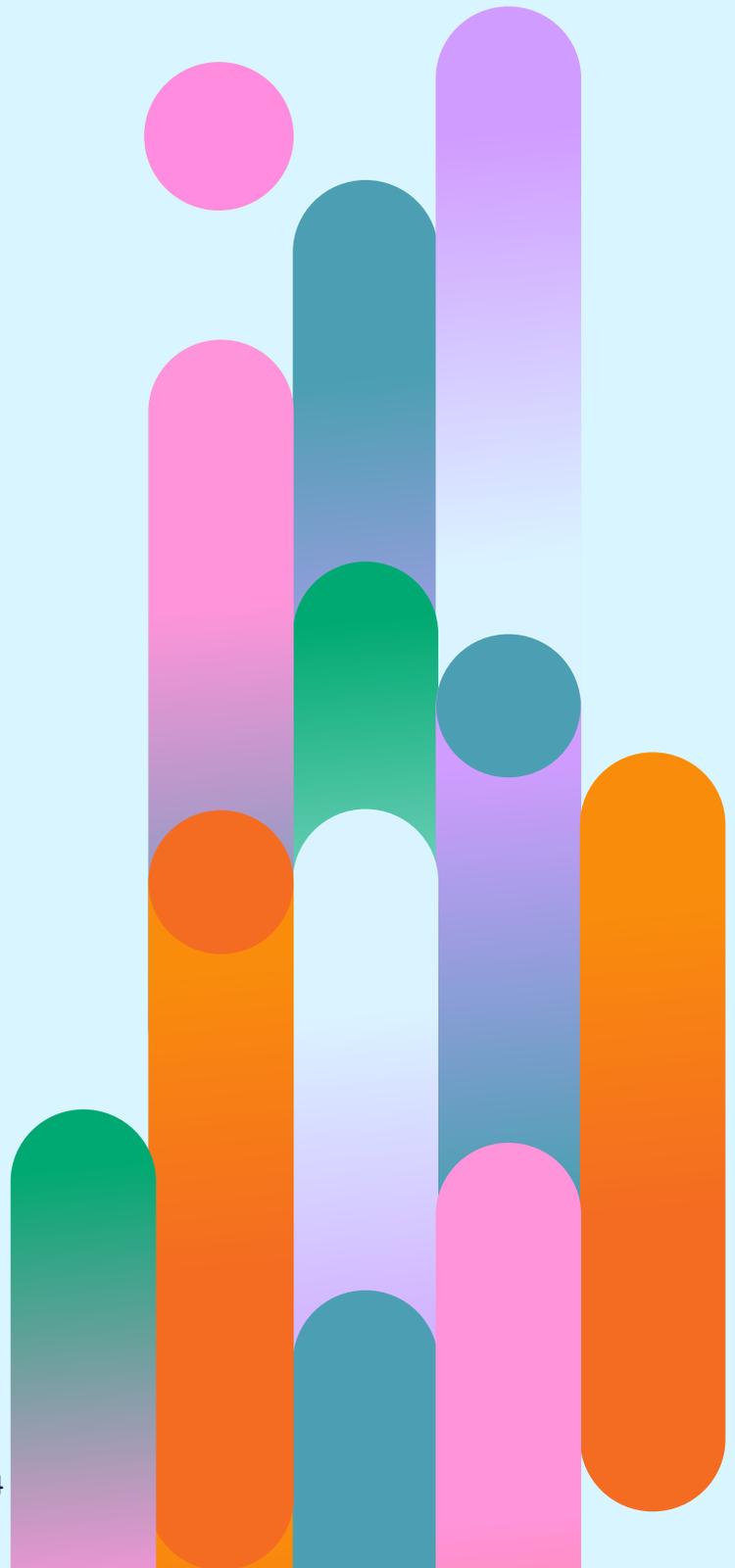
**Project Lead:** Dr Zuleika Arashiro

**Launched in March 2022, our Theory of Change underpins our practices and our advocacy through the systematisation and clear communication of WIRE's approach to financial capability. Dr Zuleika Arashiro reviewed all WIRE's previous research, resources and projects and consulted widely with internal and external stakeholders to develop a knowledge paper.**

The findings set out in the Knowledge Paper to construct WIRE's Theory of Change. WIRE's work on financial capability and wellbeing is based on the premise that the primary cause of financial insecurity for the most marginalised women, non-binary and gender diverse people experience is a lack of access to basic and regular income and exclusion from government social infrastructure and support. To achieve positive change for women, non-binary and gender diverse people, the most marginalised need to gain access to income in a fairer and more equitable way, in addition to skills and knowledge to control their financial life.

Both documents are [accessible here](#)

The project was self-funded and is regarded as essential work to underpin WIRE's advocacy agenda and service model.



## SUSTAINABLE AND TRANSFORMATIVE EMPLOYMENT PATHWAYS (STEP)



**Project Lead:** Elyse McInerney until May 2022;  
Bree Allingham-MacLaren from May 2022.

“ Work is a huge factor to gain independence... many victim-survivors suffer from financial abuse and not being able to work prior to leaving [their circumstance]

JOB COACH

Supported by [CommBank Next Chapter](#), the Sustainable and Transformative Employment Pathways (STEP) project assists victim-survivors in their financial recovery after experiencing family violence, with a focus on helping them gain and maintain employment. The project approaches this in two ways:

- 1. The STEP Job Seeker Program.**  
A series of workshops for victim-survivors, designed to improve their confidence and skills in job-seeking. Participants are also paired with a job coach for one-on-one mentoring and individualised support.
- 2. The STEP Victim-Survivor Supportive Workplace Standards**  
These are in development and are designed to support employers to implement trauma-informed policies and practices that improve access to employment opportunities for victim-survivors, as well as improving employment conditions for new and existing employees who are victim-survivors.

The STEP Job Seeker Program was delivered in two pilot phases. The second pilot of the program ran between October 2021 and May 2022. 13 participants took part in this program, which included 17 workshops on a range of topics relating to job seeking and beginning paid work. In response to state COVID-19 regulations in Victoria, workshops were again held online and close to two thirds of participants had found employment by the end of the program.



An evaluation of the STEP Job Seeker Program demonstrated its continuing usefulness for victim-survivors. Most participants identified that the program addressed their unique needs and aspirations, and they felt more optimistic about their financial future after completing the program.



OF PARTICIPANTS IDENTIFYING THAT THE PROGRAM ADDRESSED THEIR UNIQUE NEEDS AND ASPIRATIONS.



FELT MORE OPTIMISTIC ABOUT THEIR FINANCIAL FUTURE AFTER COMPLETING THE PROGRAM.

“ I do remember feeling pretty hopeless [about my financial future and employment status] during the whole pandemic - there was just no work around. I think [the training] made me feel like I have skills and if I put the effort in and work with my job coach, then [I will find work that's a good fit for me and my financial future].

(STEP PARTICIPANT)

This year we also worked with employers from a range of industries, including utility companies, global consulting and engineering firms, family violence support organisations, and companies responsible for key infrastructure Australia-wide to further develop the workplace standards and accompanying resources.

Find out more about [CommBank Next Chapter](#), a program to support [CommBank](#) customers and members of the community impacted by domestic and family violence and financial abuse, on the [CommBank website](#).

## CASE STUDY: CAMILLE\*

Camille is a pastry chef who migrated to Australia from overseas. Last year, Camille was looking to transition to a new career as a teacher or trainer of aspiring chefs following an injury that meant she could no longer work as a chef. With two school-aged children, Camille said it was hard to find a job that gave her the hours and flexibility she needed to balance her responsibilities as a single mother.

“ I hadn’t applied for jobs for a long time, I was quite outdated, and didn’t know to apply or what the requirements are, how the system works or how to protect myself. It’s hard to find something to meet my lifestyle, with the right hours and stuff. In my previous industry it was easy, changing industries was all new. Stepping into a sector where no one knows you is quite daunting.

Through the STEP program, Camille attended 16 weekly workshops focussed on building skills and knowledge for victim-survivors of family violence to be able to find employment.

“ Every session we learned something, from [the facilitators] or from the external people you brought in, or from other participants. I don’t know which is more useful!

Camille also worked with a job coach who provided her with targeted, individualised support.

“ My job coach and I worked on my resume... she taught me to reflect on the job you’re applying for. It was very interesting, she made it very easy, but I would never have thought to do it that way.

Camille really valued the chance to be a part of a group of people who had shared a similar experience to her and who were now all working towards the same goal – finding employment.

“ The participants were all great, I like that we are all from the same background [with a shared experience of family violence] but we don’t talk about it. We are all there because we are looking for jobs.

“ It was great to see people from different industries and different backgrounds using the same program – it can support anyone, it’s not just for certain types of people

“ It was daunting at the start [to be in the workshops with other participants], but after a little while it felt so easy to talk to each other. [Another participant] and I were both looking for jobs teaching for the first time, so it was great to find someone in the same circumstances”

In May, Camille commenced a new role teaching aspiring pastry chefs at TAFE. While Camille has achieved her initial goal of finding her next job, she says the confidence and skills she gained will continue to help her well into the future.

“ I’ll use it all the time! As I look for jobs, or keep up with my job. LinkedIn, and the legal services available – there is so many things to reuse in the future. It’s not something I’ve done and will put away, it’s something that will be useful as an everyday thing.

“ I’ll be more confident going for job interviews, and applying for a job, then compared to before [I participated in the program]. I know how things work, I know the legal side of it, I’m more confident going for a job, doesn’t matter about my history or what’s happening in my family. That’s the main point [of the program], the confidence.

Camille has a message for those who are thinking of participating in the STEP program in the future.

“ Do it! It’s only beneficial, you’re learning so much, I don’t think anyone in the group got bored, you always learn and you learn from the trainers and from each other, from experience and from talking with each other.

\*NAME CHANGED FOR PRIVACY

## LEAD FOR CHANGE

**Project Lead:** Nithya Dorairaj

**Lead for Change is an innovative, intersectional family violence prevention program that harnesses the passion, power and location of everyday leaders to have transformative gender equity change conversations in their communities.**

Lead For Change empowers community members to be active in addressing the epidemic of gendered violence, giving people the knowledge and skills to contribute to the solution. The program looks at issues around race and other forms of discrimination that operate in conjunction with gendered drivers of violence.

The project began in November 2021, with the first six months focusing on creating a new project plan through interrogating research and evidence, and then targeted networking to generate interest for workshop bookings.

The original scope for the project was to work with marginalised communities to provide skills and confidence to speak up. However, in the project design stages it became clear that these communities already carry a disproportionate burden and that those in leadership can carry and sow seeds of change.

Workshops are co-designed with each group and are tailored to cover topics that address the needs of that group. Every workshop has a different name according to the context, such as Reach for Change, Leadership for Change, or Women Leading Change.

The first workshop of the revised Lead For Change program was delivered in June 2021 to 35 participants in Cardinia Shire, titled “Together We Can Lead for Change.”

At the end of the financial year the project already had ten workshops booked in for the coming financial year, leading change in organisations ranging from junior gymnastics clubs to teachers and public servants.

*Lead for Change is funded by the Liptember Foundation.*

## INTERSECTIONAL WOMEN'S FINANCIAL CAPABILITY PROGRAM

**Project lead:** Catherine Connolly

**The Women's Financial Capabilities Project (WFCP) aimed to improve the financial capabilities and economic security of women across Victoria, with a particular focus on First Nations women, women from migrant, refugee, and asylum-seeker backgrounds and women with disability. The program identified the intersecting barriers faced by women in achieving financial security and economic empowerment, and found best practice ways to address these on an individual, community and structural level.**

The WFCP developed a five-part project plan developed through research, co-design and practice. The holistic project plan addressed key barriers to women's financial capability including: access to information; appropriate services and programs; gaps in pathways, referrals and services; and culturally appropriate and accessible content and delivery of programs.

The project incorporated a co-design process centering the lived experience and expertise of women who have experienced economic marginalisation, as well as professional input from cross-sector workers in financial capability.

The project delivered web resources, a hands on guide for financial capability workers, a professional development suite and a pilot program where lived-experience advocates learnt to be financial coaches.

Web resources included Money Management Programs; a centralised web resource for finding free, relevant and timely money management programs. The page recorded 1700 unique visits to the Money Management web resource in its first month

Launched in October 2021, another key web resource developed was the Indigenous Women's Financial Self Care Project created by and for First Nations women. Led by First Nations Foundation this project will include web resources, fireside chat videos, an online women's My Money Dream seminar, email series and a social media campaign around financial self-care.

The Lived Experience Advocates as Financial Coaches pilot saw six lived-experience advocates training to deliver financial capability education to 100 community members.

The [Lens On, Hands On](#) Intersectional Guide for Financial Capability Programs was launched in August 2021, with over 150 people attending the educative panel event. The professional development suite saw over 200 cross-sector professionals trained in intersectional financial capability and recognising and responding to financial abuse.

*The project was led by WIRE in partnership with Good Shepherd Australia and New Zealand, First Nations Foundation, Brotherhood of St Laurence and Women with Disabilities Victoria, and is funded by the Office for Women, the Victorian Government.*

## THE WOMEN'S FINANCIAL CAPABILITIES PROJECT (WFCP)

**Project lead:** S. Lee.  
**Lead Advisor:** Fatima Aman.

**WIRE's Intersectional Financial Wellbeing project aims to improve financial wellbeing for marginalised women, non-binary and gender-diverse people through developing and disseminating a set of resources that will encourage service providers (e.g. banks, utilities, telecommunications companies) to embed intersectionality into their policies and practices.**

This two-year project (ending December 2023) fills a vital gap in service delivery that will benefit marginalised people. Intersectionality refers to the ways that gender, race, class, ability, sexuality and other parts of our identity come together to shape our experiences of the world. Anti-discrimination policies and practices tend to focus on a single identity marker or issue, such as sexism or racism, however not everyone in an identity group has similar experiences. This means that certain needs are missed, resulting in poor outcomes for the most marginalised people. Ensuring intersectional service provision is the only way forward for organisations to cater to the needs of marginalised community members; which will ultimately contribute to a safer, stronger and more equitable society.

This year has seen the appointment of a lead advisor who will share key decision-making responsibilities with the project lead. A reference group for the project has formed and includes people with professional and lived experience in family violence, disability, mental health, First Nations financial wellbeing, and culturally and linguistically diverse financial wellbeing. Group members are in contact at least once a month, and are an integral part of the decision-making process. Group members are also invited to participate in professional development opportunities such as seminars and symposiums. To formally recognise the value of their lived experience, project participation is remunerated through honorarium payments. An evaluation following the first reference group meeting in August was overwhelmingly positive, with the group experience being a safe, respectful and empowering space. Future meetings will continue to harness these strengths to ensure a positive and productive experience. In the next year, the project aims to invite participation from more professional and lived experience experts through community surveys and focus groups, to further inform the direction of the project.

Through this project, WIRE keeps abreast of the latest developments in the finance, utilities and telecommunications industries to observe where the gaps are in relation to intersectional practice, as well as industry receptiveness to change. In addition, the project has developed strong and ongoing relationships with community services organisations such as Financial Counselling Victoria in order to seek insight about the most common financial issues in the community. In the coming year, the project aims to further strengthen these relationships and explore potential collaboration opportunities, which will not only benefit the project but also WIRE as a whole.

The intersectionality resources will be developed through co-design/co-production with professionals as well as people with a diverse range of identities and lived experiences.

*The Intersectional Women's Financial Capability Program is implemented in partnership with Ecstra.*

## THE FAITH LEADER'S PRACTICE GUIDE & TOOLKIT – PREVENTING & RESPONDING TO FAMILY VIOLENCE

**Project Lead:** Manal Shehab

**Faith leaders provide a source of social, moral and ethical guidance and support for their community members. Faith settings are important environments where social networks and social norms are formed and are therefore an important context to target activities that prevent violence against women and family violence. More than half of Victoria's population report an affiliation with a faith, and though the majority adhere to Christianity, Victoria has the highest proportion of adherents to religions other than Christianity. Victoria also has Australia's highest proportion of residents born overseas. (ABS, 2017)**

Faith communities are important places where people impacted by family violence may turn for support. They are also places where faith leaders can provide guidance to community members to foster healthy, respectful, and equitable behaviours, social norms and relationships that prevent family violence.

Research suggests that secular institutions and policy makers have failed to work with, support and fund faith leaders and communities to prevent family violence. Therefore, faith communities need to be supported to challenge the drivers of violence in faith settings. In the past, faith communities have lacked the capacity, resources and funding to document and measure the success of their work to respond to and prevent violence. This lack of collaboration means secular services don't always understand spiritual abuse and sometimes fail to respond to spiritual abuse in faith communities.

Being a victim-survivor and grassroots worker in the sector, Manal Shehab recognized the gap and additional barriers within the sector for victim-survivors of faith. She went on a journey with WIRE and the Victorian State Government, to put together a toolkit that would provide all faith and active community leaders with guidance on how to safely respond to families who are experiencing family violence as well as how to prevent family violence.

The toolkit includes topics regarding religious rituals and themes, to assist faith leaders in identifying the numerous ways they can educate themselves, their families and their communities on the issue of family violence. This is not an all-inclusive list and faith leaders are encouraged to adapt these ideas and suggestions in a way that will honour their tenets and beliefs, while supporting victim-survivor/s and holding persons using abusive and violent behaviours accountable. The toolkit aims to address communities of all faiths and focuses on educating, raising awareness in communities and supporting them to safely respond to the needs of victim-survivors and their families as well as address prevention of violence. It does not engage in theological debates or discourse.

There has been a huge uptake by faith communities and multicultural organisations. An additional outcome is that many mainstream family violence organisations have found the toolkit is useful "lots of great information... love how concepts are broken down into simple language... so valuable". WIRE has received requests for copies of the toolkit from individuals and organisations nationwide.

Within two weeks of launch, the page recorded 1125 page views.

222 people registered for the launch event and there were 740 clicks to the toolkit in the WIRE online newsletter.

[Access the launch and the final toolkit here.](#)

*This project was funded by the Victorian Government's Department of Families, Fairness and Housing, Office for Prevention of Family Violence and Coordination.*

## GENDER, DISASTER AND FINANCIAL WELLBEING PROJECT (GDFW)

**Project Lead:** Catherine Connolly and Laura Powell

### The Gender, Disaster and Financial Wellbeing Project provides proactive training for community workers and financial counsellors in disaster response.

The training was designed for Victorian financial capability workers and financial counsellors, and promoted through Victorian financial counselling networks. In 2021-22 a trainer developed and facilitated the training, with speakers with lived experience from bushfire affected areas participating in the training. Between November 2021 and June 2022, eight training sessions were conducted for financial capability workers and financial counsellors. The training was held online due to COVID restrictions, which increased the reach of the training, with participation from every state in Australia. Training participants' spanned state and local governments, insurance, community service and aged care professionals. The wide and enthusiastic interest in the project led to it being extended to January 2023.

In 2022-2023 the next steps will be to establish a partnership with ICAN Learn (an RTO) and the Victorian Financial Counselling peak body to transfer the training into online self-paced courses.

“ So many supplied resources for future reference; having access to information and noting the important steps in the process, understanding the barriers before and after disaster

FINANCIAL COUNSELLOR

“ I feel better equipped to take a whole of person approach to providing support

TEAM LEADER, COMMUNITY SERVICES

“ It gave me a better understanding of intersectionality and the importance of considering each individual's experience as they engage with and are impacted by different power dynamics. It will help me advocate for policies that support the diverse needs of women and access to services

FINANCIAL CAPABILITY WORKER

“ Very very useful – it was helpful to understand how it can be practically implemented and hear from practitioners regarding their own insights on what works and what doesn't, and [what I learnt today will help me] apply a lens of intersectionality to clients and research”

RESEARCH ASSISTANT

[You can read the Gender, Disaster and Financial Wellbeing Checklist Here](#)

*The project is funded by the Victorian Government Office for Women.*

# THE SOCIAL INCLUSION PROJECT: SAFE AND SUPPORTED TO BLOSSOM.

**Project Lead:** Anna Andersson

**Following a successful program of outreach through the pandemic in the 2020-2021, the Social Inclusion Project undertook research into loneliness and isolation. 32 qualitative in-depth interviews took place with 10 professionals working in the community services sector and with 22 people with a lived experience of loneliness and isolation.**

Four themes came out of the research: exclusion, systemic issues, community and empowerment. Two thirds of people with a lived experience said that they had experienced some form of exclusion that had led them to feel lonely or isolated. Many spoke of additional barriers and lack of support from services which demonstrated the impact systemic issues have on people, either as a cause of loneliness and isolation or as a factor that increased their loneliness or isolation. All of the people with lived experience stated they wanted to be a part of a community and feel a sense of belonging. Over a third of people with lived experience stated they wanted to play more of an active role in society and be contributing more in meaningful ways.

This research highlights the need for connection and provides evidence that loneliness and isolation are not the fault of individuals. Rather, it's a societal issue linked to social and economic structures. The research recommended that future social inclusion programs take on a more empowering approach with co-design, more active participation, and developing anti-exclusion strategies with people with lived experience. The research report "[Safe and Supported to Blossom](#)" was launched in August 2021.

*The project was funded by Bank Australia.*

## INTERSECTIONALITY ACTION PLAN PROJECT

IAP consultants: Dr Nilmini Fernando and Manal Shehab

### WHAT DO WE MEAN BY INTERSECTIONAL FEMINISM:

In practice, intersectional feminism centres groups who are structurally marginalised in society. It addresses complex forms of power in their relationships with identity. It interrogates, exposes, and seeks to dismantle gender hierarchies and binaries. Beyond the individual, intersectional feminism names and resists the interlocking systems of power at the root of multiple oppressions that have cumulative and simultaneous impact on specific groups of women, non-binary and gender diverse people.

WIRE's dedicated, talented team is committed to integrating intersectional feminist practice across WIRE policies, programs, governance and services. This commitment is based on the positive impact it can have on service users, WIRE staff and volunteers, and the broader community.

Over the last year, work has been done to explore power between service users and service providers, as well as an inward-facing approach to examine power at different levels of the organisation. This work was led by Intersectionality Consultants Dr Nilmini Fernando and Manal Shehab, with participation from staff, the board, volunteers, service users and external sector stakeholders.

The IAP process has been powerful because it spoke to issues emerging from the ground, through all-staff consultations and surveys as well as drawing from evidence-based and practice-based research. Great in-roads have been made in developing a three-year Action Plan that WIRE will continue to implement.

### WHAT DID WE DO?

IAP consultants worked across the organisation supporting and tracking change so that all changes, strategic knowledge and expertise are retained within the organisation and managed in a sustainable way during and after the end of the project.

The IAP facilitated safe, equitable spaces that nurture authentic dialogue and reflection, so that the difficult issues can surface and be addressed constructively.

### HOW DID WE DO IT?

Primary work was undertaken by Dr Nilmini Fernando and Manal Shehab to enable transformative, intersectional practice change. This included:

- Creating safe spaces for collective engagement between WIRE's Board members, staff and volunteers
- Co-ordinating monthly staff and volunteer Communities of Practice.
- Overhaul of traditional staff appraisal/ supervision process and introduction of peer-to-peer co reflection models.
- Provided specific protocols and subject matter expertise and staff coaching to revise recruitment process at all stages, from attraction, promotion, application methods, interviews, onboarding and cultural safety in the working environment.
- Building staff capacity through training from external experts, professionals and people with lived experience to share their knowledge.

Staff overwhelmingly valued the conditions of learning within spaces that were safe, where all voices were valued and listened to, and space made for dialogue and discussion, and encouragement to remain open in spaces of discomfort:

“ What I liked most was locating the ideas in academic theory and practice, then placing them in WIRE work examples

“ Allowing myself to be uncomfortable in these discussions and not resisting it is a practice I've applied in my life outside work as well and has been a big turning point for me in applying intersectionality in my life and work

“ Creating an in-person space for discussion of difficult topics allowed me to connect with my co-workers in a way I haven't experienced before

“ I am more able to articulate feminist framework in relation to a greater number of marginalised experiences including experiences of racism, islamophobia and drug user stigma

The project is self-funded by WIRE, demonstrating WIRE's commitment to intersectional practice.

# ADVOCACY

## WORKING IN PARTNERSHIP: THE CALL FOR CHANGE IS LOUDER WHEN WE ADD OUR VOICE

We fundamentally believe that by working together we have greater impact than working alone, and creating social change will make life better for women, non binary and gender diverse people.

This year WIRE was a signatory the Equality Rights Alliance's response to Federal Government's Maternity Leave Act Review, as well as Rainbow Health's response to the Draft National Plan to End Violence Against Women and Children.

In the lead up to the 2022 Federal Election, WIRE was a signatory to campaigns on superannuation clauses for women, financial planning and advice, and pay-day loans. The CEO also signed a statement of support for the Essential Not Expendable campaign which is calling for longer funding terms for community services and more secure work for community sector workers.

WIRE also wrote to the Commonwealth Attorney General regarding the Religious Discrimination Bill and supported a submission to the Attorney General by the Equal Rights Alliance which contested that the bill should not roll back anti-discrimination legislation.

WIRE was part of the campaign for primary prevention of coercive control led by Respect Victoria.

## MAKING THE LINK BETWEEN ECONOMIC INSECURITY & WOMEN'S SAFETY

In addition to our grassroots service delivery and multi-sector training initiatives, WIRE is making the connection between economic insecurity and safety clear at every level in order to create change. WIRE's CEO attended and made a written submission to the National Women's Safety Summit (NWSS). WIRE led a coalition of Australian organisations wanting a focus on economic security at the NWSS Summit. This coalition put out a press release picked up by online Financial news service and wrote to Minister Payne, who did not respond.

WIRE's CEO also participated in a webinar on financial abuse run by the Centre for Women's Economic Security.

## LEADING WITH OUR VALUES: VALUING THE TIME OF PEOPLE WITH LIVED EXPERIENCE

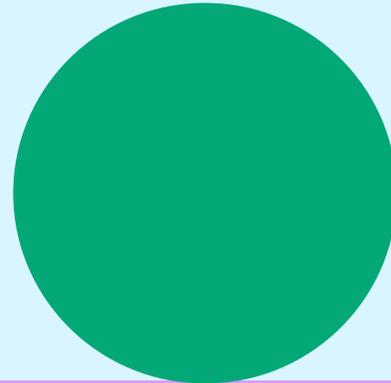
So often our best advocacy is a product of our partnership and engagement work. In our negotiations for the funding of one of our projects, initially the funding body did not want to fund payments for reference group members and lived experience experts participating in the project. It took months to negotiate the contract but we stood firm that a co-design intersectional project must value the lived experience, labour and knowledge of people who are marginalised. We have learnt that the funder now asks all potential projects to budget payments for lived experience experts consulted with. There is no longer an expectation that people's lived expertise should be provided free of charge. The changed practice will have a tangible benefit for people with lived experience, and the quality and impact of the projects they consult on.

# LOOKING FORWARD

## MONEY MINDSET – A FINANCIAL EDUCATION PROGRAM FOR MIGRANT & REFUGEE WOMEN

**Project Lead:** Anasina Gray-Barberio

The Victorian Government's Office for Women has funded a new project to begin in the 2021-2022 financial year. Money Mindset is an intersectional Peer Led Financial Education Program for older migrant and refugee women. Money Mindset is designed to build community capacity and financial capability amongst women from multicultural communities. The Money Mindset Financial Program will undertake a co-design and community partnership approach with ethnic-specific organisations. This is to allow for learning cultural nuances and share power and agency with cultural community partners.



## BRAND REFRESH

**Our key focus for 2022-25 is on strengthening and expanding our organisation's reach, and a brand refresh will be a key part of achieving this goal.**

The brand refresh timeline has been readjusted to follow the development of the new strategic plan. WIRE has engaged the brand agency We Are Harvey to research and propose a brand refresh as We Are Harvey ably assisted us with the development of the new Strategic Plan. The brand refresh process includes consultation with WIRE staff, volunteers, people who use our services and the broader community to elicit diverse and broad insights to inform our branding. WIRE's new brand will be underpinned by anti-racist, feminist, intersectional principles of inclusive practice and be more cohesive and accessible so as to effectively engage with the Victorian community.

# OUR BOARD

Our Board is the legal authority for WIRE. Board members are trustees representing the interest of WIRE's key stakeholders, both constitutional and moral. As such, our Board members are entrusted to ensure that WIRE is soundly managed for the benefit of all women, non-binary and gender diverse people in Victoria

## BEVERLEY KLIGER – CHAIR (she/her)

Bev is a social policy consultant with a Master of Social Science and long history of experience in housing, planning, social and community service development, and most recently, financial support services in response to disasters. Bev was a founding (1996) board member of Women's Property Initiatives (formerly VWHA) and served on the Board for 21 years. Among other roles, she has served as the Acting CEO of the Victorian Council of Social Service (VCOSS), Adjunct Research Fellow at the Institute for Social Research, Swinburne University of Technology, and Establishment Chair of the Consumer Law Centre Victoria (now Consumer Action Law Centre).

### Relevant qualifications:

- Master of Social Science (Urban Policy & Planning), RMIT University
- Director's Certificate – AIM (Australian Institute of Management)
- Take on Board : Kickstarter Helga Svendsen

## NIVA SIVAKUMAR – SECRETARY (she/her)

Niva is an experienced corporate lawyer and company secretary. She is currently senior legal counsel and company secretary at an ASX and Nasdaq listed company. She brings to the Board her experience in managing legal risks and facilitating good governance practices.

### Relevant qualifications:

- Bachelor of Law, University of Melbourne
- Bachelor of Commerce (Accounting), University of Melbourne

## RUTH DEARNLEY – DEPUTY CHAIR (they/them)

Ruth is an executive and non-executive leader and advisor to the for-purpose sector. They are currently CEO of Birth for Humankind and founder and principal consultant at Influence Global, a collaborative social change consultancy. They specialise in not-for-profit strategy, governance, advocacy and communications. Before founding Influence Global in 2016, Ruth led World Vision Australia's advocacy department. With an activist's heart and a governance nerd's head, Ruth is passionate about understanding how change happens and applying intersectional feminist principles at all levels of organisational culture, governance and operations. Ruth is Chair of Speak, an emerging organisation supporting LGBTIQ+ communities in regional Victoria. They are also a trustee of the Influence Global Impact Fund and a member of Melbourne Women's Fund and Globe Victoria.

### Relevant qualifications:

- Advanced Not-for-Profit Governance, Australian Institute of Company Directors
- Master of Arts, Anthropology of Development and Social Transformation, University of Sussex, UK
- Bachelor of Arts (Hons), Geography and Sociology, Keele University, UK

## AMARJIT SAINI – TREASURER (she/her)

Amarjit is a Fellow Certified Practicing Accountant (FCPA) and Graduate of the Australian Institute of Company Directors (GAICD), with extensive experience working for not-for-profits, in particular the health industry. She has experience leading strategic planning, performance and financial management, together with management and lean qualifications. Intersectionality and breaking down gender stereotypes are very important to her.

### Relevant qualifications:

- Bachelor of Business (Accountancy), RMIT University
- Fellow Certified Practicing Accountant
- Graduate of the Australian Institute of Company Directors

### AMANDA BRESNAN (she/her)

Amanda Bresnan has over 15 years of experience working in the not-for-profit sector. Amanda is currently the Government Relations Adviser for Asthma Australia. Previous roles include Interim CEO for Permanent Care and Adoptive Families, CEO of the Australasian Association of Nuclear Medicine Specialists, Manager of Strategy at Djirra and CEO of Community Mental Health Australia. From October 2008 to 2012, Amanda was a Member of Parliament in the ACT Legislative Assembly for the ACT Greens. Amanda is a Director for Farmer Incubator and previous Board experience includes the Australian Injecting and Illicit Drug Users League (AIVL); Australian Council of Social Service (ACOSS); President Asthma Foundation ACT; and Asthma Australia. Amanda is currently a judge for the Hesta Community Sector Awards.

#### Relevant qualifications:

- Company Director Course, Australian Institute of Company Directors
- Member, Australian Institute of Company Directors
- Bachelor of Science with Honours, Griffith University
- Graduate Certificate in Environmental Management, Griffith University

### DR EMMA RAE (she/her)

Emma delivers lectures and tutorials in undergraduate and postgraduate accounting and auditing at Melbourne universities. She also facilitates bystander intervention workshops at RMIT University and was the 2015 chair of the Women's Committee at CPA Australia. Emma has recently completed her PhD thesis on gender equality in the accounting profession.

#### Relevant qualifications:

- Doctor of Philosophy (PhD), RMIT University
- Bachelor of Commerce, University of Newcastle
- Certified Practising Accountant (CPA) Australia Program
- Certificate IV in Training and Assessment, Victoria University

### EMILIE PERROT (she/her)

In 2018, Emilie founded WelInclusive: an inclusion & innovation consultancy whose aim is to create an inclusive future where everyone thrives. She helps organisations and individuals embrace diversity to increase their performance. Passionate about gender equality and social change, Emilie is also a volunteer mentor with Fitted For Work, a Not-For-Profit organisation which supports women who experience disadvantage.

#### Relevant qualifications:

- Master's degree in Management, Finance and Strategy,
- EDHEC Business School
- Leading Change Executive Education Program, University of Melbourne

### MICHAELA MOLONEY (she/her)

Michaela has more than 15 years' experience as a private practice lawyer advising a cross section of clients in the manufacturing, health, retail, energy and education sectors on all aspects of employment law.

#### Relevant qualifications:

- Bachelor of Arts (Honours), Bachelor of Laws (Honours), Law, Monash University

### SHARON PASK (she/her)

Sharon started her career in the automotive industry at the tender age of 16, making coffee for the boys. At that time, women weren't in management or workshop positions, and the glass ceiling was reinforced with iron. Several decades on—and with grit determination, skills and 'a sledgehammer'—she was appointed CFO for a group of Victorian car dealerships and was the first woman to be appointed to the Victorian Automobile Chamber of Commerce (VACC) Executive Board. She now works in Primary Prevention, working on eliminating violence against women and their children.

#### Relevant qualifications:

- Governance and Finance for Registered Organisations – Australian Institute of Company Directors
- Advanced Leadership Program – Women & Leadership Australia
- Governance Foundations for Non-for-Profit Directors – Australian Institute of Company Directors
- Gender Mainstreaming – Flinders University
- Diploma Financial Counselling – AIPC

### UTHRA RAMACHANDRAN (she/her)

Uthra has worked with community organisations to address family violence in culturally and linguistically diverse (CALD) communities, particularly in dealing with “culturally specific” manifestations of family violence and legislative responses. She has also worked as a diversity advocate. In 2015, Uthra co-founded the Diverse Women's Mentoring Association, an organisation that provides mentoring, workshops and career support for CALD law and engineering students.

#### Relevant qualifications:

- Bachelor's Degree, Arts and Law (Honours), University of Melbourne
- Master of Laws, Monash University
- National Mediation Accreditation System, Mediation Institute Pty Ltd

### SARAH GODDARD (she/her)

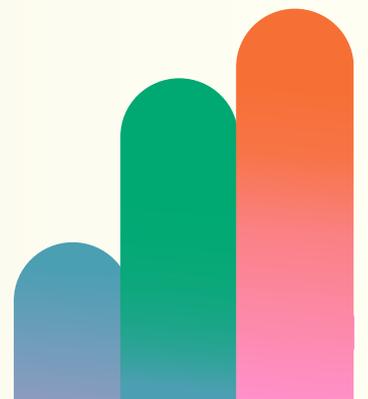
Sarah is a qualified and experienced Strategic Marketing and Engagement professional with a demonstrated history of working across health and community sectors. Past experiences include working in the UK and Australia for organisations where a deep understanding of marketing and philanthropic advances took place, including Berry Street, Scope Australia, Jewish Care and the Australian Breastfeeding Association.

#### Relevant qualifications:

- Bachelor of Business Marketing, Swinburne University of Technology

# FUNDERS, PARTNERS & SUPPORTERS

WITH THANKS TO:



# FUNDERS, PARTNERS & SUPPORTERS

**As we move into a post-COVID world, the support we have received from our funders, partners, supporters, peers and friends is vital in supporting the work we do re-imagining community and connection.**

We want to express our sincere thanks and appreciation. Your commitment to our work continues to have a significant positive impact on the lives of women and non-binary and gender diverse people in Victoria.

To our funders—the Victorian Government Department of Families Fairness and Housing, Office for Women, Office for Prevention of Family Violence and Coordination, and Victorian Department of Premier and Cabinet, Ecstra Foundation, Great Southern Bank, AMP Foundation, Count Charitable Foundation, Brian and Virginia McNamee Foundation, Henderson Family Foundation, Liptember Foundation, Commonwealth Bank, Bank Australia, Australian Unity, Mutual Trust, Telematics, and Gospel Whiskey—thank you for investing in our projects, programs and service delivery. Your ongoing support makes it possible to continue our important work in the community.

To all of our donors, big, small and in-between, your support during this tumultuous time has been fundamental. Your care and generosity bolster our efforts to advocate for structural change, to bring about gender equity, family violence prevention and social justice.

A special thank you to the donors who matched all funds raised through our Giving Day - Toyota Australia, Count Charitable Foundation, Nicholes Family Lawyers, and Fey Futures.

To our project partners and supporters— First Nations Australia, Manal Shehab of Sisters4Sisters, Good Shepherd Australia New Zealand, Brotherhood of St Laurence, Women with Disabilities Victoria, Indigenous Consumer Assistance Network (ICAN) Learn, Financial Counselling Victoria, Dr Nilmini Fernando, Bread + Roses (Narelle Sullivan, Manasi Wagh), Yuimaru Partnerships (Zulieka Arishiro), Navanita Bhattacharya, Nimo Hersi, Rachna Muddagouni, Ambellin Kwaymullina, Janet Curtain, Sakhi Saheli, Jill Faulkner, Radhika Santhanam-Martin, RPS Group, We are Lumen, FLP Financial, Warr Hunt—thank you. The passion and expertise you bring to the table is insurmountable and we are honoured to work alongside you.

Thank you to the presenters who gave such thought provoking and passionate presentations to our volunteer training: Harm Reduction Victoria, Vixen Collective, Council to Homeless Persons, Housing for the Aged Action Group, EDVOS, Women's Legal Service, Safe Steps, and the individuals Monique Hameed, Vincent Silk, and Julia Bak.

To all the organisations and job coaches who volunteer their time as part of STEP and our job coaching program; to everyone who participated in advisory and governance groups for our projects and programs - thank you.

To all the individuals, law firms, and companies who provided pro bono guidance and volunteered their time, including from Pearce Webster Dugdales, Farrell Family Lawyers, Sage Family Lawyers, Nicholes Family Lawyers, Farrar Gesini Dunn, Nest Legal, Mitchell Family Law, and TML Family Law, and BatesSmart.

To Thirst Creative, We are Harvey, Katie Ford Design, Pan Software, WESNET, PrintTogether and Minuteman Press - North Melbourne— thank you.

To intern Sonya Li for your incredible work cataloguing and articulating WIREs advocacy positions, to the many incredible hackers at GirlsIntech Australia's hackathon - thank you for your incredible solidarity and focusing on WIRE!

And a big thank you to all the people who participated in our webinars and panel events, and everyone else who contributed to our research, programs and projects. We hope we can continue doing this wonderful work with you for years to come.

To our peers, the Victorian community sector organisations, and peak bodies and reference groups, GenVIC, Safe and Equal, VCOSS, Economic Abuse Reference Group, Financial Inclusion Action Plan (FIAP), Thriving Communities Partnership, Women's Health Services—thank you for your ongoing passion, advocacy and for working alongside us to accomplish a more just and inclusive society where all people can thrive.

To our staff - thank you for your hard work and unwavering passion to empowering women, non binary, and gender diverse people and creating a better world.

And thank you to every other individual and organisation who has contributed and helped WIRE along the way to continue this important work with our community

## FINANCIALS

[You can read the full audited report here](#)

### WHAT WE DO WOULDN'T BE POSSIBLE WITHOUT VOLUNTEERS

“ The wisdom of all these wonderful women and capacity to respond to the most complex situations, continues to teach me something every time.

CRINA, LONGTIME VOLUNTEER PHONE SUPPORT WORKER

“ I came to this work with a mixture of excitement and trepidation. Like many women, I, unfortunately, have experienced the impacts of violence in my life. The work I have been involved in at WIRE so far has opened up possibility and shown how we can work towards gender equity at the grass roots, and seek the societal shifts that prevent discrimination. Some of this work is done by listening to each caller and centering their voice.

PAULA, RECENT VOLUNTEER PHONE SUPPORT WORKER GRADUATE

