

ANNUAL REPORT 2022-2023



Women's and Girls' Emergency Centre (WAGEC) acknowledges the Traditional Custodians of country and recognise their continuing connection to land, waters, and culture. WAGEC works on the lands of the Gadigal and Wangal people of the Eora Nation and we pay our respects to their Elders past and present.

WAGEC also recognises the inter-generational trauma and structural racism that colonial Australia has and continues to inflict on First Nations people and our position within a system whose history is one of genocide, removal, oppression, and racism.

We pay tribute to the generations of Aboriginal and Torres Strait Islander women who have led, and continue to lead, the way in creating safe futures for women and children and safe spaces for the community. We acknowledge their strength and resilience and promise to do our best as allies in the fight for safety, equality, and justice.

**AUSTRALIA WAS, IS
AND ALWAYS WILL BE
ABORIGINAL LAND.**



Women's and Girls' Emergency Centre (WAGEC) is a public benevolent institution and an incorporated entity, and is registered with the Australian Charities and Not-for-profits Commission (ACNC). It is endorsed to access the following tax concessions: GST concession, FBT exemption, income tax exemption and is endorsed as a deductible gift recipient.

The activities of the organisation are regulated by relevant State and Commonwealth Laws, and the Women's and Girls' Emergency Centre Constitution and it is governed by an elected voluntary Board of Management.

Women's and Girls' Emergency Centre (WAGEC)
ABN 92622900342



Illustration by Michelle Pereira

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Introduction

To continue forward in the face of hardship is to persevere – and no one models this better than the women who walk through the door at WAGEC. Despite battling systemic disadvantage, housing crisis and domestic and family violence, they keep moving forward. They persevere.

The last year was a transformative one for WAGEC. After overcoming years of uncertainty in the wake of the global pandemic, the resilience and passion of our team has allowed us to turn our focus forward. We've experienced immense growth, in both our staffing and community support. We've continued to build a collective that is strong and determined to stand beside women and children in crisis.

It's easy to be discouraged when considering the adversity women, non-binary people and children face on a national and global scale. The cost-of-living crisis continues, as does the epidemic of gender-based violence, and the detrimental lasting impacts of colonisation on First Nations people.

But something is starting to shift. Change is happening, even if only incrementally.

Our fight is far from over, but this is an opportunity for us to reflect and re-energise by celebrating our successes and the perseverance of the women in our community.

WE KEEP MOVING FORWARD.



WE'RE CREATING SAFE FUTURES FOR WOMEN AND FAMILIES BY

ENDING GENDER-BASED VIOLENCE IN A GENERATION.

8 MEET THE BOARD

ELIZABETH WILKINS CHAIR

Elizabeth has worked as a company director for 25 years as well as a board member of other not-for-profit (NFP) organisations. Her previous business career spans senior executive roles in both publicly listed and private companies, and as consultant to other NFP organisations in aged care, disability services, family services, and community services. She runs her own business providing executive coaching to senior people, business facilitation and leadership development, strategic advice, change management and corporate communications consulting. Elizabeth holds a Master of Commerce (E-Commerce), an MBA and is a graduate of the Australian Institute of Company Directors. She has served on the WAGEC board since 2016.



MEERA IYER TREASURER

Meera is a Senior Financial Services Executive and has broad experience in finance, operations and strategy with Citi, Westpac, and CBA. Meera is passionate about her involvement in the NFP sector assisting women. Meera's outstanding contribution to the financial governance of WAGEC was recognised in 2017 in the CBA's NFP Treasurers' Awards Honour Roll.



MICHELLE BARCLAY ORDINARY BOARD MEMBER

Michelle is a Senior Lawyer at the National Indigenous Australians Agency. She currently specialises in commercial law however she started her legal career at Street Law where she worked closely with women in prison and people experiencing homelessness. She was awarded the Westfield Local Hero Award for her work with Street Law in 2020. She also has a decade of marketing and communication experience in the not-for-profit, private and government sectors. In her spare time, she coaches her daughter's netball team and enjoys bush walking and yoga.



HELEN DEAS VICE CHAIR (AUGUST 2023 - CURRENT)

Helen has extensive experience across a diverse range of law enforcement areas including the management of major crime, local policing, policy development, program implementation and evaluation. Key areas of her work have focused on sexual assault, child abuse, domestic violence, and engagement with vulnerable populations. She currently operates a consulting business with a focus on change management and continuous improvement.

Helen holds an Executive Masters of Public Administration, a Masters in Management and Leadership (Policing) and a Bachelor of Social Science. She is also a graduate of the Australian Institute of Company Directors. She has served as a director on a diverse range of Boards.



CLARE GARDINER-BARNES VICE CHAIR (OCTOBER 2022 - AUGUST 2023)

Clare runs an executive coaching and consulting business, CGB Consulting. Prior to that she worked as Head of Strategy, Planning, and Innovation at Infrastructure NSW and as Deputy Secretary, Freight, Strategy and Planning at Transport for NSW. Clare provided advice to government, transport and construction sectors on safety, funding priorities, planning, freight and national policy. Clare held board positions at the NSW Telco Authority, Austroads and Roads Australia. She has worked in government executive positions including Qld Education and was the CEO of the Department of Transport and the Department of Children and Families in the NT. Clare is an advocate for diversity and inclusion, women in leadership and workforce flexibility.



KATE FYLAN ORDINARY BOARD MEMBER

Kate is a Domestic Family Violence (DFV) and Children's Services Sector Leader with over 20 years of experience working in the sector in Ireland and Australia. Kate has unique experience of working with both Victim Survivors of gender-based violence and working with men who choose to perpetrate this violence. Kate is an experienced leader in the DFV and Children's Service sector and has led NSW state programs as well as operational and clinical leadership in NFP organisations. Kate is experienced in practice and clinical leadership, staff development and coaching, practice frameworks and programming. Kate thrives in sector engagement, strategic thinking and advocacy. Kate is a published author, podcast and conference presenter and sits on an editorial board for a Children's Practice Journal. Kate is a proud Celtic Social Worker (2001), Play Therapist (2006), Clinical Supervisor, Sector Leader and Mum to three young children.



ANGELA PRIESTLY ORDINARY BOARD MEMBER

Angela is the founding editor of Women's Agenda, and co-founder of Agenda Media, a 100% women-owned and run media business publishing daily news across a network of websites, newsletters, podcasts, events and more. Passionate about news media and storytelling, Angela's media career has seen her launch and lead several different digital publications across business, tech and politics. To support and fund journalism, she has worked with some of Australia's leading brands to develop creative partnership strategies spanning advertising, content and events.

Angela is also an advisor to Action Aid's Arise Fund, supporting women's leadership in climate emergencies. She advocates for independent media, climate justice, women's health and safety, and diverse representation across start ups, leadership, politics, emerging tech and in all forms of decision-making.



VAUGHAN STIBBARD ORDINARY BOARD MEMBER

Vaughan is a strategic leader and entrepreneur, with a career spanning banking, insurance, management consulting, construction and business transformation, consulting in the public and private sectors. Vaughan specialises in developing the strategic case for change and leading the change through to realisation. Vaughan's interest in the NFP sector formed whilst living in developing countries, and focused on the health, education and safety of women and children. Vaughan has a young family, an interest in travel and actively pursues ocean paddling and team sports.



CAROLINE STEWART ORDINARY BOARD MEMBER

Caroline is a philanthropic leader with over 25 years of corporate, legal, governance, diversity, and NFP experience. Caroline is the CEO of Ecstra Foundation, a grant making organisation committed to building the financial wellbeing of Australians. This work includes a strong focus on women's economic security. She previously led the UBS Australia Foundation and is a current board member of The Achieve Foundation. Caroline served on the board of Philanthropy Australia; the peak body for giving in Australia and was Chair of the Audit & Risk Management Committee.



CLAIRE BEATTIE ORDINARY BOARD MEMBER

Claire is a proud Yorta Yorta woman and prominent senior NSW Public Servant with over 22 years of experience in government across agencies such as Transport, Treasury and Education. Claire has been a three-time finalist in the Premier's Awards, a Finalist in the Australian of the Year, Young Australian of the Year Awards and Finalist in the Women's Agenda Awards. In 2022, she was also the winner of the Indigenous Employee of the year for Construction and Infrastructure from the Indigenous Chamber of Commerce. Claire is an advocate for young people and the community and embodies the spirit of inclusivity and diversity.





A MESSAGE FROM THE CHAIR

Elizabeth Wilkins

AT WAGEC, 2023 HAS BEEN A YEAR TO RESTRUCTURE AND RESET. IT WAS A YEAR TO REINFORCE OUR PURPOSE, AND REVITALISE OUR WORK PRACTICES TO ENSURE WAGEC IS FIRMLY BACK ON THE PATH OF GROWTH.

Like so many other organisations globally, the impact of COVID-19 left WAGEC with residual challenges which take time and focus to eliminate or advance. Despite this, in 2023 WAGEC delivered programs and support to more women and children who were experiencing homelessness or domestic, family or gender-based violence, than in any other time in our 46-year history.

The staff and management of WAGEC have continued to work with unwavering commitment - demonstrating resilience, energy and ingenuity to serve those who so urgently need our care, shelter and range of trauma-informed services. The current housing crisis, cost of living pressures and the increasing incidences of domestic violence in New South Wales continue to create complex and dynamic situations for WAGEC's clients, and therefore WAGEC's staff. Effective support of our clients requires expert capabilities, empathy, sensitivity and wisdom. I pass on the WAGEC Board's admiration and appreciation of the WAGEC team effort and to every individual within the team who get up each working day to improve the lives of others.

During the past 12 months, WAGEC has significantly strengthened its leadership team in the areas of People & Culture, Quality & Impact, and Fundraising & Communities. Nicole Yade was promoted to Deputy CEO, and has been working in lockstep with our skilled and highly experienced CEO, Helen Waters Silvia. Helen and Nicole's charter continues to expand as they implement and monitor strategies to retain and attract skilled human talent during a critical shortage of workers in the sector.

Their focus is on developing the WAGEC team's capabilities, expanding WAGEC's service delivery to support more women and children who are impacted by domestic violence, and participating in government advocacy for both the sector and our organisation. Most importantly, they are working towards the growth of WAGEC's reach and the expansion of our service footprint.

As we develop strategic plans for 2024 and beyond, WAGEC has the instigation of services for Greater Sydney and Regional NSW firmly in our sights. It is WAGEC's aim to ensure that the expansion of our catchment will serve those with little or no current support or services and provide support where the need is greatest within the scope of our skills, resources and abilities.

The impressive fundraising and advocacy work of WAGEC's dedicated cohort of leaders will in some substantial part facilitate the desired push into new markets with an expanded service suite.

This year's Walk For WAGEC broke all previous fundraising records for our organisation - a testament to WAGEC's loyal support base, our new supporters, walkers old and new, and importantly the WAGEC Fundraising team, without which the Walk would not and could not happen.

On behalf of the WAGEC Board, I wish to thank everyone who has contributed to WAGEC's continued progress over the past 12 months - the management, staff, volunteers and supporters. I would like this year to also pass on thanks to the WAGEC Board members who volunteer their time with grace, steadfastness and a true willingness to make a positive difference. It is with a sense of great purpose and continued perseverance that WAGEC faces the future as we serve a growing number of women and children who rely on our organisation for a safer future.





CEO REPORT

Helen Waters Silvia

Amidst these challenging circumstances, the perseverance of WAGEC's work across both our service delivery and advocacy continues to advance. Alongside our front line and gender-based violence prevention work, WAGEC continues to forge collaborative dialogue with State and Federal Ministers, policy advisors and government departments.

I am proud to share some remarkable achievements and new initiatives from this year:

- The rollout of ALL IN - a first of its kind violence prevention program across NSW in early childhood centres. This new program, being evaluated by University of NSW, is leading the way in innovative gender-based violence prevention.
- The announcement of the Helping Children Heal program - supporting children and young people in their healing and recovery from trauma.
- Enhancements to our women's economic security program within our ACCESS Mentoring program.
- Development of a new program FROM NOW - providing critically needed housing and support for women with children exiting prison.
- A range of new initiatives that connect WAGEC with our community of supporters wanting to "join the movement" in ending gender-based violence.

These new developments have occurred alongside the continuation of our core services delivering crisis accommodation, transitional housing, the Staying Home Leaving Violence program and case management. Our core services have been further enhanced by the introduction of new specialist children and young people workers, community based DFV programs, and community lunches at our Redfern site. The resulting impact is an increased support reach across the community as well as increased depth in the support we can provide.

Underpinning these achievements is our unwavering focus on strengthening

WAGEC's internal systems and capabilities. This year we welcomed the appointment of our new Deputy CEO, Nicole Yade, and the creation of two new departments - People and Culture, and Quality and Impact. We have made considerable progress in strengthening our responses to child safety, cybersecurity, and risk management. Initiatives that promote the wellbeing and professional development of our staff have been enhanced, as has the bolstering our operational processes and systems. These improvements ensure the quality and efficiency of our work and creating a culture of excellence and support.

I would like to express my heartfelt gratitude to all the incredible people who are the backbone of WAGEC. To our Board, who generously volunteer their time and extensive experience to lead WAGEC's governance and growth; to our incredibly talented and passionate Senior Leadership Team; and to our incredible staff. From our Client Services staff and managers working on the front line, those delivering our programs in community, and the many staff behind the scenes - your tireless effort, collective strength, and perseverance is the very heartbeat of WAGEC.

None of this would be possible without the generous support and trust instilled in WAGEC from our many funders and supporters. I would like to acknowledge the NSW Department of Community Service, NSW Women, and Commonwealth Department of Social Services for their ongoing, critical funding. Great appreciation is held for our corporate funding partners, the generous financial support from several key trusts and foundations, and the hundreds of businesses, community groups, and individuals who donate to WAGEC. This significant financial support is augmented by the many individuals, businesses, and groups who also donate their time, goods, and services. This broad ranging support allows WAGEC to deliver and develop our vital services to create safe futures for women and children in line with a unity of movement toward the end of gender-based violence.

THE MACRO ENVIRONMENT IN WHICH WAGEC OPERATES CONTINUES TO PRESENT DAUNTING OBSTACLES. THE ESCALATING COST OF LIVING, A DEEPENING HOUSING CRISIS, AND ALARMING RATES OF HOMELESSNESS, PARTICULARLY AMONG WOMEN, EMPHASISES THE CONTINUED, URGENT NEED FOR OUR SERVICES.

Domestic and family violence (DFV) remains the leading cause of homelessness for women in Australia. Recent statistics from Homelessness Australia's "Overstretched and Overwhelmed" Report reveal that three in four people accessing homelessness services were women or children. The largest group requiring support were women under 44. Furthermore, the ABS report that one in seven people experiencing homelessness are children under the age of 12. A dire lack of access to affordable housing and security of tenure continues to be the single biggest challenge faced by the women and children we support.



DEPUTY CEO REPORT



Nicole Yade

Above my desk, in the office at the refuge hangs a sign:

DEAREST,

**I AM WRITING YOU THIS LETTER TO INFORM
YOU OF MY UNBREAKABLE NATURE. THAT'S ALL.
LOVE, WOMEN EVERYWHERE.**

— CLEO WADE

I often change the quotes that hang above my desk depending on what's going on in life, at work, and what inspiration I might need. This quote has been there the longest, and I have a feeling it will stay as long as I do.

Not only does it remind me that I can get through tough times, but it reminds me everyone else can too - that includes the young mum with three kids and not a single bag who arrived yesterday at the refuge, and the mum who just got back from the hospital after giving birth to a beautiful baby girl who has the chubbiest cheeks I have ever seen. It includes the woman who is staying with us after leaving incarceration ready for a new start, and the older woman we support, who was recently widowed and can't afford a place to rent on her own amidst the Sydney housing crisis.

EVERY DAY AT WAGEC WE HEAR THE STORIES OF THE WOMEN WE WORK WITH. WE HEAR ABOUT THE HARD TIMES, WHEN THINGS ARE GOING WRONG AND THE PATH AHEAD IS UNCLEAR, AND THE TIMES WHEN THINGS FEEL IMPOSSIBLE TO OVERCOME. IT IS AT THOSE TIMES OUR TEAM MUST HOLD THE HOPE, SOMETIMES TIGHTLY, SO IT DOESN'T FALL AWAY.

AT WAGEC WE UNDERSTAND THE IMPORTANCE OF NOTICING THE SMALL WINS AND PLAYING THE LONG GAME. ANY STEP IN THE RIGHT DIRECTION NEEDS TO BE ACKNOWLEDGED AND CARED FOR, ESPECIALLY THOSE FIRST STEPS AWAY FROM VIOLENCE - OFTEN THEY ARE THE HARDEST ONES TO TAKE.

This year, I had the opportunity to lead a parenting education program for the mothers staying with us as Jeannies refuge, together with a social work student, Savi Shankar. For seven weeks, Savi and I would prepare a yummy morning tea to share with the mums coming along. With our handouts and whiteboard ready, we sat in a circle together sharing a laugh and talking about how hard it can be to be a mum. The women shared some of their experiences of violence, and reflected on how it was impacting the kids. They shared tips and tricks for getting the kids to eat their dinner and brush their teeth, and they thought about the kind of life they wanted their kids to have in the future too. Without doubt, every woman in that circle wanted a life free from violence for their children - and they were making it happen, one foot in front of the other, sometimes a little wobbly, but always with courage and determination.

I have also spent some time this year at Dillwynia Correctional Centre, a women's prison in Windsor, with inmates codesigning and delivering a domestic violence

education program. The women I have met have all shared stories of domestic violence, childhood abuse, and neglect. One day after group, Amira* shared her story with me. She had grown up a few streets away from my childhood home and told me about the constant abuse she experienced as a kid. Amira said she was scared all the time as a child, not only for herself but for her Mum and brother too. She told me she ran away so many times she lost count. Amira was then placed into Out of Home Care where her foster father continued to abuse her. She dropped out of school and was using drugs to try and cope with the pain she was feeling. She said, at that time, she was confused and alone and just trying to get by. Even though we were meeting inside a prison, she was clear and focused and hadn't been using for a couple of months. She wanted to ask WAGEC to help her with housing because she had a plan and wanted to go to TAFE. She was ready for a new chapter, and we were happy to help in any way we could.

Sadly, Amira's story is not rare. Every day at WAGEC our team meet many women with stories like Amira's. The women we serve have experienced some of the worst the world has to offer, and yet they persevere. It is their perseverance that is our example. Whether it is assessing needs, writing case plans, training mentors, or delivering prevention education, our team on the front line and those behind the scenes work tirelessly everyday with professionalism, optimism and compassion. To all members of the WAGEC team - I am so very grateful for your feminist hearts and dedication. I am proud to work alongside each of you - not because there aren't any bumps in the road but precisely because there are. Let us continue together until all in our community can live free from violence.

*Name has been changed for privacy



TREASURER REPORT

Meera Iyer

It is a pleasure to present my Treasurer’s Report for the year ended 30 June 2023.

The financial statements have been prepared in accordance with the appropriate accounting standards and other mandatory professional standards and have been independently audited by Alison Swansborough, Associate Partner – Audit & Assurance, Crowe Australasia.

FY23 was another successful year for WAGEC. The net operating surplus for the financial year was \$422k (2022: \$1.95m).

WAGEC has truly entered a new growth phase with significant investment to bolster our strategic expansion plans. This saw an investment of \$1.15m towards funding an increase in our staff numbers (FTE). There was no major capital expenditure during the year – spending was closely monitored, and all programs were within budget.

Our gross revenue and other income for FY23 was \$7.74m, a decrease of \$379k on the previous year. Key highlights include our donation and other grant revenue increase by 25% in line with our strategic intent. Government funding was down by \$880k compared to the previous financial year (included one-off grants in response to the Covid-19 pandemic). Our total revenue has continued its overall growth trend over the past six years.

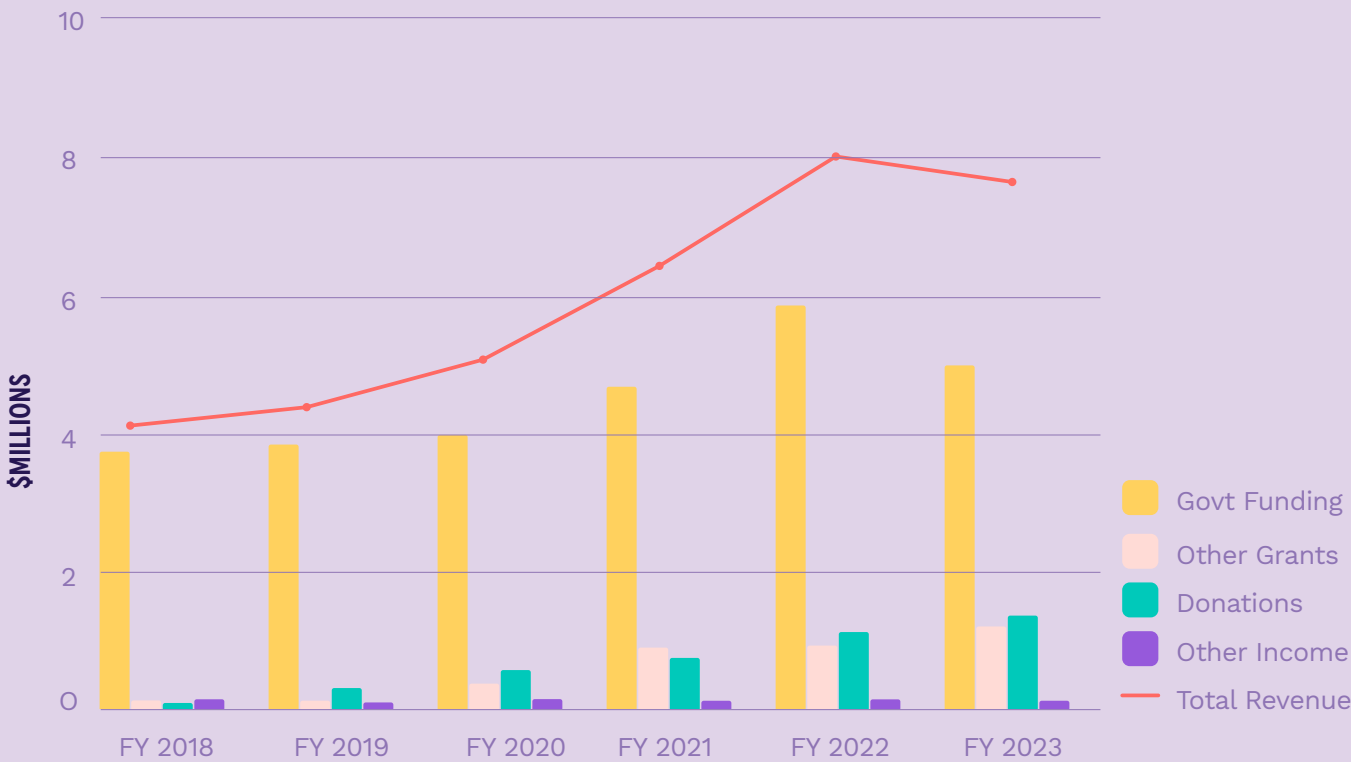
Our reliance on government funding has reduced as we strive towards our goal of becoming a strong and sustainable organisation. In 2023 financial year, additional government funding allowed us to fund our ALL IN prevention program and continue to fund mentoring programs for women.

Meanwhile, our donations and other revenue increased by 25% due to our amazing fundraising team’s efforts and the generosity of our community of supporters. This revenue allows us to fund and deliver programs designed to help empower women to make change, fund educational scholarships and provide short-term personal development courses. The generous ongoing and recurring support of our donors is fundamental to deliver on our mission.

I would like to thank all WAGEC staff and supporters for their ongoing dedication and commitment. I would also like to thank my fellow board members for their generosity of time ensuring the continued growth and success of our wonderful organisation.



REVENUE GROWTH





CLIENT SERVICES REPORT

Katie Wynne

NO TWO DAYS AT WAGEC ARE EVER THE SAME.

When the doorbell rings we don't know if it's a mother and her three children clutching their favourite toys, or a single woman with nothing but the clothes on her back. What we do know, is that every day, no matter who walks through the door, our Client Services staff will provide their expertise, a shoulder to cry on and a hot meal to the women who come to WAGEC. Each day, one step at a time, our dedicated caseworkers walk alongside women and children who are homeless and have experienced domestic and family violence.

Through the challenges and chaos, we see strength and perseverance in each of these women. This is what leads a woman to pick up her children and leave a violent partner; it is what paves the long road to healing and recovery; it is what drives our team to battle and conquer broken systems to create life-changing outcomes for our clients.

The circumstances that lead women to WAGEC are never fair or just. As the barriers to safe housing for women and children in our community grow, so too does our outreach. This year, we were proud to implement a new program funded by NSW Department of Communities and Justice, Staying Home Leaving Violence. We developed two community focused programs and continued to deliver our SEED and ACCESS Programs which have support for women and children at their heart.

All the while, we continue to develop and improve our case management practices to ensure our teams have the tools they need to work with women and children in a trauma-informed and effective way. ■



ZARA'S* STORY

The hospital referred Zara to WAGEC after she was taken there by the police following a very serious assault. Once she was treated for her physical injuries she had nowhere safe to stay with her two kids - a little three-year-old son and a five year old daughter. Moving into the refuge was a big transition for the family. It was far from the suburb they had lived in all their lives, and they didn't have any of their things with them. Quickly the WAGEC team settled them into their room and brought them some emergency supplies - toiletries and new pyjamas for everyone. The family were feeling overwhelmed. The kids were sad and not saying much and mum was tearful and sad. It was a lot to go through what they had experienced the past week and they weren't sure where they would end up. The WAGEC Case Manager sat down with Zara to hear from her about what she needed, and they made a plan together for the next few days and also the months ahead. Zara was most worried about having to go to court and needed help to find a new place to live. The CYP Case Manager met with the kids and linked them to an art therapy program and the homework hub. The first weeks were tough but over time everyone started to feel stronger.

One morning, Zara came down to see her Case Manager - "I think I'm ready to leave now". They both smiled.

*Name has been changed for privacy





STAYING HOME, LEAVING VIOLENCE

So often when women and children are escaping violence, they must leave their homes. Often, this means relocating and having to find a new house, new job and new school with little to no support. Leaving means losing so much more than their house – they lose their communities, social networks and support systems.

This year, WAGEC launched a new program, Staying Home Leaving Violence (SHLV), to combat this issue and help women leave violence without leaving their homes.

The SHLV team support women and children who have separated from a violent partner or family member and choose to remain in their own home or a home of their choice. The program works in cooperation with NSW Police to remove a violent partner from the family residence so that victim-survivors and children can stay safely in their home.

The program has expanded WAGEC's geographical reach, delivering the SHLV Program to women in the Georges River LGA. **The SHLV team have supported 115 women and children to continue living safely in their homes** and looks forward to supporting many more.

Housing insecurity and relocation can be a massive barrier to women leaving a relationship with a violent partner. SHLV aims to remove this barrier and prevent women and their families becoming homeless or having to move away from their established support systems, friends and community.



COMMUNITY CONNECT

Every Tuesday, the Community Connect program offers a warm lunch to the diverse community of women in Redfern. For many it's the only meal they will eat that day. After lunch, the program seeks to respond to the other needs of attendees by facilitating free, accessible and trauma-informed programs such as art therapy, massage and legal advice.

When these women come together to share a nutritious meal, they also have the opportunity to form social connections with one another, reminding them that they aren't in this alone. Over delicious, homemade lasagne and freshly baked cookies prepared by dedicated volunteers, our caseworkers can connect women and their children with other WAGEC supports to ensure all their needs are being met. This program also acts as a pathway for women to be referred into other WAGEC programs, such as ACCESS Mentoring, case management and outreach support.

Last financial year, Community Connect provided over 500 nutritious lunches to women. We look forward to dishing up many more to the resilient women who come to WAGEC. Community Connect is made possible by small grant funding thanks to Mirvac South Everleigh community grants program. ■





WOMEN IN TOUCH PROGRAM

When Mariam* and her children arrived at one of our family refuges after fleeing domestic violence, she was overwhelmed. Her confidence was low and she had to leave behind her support system.

After a few weeks, her case worker encouraged her to attend Women In Touch (WIT) - a weekly self-development and education program delivered in partnership with Burwood Council that creates a safe space for women to come together and form social connections. Each week, WAGEC facilitates trauma-informed, therapeutic, and educational activities covering topics like safety, wellbeing, economic security (such as CV writing and interview skills), housing and children. The group also learn practical wellbeing skills like trauma-informed yoga and cooking nutritious meals.

The group work focus encourages women like Mariam to become more confident, connected and self-empowered. The activities and sessions are designed to be flexible and accommodating, so women can attend as few or as many sessions as they like. Mariam was one of the 72 women and children that Women in Touch supported last year.

Over the course of the program, the positive impact of peer support for Mariam has been clear. Learning new skills and developing connections has built up her confidence and self-esteem. The smile has returned to her face once more. We often see that as the women in this program bond with each other, they grow more comfortable to share their stories and ask for what they need without hesitation. Every week they show us the power of women supporting women.

*Name has been changed for privacy



IN-HOUSE PSYCHOLOGY SERVICE

WAGEC's In-House Psychology Service 2020-2022 was made possible through a generous two-year grant from Macdoch Foundation. The service was led by Katie Young, alongside Rebecca Lyons, a children and families specialist. During the two years of operation the service supported **121 individual women and children and provided over 15,000 sessions of counselling** ranging from a few sessions to 65 counselling sessions per client. Outside of the direct counselling sessions the psychologists also provided support for clients such as writing support letters, facilitating referral pathways for ongoing psychological services, and developing relationships with mental health providers and client advocacy. In addition to direct counselling and psychological support for clients, the service providers worked closely with case managers, the SEED team and client services staff to provide clinical advice, facilitated case conferencing, and supported our work towards an integrated model of therapeutic care for our clients.

"STORY OF CONNECTION"

Chatter filled the room as everyone sat around a table enjoying the lunch that Sonia, a long-time WAGEC volunteer, had made for them. Mei, Anya and her son Ari were all regulars for Tuesday lunch. Veda had never been before and was shy but the group embraced her with open arms and made sure she was included in the conversation. They laughed and got to know each other, forming new friends and connections over a warm home cooked meal.

After lunch, they were introduced to Nessa, a volunteer who was guiding the group through an art therapy session. Creative expression is a way for those that are experiencing or who have experienced domestic violence to take back control of their narrative. Creativity can be as empowering as it is enjoyable.

With Nessa's guidance, the group were going to decorate a long piece of paper with artworks they made individually. Once all the artworks were joined together, they formed a long and winding road, symbolising the collective journey to healing they had all taken together.

The final exercise included chocolate – which had everyone excited. As they sat around the table, each person picked a chocolate that best suited their character.

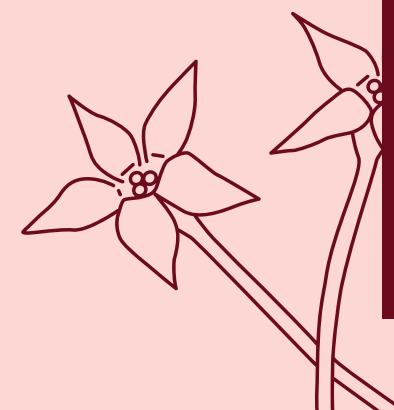
Veda chose a Turkish Delight because she's sweet and unique, Mei chose a Snickers because she has lots of layers and is a tad nutty, and Anya chose a Caramello Koala because she's got a strong exterior but is gooey on the inside. They decided that Ari, like all young children, was a Kinder Surprise because you never knew what you were going to get.

There were lots of giggles and 'ahhs' shared amongst the group as they each chose their chocolate. The group agreed that they were all Cadbury Twirls with minds always twisting and thinking, but firmly decided they weren't Flakes.

With full bellies and a sense of connection, the women left with a brighter outlook than the one they arrived with. They assured Nessa that they would see her next week.

Alina Camiller, Art Therapist & Artist, 44spoons

*Name has been changed for privacy



WOMEN AND CHILDREN AT WAGEC IN 2022/23



77

different countries of birth represented
across WAGEC's client group



48

primary
languages
spoken



62,152

bed
nights

The SHLV team have supported

**115 WOMEN AND
CHILDREN**

to continue living
safely in their homes



228

children and young people were
supported by wrap around services
provided by the SEED Program

129

Mentors completed
training for the ACCESS
Mentoring Program.

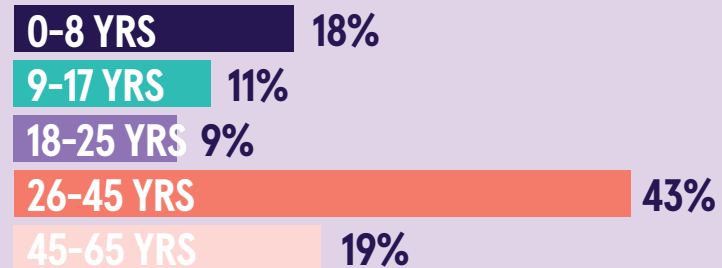
76

Mentees completed the
ACCESS Mentoring Program

1934

WOMEN AND CHILDREN
were supported across
all of WAGEC's programs

Age breakdown of clients



29%

of clients are
children or young
people (aged 0 - 17)



20%

of clients identified
as Aboriginal and
Torres Strait Islander

20%

increase in clients supported through
our specialist domestic violence
service. This is 355% over our target

21/22FY 221

22/23FY 268

MORE THAN 500

individuals have participated in
bespoke prevention training in
our communities and partners



The ALL IN Program trained
approximately 60 educators
across 4 centres, impacting

2,520 children



SEED PROGRAM

The fight to end gender-based violence is a tumultuous one. On the days when it feels like progress has stalled and the road ahead seems endless, we look to our children in refuge. Many of them have had a challenging start to life, but it is their joyful resilience that drives us forward. It is for them that we continue to push the boulder up the hill with the hope of giving them a future free from violence.

The transition from home to refuge accommodation can be a daunting one for children escaping violence and disadvantage. We know that our little ones are survivors in their own right and have their own unique needs as they embark on their own journeys of recovery.

"SCHOOL HOLIDAY ACTIVITIES HELPED ME MAKE NEW FRIENDS AND HAVE MORE FUN."

The SEED Program provides invaluable support to the children and young people who live in WAGEC's crisis and transitional accommodation. SEED seeks to identify and fulfill the Social, Emotional, Educational and Developmental needs of kids whose lives have been impacted by homelessness and violence. Last financial year, this support was made possible by funding from The Colin and Brenda Galbraith Trust, Kingston Sedgfield (Australia) Charitable Trust, Pepper Money, Sydney Community Foundation, Frostbland and generosity from community and philanthropic donors, including money raised through Walk for WAGEC.

SEED Program



"I UNDERSTAND NOW THAT HOW MY CHILD IS BEHAVING IS A MESSAGE FOR WHAT THEY ARE FEELING. I ALSO UNDERSTAND HOW IMPORTANT IT IS TO FILL MY OWN EMOTIONAL CUP BEFORE I CAN FILL MY CHILD'S."

Support for children and young people in our refuges was further bolstered by Specialist Homelessness Services Child and Young Persons Worker funding, through the Department of Communities and Justice. We applaud DCJ and the NSW Government for recognising the critical need to provide funding for specialist workers dedicated to the needs and healing of our kids.

"MY FAVOURITE PART OF SCHOOL HOLIDAY ACTIVITIES WAS GETTING DUNKED BY THE WAVES AT BEACH DAY."

The SEED Team work hard to ensure that despite being away from a home of their own, the kids in refuge still get to play in fairy gardens, colour in, go to the beach, and even learn how to swim. This sense of normalcy and connection ensures they don't get left behind while addressing their developmental needs. ■

The SEED Team also delivers a Parenting Program to work alongside mothers to provide them with the knowledge and support needed to strengthen their confidence as parents. For many of the mothers we meet, experiencing domestic violence has impacted their relationships with their children – very often they tell us they haven’t been able to parent in the way they want. In our work we help them redefine for themselves how they can set safe, secure and clear boundaries while also embracing care and compassion for what their children have been through. It can be a tough balance to find, especially when mums can feel deep regret for what the family have been through together. It is essential to open a safe space where mums can discuss these common feelings together and start to step out of self-blame. The program seeks to help mums find the balance between understanding their children’s needs and looking after themselves as mothers by promoting positive behaviours while also setting boundaries, and creating consistent routines, which include responding to big emotions with compassion – all of which is essential to aid recovery from trauma.

“I WOULD ADVISE THEM TO TAKE ON THIS [PARENTING] COURSE BECAUSE THEY WILL LEARN ABOUT THE REASONS WHY CHILDREN BEHAVE IN A CERTAIN WAY, AND IT WILL GIVE THEM THE KNOWLEDGE TO RESPOND TO THEM IN SITUATIONS THAT WILL TAKE A TOLL ON THE PARENT”

Eight women participated in the most recent round of the program in May 2023, with all participants rating the course five out of five stars. This round was an overwhelmingly positive one, with feedback from the parents that they found it extremely useful.

By empowering parents, providing referral pathways and supporting community relationships with early learning centres, schools and doctors, caseworkers help build stability into the lives of children in refuge and pave the way for their recovery.

To see the strength and perseverance of children and young people in the SEED Program is an absolute privilege. Despite facing immense hardship, their ability to seek connection, safety and joy through their healing journey is an inspiration to us each day.

No child should have to flee from domestic violence or disadvantage, and we hope for a tomorrow where they no longer have to. Our work to create safer futures is for them.



IN THE LAST FINANCIAL YEAR, SEED SUPPORTED 228 CHILDREN



ACTIVITIES AND ACHIEVEMENTS INCLUDED

Over 80% of children coming to stay with WAGEC have their own well-being assessment and case plan. This is because WAGEC believes in working with children as clients in their own right. Well-being assessments identify strengths, interests and areas of support needed. Entering crisis accommodation can be a scary time for children and young people so the WAGEC team takes time to support them as they move into refuge by orientating them to the site, and finding out what they like and dislike.

A Child Safe Committee was also developed to uphold child safety standards across WAGEC. The primary aim of the Committee is to ensure WAGEC is protecting the children we support, to help create and promote a safe and positive environment for children within all aspects of the organisation.

40

SEED Volunteers provided homework help, child-minding and more



20

Friendship Groups to enhance social connection and emotional regulation

60

parenting consultations

85

supported playgroups

10

homework hubs



300

online tutoring sessions

30

art clubs



2

dental and vision clinics for 40 women and children



84

school holiday activities – this year we had lots of fun with discos, trips to the beach and talent shows and picnics

100%

of children received support to access child-specific counselling where the need was identified



ACCESS PROGRAM

Wonderful things happen when women come together to support one another.



ACCESS ENTERED ITS THIRD YEAR OF OPERATION IN 2022 AND CELEBRATED ACHIEVEMENTS LIKE:



191

mentees submitted an application to join the program

75%

of mentees surveyed expressed interest in repeating the program or recommending it to a friend

129

mentors undertook extensive training to be involved in the program



44

laptops were generously donated to WAGEConnect, a program to assist women with limited access to technology to achieve their education and employment goals



A grant from the Darling Harbour Rotary Club enabled five mentees to complete vocational training to gain employment and independence.

The barriers that prevent women from economic security are by no means small. Domestic and family violence, family and caring responsibilities, having English as a second language and stringent visa conditions can all get in the way of women achieving their personal, professional and educational goals. Despite facing immense challenges, the women who come to WAGEC are some of the strongest and most resilient of their kind. All they need is to have someone in their corner.

This year the ACCESS Team delivered two programs dedicated to helping women and non-binary people overcome these barriers and work towards goals such as achieving financial independence and engaging in safe, stable and secure employment.

"IT FELT LIKE WE WERE BECOMING PART OF A BEAUTIFUL COMMUNITY TRULY DEDICATED TO HELPING WOMEN. I LOVED HEARING INPUT FROM THE OTHER MENTORS AND THOUGHT THE WAGEC PRESENTERS WERE INCREDIBLE, I LEFT FEELING HOPEFUL AND EXCITED DESPITE THE CONTENT AND STATISTICS BEING CONFRONTING."

- NEWLY TRAINED ACCESS MENTOR

ACCESS MENTORING PROGRAM

Women who are experiencing domestic violence and other forms of systemic disadvantage can often feel isolated from their communities and support networks. At WAGEC, we believe that no one should have to navigate these challenges alone.

ACCESS is a one-on-one mentoring program that supports women and non-binary people to gain confidence, set goals, and work towards financial independence. Through peer support, ACCESS seeks to increase women's economic opportunities, improve health and wellbeing and support participants to improve their skills, knowledge, capabilities and confidence. The ACCESS Team carefully matches mentees who would like support with their careers and personal goals, with mentors who can offer positive guidance, encouragement and support. The careful matching of mentors and mentees means both participants get the most out of the program. This also ensures that support is specifically tailored to the needs and goals of the mentee and facilitates recovery by restoring trust and modelling healthy relationships.

Participation in ACCESS Mentoring is often a life changing experience for both mentors and mentees alike. The outcomes mentees achieved in the program last year were nothing short of phenomenal.

We are proud to share that after completing the program, one in three mentees started a new job or volunteer role, and another one in three enrolled in further study or training. ■



This year's ACCESS program was delivered thanks to funding from the Australian Government Department of Prime Minister and Cabinet, Office for Women, as well as financial support from Westpac Foundation, Bras N Things, Darling Harbour Rotary Club, Inner West Council and contributions from Walk for WAGEC community fundraising. Along with this vital funding, the program could not exist without the generosity of our volunteer mentors. We are immensely grateful to our dedicated mentors and thank them for their invaluable contributions to the program.

"MY MENTOR WAS ENCOURAGING, HONEST AND TRUSTWORTHY. I HAD BEEN LOOKING FOR 2-3 YEARS AND HADN'T BEEN ABLE TO FIND A JOB, BUT MY MENTOR SHOWED ME SOME WEBSITES AND HELPED ME TO CREATE MY MINDSET. THE THINGS SHE SAID, THEY GAVE ME A LOT OF STRENGTH - IT WAS LIKE SHOWING A NEW PATHWAY TO ME"

- ACCESS MENTEE

Lastly, ACCESS worked alongside many other community organisations this year who referred to and supported the program including, Good Shepherd, Women's Housing Company, Lou's Place, Wayside Chapel, Asylum Seekers Centre, Baptist Care, Haymarket Foundation, St Vincent de Paul Society, Parramatta Women's Shelter, Dress for Success, Metro Assist, Success Works Partners, YWCA Australia, Mission Australia, Ted Noffs, DCJ Housing Strawberry Hills, Bonnie Support Services, Sydney Women's Counselling Centre, WEAVE Youth, Two Good, DVNSW and Service Management.

Thank you to the entire community who plays a part in this life-changing program of women supporting women.



"MY MENTEE IS INCREDIBLY INTELLIGENT AND DRIVEN. EVEN AFTER A COUPLE OF MEETINGS I HAVE NOTICED HER BECOMING A BIT MORE CONFIDENT AND SPEAKING MORE POSITIVELY ABOUT HERSELF. SHE THANKED ME FOR TREATING HER AS EQUAL."

- ACCESS MENTOR

"MY KEY TAKEAWAY FROM TODAY WAS... THE INTERRELATIONSHIP BETWEEN GENDER EQUALITY AND GENDER-BASED VIOLENCE. THIS INSIGHT ALLOWED ME TO BE BETTER INFORMED ABOUT HOW TO NAVIGATE SUPPORT FOR DOMESTIC VIOLENCE SURVIVORS FROM A HR PERSPECTIVE."



LEAD – WOMEN'S LEADERSHIP AND DEVELOPMENT PROGRAM

Everyone has the right to feel safe at work, but for the one in six women who experience domestic and family violence this isn't always the case.

In October 2022, ACCESS delivered LEAD, a six-week Women's Leadership and Development program aimed at not-for-profit (NFP) leaders across Greater Sydney.

The initiative equips participants with the knowledge and skills to create safer and more inclusive employment for women by addressing gender-based violence and its impact on the workplace. The program engages leaders of Sydney based NFPs to identify areas of workplace culture they can improve on to increase the support for victim-survivors of gender-based violence at work.

The program included three workshops and 18 online support spaces to 19 participants. Across their nine different organisations and workplaces, participants positively impacted 400 employees in Greater Sydney.

These organisations included The Girls and Boys Brigade, Medical Technology Association of Australia, Metro Assist, Consent Labs, Asylum Seekers Centre, Heart Research Institute, Marrickville Legal Centre, Sydney Multicultural Community Services, and Women's and Girls' Emergency Centre.

LEAD was funded by the Australian Government Department of Prime Minister and Cabinet, Office for Women.



QUALITY AND IMPACT REPORT

Kelsie Hedge

We are excited to announce the formation of Quality & Impact – a new WAGEC department comprised of operations, quality and evaluation functions that is dedicated to supporting our workforce and ensuring the best possible outcomes for our clients. As WAGEC's capacity grows, strengthening our structures and processes allows us to be safe and consistent in our work to build safer futures for women and children.

Despite only being formed in April 2023, the Quality & Impact team have already made their mark as they've worked diligently to improve systems, operations and accountability.

WAGEC'S MODEL OF CARE – CONNECTION, AGENCY, RECOVERY AND EMPOWERMENT.

The circumstances that lead women to WAGEC are so often outside of their control. Experiences of homelessness, domestic or family violence, and other forms of systemic disadvantage can deprive a woman of her safety and autonomy. That is why providing holistic, wrap around care that restores agency to our clients is critical in their recovery.

To support this process, in 2021 WAGEC developed a therapeutic model of CARE – focusing on the Connection, Agency, Recovery and Empowerment of our clients. WAGEC's CARE model is a holistic and integrated framework designed specifically for our unique Client Services teams. The CARE Model provides WAGEC staff with the framework, resources and capacity to offer the necessary support clients need to build safe futures for themselves and their families. It provides tools for our women, children and staff to strengthen connections, nurture healing and continue to adapt and evolve. CARE includes things like building a research and evidence base, reviewing and developing practice tools, resources and support for WAGEC's staff, and supporting initiatives across the organisation such as our Child Safe Committee, Accessibility Committee and our internal evaluations.

Generously funded by the Siddle Family Foundation, the project has supported case managers to balance strength-based and safety approaches, whilst offering clients choice and structure throughout their journey with WAGEC.

In 2023, we focused on developing new tools and skills to implement this model consistently to ensure more positive outcomes for the women who walk through our doors.

EVALUATION, ENHANCEMENT AND EVOLUTION

With the support of Oranges & Sardines Foundation, WAGEC have been resourced to undertake in-house evaluations to help us measure and understand our impact.

This dedicated function allows WAGEC to analyse client feedback to identify areas of improvement. We can then implement structures and procedures to ensure that our clients have the best possible experience with WAGEC. This data also allows us to identify trends and priorities, so we can listen to the lived experience of our clients – our main source of truth.

For example, a survey of ACCESS Mentors revealed that participants in the program felt they needed more support. The ACCESS Team was able to use this information to improve their training and accessibility, to ensure mentors felt confident and empowered. The follow up survey saw a drastic increase in mentors' feelings of support.

Evaluation facilitates continuous improvement, ultimately leading to safer services and safer futures for women and children.

"WHEN I FIRST STARTED COMING HERE I WAS SIX. I WAS A BIT AFRAID AND A BIT SAD. THINGS I KNEW ABOUT MYSELF – I'M REALLY GOOD AT DRAWING, I LIKE WEARING JEANS. WHEN I FIRST STARTED COMING HERE MY HEART WOULD HAVE SAID "GO AND MAKE SOME FRIENDS." MY BRAIN AND HEART WAS TALKING TO ME AND SAYING THAT"

LISTENING TO CHILDREN IN REFUGE

WAGEC acknowledges the unique experiences of children impacted by domestic and family violence, and recognises them as clients in their own right. They may be little, but they are the experts in what it's like to be a kid in refuge. Traditional evaluation approaches for children's services rely on feedback from staff and parents. However, nothing can replace the truth of lived experience.

In 2022-2023, WAGEC developed an age-appropriate 'interview' process for the children in our refuges to ask them about their perceptions of WAGEC support. Based on research from the Australian Childhood Foundation, our Children and Young People workers used games and activities to gain insight into the inner world of our young clients and see how they were finding life in refuge.

This exercise demonstrated the value in listening to the unique perspectives of children. We hope to continue using this method of evaluation to elevate the voices of our little ones.

CHILD SAFE COMMITTEE

WAGEC continues to be deeply committed to our work in protecting children from all forms of harm, abuse and neglect. In 2022, the Child Safe Committee was reviewed and re-structured to offer more practical and strategic advice to WAGEC's service delivery teams while continuously improving the protection of children as a Child Safe Organisation.

Among other things, this led to the implementation of a more robust Child Protection Policy, and introduction of an internal child protection reporting system and extra support for staff by way of training and centralised record keeping.

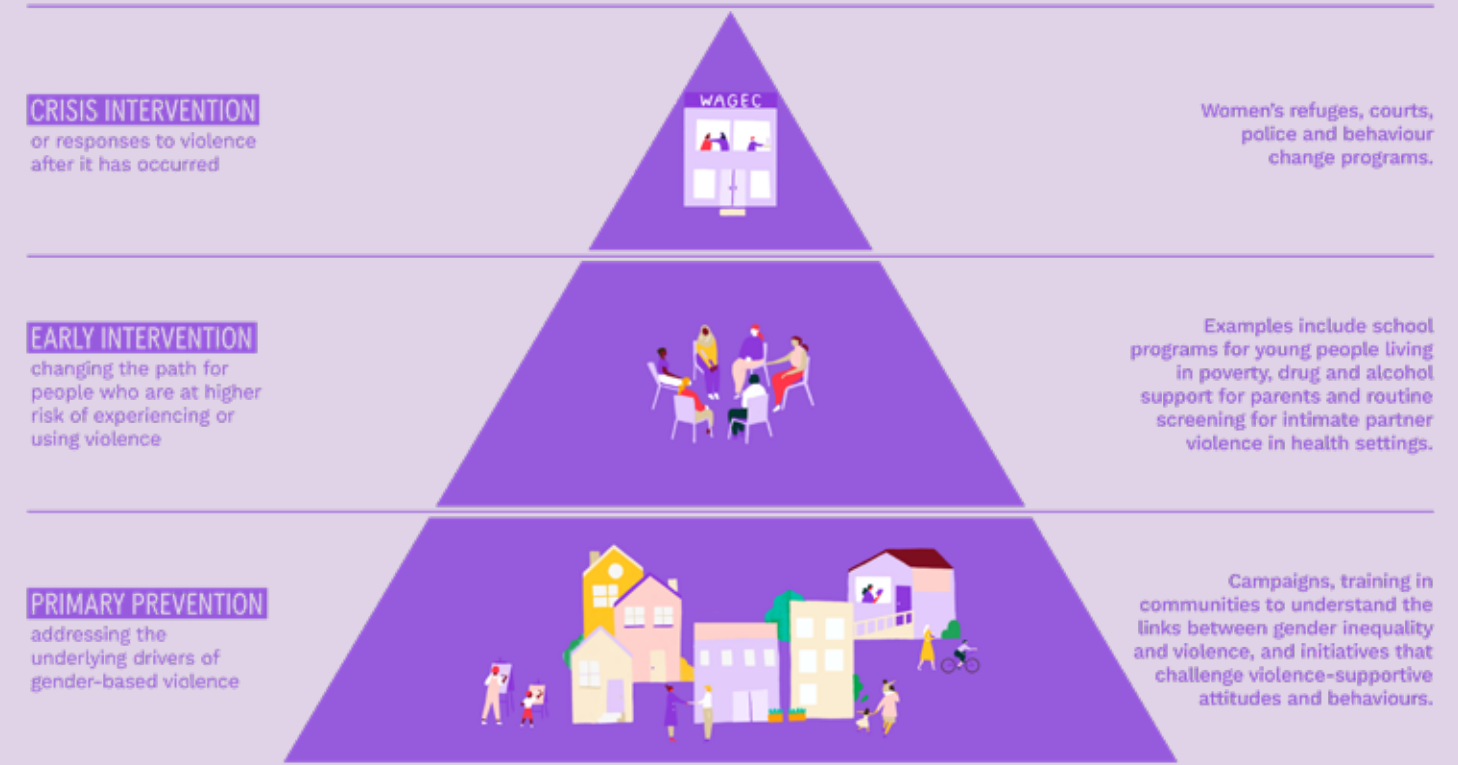


PRIMARY PREVENTION REPORT

Moo Baulch

VIOLENCE AGAINST WOMEN AND CHILDREN IS NOT INEVITABLE – IT’S PREVENTABLE – WHICH IS WHY WAGEC IS COMMITTED TO STOPPING GENDER-BASED VIOLENCE BEFORE IT STARTS.

Primary prevention work seeks to address the causes of gender-based violence and challenge the attitudes that allow it to thrive through education, awareness and advocacy. It is a long-term initiative that seeks to engage the whole community and have the largest impact toward ending violence against women and children.



WAGEC’s primary prevention activities have expanded exponentially in the last year. We know that this is the work that will spark generational change and help us create safer futures. Our aim is to break harmful stereotypes and build a gender equal society so that no woman or child has to flee from violence again.

We each have the power to challenge the drivers of violence in our own lives, and a responsibility to ensure the safe futures of the next generation.

Ending gender-based violence starts with primary prevention.

PREVENTION IN EARLY CHILDHOOD CENTRES

This year, we were excited to officially launch ALL IN, an early childhood education pilot project that has been implemented in 12 centres across NSW. Funded by NSW Department of Communities and Justice, ALL IN works with educators, centre directors and families to build their confidence so they can challenge gender stereotypes and support children of all genders to reach their potential.

PREVENTION WITH OUR COMMUNITIES

The Prevention team continues to deliver training sessions through community, private and public sector partnerships. We were able to provide these sessions in person for the first time since COVID-19 allowing for greater levels of engagement and participation. These sessions are always an energising reminder that we are stronger with the support of our community.



MORE THAN 500 INDIVIDUALS HAVE PARTICIPATED IN BESPOKE PREVENTION TRAINING IN OUR COMMUNITIES AND PARTNERS.



Illustration by Georgia Perry

THIS YEAR WE DELIVERED

BYSTANDER AND ALLY WORKSHOPS IN PARTNERSHIP WITH

City of Sydney
for residents/workers in
the Inner City Sydney LGA

City of Canada Bay and Inner
West Council – residents in
both LGAs

LUNCH AND LEARN SESSIONS ON GENDER-BASED VIOLENCE RESPONSE AND PREVENTION TO

Inner West Council staff

City of Sydney staff

WAGEC supporters

WORKFORCE TRAINING FOR STAFF AT

CHOICE

National Transport
Commission

Hanes Australasia
(through our partnership
with Bras N Things)

Burwood Council

EVENTS

We participated in several events
throughout the year. Highlights
included:

Panel at the launch of AWAN, the
NSW Aboriginal Women’s Advisory
Network

Commonwealth Bank Financial Abuse
Leadership Summit

Farewell for Kate Jenkins, outgoing
Sex Discrimination Commissioner

MC for Aboriginal women’s panel at
DVNSW misidentification event

Facilitator for opening panel with
survivors at the Inaugural DFSV
Healing and Recovery conference

Panel at Australian Young People’s
Theatre event on family violence

WAGEC CEO Helen Waters Silvia
presented to a special audience at
Corrs Chambers Westgarth during 16
Days of Activism

AVOCACY

WAGEC continues to work closely with
our local, NSW and Commonwealth
government partners. This year we
shared our prevention work with a
number of dignitaries including:

Hon. Jodie Harrison MP

Hon. Tanya Plibersek MP

Hon. Natalie Ward MLC

Hon. Bronnie Taylor MLC

Hon. Amanda Rishworth MP

Hon. Anne Ruston

Councillor Yvonne Weldon AM



WE NEED TO TALK

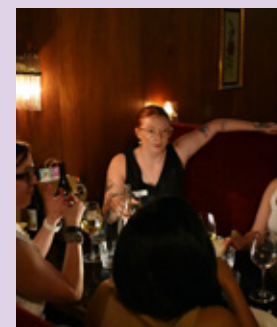
In October this year, WAGEC launched a brand-new community engagement event, We Need To Talk: an opportunity for our supporters to connect with one another and work together towards gender equality through meaningful conversations.



THE PROBLEMS ASSOCIATED WITH GENDER INEQUALITY ARE BY NO MEANS EASY ISSUES TO UNPACK - THESE CONVERSATIONS CAN BE TOUGH, UNCOMFORTABLE, AND OFTENTIMES IT FEELS IMPOSSIBLE TO EVEN KNOW WHERE TO BEGIN - BUT WE KNOW THAT IF WE CONTINUE TO HOLD THIS SPACE FOR US TO COME TOGETHER AND CHALLENGE HARMFUL STEREOTYPES AND ATTITUDES, WE'LL MOVE CLOSER TO POSITIVE CHANGE EVERY TIME WE TALK.

The WAGEC team first began discussing the idea for this event back in 2020 but agreed that it was something we wanted to share with our community in-person once the dust had settled post-pandemic. We wanted to invite our community to take part in curated, critical conversations about gender inequality and knew that a virtual event couldn't replicate the warmth and presence that accompanies the discussions we have in-person, around a table, breaking bread and sharing different perspectives.

With the help of the wonderful team at The Sunshine Inn, we held what will hopefully be the first of many important discussions with our community. The evening was facilitated by WAGEC's Director of Primary Prevention and the Chair of Our Watch, Moo Baulch, and we were joined by 30 of our brilliant supporters. A deck of conversation cards was provided to each table to keep the chat flowing freely and safely, with prompts such as: **Should paid parental leave be gender neutral? What are the differences between men's and women's sports? Who should pay the bill on a first date?**



As expected, the evening served as a strong reminder of the phenomenal community that supports WAGEC and the women and children we work with every day. Every person in attendance brought incredible energy and wisdom to the conversations and upheld the inclusive, respectful and safe space necessary for others to share their unique ideas and stories. The problems associated with gender inequality are by no means easy issues to unpack – these conversations can be tough, uncomfortable, and oftentimes it feels impossible to even know where to begin – but we know that if we can continue to hold this space for us to come together and challenge harmful stereotypes and attitudes, we'll move closer to positive change every time we talk. We hope to see you the next time We Need To Talk – watch this space!

ALL IN PROGRAM

Introducing ALL IN – WAGEC's new Program to challenge gender stereotypes and promote equality in early childhood education.



Gender inequality is one of the main drivers of gender-based violence. We know that early childhood education is a critical place where babies and young children begin to form their understanding and attitudes to gender and equality. By challenging harmful gender stereotypes when children are young, we can create safer futures for all and stop gender-based violence before it starts.

Funded by the NSW Department of Communities and Justice, ALL IN is a pilot project that gives early childhood education leaders, educators, centre directors and families the critical skills, knowledge, and confidence to actively challenge rigid, harmful gender stereotypes. Its purpose is to support young children to develop healthy, respectful relationships and value people of all genders. The more gender equal a society is, the less violent-supportive attitudes will be tolerated.

ALL IN is halfway through its program delivery and the response to the workshops and materials has been exceptional.

The development of this project has been a labour of love by all involved. We have a fabulous team and a project advisory group of external brains-trust supporters. We have also had substantial input and guidance from early childhood education experts including Dr Red Ruby Scarlet and Aunty Priscilla Loyne-Reid.

Immense thanks to everyone who has been a part of creating this ambitious and ground-breaking pilot. We also extend our gratitude to artist Beck Feiner, for creating the illustrations and characters that bring ALL IN to life. Our hope is to secure funding to expand its reach in 2024.

GENDER EQUALITY LEADS TO SAFER FUTURES.



ROB

Rob is a First Nation boy who loves Cultural dancing. He is also an amazing big brother to his little sister Dixie. He also adores going camping with his dad.

FLYNN

Flynn is a three year old boy who loves dressing up. When he puts on a tutu and dances with his teacher at pre-school, Flynn feels like he can do anything.



ALIYAH

Aliyah's mum has told her that even in her tummy she was a tumble turning astronaut. Aliyah loves science shows and wants to be the first kid to go the moon.

LINH

Linh is a really energetic 4 year old girl. After her dad settled in the country as a refugee from Vietnam, he fell in love with cricket and passed on his love to Linh. Other than cricket season, Linh's favourite time of the year is the Vietnamese New Year



**THE ALL IN
PROGRAM
TRAINED
APPROXIMATELY
60 EDUCATORS,
IMPACTING
2,520 CHILDREN**



FUNDRAISING & COMMUNITIES REPORT

Chloe Sarapas

To our community – thank you. The progress we made was because of your generosity, partnership, and trust. This year proved that we are stronger together. As a collective we can create social change.

Our 2022-2023 fundraising revenue totalled \$2,573,384, marking our most successful year yet with an increase of 25% from last year's efforts. Along with this vital financial support, we were grateful to receive nearly \$270,000 in material aid and over \$80,000 in time volunteered. These funds and resources will help to deliver current and future work at WAGEC that will:

- build women's financial independence;
- enrich children's development;
- ensure our clients receive essential material items in times of crisis;
- nurture healing and wellbeing;
- prevent violence from happening in the first place
- continuously improve WAGEC's services, and
- ensure sustainability so that WAGEC can continue supporting the most vulnerable women and families in our communities through new and existing programs.

This year's success was thanks to the unwavering generosity of WAGEC's passionate community along with the Fundraising & Communities Team's diligence in creating mutually beneficial opportunities for all of us to work together toward social change. We thank each person whose contributions, passion and relationships lie behind our fundraising figures. ■



\$2,500,000

non-government revenue raised

\$269,223

worth of material aid donated



130

businesses supported WAGEC through fundraising, donations and volunteering

44

community fundraising initiatives



"SUPPORTING WAGEC GIVES ME AN IMPORTANT OPPORTUNITY TO SUPPORT WOMEN AND CHILDREN AFFECTED BY DOMESTIC AND GENDERED VIOLENCE IN MY LOCAL COMMUNITIES. IT'S REALLY IMPORTANT TO ME THAT AN OPPORTUNITY LIKE THIS EXISTS, AND WAGEC ARE REALLY AMAZING WITH WHAT THEY OFFER AND HOW THEY ORGANISE THEMSELVES."

OUR ENTIRE COMMUNITY HAS FELT THE PRESSURES THIS YEAR OF RISING COST OF LIVING AND A CONTINUED HOUSING CRISIS. DESPITE EXPERIENCING CHALLENGES OF THEIR OWN, OUR SUPPORTERS HAVE SHOWN NOTHING BUT THE UTMOST COMMITMENT TO ENDING GENDER-BASED VIOLENCE. OUR COMMUNITY'S STRENGTH AND THE POWER IN OUR RELATIONSHIPS WITH ONE ANOTHER HELPED US MOVE FORWARD TOWARD SAFER FUTURES FOR WOMEN AND CHILDREN.

While generating these funds and resources, we shared many meaningful moments of connection with our community. These included:

- Over 1,000 supporters joining Walk for WAGEC 2023, which has grown to be four times its size since the event began in 2019. Together we persevered through the wet and cold weather and raised \$380,000 to help women and children walk away from violence.
- Introducing a new WAGEC event, We Need to Talk, whose purpose is working towards gender equality through meaningful conversations with our community. Thirty community members joined our first event, which we look forward to developing into an ongoing series that will create spaces for us to work together toward social change.
- Making progress on our partnership journeys with Bras N Things, Pepper Money and Stella Insurance and welcoming a new corporate partner, Epoch Capital, to the WAGEC Community.
- 80 supporters sharing their insights about their experience with WAGEC to help us strengthen our community engagement through our digital channels, volunteering and donation opportunities.
- 44 individuals, groups and workplaces holding community and workplace fundraising initiatives that raised vital funds for women and families while connecting and advocating for gender equality.
- Continuing relationships with supporters who have worked alongside WAGEC for many years and developing new ones with those who have recently joined our community. Special thanks to the Siddie Family Foundation, Oranges & Sardines Foundation, the Hare Family, WeirAnderson Foundation, Turnbull Foundation, Sydney Community Foundation and VGI Partners Foundation for your generosity and belief in WAGEC's work.

Our deepest thanks to each person who donated, raised funds, gave time, collected material goods, and helped spread the word in 2023. The positive difference you make in the movement to end gender-based violence is seen and felt by everyone at WAGEC. Whether you have been working with us for many years or you have just recently joined the WAGEC Community – we look forward to the progress that we have yet to see and create together.

“TO ME, BEING A SUPPORTER OF WAGEC MEANS TAKING PART IN A CAUSE THAT IS BIGGER THAN OURSELVES. IT MEANS STANDING UP FOR WOMEN AND CHILDREN WHO ARE EXPERIENCING VIOLENCE AND HELPING THESE PEOPLE TO SEEK THE SAFETY AND SECURITY THAT EVERY HUMAN BEING DESERVES. IT MEANS SAYING NO TO VIOLENCE WHICH IS FAR TOO OFTEN NORMALISED. BEING A SUPPORTER OF WAGEC IS A REWARDING AND FULFILLING ROLE THAT WILL HOPEFULLY BETTER THE LIVES OF WOMEN AND CHILDREN IMPACTED BY VIOLENCE.”



COMMUNITY FUNDRAISING

This year an incredible group of passionate community members, schools, small businesses, and workplaces held a total of 44 community fundraising initiatives for WAGEC, ranging from cake auctions to meat raffles. Thank you to everyone involved in raising funds and spreading the word to build gender equality in our communities. Special thanks to Ramblin Rascal, St Catherine's School, Kambala, Sydney University Women's College, Goodspace Gallery, Art Aid, Art of Flow, University of Notre Dame Sydney and Hive Bar.



RAMBLIN RASCAL

Ramblin Rascal have been supporting WAGEC since early 2021, holding a weekly meat raffle with proceeds donated to WAGEC. This year they raised \$5,787, bringing their total contribution to over \$20,000. We are tremendously grateful to Ramblin Rascal for their long-term support.

ST CATHERINE'S SCHOOL

St Catherine's School in Waverley supported WAGEC throughout the year with both student fundraising and material aid, raising \$5,548 in funds and donating care packs and gift cards for women and children in crisis. Thank you to the students and staff at St Catherine's!

KAMBALA

The students and staff at Kambala chose WAGEC as their charity partner this year, raising an incredible \$4,415 through their fundraising initiatives. We were delighted to connect with students at Kambala when we spoke to them to mark International Women's Day and while they generously gave their time to volunteer at Walk for WAGEC.

GOODSPACE GALLERY

Thank you to the wonderful Noni Cragg and Goodspace Gallery who held a silent art auction in support of WAGEC, raising \$3,458.

ART AID

Art Aid is a brilliant organisation that donates the proceeds of art sales to WAGEC as one of their charity partners. Last year they raised over \$3,000, and in 2023 they have set up an Art Vending Machine in support of WAGEC, with the help of the Sydney Fringe Festival and the Runaway Collective. Thank you, Art Aid!



CORPORATE SUPPORT AND PARTNERSHIPS

Over 100 businesses and workplaces supported WAGEC in the last year by making financial donations, fundraising in the community, providing material support, or giving time, skills or expertise. Special thanks to our partners Pepper Money, Bras N Things, Stella Insurance and Epoch Capital. We also extend our thanks to our supporters at Primer, NSW Bar Association, Vivcourt, Bloomberg, Raiz Invest, Optiver, LuxMy, Lorica Partners, Schroder Investment Management, Omera Partners, Leif, FLK IT OVER, Curatorial & Co, Australian Payments Network, MaCher and Aje.



BRAS N THINGS

WAGEC and Bras N Things will mark our three-year anniversary in partnership at the end of 2023, with another successful year of work together coming to a close. Most recently, Bras N Things stepped in to help WAGEC in a time of need by extending access to their Employee Assistance Program (EAP), a service that provides free and confidential support to employees. The EAP offers a critical service to WAGEC staff, ensuring that they can continue to support women and children in crisis safely and sustainably.

Throughout the year, Bras N Things also supported WAGEC with a generous annual financial contribution, material aid, fundraising and volunteering. They raised \$9,500 in-store during International Women's Day, formed a team of over 60 team members for Walk for WAGEC, and continued giving comfort packs to women at WAGEC containing bras, undies, socks and pyjamas. Over 500 women have received packs in the life of the partnership so far. We were also thrilled to visit four Bras N Things stores in the Sydney area throughout the year, connecting with teams and celebrating our shared achievements.

The Bras N Things new staff induction continues to provide training on gender-based violence, with material developed by WAGEC addressing topics like prevention, bystander intervention and healthy relationships that educates team members about how to be a part of the movement to end gender-based violence. We look forward to continuing this invaluable work together as we enter our next year of partnership creating safe futures for women and children.



EPOCH CAPITAL

Welcome to our new partner, Epoch Capital. Epoch have recently entered a multi-year partnership with WAGEC, which will be helping to fund WAGEC's SEED Program. So far, we've visited the team to have conversations about the work of WAGEC and Epoch's staff have visited us at one of our refuges to learn and plan about how they can help through hands-on volunteering. Thank you, Epoch Capital. We look forward to seeing what's to come as we work together to enrich children and young people's social, emotional and educational development



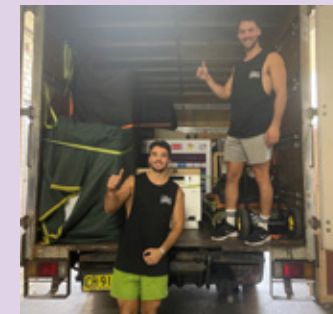
STELLA INSURANCE

Stella Insurance and WAGEC have now marked two years of partnership, where Stella donates \$5 from every insurance policy they sell to WAGEC. Over \$100,000 has been given so far to WAGEC's Material Donations Collective, which last year resulted in \$269,000 of essential items for women and children in crisis given by the generous members of the WAGEC Community. The donated items, including toiletries, baby supplies, non-perishable foods, and gift cards, make the work we do to support women in refuge sustainable. Thank you to the Stella Insurance Team and customers for making this possible!

PEPPER MONEY

Pepper and WAGEC have been working in partnership for over four years now. In 2020 Pepper made possible the pilot of our ACCESS Program, followed by two years of support for children and carers in our SEED Program. Most recently in 2023, Pepper was the Gift Matcher for our flagship fundraiser Walk for WAGEC. During our 48-hour gift matching period, Pepper generously matched \$80,000 given by the community. Thanks to their support, we collectively raised \$160,000 to come full circle in providing further support for both ACCESS and SEED. In addition to this critical funding, the WAGEC x Pepper partnership has a focus on practical, hands-on support from Pepper employees through volunteer initiatives. A huge thank you to Pepper Money for your continued support of women and children at WAGEC.

COMMUNITY PARTNERSHIPS



RELOVE

For over three years, ReLove have supported WAGEC clients as they transition from crisis accommodation into new homes of their own. Since the beginning of our relationship, ReLove have supported hundreds of women by providing furniture and homewares amounting to over one million dollars' worth of material aid that helps women and families build new homes and safe futures. A huge thank you to the ReLove team for their steadfast commitment to supporting vulnerable women and children.

CHOICE

Choice have been working with WAGEC for an incredible seven years. This year, they supported our refuges by donating \$76,496 worth of white goods and participating virtually in Walk for WAGEC for the fourth year. Choice's donations are invaluable, and we thank them wholeheartedly for their ongoing support of WAGEC.

TWO GOOD

For many years, Two Good has supported women and children at WAGEC by providing frozen meals, toiletries, and other essential material support. Recently Two Good began connecting women in the community to WAGEC's ACCESS Program through their Pathways Program.





Time and time again, our community proves their unwavering commitment to building safe futures for women and children. There has perhaps been no greater demonstration of this yet than Walk for WAGEC 2023.



Walk for WAGEC

Two weeks from event day, our community's collective efforts had blown our initial target of \$250,000 out of the park. This led to increasing the campaign's fundraising goal to \$350,000 with the aim of providing even more support to women and families in crisis. By the morning of Sunday, 7th May, we were over the moon to have raised more than \$370,000 to help fund WAGEC's SEED and ACCESS programs. This is an unbelievable achievement, and we are grateful for every single contribution – especially in a time of increased cost-of-living and post-pandemic challenges.



This year also saw the event's biggest turn-out yet. Virtually and in-person at Centennial Park, over 1000 people came together to help women and children walk away from violence. The weather may not have been on our side, with rain setting in just before everyone embarked on their first lap, but our hearts were warmed to see spirits remaining high and walkers, runners, prams, wheelchairs, and furry friends crossing the finish line with huge smiles on their faces (albeit a little damp!).

"THE SEA OF YELLOW & PURPLE WALKING THROUGH THE GROUNDS IN THE POURING RAIN JUST HUMBLLED ME. I FELT SO PROUD AND OVERWHELMED TO BE PART OF THIS COMMUNITY, ALL COMING TOGETHER AND ADVOCATING FOR THE SAME THING."

Special thanks to Yvonne Weldon AM for her moving Welcome to Country, and to the Hon. Jodie Harrison MP and Dr. Hannah Tonkin for their heartfelt speeches on event day. Thank you to MBM, last year's Major Event Sponsor, along with our in-kind sponsors Centennial Parklands, MaCher, The Safety Officer, Primer and Sydney Water - Walk for WAGEC wouldn't be where it is today without you. Our deepest gratitude to the team at Pepper Money who so generously gave \$80,000 to this year's gift-matching period, during which we met our initial target. ■



"I DELIBERATELY WALKED ALONE AS THAT IS HOW WOMEN FEEL WHEN THEY WALK AWAY... ONLY TO BE WELCOMED AT THE END BY WAGEC CREW. VERY SYMBOLIC."



Last but certainly not least, we extend heartfelt thanks to our wonderful volunteers who supported our small team every crucial step of the way. Whether dropping Walk for WAGEC flyers across the city, making welcome calls to participants, or arriving at the crack of dawn to ensure every moving part ran smoothly: your time, energy and commitment means the world to us. WAGEC is fortunate to have these brilliant people in our corner. Special thanks to Helen Deas, Vice President of WAGEC's Board for her instrumental involvement in the management and hands-on delivery of Walk for WAGEC. Our deepest gratitude, too, to our wonderful volunteers Nick Richards, Beccy Clucas and Eveline Findlay for all the time and efforts they so generously gave to the planning and preparation for Walk For WAGEC and the big day itself.

"WAGEC HAS AN INCREDIBLE COMMUNITY THAT IS A REFLECTION OF THE QUALITY AND POSITIVE IMPACT OF ITS SERVICE FOR WOMEN AND CHILDREN."

Thank you to everyone who brought your unbelievable generosity, passion, and dedication to the big day. Each of your contributions helps chip away at the systems and structures that keep women and children at risk of violence. We look forward to seeing you in 2024 and achieving more together through the power of community.



\$379,958 raised



\$160,000 raised during gift-matching

119 teams participated



45 volunteers



60 workplaces

650 in-person walkers

457 virtual walkers

"THE EVENT WAS SO WELL-RUN, INCLUSIVE, INSPIRING, ENGAGING - I DIDN'T EVEN NOTICE THE RAIN OR COLD."



VOLUNTEER PROGRAM

Volunteers make WAGEC's work possible. Whether they're delivering much-needed material aid to women and families, or planting daffodils in the gardens at our crisis accommodation sites: our volunteers' dedication to providing safe, welcoming spaces for women and children – at a time when they need it the most – is invaluable.



"VOLUNTEERING WITH WAGEC HAS ALLOWED ME TO BE A TINY PART OF THE GOAL TO REDUCE GENDER BASED VIOLENCE. ALL OF THE WOMEN, STAFF & VOLUNTEERS REMIND ME THAT RESPECT, WARMTH & COMPASSION CAN STILL FLOURISH AMID PROFOUND HARDSHIP. IT CAN BE EASY TO FEEL HELPLESS IN THE FACE OF SOCIETAL INJUSTICE, BUT WITNESSING THE WORK OF ORGANISATIONS LIKE WAGEC IS A COUNTER TO THAT."

- JENNY

As WAGEC's Volunteer Program approaches its fourth birthday, we continue to be blown away by the strength, passion, and commitment of this special branch of our community.

"I'VE BEEN VOLUNTEERING WITH WAGEC FOR THE PAST FEW YEARS, AND I HAVE EASILY TAKEN AWAY MORE FROM IT THAN WHAT I HAVE PUT IN. IT'S HELPED ME MEET SOME REAL CHAMPIONS OF OUR COMMUNITY AND I'VE LEARNT SO MUCH FROM SEEING THE GRATITUDE AND HUMILITY OF THE PEOPLE AT WAGEC, THEIR CLIENTS AND SUPPORTERS. I HOPE I CAN CONTINUE TO HELP WHERE POSSIBLE AS IT'S BEEN A GREAT PLEASURE TO SUPPORT WAGEC."

- NICK

The National Strategy for Volunteering was launched in February of this year, providing a new, shared agenda for the future of volunteering in Australia. The strategy acknowledges the difficulties Australia has faced in recent years – COVID-19, natural disasters, increased cost-of-living and rising inequality – and the impact these challenges have had on Australians' capacity to volunteer during these times. Volunteers' immeasurable contributions often go unseen, but they are integral to our social, cultural, and economic wellbeing. Without volunteers, our nation loses an essential thread in the fabric of its thriving communities.

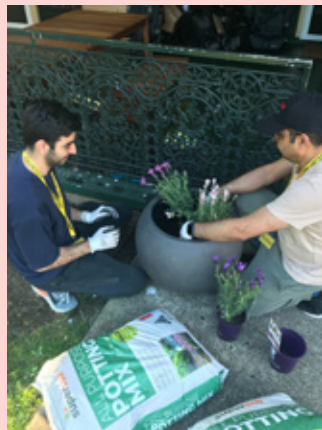


HIGHLIGHTS FROM THIS YEAR'S VOLUNTEER INITIATIVES INCLUDE:

- Preparing & serving delicious free lunches to women at our Redfern centre
- Delivering yoga & meditation workshops to women and families in refuge
- Supporting our Fundraising & Communities team at Walk For WAGEC 2023
- Revamping garden spaces at our crisis accommodation sites
- Collecting, sorting & delivering much-needed material aid
- Delivering massage therapy sessions
- Child-minding & playgroup support
- Repainting & repairing our crisis accommodation sites
- Delivering art therapy group programs
- Supporting our Quality & Impact team with data analysis & survey design
- Offering specialised legal advice

We know this to be especially true in the work we do at WAGEC. Our volunteers are more than just helping hands, and the positive impact of their efforts goes far beyond a single activity. Whether they're helping a mum on a temporary visa learn English, supporting our teams with data analysis or installing new play equipment at our crisis accommodation sites: every day, our volunteers are building community resilience, advocating for women and children's safety, and creating social change. They're an indispensable part of our team, and of the movement to end gender-based violence in a generation.





Guided by the new National Strategy, WAGEC is committed to the continuous improvement of its volunteer program. We will continue to provide safe, flexible, and inclusive volunteering opportunities; incorporate strong, sustainable volunteer leadership into our strategic planning; and celebrate the diversity and achievements of the people who so generously contribute their time, skills, and energy to our service. We know this focus is necessary not only to continue our immediate work, but to reach our vision of safe futures for women and children. This goal can only be achieved through collective determination and effort. We extend our heartfelt thanks to every volunteer who's supported WAGEC this year and look forward to creating meaningful, lasting impact with you for many more years to come.



CORPORATE VOLUNTEERING

It's been another wonderful year for our corporate volunteer program! We're honoured to have built such wonderful partnerships with our corporate supporters. We know that each time we work together, we can expect a wonderful day for all involved and more importantly, a positive, lasting impact for the women and families we support. In addition to our corporate supporters highlighted below, we extend our heartfelt thanks to every group and employee who so generously contributed their skills, time, and efforts to WAGEC in 2022-23.

TREND MICRO

A big thank you to the team of 20 volunteers from Trend Micro who worked hard over two days to install new soft-fall flooring in an outdoor play area at one of our crisis accommodation sites. The team went above and beyond to ensure this space for children and young people was safe, secure, and functional for years to come. Thank you for giving kids countless hours of playtime, and our mums and carers some peace of mind!

VOLUNTEER TESTIMONIAL

My name is Eveline. I live on the northern beaches with my husband, two young adults and our dog, Kobe. I heard about WAGEC



in 2021 via a colleague. The timing was perfect as I was preparing to leave the corporate life after spending 34 years in the banking and finance industry. I knew that a key part of my life would be volunteering. I wanted that to be with an organisation dedicated to helping women and children – WAGEC was the perfect fit. The enthusiasm and energy of the staff and their unwavering commitment to helping women and children in need, inspires me to turn up each week and do whatever is needed. It's definitely a highlight of my week.

Community to me is having shared spaces that are warm, safe and welcoming to all. These spaces provide a clear sense of belonging and are filled with love, kindness and respect. Community is also about looking out for each other and lending a hand when needed. One of the best examples of community was with the Walk for WAGEC. So many amazing people coming together with a shared purpose of helping others and having a lot of fun while doing it.



\$80,946.24

value in time volunteered



6

businesses participated in 14 working bee days

90

active volunteers

1,736

volunteer hours



PEPPER MONEY

An enormous shout-out to the Risk Management team at Pepper Money who completed a volunteer working bee at one of our crisis accommodation sites in November. A team of 20 Pepper employees gave our outdoor play area a complete makeover: a brand-new playground was installed, the gardens were pruned, weeded, and beautified, new toys and furniture were donated, and a very special fairy garden was built. The Pepper team planned this project in collaboration with our Child & Young Person Wellbeing team, and we cannot thank them enough for the time, energy, and consideration they put into every part of this process. We're so grateful to be able to provide children in refuge with the opportunity to play, learn and thrive at a time when they need it the most.



PEOPLE AND CULTURE REPORT

Andrea Watkins



NOTHING IS MORE POWERFUL THAN A GROUP OF PASSIONATE PEOPLE WORKING TOWARDS A COMMON GOAL. FOR PROOF, LOOK NO FURTHER THAN WAGEC'S FRONT DOOR.

In 2022, WAGEC's team navigated the challenges of a post-COVID world while continuing to expand and endure. Staff growth enabled us to restructure departments so we can work more effectively towards our mission – to end gender-based violence in a generation.

To support our growing team, WAGEC implemented the new People & Culture department with the aim of supporting staff so they can excel in their roles. We know that we can care for our community best when we care for our people first.



Key initiatives from the financial year include the establishment of a Flexible Work Policy and the provision of supportive workplace practices, such as an Employee Assistance Program, clinical supervision, wellbeing leave, self-care plans and staff self-care allowance.

The People & Culture team has four key areas of priority:

EMPOWERING OUR EMPLOYEES

Developing a people strategy that recognises WAGEC employees as our key resource in achieving our mission. It is thanks to our staff that we can create safe spaces for women and children and work towards ending gender-based violence in a generation.

PROGRESSION AND PRODUCTIVITY

Developing a structured employee journey that is supported by digital systems for efficiency and compliance. This journey is driven by a commitment to employee growth, leadership and capability development.

CURATING CULTURE

Cultivating and strengthening WAGEC's existing culture of trust and safety by utilising supportive workplace practices and embedding our values and Ethical Framework in every aspect of our work.

SETTING UP FOR SUCCESS

Ensuring our workforce environment is guided by up-to-date knowledge of trends, legislative changes and best practice approaches to human resource management.

At the heart of the new People & Culture team is a commitment to maintaining the pillars of our grassroots history, even as we now operate as a large not-for-profit. Our journey mirrors the societal changes women and children have faced as we move beyond the pandemic. As we navigate these transitions, WAGEC's team continues to adapt and negotiate new ways of being a feminist organisation. Through it all we continue to be the women standing up for women.

It is an immense privilege to walk beside women and children who have experienced domestic and family violence, or other forms of systemic disadvantage, and be a part of their journey. Thank you to our amazing team of dedicated employees who help create safer futures for women and children, day in and day out. Your perseverance through broken systems and unrelenting advocacy for rectifying disadvantage means that we get closer to ending gender-based violence every day.

Illustration by Joy Li

THANKS TO OUR SUPPORTERS

OUR PRIMARY FUNDER



Communities
& Justice

OUR DONORS AND SUPPORTERS

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Carmen Get It
CD Construction Group
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Findex Community Fund
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FLK IT OVER
For The People
Fort Street High School
Petersham
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Hare Family
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Lorica Partners
Lovekins
LUXMY
MaCher
Macquarie Bank
Maritime Union of Australia
Matilda Centre
MBM

McCullough Robertson
Lawyers
Microsoft
Millett Family Foundation
Minter Ellison
Mirvac
Mott Macdonald
Nandos
National Transport
Commission
Newington College
Northern Beaches Chorus
Now We Collide Creative
Agency
NSW Bar Association
NSW Department of
Education
Objective Leader
Omera Partners
Optiver
Oranges & Sardines
Foundation
Origin Give 2
Our Lady of Mercy College
Oz Harvest
Paloma Living
Pepper Money
Primer
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PX Partners
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Foundation
Raiz Invest
Ramblin Rascal
Randwick Public School
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Reach Robotics
Reliance Rail
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SCEGGS Darlinghurst
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Strength to Give
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Sydney Community
Foundation
Sydney Symphony Orchestra
Sydney University Women's
College
The Bearded Tit
The Colin and Brenda
Galbraith Trust
The Dentist at 70 Pitt St
The Executive Centre
The Hive Bar
The Nappy Collective
The University of Sydney
Infrastructure Team
The VGI Partners Foundation
Thread Together
Total Control ABC
Transport NSW
Turnbull Foundation
Two Good
UBS Group AG
University of Notre Dame,
Sydney
University of Technology
Sydney
UNSW Sports Club
Vivcourt
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Weldon Children's Services
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White November
Women NSW
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WITHOUT
COMMUNITY
THERE IS
NO
LIBERATION
AUDRE LORDE