**ANNUAL REPORT**

**Women with Disabilities ACT**

**1 July 2018 to 30 June 2019**

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**WWDACT DIRECTORS’ REPORT 2019**

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Your Directors present their Report and Financial Accounts on the Company for the 12 months ended 30 June 2019.

# **ACKNOWLEDGEMENT**

WWDACT acknowledges the assistance of the ACT Government under the Office for Disability in making it possible to undertake our work.

*Women With Disabilities ACT acknowledges and pays respect to the Ngunnawal peoples, the traditional custodians of the ACT Region, on whose land our office is located. We pay our respects their Elders past, present and emerging. We acknowledge their spiritual, social, historical and ongoing connection to these lands and the contribution they make to the life of the Australian Capital Territory.*

# **DIRECTORS**

The names of the Directors in Office at any time during the reporting period are:

Louise Bannister

Karen Hedley

Kerry Marshall

Dianne McGowan

Sue Salthouse  
Eun Ju Kim-Baker (to September 2018)  
Maree Pavloudis (since November 2018)  
Belinda O’Connor (since November 2018)

WWDACT would also like to acknowledge our board trainee, Katie Shoemark.

# **OPERATING RESULTS**

The attached financial reports are for the period 1 July 2018 to 30 June 2019.

The Company finished the 2018-19 Financial Year with a total equity of $, and net profit of $.

# **SIGNIFICANT CHANGES IN STATE OF AFFAIRS**

There have been no significant changes in the State of Affairs of the Company during the reporting period.

# **COMPANY OBJECTIVES**

The Vision, Mission, Object & Purposes of the Company are set out in Section 3 of the Constitution.

1. WWDACT is committed to the vision of an inclusive society in which women[[1]](#footnote-1) with disabilities live meaningful lives as part of the community.

2. WWDACT is committed to a vision of human rights as a fundamental part of social justice and is guided by the United Nations Conventions on the Rights of Persons with Disabilities, and other human rights instruments.

3. WWDACT is a Disabled People’s Organisation, which means it is majority owned and managed by people with disabilities, in this case women with disabilities.

4. WWDACT’s Mission is to represent women with disabilities in the ACT and region through feminist and human rights frameworks, including undertaking systemic advocacy on their behalf to address inequality and multiple disadvantage (intersectional discrimination).

5. WWDACT’s Object is to seek to overcome the poverty, and the social and economic disadvantages resulting from disability, particularly the disadvantage caused by the intersection of gender and disability. It shall do this by:

(a) representing women with disabilities;

(b) providing systemic advocacy for women with disabilities;

(c) influencing policies of Governments and society to support the principles of inclusion of women with disabilities in the life of the community;

(d) providing information to women with disabilities; and

(e) providing information and advice to Government and the community on practices to address inequality and disadvantage, of women with disabilities through a human rights framework.

# **STRATEGIES TO ACHIEVE OBJECTIVES**

The Company’s strategies to achieve its objectives are outlined in the Principal Activities section below. WWDACT systemic advocacy in areas of relevance to women with disabilities consists of intensive and extensive promotion of the interests of constituents to Government and civil society organisations. WWDACT’s further brief is to provide information to constituents about government policies and programs and to ensure that Government is kept informed of issues raised by ACT women with disabilities.

# **KEY PERFORMANCE MEASURES**

A successful outcome of the Company’s systemic advocacy is measured in terms of:

1. consideration of the human rights and fundamental freedoms of women with disabilities as integral components of policies and programs developed by both government and community organisations.
2. Provision of information on policies and programs given to women with disabilities through consultations, forums and newsletters.
3. Provision of information to Government on the issues and concerns of ACT women with disabilities.

# **PRINCIPAL ACTIVITIES**

The Company acknowledges the assistance it receives from the ACT Government under the Office for Disability to undertake its activities.

## *ADVOCACY*

WWDACT has undertaken systemic advocacy in areas of relevance to women with disability through the following activities.

### Advisory Group Membership

It is important that issues for women with disabilities are considered in the development of gender-related policies and programs. WWDACT director Louise Bannister is leading the implementation of the ACT Women’s Plan through her role as Chair of the Ministerial Advisory Council on Women (MACW). She also represents us on disability matters through her contribution to the ACT Disability Reference Group (DRG). Members are given regular feedback about proceedings from both these groups and have an opportunity to have input to surveys and other deliberations.

In addition, WWDACT Chair, Sue Salthouse maintains membership on the Disability Advisory Group for the Justice and Community Safety Directorate to improve employment of people with disabilities and the employment experience of existing staff with disabilities. She has continued her membership on the Survey of Disability and Carers (SDAC) Advisory Group. Input included improving the availability of sex disaggregated data. The survey was ‘in the field’ for the latter part of 2018.

WWDACT CEO, Cee Moore coordinates the ACT Disability Advocacy Network (ACTDAN) which is activated on an ‘as needs’ basis. She is also a member of the HCCA Access and Design Reference Group.

WWDACT is a member of the Australian Federation of Disability Organisations (AFDO) and benefits from the CEO network of the eighteen member organisations.

### Participation in Meetings/Forums

WWDACT Directors and staff have been active in their participation in meetings during the year. These have included 5 meetings on Health , 2 forums on Housing, a consultation on accessibility for the new light rail, 4 general meetings on civil society matters and 6 meetings concerned with implementation of UN Human Rights conventions and associated schemes such as the National Disability Insurance Scheme (NDIS) and the National Disability Agreement (NDA). WWDACT Chair was a panelist at a COAG meeting for the development of the Fourth Action Plan (4AP) for the National Plan to Reduce Violence Against Women and Their Children. Director, Maree Pavloudis has been a roving attendee at meetings and consultations on issues relevant to women with disabilities including transport and tenancy.

### Policy Papers

WWDACT has had continuous input into local and federal government policy development through its submissions to inquiries and responses to discussion papers.

As is tradition, WWDACT submitted an editorial to the Canberra Times/People with Disabilities ACT I-Day Supplement to mark International Day of People with Disabilities.

As a member of the Social Policy Committee of the National Foundation of Australian Women, WWDACT Chair undertook at detailed analysis of the impact of budget measures in the 2019 budget. This was incorporated into the NFAW Gender Lens on the federal budget (see <https://www.nfaw.org/page/a-gender-lens-budget>).

Director Karen Hedley undertook a research project into the availability of appropriate information about contraception and consent to enable women with disabilities to form respectful relationships if that is what they want. This was the action research follow-up to a literature review and analysis of national and international legislation, including the role of supported decision making. The *Contraception, Consent, Sexuality and Relationships* Report was launched at the ANU Crawford School Recommendations for the teaching of sex education and for GP interactions are being followed up.

WWDACT made submissions to the Inquiry into the Crimes (Consent) Amendment Bill 2018, the Inquiry into Libraries ACT and the Inquiry into Maternity Services in the ACT.

### Projects

**Australian Women’s Archives Project** WWDACT produced an exhibition in the Canberra Centre of 7 women and non-binary people with disabilities called *Redefining Leadership.* This launched on March 8th, International Women’s Day, and was physically exhibited for 10 days. The photographs and stories were re-exhibited at CMAG in October.

**Contraception & Consent Part 2** WWDACT launched the reports from Contraception and Consent Parts 1 and 2 on June 20th. The reports are available at wwdact.org.au/publications.

**Youth Leadership Project** WWDACT produced the event *Pitch Your Passion*, where 8 young people with disabilities spoke or performed in their area of passion. These leaders were offered mentoring opportunities in their area of interest and 6 participants took up the offer. The project will continue in 2020.

**Social Drop-Ins** WWDACT has continued to hold regular social events called Social Drop-Ins. We have also trialed a virtual drop in format using video conferencing to include women who are unable to join us at physical events. These events provide women with networking and peer support opportunities with their community and allies.

**NDIS ILC Project** WWDACT was successful in receiving a grant from the 2018 NDIS DPFO Round. This will allow us to produce a series of peer-led workshops of supported decision making and self-advocacy for women with disabilities in 2019-2020. There is also an organisational capacity building component to develop policies and procedures for members, representatives and board processes.

### Direct Feedback to Governments & Community

WWDACT CEO and Chair have met with ministerial advisers and policy officers. In addition contributions were made consultations on the Australian Building Code, the development of the Quality and Safeguards Commission, the National Disability Strategy and Agreement and the ACT Disability Justice Strategy. WWDACT made contribution to meetings of a range of civil society Non-Government Organisations (NGOs) including the Australian Network of University Student Associations (ANUSA) and the ACT Disability Sector Forums. In addition WWDACT Chair has appeared as a witness to the Royal Commission Criminal Amendment Bill 2018.

In addition WWDACT has given feedback to the Senior Practitioner on the implementation of relevant laws in the ACT.

WWDACT has maintained a media presence with interviews on TV news about hire care availability, renting, transport and access, community access, and NDIS and gender.

As in previous years, WWDACT continues to give information and advice in response to individual inquiries from constituents, other NGO staff and staff in government departments.

### Presentations

WWDACT Chair was a keynote speaker at the Our Watch Media Awards, the Sydney Ideas Forum (presenting with WHO researcher, Tom Shakespeare on Choice and Control in the NDIS);, and a panelist at the COAG National Consultation for development of the 4th Action Plan. In September she presented a perspective on housing and urban development hosted by the Molonglo Group preparatory to development of the Dairy Rd site. In addition she presented to the HCCA conference in November. WWDACT was hosted by the Australian institute of Company Directors for the Canberra event as part of participation in the inaugural, virtual National Disability Leadership Awards.

## *INFORMATION*

### Website

The WWDACT website has expanded in use and popularity, with nearly 10,000 views over the year. This online presence enables members to join electronically and is the repository for all papers and reports over more than a decade of work. Significant speeches, media releases and calls to action are also shared on the site. The Fortnightly e-Bulletins are also posted online.

### WWDACT Bulletin

WWDACT published 25 fortnightly e-Bulletins during the year. Each bulletin contains topical information about gender and/or disability issues and includes information on social justice reach to 304 individuals or organisations. e-Bulletins containing local, national and international news of relevance to women with disabilities, including events and activities in the ACT, updates on the NDIS and Disability Royal Commission and information about international human rights developments.

## *SOCIAL MEDIA*

### WWDACT Facebook

WWDACT has increased its Facebook likes to more than 850 and increase which has been occurring consistently over each quarter since the launch of our website. Individual posts have reached up to 3000 people. The WWDACT Board, led by Social Media Director, Karen Hedley and CEO C Moore, have made 5-10 posts per week to maintain engagement and build a strong online community.

### Twitter - @WWDACT

@WWDACT has close to 370 followers, increasing by over 10% per 6-month period, and is following 344 individuals/organisations. The @WWDACT activity reached 5,607 in June, and tweets regularly on WWDACT news, invitations to WWDACT and other events, advocacy around the country and disability or gender items.

### Instagram- @wwdact

WWDACT began using Instagram to connect with a wider audience. This account has 181 followers and regularly posts about events and announcements.

# **STAFF**

**C Moore  
Chief Executive Officer**C (Cee) joined WWDACT as CEO in 2018, bringing their skills in community engagement, online media and systemic advocacy. They have a particular interest in access to health care, equity in housing, and intersectionality in advocacy. They are a proudly genderqueer and disabled person. They are keen to work on the intersection of gender and disability. They were born and raised in Canberra and began advocating for their peers as a teenager on their school board.

C is particularly passionate about housing and health and has served on the board of Better Renting, and as a consumer representative with the Health Care Consumers Association of the ACT. They are a graduate of the Disability Leadership Institute Future Shapers program, and the winner of the 2018 Chief Minister’s Inclusion Award for Emerging Young Leader.

**Kathy Ehmann  
Communications and Administration Officer**  
Kathy joined WWDACT in August 2018. Kathy comes to us with a diverse experience of customer service, administration and communications. Kathy reliably updates the WWDACT subscriber and membership lists and sends out our fortnightly newsletters. She has a passion for making our community kinder and fairer for all people.

**Ajar Sana  
Community Engagement Officer**  
Ajar has taken on the position of community engagement from her experience with advocacy of disability for students at the Australian National University. She conducts the WWDACT Representatives program and hosts all our engagement activities, such as social drop ins and consultations. She is especially interested in access to education, restorative practices, and recognition of intersectional power dynamics.

# **DIVIDENDS PAID OR RECOMMENDED**

The memorandum of association of the Company prohibits the payment of dividends.

# **INFORMATION ON DIRECTORS**

Information on directors for the 2018-19 financial year is as follows:

**Eun Ju Kim-Baker**

**WWDACT Director**

Eun-Ju was a specialist policy writer and advisor with 8 years of diverse experience working in government and non-government agencies in the NT and ACT. Their passion was working with vulnerable groups to achieve structural change, and they had expertise in targeted law reform that cuts through bureaucratic red tape and engages with the lived experience of people for whom the laws are actually drafted.

Eun-Ju had spent part of their working life in the NT working with the NT Anti-discrimination Commission; NT Public Interest Disclosures & Privacy Commission and the NT Department of Health. In addition their work at the Ruby Gaea Against Rape office and refuge saw them drafting plain English community legal education resources. In the ACT they worked for the AIDS Action Council and the ANU College of Law. Their concern about violence against people across a diverse range of communities, led to work with the Australian Women Against Violence Alliance.

Eun-Ju’s work was of such a high quality that it was recognised with a series of awards including an ANU internship with the Shadow Attorney General in 2017, an ANU residential scholarship for academic excellence; and the 2015 Annual Justice and Community Safety Directorate (JACS) Prize for the highest score in a Law Reform subject.

Eun Ju was a member of the WWDACT Board until their death in September 2018.

**Karen Hedley**

**WWDACT Director**

Karen has been working with people with disabilities for 30 years. She has a focus on human rights and self-advocacy, and a growing interest in the specific issues facing women. She was awarded the ACT Chief Minister's Inclusion Award for Lifetime Achievement in Support Work in 2015. Karen aims to empower, influence and inform others and to this end she has established a number of successful blogs and Facebook groups and pages relating to disability, and continues her career in the community sector.

WWDACT accepted Karen’s resignation in September so that she could accept a job with the Disability Royal Commission.

**Sue Salthouse**

**WWDACT Chair**

Sue is an educator and disability rights advocate, and has worked in both education and disability in Central Australia, Nepal, and Italy. She was a member of the University of Canberra Council from 2012 to 2018, and is the ACT Representative on the Independent Advisory Council of the National Disability Insurance Scheme. She is the immediate past Co-Chair of the Disability Reference Group advising the ACT Government on the implementation of the National Disability Strategy. She has been an inaugural board member, and Chair of the Australian Communications Consumer Action Network, and is a former president of Women With Disabilities Australia. She has advocated for improved access to services, education and employment for women with disabilities. She was the 2015 Canberra Citizen of the Year, 2014 ACT Senior Woman of the Year, and a nominee for the 2014 Senior Australian of the Year.

**Dianne McGowan**

**WWDACT Treasurer**

Di is a qualified bookkeeper and has worked extensively in both the disability sector and the private sector. She has been a member of WWDACT since it was first formed in 1995 and has supported the organisation with financial advice since its inception. She worked as the bookkeeper for Women With Disabilities Australia (WWDA) for a number of years when the national office was located in Canberra.

**Louise Bannister**

**WWDACT Director**

Louise has been involved with WWDACT since 1998 and works to promote health and wellbeing for women with disabilities including improving access to women’s health screening services. She is passionate about the right for individual choice and control and about creating a fully inclusive community through mentoring, education, advocacy, and leadership. Louise represents WWDACT on the Ministerial Advisory Council on Women as its Chair; and on the ACT Disability Reference Group. She is the former Deputy Chair of the Disability Advisory Council, and continues to work with ACT Health and the government to improve women with disabilities’ access to services and education. Louise has been recognized for her work in the community. She was awarded the Chief Minister’s Award for Inclusion by an Individual (2012), and was a Finalist in the Women of Spirit Awards (2009), and a National Finalist for the Australian Centre for Leadership of Women Leadership Achievement Award (2006).

**Kerry Marshall**

**WWDACT Director**

Born with Spina Bifida, Kerry is a Social Worker with a keen interest in mental health, mentoring, inclusion, human rights and social justice. Kerry has been a Canberra resident for more than 30 years and is passionate about improving the profile, status and lives of women with disabilities in the ACT and Region.

**Maree Pavloudis**

**WWDACT Director**

Maree is interested and involved with different things like Public Housing, Accessible Housing, Health, Age Care, Disabilities and helping the community. She returned to Australia six years ago and for the past five she has been living in Public Housing. She became involved in advocacy with the Relocation of tenants from Owen Flats on Northbourne Avenue as part of the Housing ACT Renewal program. This led her to become a member of the Tenants Consultative Group at HACT and then to creating a FB page exclusively for Housing ACT Tenants to be able to voice their concerns about their tenancy but also helping each other with problems and solutions around everyday life. She is also a recent board member of the Belconnen Community Council and hope to be able to bring some more light to issues concerning disabilities and accessibility.

**Belinda O’Connor**

**WWDACT Director**

Born with vision impairment, Belinda has forged a life of ongoing growth in personal self-advocacy as a person with disability and for people with disability. For the past 15 years Belinda has worked in various portfolios across the Australian Government, currently in public policy. She is passionate about improving disability workforce participation and inclusive practices, including through universal design and assistive technology. During this time, Belinda has been actively involved in disability networks and is currently working with other people with disability to establish with the Digital Transformation Agency a disability network for innovation and technology inclusion. In 2017 Belinda founded Bioptic Drivers Australia and is working with a multi-disciplinary team to advocate to formalise bioptic driving in Australia.

**Christina Ryan**

**WWDACT Public Officer**

Christina has been a member of the WWDACT Steering Committee since its formation in the 1990s and was a member of the inaugural Board in 2016, a position she continued to hold until February 2018. Christina is the Director of the Disability Leadership Institute. She continues as the Public Officer for WWDACT.

# **MEETINGS OF DIRECTORS**

|  |  |  |
| --- | --- | --- |
|  | **DIRECTORS’ MEETINGS** | |
|  | **Number eligible to attend** | **Number attended** |
| **Louise Bannister** | 10 | 9 |
| **Karen Hedley** | 10 | 9 |
| **Sue Salthouse** | 10 | 10 |
| **Kerry Marshall** | 10 | 8 |
| **Dianne McGowan** | 10 | 10 |
| **Eun Ju Kim-Baker** | 3 | 0 |
| **Maree Pavloudis** | 5 | 4 |
| **Belinda O’Connor** | 5 | 5 |

The Company is limited by Guarantee. Under Section 6.3 of the WWDACT Constitution, each Member’s liability on winding up is limited to a maximum of $2.00.

# **MINUTES OF 2018 AGM**

**Women With Disabilities ACT**

**Annual General Meeting**

**Wednesday, 21 November 2018**

**MINUTES**

**Present:** Sue Salthouse, Dianne McGowan, Karen Hedley, Kerry Marshall, Louise Bannister, Kerry Snell, Catherine Settle, Alexandra Koene, Karen Ferguson, Maree Pavloudis, Belinda O’Connor, Felicity Maher, Clare Moore

**Supporters:** Carla Millner, Michael Bleasdale, Kevin Hedley, Emelia Hedley, Sarah Bannister, Bob Bannister, Jeanette Purkis, Akka Ballenger, Essa,

**Apologies:** Ruth O’Brien, Christina Ryan

**Absent:** Thi Nha Tran

1. **Welcome and Introduction**

The meeting commenced at 8.00pm. Chair, Sue Salthouse, welcomed members and supporters to the meeting, and gave an acknowledgement of the Ngunnawal people as custodians of the land on which the meeting was held.

1. **Acceptance of Directors’ Report (Chair’s Overview of the 2017-2018 year)**

The Chair noted that the Directors’ Report had been circulated to members and was tabled. She gave a brief overview of the work of WWDACT in the 2017-18 year, before inviting further questions on the report. No questions were received.

**MOTION:** that the Directors’ Report for 2017-18 be accepted as tabled.

**Moved:** Kerry Snell

**Seconded:** Dianne McGowan

**Passed** unanimously

1. **Minutes of the 2017 Annual General meeting**

The Chair noted that the 2017 minutes were distributed prior to the meeting and were tabled. She invited any comment on the minutes. No comments or questions were received

**MOTION:** that the Minutes of the 2017 Annual General Meeting for 2017 be accepted as tabled.

**Moved:** Catherine Settle

**Seconded:** Louise Bannister

**Passed** unanimously

1. **Acceptance of Financial Statements 2017**

The Chair noted that the Financial Statements had been circulated as part of the Directors’ Report and were tabled. She then handed the floor of the meeting to the Treasurer, Dianne McGowan.

The Treasurer then asked for questions about the Financial Reports. No Questions were received.

**MOTION:** that the Financial Reports for 2016-17 be accepted as tabled.

**Moved:** Dianne McGowan

**Seconded:** Maree Pavloudis

**Passed** unanimously

1. **Appointment of Auditor for 2018 – 2019**

The Treasurer then handed the floor back to the Chair. The Chair noted that the appointment of an auditor is not necessary at present because WWDACT does not meet threshold income requirements and as such can have financial statements reviewed by a Chartered Public Accountant as was done for the current and previous financial reports. The Chair stated that Gaurav Bhatia has verified the financial statement for 2017 and 2018, and is appointed for 2019.

1. **Announcement of Board nominations received and proxies**

The Chair Announced that all board positions had been declared open for nominations. Only one nomination was received for the position of Chair, that of Sue Salthouse, and one for treasurer, that of Dianne McGowan. The positions of Chair and Treasurer were therefore declared elected without a ballot taking place. There were six (6) nominations received for the five (5) general board positions and the Chair introduced each candidate and noted that bios had been distributed prior to the meeting. No proxies were received.

1. **Election of new Director & Returning Officer’s Report**

The Chair introduced Bob Bannister to act as Returning Officer. Voting papers and pens were distributed, and ballots cast in the sealed ballot box. The Returning Officer withdrew to the back of the room to count votes.

On return the Returning Officer announced that Kerry Marshall, Maree Pavloudis, Karen Hedley, Belinda O’Connor and Louise Bannister would sit on the board as general board members. The meeting accepted these results with applause.

1. **Any Other Business**

No other business was raised.

1. **CLOSE AGM**

The meeting closed at 8.18pm.

1. Women denotes women, girls, non-binary persons and feminine identifying persons. [↑](#footnote-ref-1)