Gender Equity Victoria

Annual Report 2022-23

G+V GENVIC

GENDER EQUITY VICTORIA

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Acknowledgement of Country

Gender Equity Victoria acknowledges the traditional custodians of the country across Australia, and we pay our respect to Elders past and present.

We acknowledge the strength and resilience of Aboriginal and Torres Strait Islander people and their communities despite the ongoing impacts of colonisation, genocide and disposition.

We recognise Aboriginal and Torres Strait Islander people as sovereign people who have never ceded their sovereignty of this land and we acknowledge Aboriginal and Torres Strait Islander people's human right to self-determination.

We are committed to working in solidarity and partnership with Aboriginal and Torres Strait Island people.

Contact

EMAIL: **genvic@genvic.org.au**

WEB: **genvic.org.au**

Chair's Foreword

This year has been challenging, but it has also been a year of resilience and determination. I extend my deepest gratitude to all our members, supporters, the GEN VIC Board, and our dedicated staff.

Despite being a young organisation, established only in 2018, GEN VIC has had significant success. In collaboration with our members and the Victorian State Government, we have secured over $30 million in additional funding for the sector and elevated the profile of gender equity in Victoria.

Gender Equity Victoria would like to acknowledge and express our thanks for the funding we have received from the Victorian Government. This funding has been instrumental in enabling us to achieve much success. It has allowed us to advocate for increased funding for our members, build commemorative fairness and justice in our public spaces for women and gender-diverse people, turn the spotlight of cyberhate, and make a successful case for gender-responsive budgeting.

Funding has enabled us to build gender equity champions within the community, government and public sectors. However, the Victorian Government's decision not to provide funding to GENVIC in early 2023, coupled with the end of much of our project funding this year, has led to a reduction in our operations.

Unfortunately, this has also resulted in staff redundancies. I want to thank and pay tribute to our staff, who continued to work with passion and skill during times of uncertainty. We are immensely proud of the efforts of Gail O'Donnell and CEO Dr. Helen Keleher, who supported staff through this difficult time.

Despite this year being very challenging, it has also been a year of resilience and determination. I extend my deepest gratitude to all our members, supporters, the GEN VIC Board, and our dedicated staff.

Through it all, we remain committed to our mission and will continue to strive for gender equity in Victoria.

As feminists, we understand that struggle often precedes victory. With this in mind, we have worked tirelessly towards Gender Equity Victoria's survival and thriving.

Our work towards our success has included:

- **Undertaking a membership review**
- **Developing a roadmap for the future through the GEN VIC Reimagined project**
- **Managing projects to completion and working with partners to complete some projects**
- **Reviewing and updating GEN VIC's governance and constitution to support our plans.**

This year has also seen many highlights, including the successful launch of the **'Put Her Name On It'** Project, the unveiling of monuments for women like *Stella Young, Zelda D'Aprano*, and the *Kurnai Matriarchs of Jackson's Track.*

We were thrilled to have 120 people attend our **Defining Equity Conference**, bringing together government, private industry, public sector, and the gender equity sectors to discuss and elevate an intersectional approach to gender equity.

I want to express my heartfelt thanks to *Entsar Hamid*, who concluded her term as Chair of GEN VIC in March 2023. I thank Entsar for her guidance and support.

Thank you to the Board members who left GEN VIC this financial year- *Marianne Hendron, Angela Jackson, Leonora Risse, Entsar Hamid* and *Emma Mahoney* for your work and support of Gender Equity Victoria. We also welcomed new Board members *Trish Crossin, Tanya Corrie* and *Leigh Svendsen*, who graciously took on the role of Deputy Chair when I became Chair.

I also wish to thank and acknowledge the passionate leadership of our two previous CEOs, *Tanja Kovac* and Dr. *Helen Keleher*. I would like to thank Helen Keleher for her dedicated support to our staff and board during the challenging period of adapting to the loss of State Government funding. Tanja and Helen have been staunch advocates for gender equity during their tenure at GEN VIC.

We have made decisions that set us up for a future in which we look forward to working with our members, supporters, partners, and government as Victoria's Gender Equity Movement builder. With a new **Gender Equality Strategic Plan for Victoria – Our Equal State**, there is much work to do.

To ensure we meet the challenges ahead, we welcome ***Micaela Drieberg as our CEO***. We are inspired by her vision, strategic insight, and drive to build gender equity throughout Victoria.

Finally, thank you to our funders, supporters and members. Together, we can do amazing things.

Julie Kun

JULIE KUN
CHAIR

G+V GENVIC

GENDER EQUITY VICTORIA

Meet our Board Members

Julie Kun, Chair is a dedicated gender equity leader and consultant specialising, in gender equity, family violence, gendered economic equity and compassionate leadership. She has held the CEO position at WIRE, the only service in Victoria that provides support, information, and referrals to women, gender diverse, and nonbinary people on any issue.

In addition to her work at WIRE, Julie established and managed Blue Star, a culturally appropriate home and respite care service for the diverse Jewish communities of Melbourne under Jewish Care.

Image of Julie Kun (she/her)

At the Australian Services Union, Julie's work included being campaign lead for Australia's first successful family violence leave clause to be included in an industrial agreement and being a campaign organiser for the ground-breaking Community Sector Gender Pay Equity campaign.

Image of Leigh Svendson (she/her)

Leigh Svendson, Deputy Chair has more than 30 years' experience in Industrial Relations, working for health unions since 1987, lastly with the Health Services Union. Her recent focus has been in the VET Sector, governance and compliance matters, women's engagement in the union, and policy development.

She has been a member National Committee of EMILY's List Australia for several years, including time as treasurer, and is the current national co-convenor. Her pervious board experience includes Loddon Mallee Women's Health and Positive Women Victoria.

Amanda Barker was honoured with an Australian Day Public Service Medal Award 2012 for outstanding work in the community.

At board level, highlights include her appointment as a Non Executive Director with the Credit & Investments Ombudsman where she provided strategic guidance and governance to management and the board, to promote and further develop the Ombudsman scheme.

Currently Amanda has been appointed onto the Australian Sustainable Finance Initiative, established to set out a roadmap for realigning the finance sector to support greater social, environmental and economic outcomes for the country.

Image of Amanda Barker (she/her)

Trish Crossin was the first women elected to the Federal Parliament from the Northern Territory and served 15 years (1998-2013).

Trish is an advocate for gender equity, and supporting women into politics.

Image of Trish Crossin (she/her)

During her time in the Senate, Trish was Chair of the Status of Women Committee and her work contributed to the implementation of paid maternity leave, a national plan to reduce violence against women and including breastfeeding as a ground for discrimination in the Sex Discrimination Act.

Image of Jade Blakkarly (she/her)

Jade Blakkarly is the current CEO of WIRE Women's Information Referral Exchange.

She previously held the position of CEO for Juno in 2017 where she has initiated and led ground-breaking projects focused on achieving positive outcomes and sustained change for people experiencing disadvantage in family violence, homelessness, justice, health, drug and alcohol sectors and in Aboriginal health.

Her expertise lies in strategic leadership, operations and system design, policy and program innovation.

Jenny Davidson is the CEO of Council of Single Mothers and their Children, a non-profit organisation that supports and empowers single mother families and advocates for change, and a single mother. She is a values-based leader with a passion for growing equality and creating opportunities for others to flourish.

Twenty years working in the non-profit sector has resulted in expertise in strategic leadership, operations, service delivery and stakeholder relations, reinforced by an MBA from Melbourne Business School. Jenny's experience ranges across women's, youth and health organisations in Australia and overseas, with a focus on women's rights.

Image of Jenny Davidson (she/her)

Image of Tanya Corrie (she/her)

Tanya Corrie is the CEO of Juno, a support and advocacy organisation that works with women and non-binary people in Melbourne's north who are experiencing homelessness or family violence.

Tanya has worked across the banking, consumer rights and family violence sectors. She holds a Bachelor of Commerce with a major in Economics, a Bachelor of Arts with a major in Politics, and a Graduate Certificate in Policy and Applied Social Research.

Tanya strongly believes the path to social justice and equity is through systemic change, and has undertaken her policy, research and advocacy work in research centers, social justice organisations and Ministerial Advisory roles.

Proudly raised in Public Housing in a single-parent household, she is a passionate advocate for gender equity and housing security and elevating the voices and strength of people with lived/living experience.

GEN VIC
Reimagining the way forward

'It is amazing what can be achieved when we collectively dare to imagine new possibilities'.
Julie Kun, Chair Gen VIC

The GEN VIC Reimagined project conducted by Lisa Heap involved talking to our members, potential members, funders, potential funders and activists about possibilities for GEN VIC's future. It revealed overwhelming support for an independent GEN VIC that is an expert on gender and the inequalities associated with gender discrimination, sexism and patriarchy. GEN VIC's unique focus on gender equity and its ability to unite organisations within and across sectors were highly valued by members and supporters.

The consultation highlighted the strong support for GEN VIC among gender equity-based organisations. The GEN VIC brand is positively regarded in the sector, with the potential to expand its reach. There was a consensus that GEN VIC could increase its impact and elevate the work of its members more, however, it was acknowledged that GEN VIC's resources are limited. With the loss of significant funding from the Victorian Government, it's crucial for GEN VIC to become very targeted to find its *'swim lane'* as one of our members put it and focus on areas where we can make a significant difference.

The areas for GEN VIC to build critical impact were identified as:

- Being a movement-builder, networker, and connector on issues of gender and women, creating impact through transparent collective work
- Making the work of the gender equity sector more visible
- Campaigning for gendered economic justice and security.

Put Her Name On It

Australia's first coordinated effort for equality in public place naming and commemoration hits new strides in 2023.

Changing the face of public place naming and commemoration across the landscapes of Victoria has been a concerted, collaborative, consultative campaign only made possible through the legion of warriors that made up the Reference Group, advocated, funded, promoted, lead, created, researched, shared, developed and showed up.

Reference Group Members

City of Melbourne
Ella Gauci
Jocelyn Chiew

AMOO & Latrobe Uni
Professor Clare Wright OAM

AMOO
Kristine Ziwica

Geographic Names Victoria
Rafe Benli
Lani Smith
Allison Kealy
Craig Sandy

Geographic Names Victoria - Advisory Panel
Amy Bell

Her Place Museum
Mary Delahunty
Clare Reynolds
Janine Barrand

The Australian Women's Register
Nikki Henningham

50/50 by 20/21
Professor Kim Rubenstein

Office of Women
Jessica Graham

Australian Queer Archives
Angela Bailey

Conflict Archaeology & Heritage
Clare Baxter

Image of statue of Stella Young

The six new monuments to women unveiled across Victoria, funded through the Office Of Women $1M investment, further raised the commemorative gap issue whilst contributing meaningfully to progress. GEN VIC played a critical role as a funding advocate, project strategist, project team member and promoter.

Existing places and works honouring women, generates visibility and elevate women's contributions. The completion of *Finding Her* celebrates 60 women and gender-diverse people from a range of backgrounds, locations and industries, demonstrating women's significance to Victoria.

The Local Government (LG) Survey achieved an 80% return rate (60 out of 79) providing excellent initial data and forming the basis of future work and measurements of progress focussed on audits, Gender Impact Assessments (GIAs) and bank of Women names.

The survey and *Our Equal State* are the foundation of our future work to achieve commemorative justice with our project partners in 2024.

Image of statue of Zelda D'Aprano

Image of statue of Dr. Vera Scantlebury Brown

Defining Equity Conference

Gender Equity Victoria's annual Gender Equity Conference was a resounding success. Held online on October 5th, 2022, the virtual conference Defining Equity buzzed with energy.

The conference brought together 120 attendees from private industry, the public sector, and the gender equity advocacy and service delivery sector to share, learn and build momentum together.

This is a testament to the power of collective voices advocating for gender equity within a robust feminist lens. The conference was co-facilitated by Tanja Kovac, the then-CEO of GEN VIC and Leanne Miller, CEO of Koorie Women Mean Business.

We thank the Victorian Government for funding this Conference and hope that funding can be made available to continue this conference into the future.

A Confluence of Voices for Gender Equity

A Unique Gathering

Defining Equity is GEN VIC's flagship gender equity conference. Tailored for those working to advance gender equity, it is the only conference of its kind in Victoria. The event brought together local and national experts and leaders in gender equity through a series of keynote presentations and panel discussions. It provided an important opportunity for gender equity champions to connect, learn from each other, and consider big ideas to amplify our collective impact.

Timely Themes

The conference came at a critical time for the gender equity movement. To advance feminist activism, we must focus on practical solutions to the issues that create gender inequity.

Key themes covered at Defining Equity 2022 included:

- ***Safety and respect***
- ***Gender-equal economics***
- ***Gender-equal health***
- ***Strengthening the gender equity sector***

The conference encouraged participants to address the explicit connections between gender inequity, other forms of inequity, and violence against women and gender-diverse and non-binary people. It provided evidence-based guidance on addressing these specific gendered drivers and reinforcing factors.

Image of the word FAIR on coloured dice

Keynote Speakers

We were honoured to have *Dr Niki Vincent*, the *Victorian Public Sector Gender Equality Commissioner*, and *Lizzie O'Shea, Founder and Chair of Digital Rights Watch Australia*, as our keynote speakers. Their insights were particularly relevant given the Gender Equality Act's second year and the increasingly complex online arena for gender-equal safety and respect.

Panel Themes

The conference featured several panel discussions on critical themes:

- ***Gender Economic Justice:*** This session explored the development of GE audit work stemming from the Gender Equality Act legislated in 2020.
- ***Gender Equal Health:*** This panel focused on what prerequisites we need to secure gender-equal health policies and practices including universal healthcare, economic support, and full participation in public life free from violence.
- ***Safety and Respect:*** This panel explored the impact of gendered cyberhate on our democratic system.
- ***Strengthening Gender Equity:*** This panel discussed commemorative justice in Australia and how we can transform our public places into safe and inclusive spaces that equally share the achievements and stories and celebrate our diverse community.

Understanding gendered cyberhate targeting women's sport athletes

Dr. Caitlin McGrane

The project aimed to understand the scale of the problem of gendered cyberhate against Australian professional women's sport athletes. The research team — Dr Caitlin McGrane, Associate Professor Kim Toffoletti and Dr Sarah Reddan—administered a survey to 140 professional women's sport athletes to ascertain how athletes experienced gendered cyberhate and what its effects were on their wellbeing, athletic performance and economic opportunities.

Shadow image of person kicking soccer ball

The survey was distributed by professional sporting organisations and players' associations, which increased the range of athletes reached; in total 33 different sports were represented in the survey results. In addition to the survey, the research team conducted seven semi-structured interviews with professional women's sport athletes to enquire further about their experiences of gendered cyberhate.

The results show that gendered cyberhate is profoundly affecting professional women athletes. The team were interested in whether and how participants both witnessed and experienced gendered online abuse, because research has shown that witnessing online abuse can be harmful in similar ways to experiencing online abuse oneself.

Over 80% of respondents had experienced and/or witnessed personal insults and over 70% had witnessed hate speech. When the team analysed the effects of this abuse, they found a compounding effect, meaning that the impact was more intense if a respondent had both experienced and witnessed gendered cyberhate, compared with either experiencing or witnessing alone.

The next steps for this project are to write a summary report of the research, which will be turned into a media story and will be the basis for an academic journal article. On 23 November, the team are also holding a roundtable with key stakeholders to discuss possible next steps with the research.

The research team wishes to thank all the participants who took part in the research, the sporting organisations who facilitated recruitment, the Gender Equity Victoria team, Deakin University, and the Office for Women for funding the project and their flexibility over the past 12 months.

Gender Equity Victoria extends its thanks to Deakin University for taking over the lead of this project in February 2023.

Picture of a poster on a wall stating post no hate

Leaders of the Future

The **Leaders of the Future** project was a collaborative project funded by the eSafety Commissioner led by GEN VIC and the Multicultural Centre for Women's Health (MCWH).

The project aimed to deepen our understanding of young women of colour's negative experiences online. Both organisations worked collaboratively on the project, but the work was mostly facilitated by MCWH so we wish to express our sincere gratitude to them for being the leaders on this project.

For this piece of work, we held workshops with young women of colour online over Zoom where we discussed their experiences online (positive and negative), challenges they faced and opportunities they saw in the future. MCWH subsequently developed a suite of resources that delivered key messages about young women of colour's online rights. MCWH also engaged Punchy Media to develop a suite of videos based on the discussions, which have recently won a MarCom award for Best Informational Video.

We wish to thank the participants for their incredible insights, the eSafety Commissioner for funding the project and MCWH for leading the work.

Dr. Caitlin McGrane

Acknowledgements

Membership

We would like to thank all our organisational members and individual members. Your membership and support empowers a GEN VIC and with that power, we are building gender equity.

Organisational Members

Women's Health and Wellbeing Barwon South West Inc
Grace Papers
Women's Health in the North Inc
Rainbow Health Victoria
Fitted for Work
No to Violence
FVREE
Her Place Women's Museum Australia
Women's Electoral Body (Vic) Inc.
Sexual Assault Services Victoria
Australian Muslim Women's Centre for Human Rights
BPW
Neighbourhood Houses Victoria
The Silent Witness Network Inc.
Bendigo Community Health Services Limited
The Queen Elizabeth Centre
The Royal Women's Hospital
Victorian Women's Trust
Capital City LLEN
Birth for Humankind
Koori Women Mean Business Inc
Flat Out
50/50 by 2030 Foundation
Wellsprings for Women
Women's Health Loddon Mallee
Womens Health Goulburn North East
Women's Health in the South East
Women with Disabilities Victoria
Women's Health East
Gippsland Women's Health
Juno
WIRE Women's Information Referral Exchange
Women's Health Grampians
Women's Legal Service Victoria
Gender Equity West (GENWEST)
Women's Health Victoria
Multicultural Centre for Women's Health
Women and Mentoring WAM Limited
Australians Investing in Women
Victorian Medical Women's Society Inc
Gender Works
Drummond Street Services Inc
Victorian Immigrant and Refugee Women's Coalition
Council of Single Mothers and their Children
Her Heart Limited

Major Funders

GEN VIC is grateful for the funding it has received this financial year from the Victorian Government. We acknowledge support from the Office for Women, the Department of Families Fairness and Housing, and Department of Land, Environment, Water and Planning. We also acknowledge the support of the eSafety Commissioner and the Federal Government for supporting our Online Safety Projects.

Acknowledgements

Our Staff and contractor support

Thank you for your passion, expertise and experience throughout the year.

Aayushi Bagga
Arundhathi Lekshmi
Carole Shaw
Dr. Caitlin McGrane
Gail O'Donnell
Dr. Helen Keleher
Jacinta Masters
Kahlia Hoad
Nurul Mahmudah
Kerry Wilson
Lauren Wildash – Numbers Helpdesk
Nebahat Erpolat
Reyhan Aksoyoglu
Tanja Kovac

Special thanks

Mandy Bow
Rafe Benli
Geographic Names Victoria
Kyriakos Gold – Just Gold
Deakin University
Multicultural Centre for Women's Health
Women's Health in the South East
Her Place Museum
Luke Hall -Baker McKenzie
Aleksandra Zochowski - Baker McKenzie
Nicholes Family Lawyers
Lukas White -Potent
Lisa Heap
Marie Overall

Donations

Women's Health Goulburn North East
Women's Health Loddon Mallee

thank you...

IMAGE ATTRIBUTES

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Page 10 - Image of words Put Her Name On It
Image sourced from Pakenham Gazette
https://pakenham.starcommunity.com.au/files/2022/12/TRTR_310900_01-1.png

Page 11 - Image of statue of Stella Young
Image sourced from Northern Grampians Shire Council website
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Page 11 - Image of statue of Zelda D'Aprano
Image sourced from Wikimedia
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Page 11 - Image of statue of Dr. Vera Scantlebury Brown
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Page 12 - Image of the word FAIR
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Page 13 - Shadow image of person playing sport
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Page 13 - Image of POST NO HATE
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Financial Report

GENDER EQUITY VICTORIA (GEN VIC)
A.B.N. 29 573 609 069
Special Purpose Financial Report for the year ended 30 June 2023 - SUMMARY

GENDER EQUITY VICTORIA (GEN VIC)
A.B.N. 29 573 609 069

INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2023

	2023 $	2022 $
INCOME		
Government Funding Income		
Victorian Dept. of Families, Fairness and Housing - Core	150,000	100,000
Victorian Dept. of Education and Training - Train the Trainer	-	6,636
Victorian Dept. of Health - COVID-19 Vaccine Projects	-	98,862
Victorian Dept. of Health - COVID-19 Vaccine Ambassador	-	50,000
Victorian Dept. of Jobs, Precincts and Regions – Working for Victoria	-	65,375
Victorian Dept. of Premier and Cabinet – Online Safety	99,989	150,000
Victorian Dept. of Premier & Cabinet - WOMHEn2022	-	137,087
Victorian Dept of Land, Environment, Water and Planning - Put Her Name On It	170,580	27,000
Commonwealth Funding for eSafety Project	47,029	21,883
	467,598	**656,843**
Other Income		
Memberships	30,412	37,529
Action for Gender Equality Partnership	36,185	259,718
COVID-19 Mental Health Funding (WHSC)	100,000	60,000
Seminars	12,947	23,183
Other Income	59,129	5,900
	238,673	**386,330**
TOTAL INCOME	**706,271**	**1,043,173**
EXPENDITURE		
Accrued Leave	(72,260)	39,010
Administration Fees	-	27,993
Audit Fees	50	4,000
Bank Fees	481	425
Catering & Venue Hire	-	-
Conference & Seminar Fees	2,115	-
Communications - Digital Subscriptions	8,923	4,470
Consultancy Fees	160,831	23,887
Equipment Purchases	322	3,705
Furniture & Equipment Depreciation	11,681	325
Forums and Focus Groups	1,120	720
Governance Expenses	(903)	7,426
I.T. Expenses	14,664	16,794
Insurance	2,504	1,953
Legal Expenses	12,329	21,486
Meeting & Events Promotion Costs	15,002	13,997
Miscellaneous Expenses	563	-
Office Expenses	-	631
OH&S	600	700
Portable Long Service Benefits Scheme Levies	7,244	6,324
Project Resource Development	102,273	-
Project Salaries	531,682	559,919
Publications	14,000	11,895
Recruitment	-	588
Rent	8,176	13,163
Research Projects	43,170	-
Scholarships	-	4,844

The Income and Expenditure Statement was extracted from the audited financial statements, which is available upon request.

GENDER EQUITY VICTORIA (GEN VIC)
A.B.N. 29 573 609 069

INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2023

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	2023 $	2022 $
EXPENDITURE (Continued)		
Staff Amenities	198	416
Stationery & Office Supplies	-	510
Subscriptions & Memberships	379	767
Superannuation	41,585	57,772
Telephone	-	988
Training & Development	454	3,409
Website	1,728	4,389
Workcover	850	11,493
TOTAL EXPENDITURE	**909,761**	**843,999**
NET SURPLUS/(DEFICIT) FOR THE YEAR	**(203,490)**	**199,174**

GENDER EQUITY VICTORIA (GEN VIC)
A.B.N. 29 573 609 069
STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2023

	2023 $	2022 $
NET SURPLUS/(DEFICIT) FOR THE YEAR	**(203,490)**	**199,174**
Other Comprehensive Income for the Year	-	-
NET SURPLUS/(DEFICIT) ATTRIBUTABLE TO THE ASSOCIATION	**(203,490)**	**199,174**

Board of Management Comments on the Income and Expenditure Statement

Accrued leave expense ($72k): *The negative Accrued Leave expense value is a direct result of adjustments throughout the year to the Annual Leave liability in the balance sheet when staff have either taken Annual Leave or ceased employment. In the 2022 year the Accrued Leave expense was much higher as less leave was either taken or paid out in that year, this has balanced out in 2023 as staff have either taken leave or have had leave paid out when they ceased employment.*

Difference in consultancy fees when compared to prior year: *Increased consultancy fees for the 22/23 FY is a result of contractor costs for finance and administration and for consults engaged in project work .*

Research Projects ($43k): *Research funding to Deakin University: Gendered online harassment of professional and elite women's sports athletes .*

Project Resource development ($102k): *Expenditure on external organisation and individuals' engagement in project development and delivery .*

Difference in WorkCover fees when compared to prior year: *The variance between WorkCover costs from 2022 to 2023 is largely due to adjustments in 2023 which were made to clear out a balance held in sundry accruals in the balance sheet which related to prior years. This amount has now been resolved in full.*

The Income and Expenditure Statement was extracted from the audited financial statements, which is available upon request.

GENDER EQUITY VICTORIA (GEN VIC)
A.B.N. 29 573 609 069

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2023

	2023 $	2022 $
CURRENT ASSETS		
Cash at Bank	209,566	961,716
Accounts Receivable	11,352	182,047
Other Receivables	-	15,503
Prepayments	264	1,020
TOTAL CURRENT ASSETS	**221,182**	**1,160,286**
NON-CURRENT ASSETS		
Office Equipment & Furniture	22,573	21,702
Office Equipment & Furniture: Accumulated Depreciation	(22,573)	(10,892)
TOTAL NON-CURRENT ASSETS	**-**	**10,810**
TOTAL ASSETS	**221,182**	**1,171,096**
CURRENT LIABILITIES		
Trade & Sundry Creditors	2,151	135,611
Accrued Expenses	13,301	41,267
Grants in Advance	-	445,292
Membership Income in Advance	20,410	20,710
GST Payable	(548)	51,391
PAYG Withholdings Payable	-	15,207
Provision for Employee Entitlements	-	72,260
TOTAL CURRENT LIABILITIES	**35,314**	**781,738**
TOTAL LIABILITIES	**35,314**	**781,738**
NET ASSETS	**185,868**	**389,358**
EQUITY		
Accumulated Funds	185,868	389,358
	185,868	**389,358**

The Statement of Financial Position was extracted from the audited financial statements, which is available upon request.

GENDER EQUITY VICTORIA (GEN VIC)
A.B.N. 29 573 609 069
STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2023

	Accumulated Funds $	Total $
Opening Balance as at 1 July 2021	**190,184**	**190,184**
Surplus/ (Deficit) attributable to the Association	199,174	199,174
Balance as at 30 June 2022	**389,358**	**389,358**
Surplus/ (Deficit) attributable to the Association	(203,490)	(203,490)
Balance as at 30 June 2023	**185,868**	**185,868**

The Statement of Changes in Equity was extracted from the audited financial statements, which is available upon request.

GENDER EQUITY VICTORIA (GEN VIC)
A.B.N. 29 573 609 069
STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2023

	Note	2023 $	2022 $
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from Government Funding		208,504	531,909
Receipts from Other Sources		238,373	383,833
Payments to Employees and Suppliers		(1,198,156)	(667,827)
Interest Received		-	-
Net Cash Generated From/ (Used in) Operating Activities	1	**(751,279)**	**247,915**
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for Property, Plant and Equipment		(871)	(10,811)
Net Cash (Used in)/ Provided by Investing Activities		**(871)**	**(10,811)**
Net Increase/ (Decrease) in Cash Held		(752,150)	237,104
Cash and Cash Equivalents at Beginning of Financial Year		961,716	724,612
Cash and Cash Equivalents at End of Financial Year	2	**209,566**	**961,716**

GENDER EQUITY VICTORIA (GEN VIC)
A.B.N. 29 573 609 069
NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2023

	2023 $	2022 $
Note 1 - Net cash generated from/ (used in) operating activities		
Net Surplus for the Year	(203,490)	199,174
Add: Depreciation	11,681	325
(Increase)/ Decrease in Trade and Other Receivables	186,198	(40,894)
(Increase)/ Decrease in Prepayments	756	(1,020)
Increase/ (decrease) in Trade and Other Payables	(228,572)	138,734
Increase/ (Decrease) in Grants Received in Advance	(445,292)	(84,040)
Increase/ (Decrease) in Membership Income Received in Advance	(300)	(2,497)
Increase/ (Decrease) in Provision for Employee Entitlements	(72,260)	38,133
	(751,279)	**247,915**
Note 2 - Cash and cash equivalents at end of financial year		
Cash at Bank	209,566	961,716
	209,566	**961,716**

The Statement of Cash Flows was extracted from the audited financial statements, which is available upon request.