



EMPATHY. INSIGHT. ADVOCACY.

PHILANTHROPIC IMPACT REPORT
2022 - 2023



Engender
Equality

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Acknowledgments

Engender Equality acknowledges the profound impact of family violence on individuals, families, and communities, and the resilience and courage of those who have endured such hardships.

We honour the memory of those who did not survive and their enduring legacy. Your memory remains a driving force behind our work.

Every client we assist has a unique story of family violence, yet they all share a common thread: the strength and courage to seek help and share their experiences with us. We express gratitude to our clients for entrusting us with their stories, for allowing us to listen, and for giving us the privilege of supporting their healing journey.

This report was made possible through the invaluable contributions of volunteers and the collaborative efforts of victim-survivors who shared their stories* We extend our appreciation to them for their generosity in sharing these narratives with you.

We acknowledge the courage, wisdom and passion of the people who form our Advocates for Change Program, and thank them for sharing their stories, voice and knowledge to create change in our communities

We further acknowledge, with deep respect, the Palawa and Pakana people, the traditional owners of Lutruwita (Tasmania). The Palawa and Pakana people belong to the oldest continuing culture in the world. They have lived in union with Country for many thousands of years. We express gratitude for their custodianship and stand with Palawa and Pakana people in the declaration that sovereignty remains unceded.

**Names and identities have been protected.*



Thank You

Engender Equality is dedicated to offering specialised counselling, psychoeducation, and assistance to individuals and groups impacted by family violence across Tasmania.

Additionally, we actively engage in advocacy and provide training to combat gender inequality and violence against women and children.

We wish to express our deepest appreciation to our many philanthropic benefactors. Their substantial support, both in financial contributions and in-kind assistance has been instrumental in aiding victim-survivors of family violence.

These contributions hold immense value for our organisation, enabling us to optimise our resources to provide critical frontline support to Tasmanian families who are experiencing domestic and family violence.



Specialist Family Violence Counselling

Ensuring that survivor voices are heard, their narratives understood, and their healing supported, is of paramount importance for individuals who have experienced family violence.

Our counselling service is inclusive and open to all individuals who have experienced violence within their family environment, regardless of their backgrounds, ethnicities, genders, or unique family dynamics. Our specialised family violence counselling service consistently receives exceptional feedback from the diverse clientele we serve.

"I have been helped and guided so well, it has changed my life. I am grateful for every session with my Engender therapist."

- Jessie

Our clients often express that engaging with Engender Equality counselling aids them in their path toward empowerment, healing, renewed self-assurance, and a deeper comprehension of the intricate dynamics of family violence they have faced.

Predominantly funded by the Tasmanian government, Engender Equality's counselling service is enriched by additional support from generous donations, philanthropic contributions, and revenue generated by our training social enterprise.

Specialist Family Violence Counselling

“My counsellor knew exactly what I needed from each session, how to get me through the depression, anxiety, complex trauma, and to present the strategies to overcome these in a way I could understand, do, and feel the benefits.

My self-worth, connection, self-confidence, self-belief, and self-esteem - everything that has been taken from me, I have been able to restore. That is everything to me. The added connection to Dr. Torna Pittman's 10-part series on coercive control and her Thursday Thought Casts on You Tube, were essential for me to know and understand what the coercive control is doing to me and how to find a way forward for my recovery, healing, and transformation.”

- *Alana*



Shark Cage™ Program

Supported by the generous assistance of the Jetty Foundation, Engender Equality has successfully implemented several Shark Cage Groups in collaboration with locally based services. New Shark Cage Groups have been held at Tagari Lia, Ptnurra, Uniting and the TAC.

The Shark Cage Framework's primary focus is on empowering women to regain their rights and agency after experiencing abuse and victimisation.

The program seeks to assist participants to recognise unsafe and unhealthy relationships while also promoting agency as they establish personal rights and boundaries within their family and social networks.

Engender Equality values the partnerships established with the organisations that host and frequently collaborate in co-facilitating the program.

These collaborations enrich our organisation by providing established community networks, allowing us to share our expertise with fellow service providers, and to expand access to specialised family violence support.



Shark Cage™ Program

"I have come from a childhood of systemic abuse and trauma. I suffered throughout my life from low confidence and self-worth as a result, but never linked it to what I had endured as a child and later as an adult.

The Shark Cage Program has helped me remove the shame and guilt I have felt for many years and laid it squarely at the feet of the perpetrators, or as we know them as, the Sharks in our lives.

The Program has helped us more easily identify those who would harm us and has provided us all with ideas and tools on how to keep ourselves safe, while enforcing our boundaries. It has also been wonderful (but a sad reality) to be able to share this learning experience with others who have been abused by those nearest to them. We have all been able to contribute and share in the Program and have grown in understanding and strength as a consequence.

The facilitators made sure that the program was a safe space for us to share our experiences, without judgement, in a very understanding, healthy and healing environment.

I wish that the Shark Cage Program was part of the curriculum nationwide for all students, as the knowledge provided would prevent and circumvent many people from enduring a future lifetime of abuse.

Thank you for the opportunity to attend the Shark Cage Program and for providing the wonderful facilitators and this necessary resource to Abuse Victim-Survivors. We truly appreciate it and thank you so much!

Social Impact Support

As a specialist service that recognises family and sexual violence as a whole-of-community issue, Engender Equality is dedicated to leveraging community and social action to empower people to make a stand against violence against women. Via the delivery of training to organisations, workplaces, community services, government departments and community groups, we equip participants with the knowledge and skills to recognise and respond to family violence, and embed primary prevention strategies into their everyday lives.

Engender Equality's training is delivered as a social enterprise where proceeds from our training services contribute to our mission of benefiting the community. Income from the training assists in funding the counselling service we offer to victim-survivors of family and sexual violence.

The Elsie Cameron Foundation shares our enthusiasm to grow this part of our organisation to become a self-funding initiative that supports not only our organisation, but our values and purpose in engaging the community to join with us to end family violence. As part of their ongoing support of our organisation and shared vision to achieve this goal, the Foundation has generously funded a full time Social Enterprise and Business Development Manager to steer the social enterprise arm of Engender Equality over 2023-2024.

Engender Equality Fundraising Strategy

Last year, the Jetty Foundation reached out to Engender Equality after recognising an urgent need to address the underfunding of our counselling service.

They proposed a sustainable plan to help us to develop a comprehensive fundraising strategy, and to create a compelling case for support.

This strategic plan would aim to enhance Engender Equality's visibility and appeal to philanthropic donors.

Bianca Crocker from Fish Community Solutions played a vital role, providing strategic advice in the creation of a robust fundraising framework for Engender Equality.

The process unfolded in stages, and involved training for the Board of Directors and strategic guidance in proposing projects that would attract philanthropic investment.

As we now move forward, having completed this strategic initiative, Engender Equality is filled with excitement. Work has already commenced, and we are eager to showcase our fundraising achievements in the coming months and years, as the strategy is rolled out.

The Fundraising Strategy is a significant step towards strengthening our mission and services. Engender Equality is extremely grateful for the generosity and insight of the Jetty Foundation.



Fundraisers



“At Tarooma Rugby Club, we're evolving our traditions to be more inclusive. The longstanding worldwide tradition of Lady's Day in rugby, an event where clubs express appreciation to female supporters, has taken on a dynamic transformation within our community.

We've reimaged and modernised this tradition by giving it a charitable purpose and the amazing women in our club are leading the way. We've committed to supporting Engender Equality, an organisation close to our hearts. Engender Equality deeply resonates with our commitment to stand against family and domestic violence. Together, we're uniting to create positive change, raise essential funds, and foster a stronger, more inclusive community. This partnership signifies a step forward in our journey. With a rapidly growing female presence in our club, this event stands as a testament to our dedication to inclusivity and a brighter, more equal future.”

- *Simon Plumb (President - Tarooma Rugby Club)*

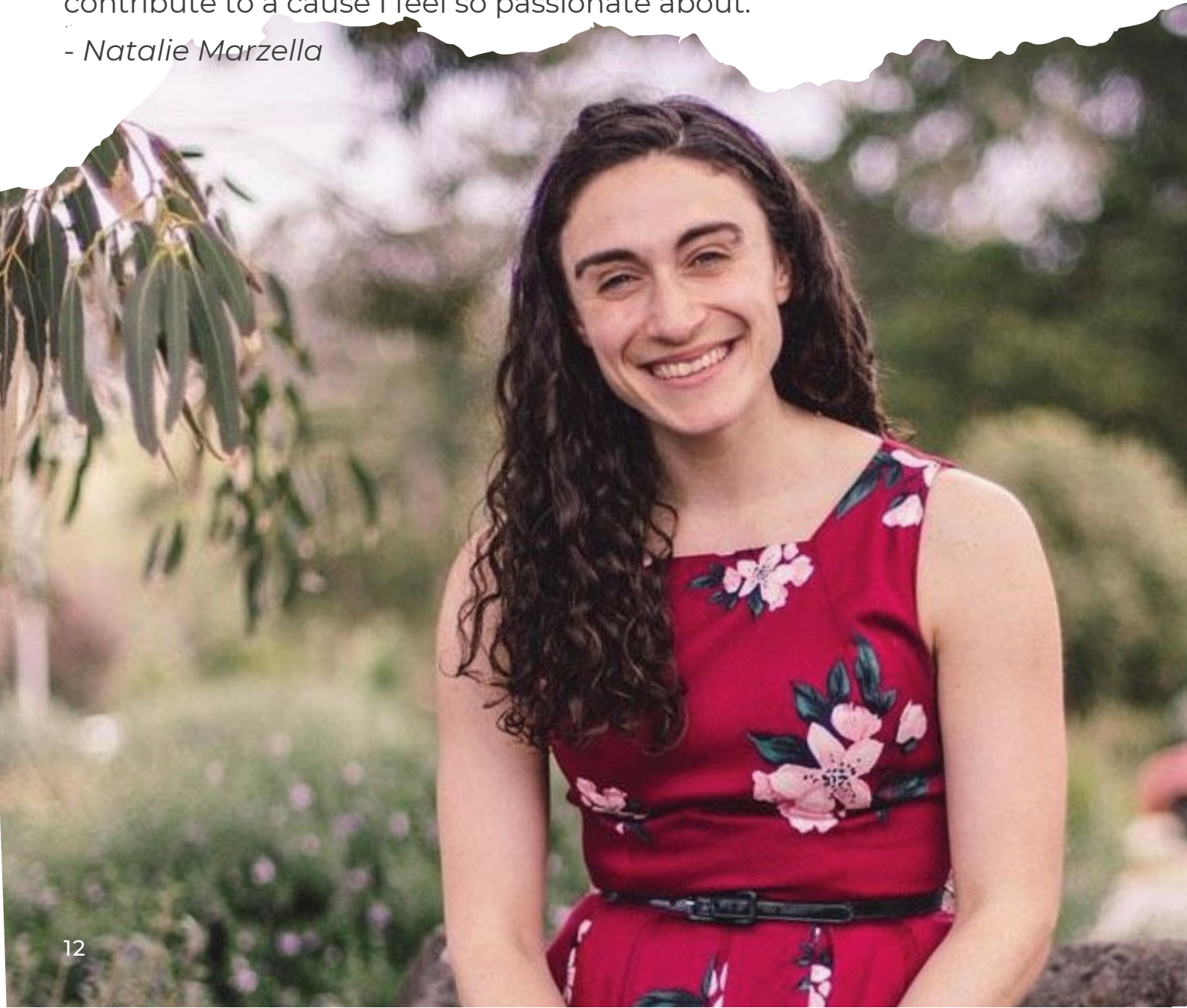


Fundraisers

“I started volunteering with Engender Equality when I was at university. As part of my university course, we sat in on trials and court proceedings as a learning, and I was taken aback by the high number of family violence matters. I have always loved giving back supporting causes that are truly meaningful to me, and as a result of what I was observing, I knew I wanted to support, in whatever way I could, a cause that helps survivors.

My time volunteering at Engender Equality was incredible. I was so inspired by the work, education and resources Engender provides, not only to survivors, but to the general public as well. While I have now moved interstate, I love donating to Engender - it is a way I can still contribute to a cause I feel so passionate about.”

- *Natalie Marzella*



Fundraisers



**Engender Equality CEO Alina Thomas
and former Commissioner Darren Hine**

In September 2022, a heartfelt retirement celebration was hosted at the Henry Jones Art Hotel to honour the illustrious career of former Tasmanian Police Commissioner, Darren Hine. This event gathered colleagues, friends, and well-wishers to express their deep appreciation for his dedicated service. Notably, Commissioner Hine's commitment to the community extended beyond his professional life. In a touching gesture, he requested that 30% of the ticket price be donated to Engender Equality, showcasing his unwavering support for our organisation - and the prevention of family violence in Tasmania.

We extend our heartfelt gratitude to Commissioner Darren Hine for his remarkable career and his commitment to creating a safer, more supportive environment for those in need.

Fundraisers

In November 2022, the Zonta Club of Hobart marked the International Day for the Elimination of Violence against Women with a luncheon at the Royal Yacht Club of Tasmania. This event was a testament to their commitment to supporting this important cause.

The luncheon featured various activities, including raffles and a silent auction, all aimed at raising funds for organisations dedicated to combating violence against women. It provided an excellent platform to raise awareness about the ongoing battle against gender-based violence.

Keynote speakers at the luncheon included Engender Equality's CEO, Alina Thomas, who shared valuable insights into the organisation's mission and work, and two remarkable women, Chaise Robertson and Jude Franks, who bravely shared their personal experiences as survivors of domestic violence.

The proceeds from this event were thoughtfully distributed, benefiting both Engender Equality and Jireh House, an organisation that offers vital services to women who have endured family violence.

The Zonta Club's dedication to this cause and their successful event highlighted the importance of collective efforts in eliminating violence against women and supporting survivors.



Fundraisers

The generosity of individual donors is the lifeblood of organisations like Engender Equality, and their contributions make an enormous difference.

Small donors have the collective power to drive substantial change. When a community of individuals comes together, each contributing what they can, it forms a strong foundation for long-term support. Their donations add up and create a reliable source of funding.

Small individual donors also play a critical role in our ability to maintain independence. Their contributions help us to remain independent, ensuring that our mission and services stay true to our principles.

Furthermore, small donors enhance our outreach efforts. Their support enables us to expand our programs, raise awareness, and reach more individuals who may be in need of support. Their funding often goes towards community initiatives and educational campaigns that promote awareness and prevention.

In essence, small individual donors are not just financial supporters; they are partners in our mission. Their contributions are the building blocks of our ability to provide vital services, create lasting change, and ultimately, help bring an end to family violence.

Their generosity, regardless of the amount, has a significant impact, allowing us to continue our essential work.

Brokerage Funds

Engender Equality is deeply appreciative of the incredibly generous contributions made by the Elsie Cameron Foundation to our Brokerage Fund. These donations have enabled us to offer important practical support to victim-survivors of family violence. This funding is so often a complete game-changer, providing real-world help to survivors of family violence. The fund's impact can be seen through stories like Rachael's. It is indicative of how vital the Brokerage Fund has been to so many of our clients in their journey to rebuild their lives.

"I was so fortunate to receive a laptop from Engender Equality to help with my TAFE course work. With four kids I've been finding it really hard to keep up with my course, but having the laptop and being able to work from home, I'm actually getting my assessments in on time. It's very much appreciated."

- Rachael

Rachael's gratitude echoes the sentiments of many others who have found genuine support through the Brokerage Fund. The fund is a beacon of hope, showing that practical assistance can make a world of difference for those on the path to recovery.

Advocates for Change

Entering its fifth year, the Advocates for Change Program provides training and ongoing support to our lived-experience Advocates. The Advocates embark on a meaningful journey to share their compelling stories and expertise with the community, creating systemic change in the ongoing fight against gender-based violence.

Engender Equality has equipped the Advocates to enact change by:

- **Actively participating** in community events to increase **awareness** of family and sexual violence.
- **Engaging** with various media platforms to shed light on the issue of gender-based violence.
- Offering **expertise** and insights to **influence** policies and practices concerning family and sexual violence.
- **Advocating** for legislative reforms that **strengthen** protections against gender-based violence.
- **Contributing** their perspectives and **guidance** in advisory and reference groups at both state and national levels.
- Playing a **pivotal role** in research **initiatives** addressing gender-based violence.
- **Informing** service delivery strategies and policy frameworks at Engender Equality.

The Advocates for Change program is supported by the Elsie Cameron Foundation who subsidise the purchase of gift cards for our Advocates.

We are incredibly proud of the significant progress made by the Advocates for Change Program and we reaffirm our commitment to fostering a society where the voices and experiences of victim-survivors serve as catalysts for meaningful change.

Advocates for Change

“As an advocate, I'm working towards changing systems and attitudes to protect and empower victim- survivors, and to create a safer future for my community.

I have been using the opportunities I've been given, and I am creating opportunities for myself and others.

I have experienced clarity, purpose, and agency. Some of my attitudes have been transformed, helping me to understand and heal.

A potential source of shame, misidentification, has been transformed into a badge of honour, and my suffering has meaning. Something good has come out of something bad.

Being an Advocate for Change has been an incredible experience I highly recommend it - for personal healing, a sense of common purpose with other advocates, and for making a real difference.

This program has tapped into something very powerful - the desire to effect change.”

- Anna



Partnerships

Engender Equality partners with several other charities to distribute essential resources and important services to victim-survivors of family violence in Tasmania.



The Nappy Collective

The Nappy Collective is the only Australian not-for-profit that focuses solely on collecting disposable nappies and distributing them to families in crisis. The Nappy Collective collects donations of new and leftover nappies - ones that little ones have grown out of or no longer need - and passes them onto Community Partners that support families.

Escabags

Escabags Ltd is an Australian registered charity who distribute 'Escape Bags' for victims fleeing domestic and family violence. Each 'Escape Bag' contains high-quality products as Escabags understand the importance of feeling comforted and worthy in a crisis. 'Escape Bags' are not gender-specific and, by providing two variations, 'Parent and Child' and 'Single Adult', they cater for all victims of abuse.



Rebuilding Smiles

Supported by the Australian Dental Health Foundation and dedicated volunteer dentists, the Rebuilding Smiles Program assists individuals experiencing dental health problems as a result of family violence and abuse. In 2020 Engender Equality became a member of Rebuilding Smiles and has since supported several clients, across Tasmania.

Operational Support



Document Management
TASMANIA

Growing research and heightened media coverage are contributing to a notable increase in awareness of family violence in Tasmania, shedding light on the importance of addressing this critical issue. Consequently, there has been an increase in demand for Engender Equality services.

This growth has prompted us to adapt and innovate. It has required us to find new ways to approach the increased demand. With the support of Document Management Tasmania we are so much better equipped to tackle these challenges.

Having already assisted us by subsidising the cost of two essential photocopier/printers, the generous offer to provide an additional copier for our North-West office is a testament to their commitment to our cause.

High-quality printing is fundamental to our ability to create professional communications and streamline administrative processes. The provision of these crucial resources by **Document Management Tasmania** ensures our messages are impactful and our operations run smoothly.

Document Management Tasmania's ongoing support is critical to our progress, and we are incredibly grateful for their continued support.

Volunteers

Engender Equality greatly appreciates the invaluable time and skills generously donated by our dedicated volunteers and board members. Their commitment strengthens our mission, allowing us to work towards a more equitable society - with even greater impact.

Our volunteers often gravitate toward us due to their strong personal resonance with our mission, fueled by a yearning for active involvement in the social movement we embody. Others are inspired by the recognition that our work thrives despite limited resources, igniting their eagerness to contribute.

Engender Equality is governed by a dynamic board of women leaders with diverse skills across the legal, financial, community development, marketing, executive management and human resources sectors. We acknowledge their invaluable contribution to our work.

These devoted individuals assume pivotal roles in our organization, extending their expertise and enthusiasm to advance our cause and magnify our influence. Their steadfast backing bolsters our capacity to foster meaningful change within our community, fostering an even greater impact that reverberates far and wide.



The Board

Kathryn Lenton
Karen Hind
Lisa Schimanski
Ruth Forrest
Prue Cameron
Jacqueline Nicholls

Volunteers

Annalise, Wynne, Pip

Student Placement

Erin, Beth

Our Team

Specialist Family Violence Practitioners

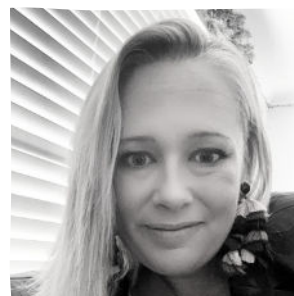
Engender Equality's specialist family violence practitioners work from offices in Hobart, Launceston, Devonport and Burnie.

They offer trauma informed counselling, outreach services, therapeutic group work, community education and training.

While it is essential to maintain their anonymity, we acknowledge them as the heart of our organisation.



Alina Thomas
Chief Executive Officer



Carolyn Self
Social Enterprise and
Business Development Manager



Kellie Chugg
Project Officer
Administration



Beth
Acting Project Coordinator,
Advocates for Change



Engender
Equality

PO Box 300, North Hobart 7002 TAS
admin@engenderequality.org.au
www.engenderequality.org.au
(03) 6278 9090 (Statewide)