

www.wwda.org.au

Women With Disabilities Australia (WWDA) **2008-09 ANNUAL REPORT**

Women With Disabilities Australia (WWDA)
PO Box 605, Rosny Park
Tasmania, Australia 7018
ABN 23 627 650 121
Ph +61 3 6244 8288
Fax +61 3 6244 8255
Email wwda@wwda.org.au
Web www.wwda.org.au

© Women With Disabilities Australia (WWDA) October 2009

Winner, National Human Rights Award 2001
Winner, National Violence Prevention Award 1999
Winner, Tasmanian Women's Safety Award 2008
Certificate of Merit, Australian Crime & Violence Prevention Awards 2008
Nominee, French Republic's Human Rights Prize 2003
Nominee, UN Millennium Peace Prize for Women 2000

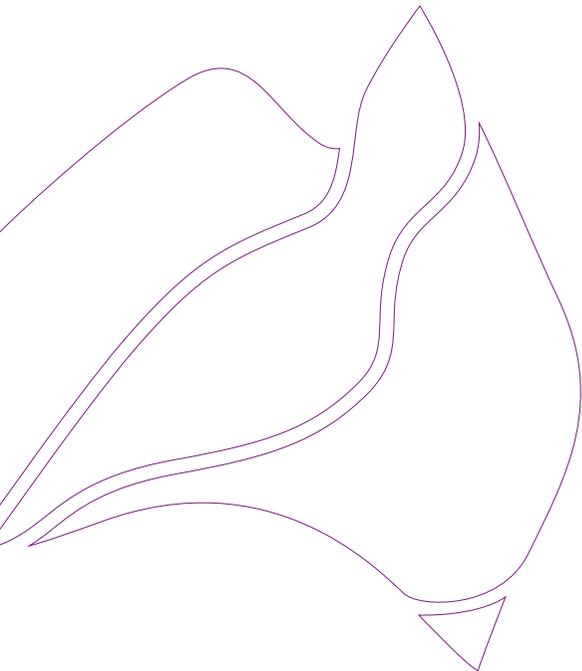
This work is copyright. Apart from any use as permitted under the Copyright Act 1968, no part may be reproduced without written permission from Women With Disabilities Australia (WWDA). All possible care has been taken in the preparation of the information contained in this document. WWDA disclaims any liability for the accuracy and sufficiency of the information and under no circumstances shall be liable in negligence or otherwise in or arising out of the preparation or supply of any of the information aforesaid.

CONTENTS

INTRODUCTION	4
WWDA PRESIDENTS REPORT BY ANNIE PARKINSON	5
WWDA EXECUTIVE DIRECTORS REPORT BY CAROLYN FROHMADER	7
VIOLENCE PREVENTION	8
REPRODUCTIVE RIGHTS & PARENTING	9
HUMAN RIGHTS	10
NATIONAL DISABILITY POLICY	11
HEALTH	12
INFORMATION & COMMUNICATION TECHNOLOGIES (ICT)	13
EMPLOYMENT	14
INFORMATION PROVISION, PUBLICATIONS & RESEARCH	15
COLLABORATIONS, PARTNERSHIPS & NETWORKING	16
INTERNAL OPERATIONS	18
REPRESENTATION	19
WWDA MANAGEMENT COMMITTEE 2008-2009	20
WWDA FINANCIAL STATEMENTS & AUDIT REPORT 2008-2009	21
APPENDICES	27

INTRODUCTION

Women With Disabilities Australia (WWDA) is the peak organisation for women with all types of disabilities in Australia. It was formed in 1995 by and for women with disabilities. It is managed by a volunteer Committee of women with disabilities who are located in cities across Australia. Its full time Executive Director and part time Office/Finance Manager undertake and coordinate all activities from a Hobart office. WWDA is the only organisation of its kind in Australia and one of only a very small number internationally. It operates as a national disability organisation; a national women's organisation; and a national human rights organisation. In cyberspace it has collegiate links with a number of international organizations of women with disabilities, and increasingly is in demand to support and mentor organizations in developing countries. WWDA is inclusive and does not discriminate against any disability. With more than 2 million disabled women in Australia, WWDA is an organisation that enables their voices to be heard and represents their collective interests, working systemically at a national and international level to promote, and advance the human rights and fundamental freedoms of women with disabilities.



WWDA's work is grounded in a rights based framework which links gender and disability issues to a full range of civil, political, economic, social and cultural rights. This rights based approach recognises that equal treatment, equal opportunity, and non-discrimination provide for inclusive opportunities for women and girls with disabilities in society. It also seeks to create greater awareness among governments and other relevant institutions of their obligations to fulfill, respect, protect and promote human rights and to support and empower women with disabilities, both individually and collectively, to claim their rights. A rights based approach also demonstrates, in a practical way, WWDA's commitment to the implementation of the core international human rights treaties ratified by the Australia Government, in particular the Convention on the Rights of Persons with Disabilities (CRPD), and the Convention on the Elimination of Discrimination Against Women (CEDAW).

With a committed membership, and consistently high calibre staff input, WWDA has emerged as a leading and resilient voice in national human rights debates. It is internationally acknowledged as a leader in the growing international disabled women's movement, with groups of disabled women in many different countries seeking to emulate its innovative programs, research and materials.

This document reports on WWDA's key achievements for 2008-2009. More detail on anything in this report can be found at WWDA's extensive website at:

www.wwda.org.au



WWDA PRESIDENT'S REPORT ANNIE PARKINSON

As always, from beginning of July last year to end of June this year has been an extremely busy time. This year's work, which includes multiple submissions, consultations and representations to government as well greatly increased website traffic from all over the world, indicates that WWDA is going from strength to strength.

In response to the establishment of the National Council to Reduce Violence Against Women and their Children, WWDA submitted a paper called 'We're Women Too'. Last September, Keran Howe and I flew to Brisbane to address the issues raised in that submission in more detail. Keran is a member of WWDA who is now the Executive Officer of the Victorian Women with Disabilities Network. The final report from the council 'Time for Action' was published in March this year and incorporated some of the points made by WWDA about specific aspects of violence against women with disabilities.

Towards the end of last year, Sue Salthouse and I were thrilled to meet up with Carolyn and Shirley in Hobart. We were there to receive, on behalf of WWDA, two violence prevention awards. These were the Australian

Crime and Violence Prevention Award and the Tasmanian Women's Safety Award and were in recognition of the Violence Resource Manual produced by WWDA the previous year and widely distributed throughout Australia and other countries interested in our work. Some of these requests come from emerging women and disability groups in countries in Asia and Africa and we always send whatever resources we have to these groups.

The National Women's Health Policy has occupied a bit of our thinking over this year. As well as writing a submission, WWDA held some consultations for women with disabilities and had representatives at most of the consultations held by the Australian Department of Health and Ageing. One of the issues relevant to women with disabilities is access to health screening programs such as Pap smears and breast checks. For women with mobility impairment to have these checks at their local doctors it is crucial that

the surgeries can provide adjustable height examination tables. WWDA continues the work it initiated on this issue several years ago. Slowly, slowly we are getting there.

This is a concrete example of what women with disabilities need from their health care but there are many other issues. These range from access to IVF and parenting information to fulfillment of particular human rights obligations spelled out in such international treaties as the Convention on the Elimination of Discrimination Against Women (CEDAW) and the Convention on the Rights of Persons with Disabilities (CRPD). Australia acceded to the Optional Protocols of these treaties earlier in the year so Australian citizens who have been discriminated against here on the grounds of gender or disability have access to an international court of appeal if their rights are not met by Australian jurisdictions. WWDA contributed significantly to the CRPD with strong advocacy that it should contain a specific Article for women (Article 6) as well as references to women in the preamble and other relevant Articles such as those dealing with violence.

WWDA PRESIDENT'S REPORT CONT.

This calendar year began with a rare event, a face-to-face meeting in Hobart. This was a great opportunity for us, the first time in several years we were all in the same place at the same time. This meant that there were management committee members who were meeting each other properly for the first time, not just as disembodied voices in the quarterly teleconferences. The focus was our five-year strategic plan for 2010 - 2015 and we thank Leanne Dowse for her informed facilitation of that process over the three days. The strategic plan will be published later this year.

Looking back over the last few years, I see that some of our work maintains the same focus, such as sterilisation and violence against women with disabilities but the depth of the work we are doing has become greater. Other areas of concern have emerged from our members: primary health care issues; removal of babies from women with intellectual disabilities; access to IVF and other reproductive technologies; access to the workforce for women with disabilities.

From the office in Hobart, as our website and databases become more sophisticated, our capacity to reach the world has boomed. This is great in some ways but of course we still operate with not-quite-two paid workers so the more women we reach the more issues arise and the more our staff are extended.

Despite this tension between need and resources, I believe the spread of the work WWDA does now is both broader and deeper than in its early years. We are reaping the benefits of being an organisation with a policy worker who has been with WWDA for over ten years and is committed to its aims, along with strong membership involvement and broad community support.

After five years, at this year's AGM I am stepping down from the position of WWDA President. I have so enjoyed this role, daunting though it's been at times. I have every belief that WWDA will continue to flourish under the guidance of women who take on this position in the future. My thanks go to Carolyn, our Executive Director, for her consistently fine work and for always giving me great briefings when I needed them. Thanks to Shirley, our Office Manager who among other skills is an unflappable organiser of any logistical help the committee and members need in order to represent WWDA effectively. Of course, I thank the Management Committee for all the time and work they have devoted to our organisation over the years and all the support they have personally extended to me.

As always, I must single out Sue Salthouse our Vice-President for particular thanks. We've worked together so well over the whole five years and had a lot of fun too. I will be staying on the Management Committee for the next two years so this is not a complete farewell. My final thanks go to the Australian Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) for our operational funding grant.

Annie Parkinson
WWDA President



WWDA EXECUTIVE DIRECTOR'S REPORT CAROLYN FROHMADER

Women With Disabilities Australia (WWDA) has had yet another extremely productive year. As the only national organisation representing women with disabilities, it is crucial for WWDA to ensure that the voices of disabled women are heard in national policy debates and initiatives. The past twelve months has therefore seen us contributing to the extensive social policy agenda of the new Government.

We have participated in a large number of consultation processes and reviews, and developed detailed Policy Submissions across a wide range of portfolio areas. We have also sought out opportunities to provide input to State and Territory based consultations in areas of critical importance to our members, such as violence prevention. Over the past year, WWDA has contributed more than 19 formal Policy Submissions and responses at both a national and State/Territory level, and been represented at/on more than 75 forums, events, advisory structures and other fora.

During 2008-09, we researched and produced a major Policy Paper on Parenting and Women With Disabilities, wrote and published our quarterly Newsletter and Update Bulletins, and undertook a major update of our website, which now contains more than 940 publications and resources.

In the past 12 months, we also presented Conference papers, undertook a significant amount of collaborative work both nationally and internationally, and worked to refine and update our operational procedures and processes. We also conducted a three day Strategic Planning Forum for WWDA's Management Committee and staff, where we began the process of drafting our new Strategic Plan 2010-2015, which is due to be published later this year.

WWDA's level of output and achievements are particularly impressive, given that the organisation has only two paid staff and relies heavily on the commitment, goodwill and volunteerism of its members. In recognition of the extent and quality of our work in the area of violence prevention, we were awarded two significant Violence Prevention Awards in December 2008. The high standard of our work has also seen our profile and reach grow substantially over the past year, particularly at the international level.

As Executive Director, I would like to take this opportunity to thank Annie Parkinson (WWDA President) and Sue Salthouse (WWDA Vice President), for their commitment and dedication to their roles. Annie will be stepping down from the role of President at this year's AGM, so on behalf of the members of WWDA, I would like to thank Annie for her significant contribution to the organisation over the past five years. My thanks go to the WWDA Management Committee members for their support over the past 12 months. I would like also to acknowledge those WWDA members who have undertaken representative work on behalf of WWDA over the past year. A big thanks too, as always, to Shirley Raspin, WWDA's Office & Finance Manager for her exemplary work in the WWDA Office.

The following report gives a brief synopsis of WWDA's performance and key achievements over the past 12 months.

Carolyn Frohmader
WWDA Executive Director



WWDA delegates receiving the Violence Prevention Awards. From left: Carolyn Frohmader; Sue Salthouse, Minister for Police Jim Cox, and Annie Parkinson.

VIOLENCE PREVENTION

Violence against women with disabilities remains a key policy priority for WWDA. Over the past year, WWDA has undertaken an extensive program of work in the area, which has been far reaching and had significant impact. A key focus has been our policy and advocacy work with both Federal and State/Territory Governments to demand inclusion and consideration of women with disabilities in government violence prevention frameworks, strategies and initiatives.

At the national level, WWDA was heavily involved in the nationwide Consultations on the National Plan to Reduce Violence Against Women and Children, combining our detailed policy Submission with intensive lobbying efforts to redress the omission of disabled women's representation on the Government appointed National Council to Reduce Violence Against Women and Children. A WWDA delegation met with the Council members to brief them on the particular issues facing women with disabilities, and this was a critical element in harnessing support for ensuring inclusion of women with disabilities in the National Plan. WWDA received widespread support for our calls to include women with disabilities on the national advisory structure to oversee implementation of the Plan once developed. WWDA's representation on the Australian Domestic and Family Violence Clearinghouse provided

another avenue to foster and promote the inclusion of women with disabilities in violence prevention initiatives.

WWDA provided input to a number of State and Territory based consultations on violence prevention, including policy submissions to the NSW, Queensland, and Tasmanian Governments to inform the development of their respective Domestic and Family Violence Strategic Frameworks. WWDA also provided Submissions to the State and territory Attorneys-General, in their role as White Ribbon Ambassadors, to highlight the range of issues experienced by women with disabilities who experience, and are at risk of experiencing violence.

WWDA's expertise in the area of violence, gender and disability has seen an increase in requests for our input to a wide range of inquiries, research studies, projects, consultancies and reviews, along with a substantial increase in requests for WWDA publications and resource materials relating to violence against women with disabilities. For example, WWDA provided detailed information and advice to the consultants contracted by the Australian Government to develop the model for a new 24 hr Domestic Violence and Sexual Assault National Online and 1800 Telephone Counselling Service, and was able to provide specific details on

elements that would need to be considered in order for the service to be inclusive of women with disabilities. During the past year, WWDA has also supported a number of educative forums and seminars through provision of WWDA resources, participating as members of panels, by presenting papers, and by giving keynote addresses.

Our work in the area of violence prevention was recognised in late 2008 with WWDA being awarded two significant Violence Prevention Awards: an Australian Crime and Violence Prevention Award (Certificate of Merit and \$3000) and, the Tasmanian Women's Safety Award (State Winner). Both these Awards acknowledge outstanding contributions in the prevention or reduction of violence and other types of crimes, and were presented to WWDA by the Tasmanian Minister for Police, at a ceremony held in Tasmania on December 10th.

'Thank you for the copy of your Submission to the National Violence Council. I found it incredibly powerful and factual. It is one of those documents that you read and are left wondering how the issues raised and the recommendations within it could possibly be ignored by the government and the community.....'

Dennise Simpson, Manager,
ACT DV Crisis Service

Congratulations on this fabulous new resource! Well written, full of useful info—another WWDA classic!

Mobility International USA

‘I would like to thank you for all the information and support you have given me in order to be able to prepare a chapter on sterilisation of women with disabilities contained in a book entitled ‘Motherhood & Disability’. In the book, I have acknowledged WWDA’s work as pioneers in the subject of sterilisation and as the main source of inspiration for the chapter on sterilisation’.....

Ana Pelaez

REPRODUCTIVE RIGHTS & PARENTING

During the past year, WWDA continued its work to advance women and girls with disabilities’ right to reproductive freedom. Key elements of this work focused on the issues of forced sterilisation of minors, and the right of women with disabilities to found and maintain a family.

WWDA researched and produced a major Policy Paper on ‘Parenting Issues for Women with Disabilities in Australia’ which was published in May 2009. WWDA’s paper details the extensive range of barriers and restrictions women with disabilities face in realising their rights to full reproductive freedoms, particularly their right to found and raise a family. The paper, which included a range of recommendations to Government, was widely disseminated and continues to be well received, both nationally and internationally.

WWDA continued its long-standing advocacy campaign on forced sterilisation. In late 2008, a WWDA delegation met with the Federal Attorney-General’s adviser to discuss the issue of sterilisation of minors and to advocate for the Australian Government to develop universal legislation to prohibit the sterilisation of minors in the absence of a threat to health or life. WWDA made a number of separate submissions to Government during the year to reiterate this position.

WWDA also contributed to a range of human rights treaty reporting processes (both Government and non-government) in our continued lobbying actions on the issue.

WWDA’s leadership and expertise in the area of sterilisation has been recognised internationally and is being used in a number of ways around the world. For example, the internationally renowned organisation Survivor Corps (formerly Landmine Survivors Network, USA) has used WWDA’s work on sterilisation to develop its position paper and advocacy work on the Rwanda Government’s ‘Draft Bill on Reproductive Health in Rwanda’. This draft Bill (article 22), in its current form, would allow sterilisation of persons with disabilities without their consent. In advocating for the Bill to be amended to prohibit the forced sterilisation of people with disabilities, Survivor Corps has advised the Rwanda Government of WWDA’s expertise in the area, and provided WWDA’s information and resource materials on the issue.

Ms Ana Pelaez Narváez from Spain, who is a member of the UN Committee on the Rights of Persons with Disabilities, has used WWDA’s work on sterilisation of women and girls with disabilities to inform her new book entitled ‘Motherhood & Disability’.

The book is written in Spanish, but is intended to soon be translated into English. This international publication devotes a chapter to the issue of Sterilisation and draws heavily on WWDA’s work.

WWDA will continue to advocate for the prohibition of sterilisation of minors except where there is a threat to life or health of the individual.

Both nationally and internationally, WWDA is recognised as one of the leading civil society groups, advancing the rights of women with disabilities and winning numerous human rights awards for their work. . . .

Sheila McHale, Minister for Disability Services, WA

HUMAN RIGHTS

Periodic reporting and review by UN human rights treaty bodies is a critical aspect of Australia's commitment to the international human rights system.

Non-government organisations are playing an increasingly important role within the UN human rights system, and over the past year, WWDA's input to, and participation in, the preparation of reports to treaty bodies (both non-government and government) has been a key focus of activity.

WWDA was a key player in the National CEDAW NGO Shadow Report Project. Christina Ryan, WWDA member from the ACT, represented WWDA on the CEDAW NGO Project National Advisory Committee, and women with disabilities from around Australia participated in many of the consultations to inform the Report.

WWDA was thus closely involved in the process of developing the CEDAW NGO Report, which was completed in late July 2009, and which examines in detail the implementation of the CEDAW articles in Australia.

Issues facing women with disabilities are well represented throughout the Report, particularly in relation to areas such as: work; education; violence; sterilisation; health; housing; equality before the law, and parenting.

A major project for WWDA during the year was the National Human Rights Consultation. WWDA participated in the consultations nationwide, and also researched and published a detailed written Submission.

WWDA's Submission focuses on several key human rights where there are continuing abuses against women with disabilities in Australia, and highlights the fact that although Australia has embraced and ratified a number of international human rights treaties and instruments affirming its commitment to protect and promote the human rights of women and girls (including women and girls with disabilities), in practice, these international agreements have had little bearing on improving the human rights of women and girls with disabilities in Australia.

WWDA provided a number of Submissions to Government in relation to the implementation and monitoring obligations under the core human rights treaties ratified by Australia. WWDA has provided Submissions on: the Optional Protocol to CEDAW (OP-CEDAW); Optional Protocol to CRPD; Optional Protocol to the Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (OP-CAT); and the Australian Government's Draft Fourth Report under the Convention on the Rights of the Child (CRC).

NATIONAL DISABILITY POLICY

Contributing to the development of the National Disability Strategy (NDS) was a key component of WWDA's policy work during the past year.

WWDA participated in consultations held around the country and also developed a detailed written Submission to inform the NDS development.

WWDA's Submission recommended that the NDS be developed in a human rights framework consistent with the CRPD and should also give priority to vulnerable groups. WWDA also continued its involvement in the Australian Government's Review of the National Disability Advocacy Program (NDAP).

Building on previous work in the area, WWDA provided a detailed Submission to the consultants contracted by the Government to review existing models of disability advocacy in Australia.

During the year, WWDA provided input into the AusAID Consultation on a Disability Strategy for the Australian Government's Overseas Aid Program. WWDA's written Submission recommended that the AusAID Disability Strategy commit the Australian Government to support the integral role of women with disabilities NGO's in efforts to improve the position of women with disabilities in developing countries.

'The work of WWDA in addressing the issues that face women with disabilities has played a large role in bringing the issues that face these women onto the national agenda. This report is yet another example of the excellent work of WWDA....

Jon Stanhope
Chief Minister, ACT



Women with disabilities participating in the joint WWDA/QDN Forum.

HEALTH

A critical component of WWDA's policy work during the year focused on the Australian Government's work to develop a new National Women's Health Policy (NWHP). Regrettably, women with disabilities were initially excluded from several aspects of the consultation processes, most notably a failure to provide consultation documents in accessible format.

To obtain them necessitated prolonged, intensive advocacy to achieve the basic and fundamental right of access to information. The capacity of WWDA members to contribute to the consultation process was therefore significantly hampered.

In light of the barriers WWDA encountered, the Australian Department of Health and Ageing agreed to provide a small funding grant to assist WWDA in consulting with our members and preparing a Submission.

In mid 2009, in conjunction with the Queenslanders with Disabilities Network (QDN), WWDA hosted a Women with Disabilities and Health Forum in Queensland. Information gathered at this Forum was used to inform WWDA's written Submission to the National Women's Health Policy Discussion Paper.

WWDA worked collaboratively with the Australian Women's Health Network (AWHN) to assist in the planning of the AWHN National Conference, scheduled for May 2010.

In order to secure funding to enable women with disabilities to attend the Conference, WWDA developed a funding Submission to the FaHCSIA 2009-2010 Disability Conference Funding Program. WWDA also advocated for women with disabilities to be represented in the keynote speaker program, and WWDA was able to recommend Dr Marsha Saxton (University of California, Berkeley) for such a role. Dr Saxton accepted the invitation and will be presenting a keynote address on Violence and Women with Disabilities.

WWDA also submitted two abstracts to present papers at the Conference. These abstracts were accepted, and WWDA will be presenting the following papers in 2010: 'Our Rights Denied: Women With Disabilities & The Human Right to Health' and 'Downward Spirals: Addressing Economic Health for Women with Disabilities'.

During the year, WWDA also continued its long-standing advocacy work on the need for adjustable height examination tables in doctors' surgeries and similar venues, to promote women with disabilities' access to equitable health screening and care. WWDA also provided a Submission to the Australian Government regarding the establishment of GP Super Clinics - to be established in 31 locations over the next five years. WWDA's Submission stressed the need for accessibility issues to be considered in detail as part of the development stage.

'I wanted to take this opportunity to articulate how useful your website is for our Service and case workers. It is a valuable tool for us to access when searching for articles and information and this supports our work with women with intellectual disabilities.

Angela Barra, Spiritus Alina

INFORMATION & COMMUNICATION TECHNOLOGIES (ICT)

WWDA continued its policy and advocacy work in the area of information and communication technologies, largely through its Telecommunications Working Group, run and managed by WWDA Vice President Sue Salthouse.

WWDA developed a number of detailed policy Submissions during the year to various Government reviews and inquiries. WWDA's Submission to the Feasibility Study into an Independent Disability Equipment Program (DEP) endorsed the establishment of an independent DEP and argued that its operation will enhance the lives of people with disabilities.

WWDA developed a Submission to the National Broadband Network: Regulatory Reform for 21st Century Broadband Discussion Paper; and highlighted the importance of the way in which the delivery of ICT over high speed broadband, contributes to enabling people with disabilities to participate equally in all facets of society. WWDA also developed a Submission to the Government's Review of Consumer-related Industry Code Processes.

In addition, WWDA representative Sue Salthouse became chair of the Communications Alliance Disability Council in August 2008, and remained in that position until the Disability Council was disbanded in March 2009.

Through the work of our Vice-President, WWDA was able to contribute to the establishment of the Australian Communications Consumer Action Network (ACCAN). Sue Salthouse was a member of the Working Party to establish ACCAN, and was appointed as an inaugural Director of the ACCAN Board.

ACCAN became an incorporated entity on 15 October 2008. Allan Asher, a former deputy chair of the ACCC has extensive experience in consumer advocacy both in Australia and overseas, was appointed as the inaugural CEO and took up his position in mid-January. ACCAN has already undertaken research into the efficacy of Service Charters in promoting excellence in Customer Services; Emerging Consumer Issues in telecommunications, convergent communications and media; and a review of consumer and contractual issues around Informed Consent.

ACCAN is already forging a reputation as a feisty advocate for all consumers, and has a constitutional and contractual requirement to include issues of relevance to consumers with disabilities in its undertakings.

EMPLOYMENT

In August 2008, WWDA completed its Submission to the Parliamentary Inquiry into pay equity and associated issues related to increasing female participation in the workforce. As a result, WWDA was invited to appear before the House of Representatives Employment and Workplace Relations Committee to give evidence to the Inquiry, around the issues that WWDA identified in its submission, such as:

- the fact that people with disabilities are much less likely to be employed than people without disabilities;

- the further disadvantage experienced by women with disabilities because of the combined discrimination based on gender and discrimination based on disability;

- the many barriers which prevent women with disabilities from securing and maintaining paid employment including for example: discriminatory attitudes; poverty; non-optional costs of disability; inflexible work arrangements; inaccessible environments; experience of and vulnerability to violence; issues relating to transport, child care, attendant care; insecure housing

Sue Salthouse (WWDA Vice-President) represented WWDA at the House of Representatives Employment and Workplace Relations Committee on Thursday 4 June. Sue gave a detailed presentation to the Committee and answered many of their questions on the difficulties women with disabilities face in accessing and retaining employment. The Acting Chair of the Committee, Mr Haase, recorded in the Hansard transcript Sue's "wonderful evidence to illuminate [WWDA's] submission".

WWDA continues to liaise with other networks of women's organizations, including the WomenSpeak Alliance, Security4Women and the National Foundation of Australian Women to ensure that the barriers which further exclude women with disabilities from participating in the workforce are considered in fora, consultations and campaigns on employment, paid maternity leave, out of school hours child care, family tax benefits and work ready training.

'I would like to acknowledge WWDA's achievements during the Agreement period, and note the Department's appreciation for the work WWDA has undertaken to assist in improving the lives of women with disability. It appears to have been a big year for WWDA with many successful outcomes.....'

Helen Bedford, Disability Policy & Coordination, FaHCSIA

'From across the ditch in a small town, thank you for keeping me informed of the great work you are doing in Oz....'

Sandra Rhodda, PhD

Tai Poutini Polytechnic, New Zealand

'I just read your latest newsletter and wanted to pass on my congratulations to all involved in producing the publication. It's a great read and really encourages engagement. I look forward to future editions!'

Louise Gray

National Disability Services, ACT

INFORMATION PROVISION, PUBLICATIONS & RESEARCH

Over the past year, WWDA has undertaken a significant amount of work in further developing our key role in the provision and coordination of information. The WWDA website is a critical component of our core business, and its value has been recognised nationally and internationally. An extensive amount of work has been done on the website in the past 12 months. This has included updating every page on the site as part of our Search Optimisation processes, as well as annotating every publication and resource available on the site. As at 30 July 2009, the WWDA website contained 940 separate titles (includes publications). An equity feature of the website is that all material is provided in accessible format, and that the site itself conforms to W3C (World Wide Web Consortium) and WCAG 2.0 (Web Content Accessibility Guidelines Version 2.0) accessibility standards. WWDA has provided feedback to the Australian Government Information Management Office (AGIMO) and to the Australian Human Rights Commission on the accessibility of information provided on Australian Government websites.

In mid May 2009, WWDA added a data tracking system (Google Analytics) to its website in order to collect detailed data on site usage, to assess how users interact with our site, and to enable WWDA to make informed site design improvements and drive targeted traffic to the website.

Google Analytics provided the following data about the WWDA website usage for the three month period May 2009 – July 2009:

There were 24,395 unique visits to the WWDA website; 85.03% of those were new visitors to the site.

The users came from 157 countries/territories, using 57 languages. The top four countries were: Australia, USA, UK, and Canada, other users country of origin included for example: Saudi Arabia, Nigeria, Lebanon, Rwanda, Kiribati, Iraq.

19,432 visitors (79.66%) were directed to the site via search engines; 2,805 (11.50%) were direct traffic; and 2,158 (8.85%) were directed to the site from referring sites. A total of 17,278 keywords/search terms were used. The most popular search terms used were: WWDA; women with disabilities Australia; women with disabilities; violence against women with disabilities; euthanasia; al anon; poems about disability; disability legislation.

24,395 visits entered the site through 811 different pages, with the top entry point being the WWDA Home page.

The 940 pages on the site were viewed a total of 42,013 times.

The most popular pages visited (in frequency order of visits) were: 1) Home Page 2) Contents Page 3) Information & Referral Directory - Alcohol and Drug Services 4) Australian Government Disability Policy 5) WWDA Submissions to Government 6) WWDA Newsletters; 7) Sterilisation of Women and Girls with Disabilities 8) Women With Disabilities and Family and Domestic Violence.

During 2008, WWDA continued to produce its successful bi-monthly Update Bulletins. In late 2008, WWDA made the decision to replace the bi-monthly Update Bulletin with a more professionally produced quarterly Newsletter 'WWDA-News', which is now registered as a serial publication. The WWDA Newsletter is extremely popular, and is distributed by WWDA directly to more than 3,500 individual recipients. It is also electronically available on the website in accessible format.

WWDA has also continued to manage and maintain its electronic Discussion List 'wwda-discuss' which has approximately 200 subscribed members.

During the period July 2008 – June 2009, WWDA sent 53,830 emails and received 37,793 emails.

'You WWDA have showed us that if we believe in ourselves and if we organize ourselves we'll be able to go further. You can be sure that you'll be our example in our everyday activities.'

Miss Ndoya Kane, President
Vie Feminine Et Handicap
Dakar – Senegal

COLLABORATIONS, PARTNERSHIPS & NETWORKING

WWDA's increasing profile both nationally and internationally has seen us develop a range of new and exciting partnerships over the past year, as well as collaborate on a wide range of projects and programs. Just some examples are provided here.

In late 2008, WWDA took on the role of Australian Partner Organisation with the Australian Youth Ambassadors for Development Program (AYAD) - an AusAID initiative which supports skilled young Australians who want to live, work and make a difference in the Asia-Pacific region.

During the last year, WWDA has acted in a mentoring role to support Melanie Simpson, an AYAD who is on assignment with Himpunan Wanita Penyandang Cacat Indonesia (HWPCI) (The Indonesian Association of Women with Disabilities).

Melanie's assignment with HWPCI includes providing a regular physiotherapy service for the HWPCI members, providing training for sustainable rehabilitation programs, assisting in development and implementation of education guidelines and procedures for inclusive education in Makassar and developing a directory of local and regional services for people with disabilities. WWDA is engaging in regular email contact with Melanie and providing advice and assistance with negotiating any issues.

Following this, WWDA has become involved in a collaboration between CBM Australia, the Nossal Institute, and the International Women's Development Agency to examine the feasibility of disability mainstreaming in development projects involving women. Project funding will enable some preliminary research to be undertaken, with some project work to follow in Cambodia during 2010.

In March 2009, WWDA gave a keynote address to the Women With Disabilities In Development: International Roundtable, hosted by the World Bank and held in Washington, USA. The Roundtable was organized as part of the World Bank's celebration of March as Diversity Month, and in light of the widespread ratification of the CRPD.

The Roundtable focused on the importance of including women with disabilities in development and explored practical ways to ensure their inclusion. WWDA Executive Director Carolyn Frohmader developed the keynote presentation which was presented by WWDA member Margherita Coppelino. The presentation entitled: Addressing the Social Exclusion of Women With Disabilities: The Australian Experience examined some of the key issues for women with disabilities in Australia, and looked at strategies to promote their inclusion in development.

WWDA also participated in the two-week long e-discussion on 'Women With Disabilities In Development' which was launched during the Roundtable.

WWDA continued its collaboration with the national Womenspeak Network and the Australian Federation of Disability Organisations (AFDO). WWDA provided input to a range of Womenspeak initiatives, including the Review of the model for national women's alliances, and was represented at a number of Womenspeak meetings and events.

WWDA also contributed to a number of Womenspeak policy submissions throughout the year. In May 2009, WWDA Vice-President Sue Salthouse presented a paper at the AFDO National Conference in Melbourne. Sue's paper: 'Brave New World? - Is the Convention on the Rights of Persons with Disabilities a blueprint for Utopia?' looked at the work of WWDA and examined whether and how, the CRPD could assist WWDA and other disability organisations in their agenda.

WWDA was a member of the international Steering Committee established to develop the International Network of Women with Disabilities (INWWD).

COLLABORATIONS, PARTNERSHIPS & NETWORKING CONT.

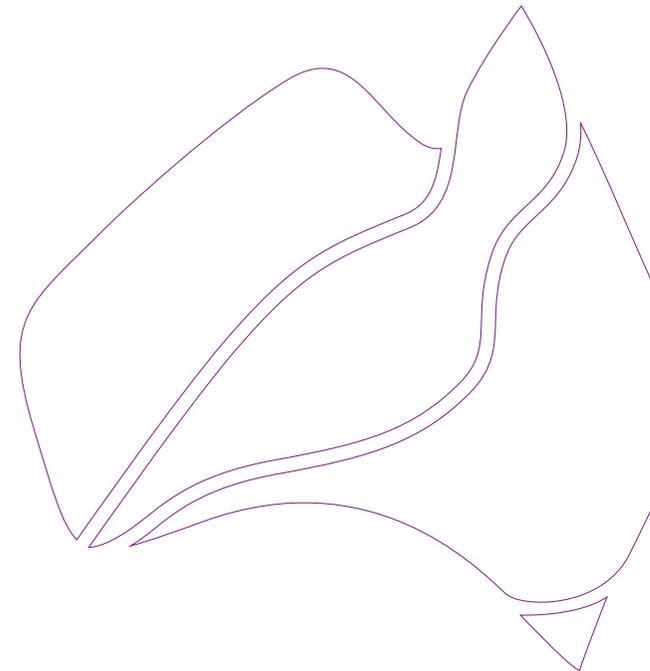
The INWWD was an outcome of the Global Summit for Women With Disabilities, conducted as an adjunct to the 21st Rehabilitation International World Congress which was held in Canada in August 2008. Sue Salthouse represented WWDA as a speaker and participant at these two international events. The INWWD was formally established in late 2008 and WWDA has been an active participant since its formation.

In early 2009, WWDA was invited to contribute to the World Report on Disability and Rehabilitation, which is to be published by the World Health Organisation (WHO). The WHO had sourced a copy of WWDA's Resource Manual on Violence Against Women With Disabilities and was impressed by the publication, particularly the narratives from disabled women contained in one of the Manual booklets 'A Life Like Mine'. WWDA provided the WHO with three personal narratives from WWDA members for inclusion into the World Report on Disability and Rehabilitation.

In mid 2009, WWDA was contacted by the Guangzhou Association of Disabled Women (China) inviting WWDA to give the Keynote Address at the Regional Conference on Women With Disabilities, to be held in Guangzhou City, China March 29-31, 2010. One of the aims of the Conference is to share experience of the progress that women with disabilities have made in different countries and regions and to improve the quality of life of women with disabilities in China. WWDA member Associate Professor Helen Meekosha will deliver the Keynote Address on behalf of WWDA at this Conference in March 2010. WWDA is currently seeking funding to enable Helen to attend.

'Thank you very much for keeping me on your mail list. I have learnt a lot from you indeed. I shared the appreciation I have for you and your organisation with your Governor-General who had paid a visit to my country recently. She was impressed by your work and expressed interest in the women and girls living with disabilities on the African Continent.'

Salome, Nairobi





WWDA Management Committee member Vicki Alipasinopoulos at work on her Braille machine at the Forum.

INTERNAL OPERATIONS

In late February 2009, the WWDA Management Committee and staff came together in Hobart for a 3 day forum to begin the development of WWDA's five year Strategic Plan for 2010-2015. This meeting was the first time WWDA Management Committee and staff had been able to meet face to face in more than 5 years, and was made possible through a one-off funding grant from FaHCSIA. The planning process included an analysis of the international and national policy contexts in which WWDA conducts its work, with the CRPD critical in framing WWDA's strategic direction. The 3 day WWDA Strategic Planning forum also included an information and refresher session on Governance, and addressed areas where WWDA will update and further develop its internal policies and procedures to promote the effective functioning of the organisation. WWDA's Strategic Plan for 2010-2015 will be published at the end of 2009.

During the past year, WWDA has met its contractual obligations with FaHCSIA, its funding body. In mid 2009, WWDA met with officers from FaHCSIA to review and discuss WWDA's performance, and negotiate our funding contract for 2009-2010. WWDA was pleased to subsequently be advised by FaHCSIA that our operational funding would be provided for a two year period. This marks a significant change, as prior to this, WWDA has only ever received funding on annual basis. Operating

under a 2 year contract is enabling WWDA to plan with improved certainty and increase the time horizon for commitment to projects. This is increasingly important in the co-operative work it is undertaking at local, national and international levels.

WWDA's operational procedures and processes have been refined, including daily sorting and filing of electronic files, upgrading and cataloguing of hard copy files and further developing and updating of mailing list recipients. The WWDA Membership renewal process is in a year of transition to change all expiry dates to the end of the financial year. Financial accounting practices and procedures (implemented by WWDA's office manager Shirley Raspin) were commended by the organisations' auditor: WWDA has met its Constitutional and Incorporation requirements.

'This is a great Submission.
Thanks for sharing, and
congratulations on another
job well done.'

Mary Ennis, Executive Director
Disabled People's International, Canada

REPRESENTATION

Over the past 12 months, WWDA has contributed more than 19 formal Policy Submissions and responses to a number of reviews and inquiries at both a national and State/Territory level. WWDA's formal submissions demonstrate the breadth and scope of the organisation's work, with submissions developed across a diverse range of issue areas, including for example: violence prevention; human rights treaties monitoring; disability policy; health policy; telecommunications; and employment (see Appendix 1 for a listing of WWDA's Policy Submissions 2008-2009).

WWDA's Submissions have been widely disseminated and made available in accessible formats on the WWDA website. We have regularly received acknowledgement for the impact, quality and standard of our policy submissions.

As the national representative structure for women with disabilities in Australia, WWDA has continued to seek out opportunities and avenues to increase its representation on relevant national, State/Territory and local working parties, committees, advisory bodies, and other fora.

Over the past year, WWDA has been represented at/on more than 75 forums, events, advisory structures and other fora, covering a wide range of portfolio and interest areas. This is clearly a worthy achievement given that the majority of WWDA's representation work is carried out by WWDA members on a voluntary basis.

Examples of WWDA's representation work for the year is provided in Appendix 2.

'Thanks for your
information and
congratulations for the
work well done.'

Efrèn Carbonell
Coordinadora de Tallers, Spain

WWDA MANAGEMENT COMMITTEE 2008-2009



Annie Parkinson
President



Sue Salthouse
Vice President



Margie Charlesworth
Secretary



Pamela Menere
Treasurer



Helen Meekosha
Human Rights Rep



Kate List



Rayna Lamb



Sheila King



Jo Dixon



Vicki Alipasinopoulos

WWDA STAFF



Carolyn Frohmader
Executive Director



Shirley Raspin
Office & Finance
Manager

PROFIT & LOSS [LAST YEAR ANALYSIS] – JULY 2008 THROUGH JUNE 2009

	This Year	Last Year
Income		
General Income		
Donations	4,999.25	7,097.50
Interest Received	9,639.57	8,984.12
Memberships	7,140.00	6,360.45
*Project Management Income	3,325.00	1,190.28
*Miscellaneous Income	7,500.00	0
Reimbursed Expenses	7,986.01	1,069.01
Sitting Fees	0	262.00
Total General Income	40,589.83	24,963.36
Grants Received		
OFW Violence	0	13,636.36
FaHCSIA Additional	0	30,000.00
Grants - OOD	160,966.00	159,800.00
Grant – Telecom Consumer Rep	14,900.00	13,854.00
ACT Women's Grant	3,000.00	
Nat Women's Health Policy	5,000.00	
Total Grants Received	183,866.00	217,290.36
Income from Sales		
Publication Sales	339.59	87.73
Violence Resource Manual	4,050.24	23,660.54
Total Income from Sales	4,389.83	23,748.27
Total Income	228,845.66	266,001.99
Expenses		
Administration Expenses		
*Accommodation, Meals etc	13,929.02	4,217.12
*Administration Costs	0	1,126.64
*Accountancy	0	1,507.50
Alternative Formats	0	8,466.00
*Accountancy & Audit Fees	1,280.00	900.00
Bank Charges & Govt Taxes	270.30	308.17
Conference Registrations	1,992.05	484.22
Consultancy	8,900.00	12,826.00
Depreciation	2,945.21	3,121.00
Donations	1,500.00	0
Electricity	2,221.64	1,073.66
Insurance	3,345.93	3,464.92
Internet	1,565.92	1,123.94
*Information Technology	2,050.45	1,239.00

PROFIT & LOSS [LAST YEAR ANALYSIS] – JULY 2008 THROUGH JUNE 2009

	This Year	Last Year
Expenses (continued)		
Administration Expenses (continued)		
Membership Fees	765.00	394.60
Office Supplies & Equipment	3,883.35	3,944.69
Postage & Freight	3,252.73	8,384.31
*Printing & Publication Design	4,676.26	27,712.51
*Publications Design	0	1,250.00
*Publications In	0	40.91
*Purchase of Equipment - Other	0	160.80
*Project Management	3,105.00	0
Registrar General Fees	61.00	31.00
Rental Costs	6,636.25	6,444.19
*Sitting Fee & Report Writing	3,825.00	1,080.00
*Software	0	895.07
Staff Welfare	260.00	0
Subscriptions & Publications	708.64	415.35
Recruitment	0	558.36
Sundry Expenses	2,242.05	2,297.12
Taxi	2,617.18	1,879.47
*Telephone & Teleconferences	3,639.26	3,542.96
Training	550.00	0
*Travel	12,808.69	5,263.51
*Teleconferences		420.33
Total Administration Expenses	89,030.93	104,573.35
Employees Expenses		
Leave Provision	8,146.52	7,459.23
LSL Provision	1,932.34	12,639.13
Superannuation	9,975.67	9,882.02
Wages & Salaries	104,087.55	102,879.04
Workers Compensation	591.64	642.31
Total Employee Expenses	124,733.72	133,501.73
Total Expenses	213,764.65	238,075.08
Operating Profit	15,081.01	27,926.91
Other Income		
Other Expenses		
Net Profit / (Loss)	15,081.01	27,926.91

DEPARTMENT OF FAMILIES, HOUSING, COMMUNITY SERVICES AND INDIGENOUS AFFAIRS AUDIT CERTIFICATE

Program Funding Recipient: Women With Disabilities (Australia) Incorporated
 Type of Funding: National Secretariat Program
 Statement of Income and Expenditure for the period: 01/07/2008 to 30/06/2009

I have audited the Final Acquittal Report and Profit and Loss statement of the organisation for the period indicated and provided answers to the following questions. Where a "No" answer is given I am providing an accompanying note to the certificate.

1. I have read the Conditions of Program Funding under which payments have been made to the organisation by the Department of Families, Housing, Community Services and Indigenous Affairs for the audited period.	Yes
2. I am satisfied that all payments made to the organisation by the Department of Families, Housing, Community Services and Indigenous Affairs in, or for, the audited period were spent for the agreed purpose(s) or, if not yet fully spent, have been accounted for in the audited financial statements.	Yes
3. I am satisfied that the organisation observed all Conditions of Program Funding relating to the organisations audited financial statements.	Yes
4. There were no other matters of a material nature that came to my attention, other than those noted in my audit report.	Yes

Name of Engagement Partner: Michael Burnett

Signature of Engagement Partner:



Name of Audit Firm: Accru+ Steele Burnett & Nelson
 Address: Po Box 28 Rosny Park TAS 7018
 Telephone No: (03) 62 445 044
 Fax No: (03) 62 447 319
 Date: 15th August 2009

WOMEN WITH DISABILITIES (AUSTRALIA) INC. COMMITTEE'S STATEMENT

We, Annie Parkinson and Pamela Menere, being President and Treasurer respectively of Women With Disabilities (Australia) Inc do hereby state on behalf of the Committee that in our opinion the accompanying statements are drawn up so as to give a true and fair view of the results of the operations of this association for the year ended 30th June 2009 and the Balance Sheet is drawn up so as to exhibit a true and fair view of the state of affairs of the association at that date.

SIGNED ON BEHALF OF THE COMMITTEE



.....
PRESIDENT

Signed at Sydney, this ^{27th} day of July 2009



.....
TREASURER

Signed at Melbourne, this ^{27th} day of July 2009

Auditors

Accru + Steele Burnett & Nelson Chartered Accountants
Level 3, 6 Bayfield Street, Rosny Park Tas. 7018
Ph: (03) 6244 5044

INDEPENDENT AUDIT REPORT

To the members of Women With Disabilities (Australia) Inc.

SCOPE

We have audited the attached special purpose financial report, comprising Profit and Loss statement and Balance sheet, of the Women With Disabilities (Australia) Inc for the year ended 30 June 2009. The Association's Committee of Management is responsible for the financial report and has determined that the accounting policies used are consistent with the financial reporting requirements of the Association's constitution and are appropriate to meet the needs of the members. We have conducted an independent audit of the financial report in order to express an opinion on it to the members of Women With Disabilities (Australia) Inc. No opinion is expressed as to whether the accounting policies used are appropriate to the needs of the members.

The financial report has been prepared for distribution to members for the purpose of fulfilling the Committee of Management's financial reporting requirements under the Association's constitution. We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

Our audit has been conducted in accordance with Australian Auditing Standards. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report. These procedures have been undertaken to form an opinion whether; in all material respects, the financial report is presented fairly in accordance with the policies adopted by the association. Accounting Standards and other professional reporting requirements (UIG Consensus Views) are not applicable to the accounting adopted by the Women With Disabilities (Australia) Inc.

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

QUALIFICATION

As is common for organisations of this type, it is not practicable for Women With Disabilities (Australia) Inc. to maintain an effective system of internal control over donations, subscriptions and other fund raising activities until their initial entry into the accounting records. Accordingly, our audit in relation to donations, subscriptions and other fund raising activities was limited to amounts recorded.

QUALIFIED AUDIT OPINION

In our opinion, except for the effects of such adjustments, if any, as might have been determined to be necessary had the limitation discussed in the qualification paragraph not existed, the financial report presents fairly in accordance with the basis of accounting, as described above, the financial position of Women With Disabilities (Australia) Inc. for the year ended 30th June 2009 and the results of its operations for the year then ended.

ACCRU+ Steele Burnett & Nelson Services Pty Ltd



Michael Burnett FCA
Registered Company Auditor
Dated: 29th July 2009
Level 3, 6 Bayfield Street, Rosny Park TAS

Auditors

Accru + Steele Burnett & Nelson
Chartered Accountants
Level 3, 6 Bayfield Street, Rosny Park Tas. 7018
Ph: (03) 62445044

WWDA POLICY SUBMISSIONS 2008-2009

Submission to the Australian Government's Consultations on the *National Plan to Reduce Violence Against Women and Children*

Submission to the Queensland Government *Strategy to target domestic and family violence 2009–2013*

Submission to the *Review of the 'Safe at Home' Response to Family Violence in Tasmania*

Submission to the New South Wales *Strategic Framework on Domestic and Family Violence*

Submission to Urbis Consultants on the *Development of a Model for the new National 24 hr DV Crisis & Counselling Service*

Submission to the Australian Government on the *Optional Protocol to CEDAW (OP-CEDAW)*

Submission to the Australian Government on the *Optional Protocol to CRPD*

Submission to the Australian Government on the *Optional Protocol to the Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (OP-CAT)*

Submission in response to the Australian Government's *Draft Fourth Report under the Convention on the Rights of the Child (CRC)*

Submission to the *National Human Rights Consultation*

Submission in response to the Australian Government's Discussion Paper *'Developing a National Disability Strategy for Australia'*

Submission to the AusAid *Disability & Development Strategy*

Submission to the Review of the National Disability Advocacy Program (NDAP) – *Models of Disability Advocacy*

Submission to the *Feasibility Study into an Independent Disability Equipment Program*

Submission to the National Broadband Network: *Regulatory Reform for 21st Century Broadband Discussion Paper*

Submission to the *Review of Consumer-related Industry Code Processes*

Submission to the Australian Government on the *Establishment of GP Super Clinics*

Submission to the Australian Government on *Adjustable height examination tables*

Submission to the *Parliamentary Inquiry into Pay Equity and Increasing Female Participation in the Workforce*

Submission to the *Review of the National Women's Alliances*

WWDA REPRESENTATION 2008-2009

ACOSS National Conference 2009
 ACOSS National Member Organisation & Compact Meetings
 ACT Domestic Violence Prevention Council Workshop
 Attorney Generals' NGO Forum on Domestic Human Rights 2008, 2009 (Member);
 Australian Electoral Commission Disability Advisory Committee (Member)
 Australian Federation of Disability Organisations (AFDO) Board of Directors (Member)
 Australian Federation of Disability Organisations (AFDO) Conference
 Australian Federation of Disability Organisations (AFDO) Member meetings
 Australian Disability & Development Consortium Conference
 Australian Domestic & Family Violence Clearing House (Member)
 CBM/Nossal Institute & International Women's Development Agency Meeting
 Centrelink Disability Customer Service Reference Group (Member);
 Communications Alliance Accomplishments Awards Dinner
 Communications Alliance Consumer Council Monthly Meeting (Member)
 Communications Alliance Disability Council Quarterly Meeting (Chair)
 Communications Consumer Dialogue 2008
 Communities in Control Conference 2009
 Contemporary Disability Service System Stakeholder Workshop
 Crime and Violence Prevention Awards
 Disability Council/Consumer Council Mobile Premium Services Strategy Group
 Disability Disadvantage and Development in the Pacific and Asia
 Disability Services and Research Centre's Announcement Event
 Equal Workplace Rights Committee Pay Equity Inquiry
 Global Fund For Women (USA) Advisory Board (Member);
 Human Rights Community Roundtable
 Human Rights Hot Topics Seminar
 Industry Reference Group for National Disability Workforce
 Information Accessibility Code Forum
 International Roundtable: Women With Disabilities In Development (World Bank, Washington)
 Joondalup Domestic Violence Project - Key Speaker
 Launch "National Plan to Reduce Violence Against Women & their Children"

WWDA REPRESENTATION 2008-2009 CONT.

Medicare Australia Consumer Communication Group (Member)
Ministerial Meeting Liz Broderick
Mobile Premium Services Code Review Meeting
National Council to Reduce Violence Against Women & their Children Meeting
National Disability Strategy Consultation (National, State & Territory Forums)
National Human Rights Consultation
National Rural Women's Summit - Teleconference Weekly
National Rural Women's Summit Steering Committee
National Standards for the Primary Prevention of Sexual Assault through Education - Roundtable
Newell Memorial Working Group
Rehabilitation International/Global Summit
Forum: Rights Denied: Toward a national policy agenda on abuse, neglect and exploitation of people with cognitive disability
Ron McCallum, Disability Equity & Inclusion Presentation
SAPE Roundtable
Stakeholder Consultation MPSI Code Review
Supporting Women with Complex Needs Seminar
Tasmanian Crime Prevention & Community Safety Awards
Telecommunications Representation Stakeholder's Meeting
Telecommunications Stakeholders Working Group (Member)
Thanksgiving Service for Christopher Newell
Tom Shakespeare Disability Studies Seminar
Toora Women's Refuge 25th Birthday Celebration
Toora Women's Refuge Meeting
Training Workshop CEDAW
WAVE Online Board Meeting
Womenspeak Network Meetings (Member);
Women's Alliance Meeting with the Office For Women
World Conference of Women's Shelters
Women With Disabilities Australia National Strategic Planning Forum
WWDACT/Role of Government Review

