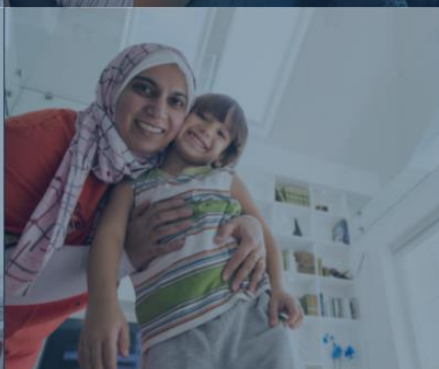


Annual Report 2021-2022



Engender have played a huge part in ensuring that I am still here

I stumbled across Engender Equality after 12 years of dealing with intimate partner violence followed by post-separation abuse.

I had not heard of Engender Equality before it was recommended to me, but once I discovered it, I realised it was exactly the support I had not known that I had needed for so long. I strongly believe that all victims of violence should be referred to Engender, especially those who are being further traumatised by the Family Court System.

I had been seeing a psychologist for 12 years and thought that this had covered all bases in terms of making sure I was as supported as I could be with the difficult journey of co-parenting with my abusive ex-partner. Once I commenced my counselling with Engender, I realised the importance of having specific counselling for Family Violence by counsellors who specialise in this area. Family Violence is a complex area which cannot be properly addressed without specific, comprehensive training in abuse dynamics, drivers of violence and in-depth knowledge of abuse trauma.

Engender have helped to equip me with knowledge to understand the abuse I have experienced for so long. With emotional abuse, it can be confusing and disorientating by nature and having a counsellor who has an in depth understanding of the dynamics of emotional abuse has helped me to make sense of my personal experiences and journey. This has been validating, which has assisted in my healing process. The counselling has given me specific skills for managing symptoms of PTSD that I suffer from as a result of my abuse experiences. It has also equipped me with knowledge and strategies to mitigate the impacts of further abuse that I am forced to endure through having been ordered by the Family Court to co-parent with my abuser. I cannot escape my abuser.

I can't speak highly enough of Engender Equality. They have helped to put me back on the path to health and wellbeing again after the havoc wreaked by my abuser, and the institutional abuse administered by the Family Law System tore my life apart. There have been times when I wasn't sure if I was even going to survive my experiences, such was the impact on my mental health, but Engender have played a huge part in ensuring that I am still here to be a loving parent to my two children and a loving wife to my beautiful husband. They have, most certainly, helped to save my life.

Caroline

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We 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.

Engender Equality also acknowledges the work of victim-survivor advocates, activists and change makers who have fought and continue to fight for the prevention of gender-based violence.

Engender Equality is funded by the Department of Premier and Cabinet, Tasmania.

Engender Equality

Engender Equality is a specialist family violence service employing professional family violence experts to work in a therapeutic model with victim-survivors in Tasmania. Engender Equality offers an integrated, dedicated service, providing individualised care and support to women, gender diverse and non-binary people, as needed over their lifespan.

Engender Equality delivers training on the family violence and on gender equality as a primary prevention strategy to eliminate family violence from our communities.

Our Vision

Our communities living free from violence

Our Mission

We apply deep expertise through:

- + An **individual** approach with trauma-informed counselling and services.
- + A **community** approach with workplace training, psycho-education groups and public forums.
- + A **systemic** approach with education, research and advocacy.
- + A **social** approach – promoting policy awareness and improvement.

At the point of authorship our 9 specialist family violence practitioners are actively working with 335 victim-survivors across the state.

We have 95 victim-survivors waiting to see a specialist family violence practitioner. These victim-survivors will wait 8 months (32 weeks) before they will be able to address their safety issues with a specialist family violence practitioner.

We have experienced a persistent increase in our counselling and therapeutic service over the past decade.

Chairperson Report - Emma Terry

On behalf of the Engender Equality Board and staff it gives me great pleasure to present the organisation's Annual Report for FY2022.

2021-2022 has seen the delivery of a high volume of dedicated and professional services from the staff team at Engender Equality. Our continued focus on delivering therapeutic counselling has been greatly reinforced by the introduction of 5-year funding contracts from the Department of Premier and Cabinet. This commitment from the Tasmanian Government will allow for Engender Equality to offer stability in employment to our counselling staff and engage a long-term strategic vision for the organisation.

Engender Equality training services, delivered under a social enterprise model have also strengthened with emerging partnerships with state and federal stakeholders.

The delivery of the Misidentification of Primary Aggressor public forum (a collaboration with Engender Equality's Domestic Violence Coordinating Committee partners) was an outstanding success, bringing a much needed spotlight to this failure of justice. Another key highlight of the year was the release of the Breaking the Trap resource for practitioners to help identify the drivers, strategies, tactics and impact of coercive control. Breaking the Trap is available for download via our shop platform on the Engender Equality website.

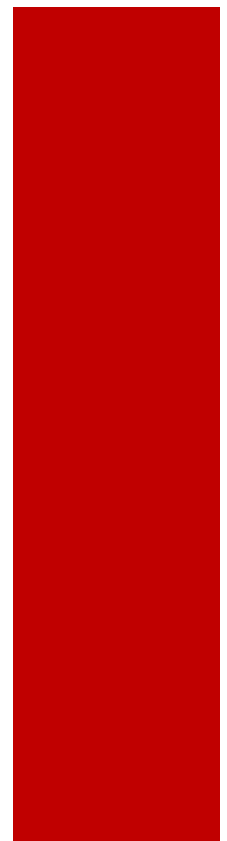
This year our Board and staff attended a strategic planning day in Launceston and developed our latest strategic plan. Our board is skilled and focused on the future growth of Engender Equality and I thank each director for their efforts this year.

Our treasurer Karen Hind has supported CEO Alina Thomas and pro-bono accountant Pip Geard to ensure our financial systems and budget remain on track and to assist in future forecasting for the organisation.

I would like to sincerely thank all the staff at Engender Equality, who have consistently worked very hard to provide support and services to so many. The knowledge and power evident in all our service offerings are exemplary. Engender Equality's commitment to prioritising the wellbeing of those engaged with the services we offer creates a life-changing impact for thousands of Tasmanians.

Specialist family violence services deliver a critical function to the development of the broader family support system, to the health and well-being of the community and to the recovery of victim-survivors. Central to the Tasmanian Government's response to family violence, Engender Equality has continued to advocate for people affected by family violence and deliver our counselling services, education and training.

I am proud of the achievements we have made, our dedication to supporting victim-survivors and our enduring contribution to reducing the impacts of family violence.



CEO Report - Alina Thomas

What a year – we have achieved so much with so little! Over the past 12 months Engender Equality has continued to expedite its reputation as a dynamic, efficient and impactful organisation with a highly successful track record across all of its services.

I would like to acknowledge the hard work and dedication of the Engender Equality family violence practitioners. The positive impact that Engender Equality makes in the lives of family violence victim-survivors is due to the enormous efforts that are made every day to connect with the people who are reaching out for support.

Some key highlights for 2021/2022:

- + The Misidentification of Primary Aggressor Forum resulted from a collaboration of the Domestic Violence Coordinating Committee. The forum brought together case studies from our clients and the topic was discussed from multiple perspectives by a panel of experts representing various parts of the sector. This event highlighted the crisis in our justice response, where one in ten PFVOs - Police Family Violence Orders are potentially issued against victims of family violence: there is no denying that more needs to be done to eliminate this hideous error in judgment that destroys peoples' lives.
- + Following on from the 10-part video series on coercive control, Engender Equality delivered an extended professional development opportunity for workers whose clients may have experienced family violence, abuse and coercive control. Participants in the Breaking the Trap masterclass explored the real-life application of coercive control theory to better assist people who have been subjected to this abuse.
- + We worked closely with the Department of Communities when they commissioned Engender Equality to research and make recommendations on adapting the Victorian based risk assessment tool to the Tasmanian setting. It is expected that the risk assessment tool will be used across the sector to assist in information sharing and improving the experience of people how move across services.
- + Our Shark Cage™ program has attracted investment from our philanthropic partner, The Jetty Foundation and from The Salvation Army, Communities for Children program. This popular evidence-based program continues to be a successful mechanism for building community capacity to heal the impacts of violence and abuse.
- + Our website and social media presence continue to be accessed by wide audiences. Our website achieved a major upgrade with the addition of a retail shop offering customers the ability to download a copy of the *Breaking the Trap* resource. This comprehensive workbook is designed for workers who are supporting people who have been impacted by coercive control. With detailed explanations, descriptions and worksheets, this tool offers deep understanding and support to people who have been controlled, intimidated, trapped and coerced by a current or former intimate partner.
- + The Engender Equality Board was delighted to see the leadership from the Department of Communities/ Department of Premier and Cabinet in delivering 5-year funding contracts to the community based family violence services in Tasmania. The 5-year investment will allow specialist organisations to secure staff positions and thus attract and retain staff, while also allowing for long term planning and more thorough strategic planning.

I wholeheartedly thank our volunteers for their generous service, in particular Pip Geard, who has gone above and beyond in diligence and kindness. Our donors help to keep our faith, particularly; Document Management Tasmania; The Jetty Foundation and the Elsie Cameron Foundation – you are imperative to the work we do, and we couldn't do it without you. I thank our Advocates with lived experience who inspire and reward us with their passion. I thank the Tasmanian Government and the Department of Premier and Cabinet for the many opportunities they have extended to us.

Engender Equality Therapeutic Services

Family violence and abuse is a significant public health crisis and is rampant in Tasmania.

The health and well-being impacts of violence and abuse are significant, with long lasting and evidence based physical and mental health consequences for victim-survivors, families, children, future generations, our communities, Government services and the broader economy.

Across governments there is increasing recognition of the need to go beyond crisis intervention and address the long-term impact of trauma, particularly in terms of the complex psychosocial needs of victim-survivors and their families. Demand for therapeutic services is at an all-time high with many service seekers looking to bespoke community located support, preferring the discretion and expertise of specialist services.

Research by Australian National Research Office for Women's Safety (ANROWS) shows our public health system is unable to offer adequate or appropriate support to women, gender diverse and non-binary people who experience family violence, severely limiting their ability to recover from the trauma that result from this abuse. Concern about police responses continue to escalate with examples of police failings seemingly outweighing examples of success.

Greater investments in evidence-based practical solutions are urgently needed.

Engender Equality offers Tasmania dynamic, practical and evidence-based solution to the long term impact of family violence on individuals and the community. As an innovative model of care, Engender Equality therapeutic counselling transforms the recovery of victim-survivors of family violence.

As a specialist service employing professional experts, Engender Equality offers an integrated and dedicated service, providing individualised care and support to women, gender diverse and non-binary people, as needed over their lifespan. Engender Equality's therapeutic counselling address the impacts of family violence, improving long-term health and psychosocial outcomes. Engender Equality therapeutic counselling helps to break cycles of ongoing exposure to violence, reduces intergenerational trauma, increases family violence literacy in communities, assists with parenting during and after family violence experiences, and highlights perpetrator accountability. Engender Equality provides a particular framework where risk and safety is managed with the best possible outcome for victim-survivors. As an inclusive service, Engender Equality supports victim-survivors of all types of interpersonal violence.

The importance of responding to victims of family and domestic abuse in the help-seeking moment is well established by research, as is the fact that the absence of timely responses means the help-seeking window may close for that individual, sometimes permanently. The risk for individuals and families who have contacted services and are awaiting family violence support is a constant anxiety for organisations such as Engender Equality and must be confronted by the sector and Government alike.

If left untreated and unsupported, the enduring impacts of family violence and abuse impacts will accumulate over a lifetime. Engender Equality offers a substantial, ongoing, and long-term social benefit to the lives of Tasmanians.

654

Victim-survivors accessed Engender Equality's therapeutic services
2021-2022

The Advocates for Change program has been a transformative experience for me

The Advocates for Change program has been a transformative experience for me, helping to empower me to channel my experiences with violence into positive action. I am now a lived experience activist, working with a wonderful team of other Advocates to create change in the area of gendered violence. Having the opportunity to speak out, to try and effect systemic changes to prevent others having to go through what I have experienced, has had a profound impact on my life and my healing.

The Advocates for Change program has connected me with others who have shared my experiences, which has been a validating and empowering thing in itself. Because of the shame associated with being a victim of abuse, it is not necessarily something that is readily discussed in social circles meaning that victims often feel isolated and alone. Connecting with other abuse victims, especially people who have experienced the systemic abuse perpetuated by the family law court system, which is enshrouded in secrecy, has been a very healing experience for me. I have realised that I am not alone in walking this difficult path.

With intimate partner violence being at crisis level in Australia, lived experience Advocates have much to offer in terms of knowledge and expertise around how to prevent violence and improve support systems for those who experience violence. Being an activist can be very daunting, and especially so for those of us who have been through abuse. The Engender Advocates for Change program helps to facilitate opportunities and provides essential support for victim survivors to help us have the courage to speak. Without the support of Engender, I am not sure I would have had the confidence to speak about my experiences.

Sandy

Advocates for Change Report - Tess Moodie

We are pleased to be in our fourth year of offering the Advocates for Change Program for victim-survivors to use their stories and experiences in a transformative and healing way to impact systemic change in the prevention of gender-based violence.

The provision of comprehensive training and support by Engender Equality has empowered the Advocates to leverage change by:

- + Engaging in community events to raise awareness and increase education about family and sexual violence
- + Engaging in various forms of media on gender-based violence
- + Consulting on policy and practices regarding family and sexual violence
- + Advocating for changes in legislation
- + Participating in advisory and reference groups in Tasmania and nationally
- + Participating in research about gender-based violence
- + Informing service delivery and policies at Engender Equality

The program continues to be victim-survivor led by a part-time project coordinator, Tess Moodie, who joined the program at its commencement. In November 2021 we trained another 9 advocates to join the program. Over the duration of the program we have trained 37 advocates, who continue to have various levels of engagement depending on capacity. We have received a grant in 2022 to enable us to offer training to existing advocates to further build their advocacy skills, enhance their capacity for lobbying and grow their leadership skills (which will be delivered in November/December 2022).

One of our Advocates was a member of the advisory group for the National Plan to End Violence against Women and Children 2022-2032, and provided important input into ensuring the Plan embedded the voices of victim-survivors. They are also an ongoing member for the advisory group for the development of the *National Principles to address Coercive Control*, which is currently under public consultation. The National Principles will set an important framework for the prevention of coercive control, identifying and responding to coercive control and supporting recovery for victim-survivors.

Some of our Advocates gave evidence at the public hearing of the Disability Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability and were involved in the development of a resource launched by Our Watch called Changing the Landscape. Our program collaborated with University of Tasmania social work students to create a podcast series that featured six advocates sharing their stories of family violence. One of our advocates has gained paid employment with Safe and Equal (Victoria's peak body for specialist family violence services) as a victim survivor expert panel member.

Throughout the duration of the program, we have built the profile of the Advocates as experts by experience and have gained respect as the leaders of the voice of lived experience in gender-based violence in Tasmania. This respect has created opportunities for Engender Equality to deliver training and resource provision for other government and not-for-profit organisations that are establishing victim-survivor advisory groups or lived experience programs.

This innovative program continues to challenge social norms and practices that support or condone gender-based violence, use a community mobilisation and strengths-based model to give a voice to victim-survivors and to foster self-determination and empowerment. The future goal of the program is to develop and refine more strategic and targeted advocacy with victim-survivors leading the direction of this work.

Communities for Children and The Jetty Foundation - Shark Cage™

With its emphasis on supporting women to recover their rights and agency following experiences of abuse and victimisation, The Shark Cage Framework remains highly relevant to current community needs. The program offers improved recognition of unsafe and unhealthy relationships, and improved agency in relation to establishing personal rights and boundaries, for participants' family and social networks.

With support from the Jetty Foundation and from the Salvation Army - Communities for Children, Engender Equality delivers Shark Cage Groups in partnership with place-based services. We have delivered 4 groups over the year, in line with the school terms.

While the Shark Cage is designed to be primarily educational, by providing the language and frameworks for understanding violence, it opens up a space in people to talk about their experiences and begin their therapeutic journey. For many participants, the social support they gain from the group brings a new source of validation.

The biggest challenge in delivering Shark Cage is balancing delivering the educational content with supporting group participants' therapeutic needs. While it is established from the beginning that the group is educational and not therapeutic, it is inevitable that people's personal experiences of violence is triggered by some of the content. Supporting the individual to manage this experience can be a challenge.

The flip side to the challenge is that it is often in these moments of someone being triggered or sharing an experience that the other participants in the group will use their wisdom and skills to support and validate the triggered participant. This becomes part of the building of group cohesiveness and bonding that makes Shark Cage so special. The friendships that are developed during Shark Cage often become a tangible part of their personal shark cages after finishing the program and empower them to continue their renovations of their shark cage.

A benefit of the collaborative model of Shark Cage program delivery, in its engagement of participants via their established connections with local community organisations, is that the pathway to program participation is natural and non-stigmatised, building on existing social and community relationships.

Engender Equality greatly values the partnering opportunities with the services that host the program and often co-facilitate with us. These partnerships add value to us, by giving us established networks in the community, helping us to extend our expertise to other service providers and increasing accessibility to specialist family violence support.

Three additional Engender staff have been trained in Shark Cage facilitation over the previous reporting year. This was necessary for us to manage the sustainability of the program and continue to meet the demand for the group.

3519

Therapeutic sessions delivered to Tasmanian victim-survivors 2021-2022

Misidentification of primary aggressor - Alina Thomas & Erin Deverell

Family violence service providers are concerned that not only is our system failing to protect victim-survivors, but that the system frequently hurts the people it intended to protect. Engender Equality calls for a newly envisioned system, a system that not only responds to victim survivors but understands the nuances of family violence.

Over the past few months, a social work student on placement at Engender Equality, Erin Deverell, has completed a research project on the misidentification of primary aggressor and interviewed family violence practitioners about the impacts of misidentification on victim-survivors.

From this research, the problems are clear – from the perspective of family violence practitioners, the police lack a nuanced family violence framework, and this leads to the police force making inaccurate judgements about the predominant aggressor.

Many of the participants in Erin’s research stressed that this was not the fault of individual police but see the issue lying in;

- + the lack of specialist family violence knowledge,
- + a framework that relies on looking at simplified incidences and
- + a system that relies on gender stereotypes; and masculine constructions of power and justice.

When responding to family violence, it is essential to consider the power and gender dynamics at play in violent and abusive relationships. We know that gender inequality is built into the fabric of our communities and our relationships. The idea of mutual or retaliative violence must be viewed within the context of power. Power that is unequally distributed can compound with other sites of power - financial, ability, race - that can marginalise all genders but can also make abuse much worse when overlapping with gendered violence.

Using any means available to protect yourself or your children, or to assert autonomy within an abusive relationship is acutely different to using force to assert authority within an abusive relationship.

Family violence and gendered based violence is an issue fixed deeply in complex web of human and social power dynamics. It results from patriarchy, colonialism, imperialism and capitalism: these huge governing forces that determine our culture to a degree we often cannot recognise. The “fix” to family violence is a process and one we have only just collectively started to think about.

While there may be not be one right way to respond to family violence, we do need to make sure that our responses deliver positive outcomes for victim-survivors.

With the misidentification of victim-survivors as predominant aggressors becoming an increasing issue in Tasmania, we need to question our current response to family violence. After all, if our system was created to protect victim-survivors, and is failing to do that, then it is not working.

Engender Equality Collaborations

We co-locate our primary services with:	We deliver counselling in partnership and on-location with:	Our key referral partners:	Our major collaborations are with:
<ul style="list-style-type: none"> + Volunteering Tasmania, Hobart + Catholic Care, Devonport + Yemaya, Launceston + Australian Childhood Foundation, Burnie <p>We run counselling clinics from:</p> <ul style="list-style-type: none"> + Ulverstone Neighbourhood House + Jordan River Services, Gagebrook + East Devonport Community House 	<ul style="list-style-type: none"> + Tasmanian Aboriginal Centre, Hobart, and Burnie + Mary Hutchins Women's Prison + Chigwell_Child and Family Centre Fortnightly counselling and Shark Cage + Ravenswood Child and Family Centre Fortnightly counselling and Shark Cage + tagari-lia Child and Family Centre two terms of Shark Cage group and partnering to support shared clients 	<ul style="list-style-type: none"> + Family Violence Counselling and Support Service (FVCSS) + Safe Choices + Australian Childhood Foundation + Women's Legal Service Tasmania + Youth Family Community Connections (Integrated Family Support Workers) + Safe at Home Lawyer + Tasmanian Aboriginal Centre + Chigwell Child and Family Centre + Acton Child and Family Centre + Child Safety Service/Intensive Family Engagement Service (IFES) 	<ul style="list-style-type: none"> + University of Melbourne – Pathways to safety training + Mentors for Violence Prevention (MVP) with Hobart Women's Shelter, Women's Health Tasmania, and Women's Legal Service Tasmania + No to Violence + White Ribbon Australia + Our Watch + Domestic Violence Coordinating Committee (DVCC) in each region + TasCOSS – lived experience Community of Practice.



Engender Equality Training and Education

As a specialist service that recognises family and sexual violence as a whole-of-community issue, we are passionate about empowering people to make a stand against gender-based violence. As such, our training is delivered as a social enterprise where proceeds from our training services help to fund the counselling service we offer to victim-survivors of family and sexual violence.

Engender Equality's training has flourished this past year and we are now recognised to deliver a range of nationally orientated family violence response and prevention frameworks.

The Tasmanian government is well aware of the increase in the number of victim-survivors seeking to disclose experiences of violence and abuse and the flow-on experience of post-separation abuse and systems abuse that so many women in Tasmania experience. The broadening recognition of family and sexual violence demands that all frontline, human services employees are equipped to respond to family and sexual violence; to victim-survivors and to people who use abusive behaviours.

We have cemented our training role with the national primary prevention organisation Our Watch to deliver their 'Change the Story' and 'Workplace Equality and Respect' frameworks. Over the year the Engender trainers have worked closely with a number of local Governments in Tasmania to deliver the many facets of the Workplace Equality and Respect package.

Our staff are licensed through the Hobart Women's Shelter to deliver Mentors in Violence Preventions (MVP – Boston University) bystander training. In Tasmania, a consortium of services is funded by the Tasmanian Community Fund to deliver the MVP workshops across the state. In the consortium Engender Equality is joined by the Hobart Women's Shelter (lead agency), Women's Legal Service Tasmania and Women's Health Tasmania.

We are thoroughly enjoying our contract with Melbourne University's, The Safer Families Centre, to deliver Safer Pathways, an education program for General Practitioners to improve their response to family violence presentations in their practices. Safer Pathways is funded under the National Plan to Eliminate Violence against Women and Children.

Ambulance Tasmania has engaged Engender Equality in delivering bespoke training to Ambulance Tasmania staff at work sites across the North and North West of the state. This training partnership further led to Engender designed resources to be distributed to paramedics across the state as well as a family violence response flow chart that will be a fixture in all Tasmanian ambulances.

Engender Equality was delighted to be selected by White Ribbon Australia as an approved training partner. As a White Ribbon Australia partner Engender joins a small, select group of training providers across Australia that will collaborate to create social change by delivering training to workplaces.

As our training service flourishes, so do our trainers, and the Engender training staff have emerged this year as a cohesive, mature, and highly expert team.

1705

People attended 145 Engender Equality facilitated workshops 2021-2022

The Governance Board

Emma Benson (B.Com, GAICD), Chairperson



Emma Terry has over 20 years' experience across a wide range of industries from marketing consulting, transport, exporting, energy, engineering, FMCG, tourism and hospitality. Emma is a graduate of the Australian Institute of Company Directors and has held a number of Board and Mentor roles for not-for-profit organisations. Emma is currently the Chief Marketing Officer for Tourism Tasmania.

Carol Bergman-Wells (MBA), Secretary



As an experienced manager, Carol joins Engender Equality with a dedicated background in the local government, medical and higher education industries. Drawing on her own lived experience of family violence, Carol plays an active role in the Advocates for Change program and has spoken and presented at many community and corporate events to highlight the impact of Engender Equality in reducing family and domestic violence.

Karen Hind (CA, BComm, FAICD), Treasurer



Karen brings a wealth of local and global experience to her role as treasurer. With her own lived experience of family violence, Karen has experienced firsthand the power of the services and advocacy provided by Engender Equality in supporting survivors and helping them manage complex relationships. In addition to her role with Engender Equality, Karen continues to raise awareness and use the power of technology to drive education at the ground level and support Engender Equality in realising its mission.

Hon Ruth Forrest MLC Independent Member for Murchison, General Member



As a former member of Tasmanian Legislative Council, the Hon Ruth Forrest is a prominent figure in Tasmanian healthcare as a member, fellow and past president of the ACM (Australian college of Midwives). In 2019, Ruth was named in the Australian Futures Project top 100 Women of Influence and uses her well-known standing in business and parliament to extend the reach of Engender Equality to help us achieve our mission.

Kathryn Lenton (BSW and MCouns), General Member



Kathryn Lenton is the Program Manager for the Australian Childhood Foundation in lutruwita / Tasmania. Kathryn holds a Bachelor of Social Work and Masters of Counselling and has been working in the area of grief, loss, and trauma for over 20 years. Kathryn has also worked in implementing mental health policy into education curriculum, suicide prevention, generalist counselling, disaster recovery and older people's care. Kathryn has a particular interest in responding to the impacts of family violence, and practices from a strong anti-oppressive feminist framework.

Alina Thomas (BSSc Comm Serv, GDip WomenSt), Chief Executive Officer



Alina draws on her extensive experience in the community sector to reach organisational goals in her role as CEO. Playing a vital part in the delivery of women and wellbeing-focussed projects, Alina is a forward-thinking visionary who remains committed and dedicated to creating community-driven solutions to end inequality for everyone regardless of identify, socio-economic status and lived experience.

Thank you



with our whole heart.



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STATEWIDE