

ANNUAL REPORT

2024 - 2025



Engender
Equality



**EMPATHY.
INSIGHT.
ADVOCACY.**

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Acknowledgements

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.

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 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 people in the declaration that sovereignty remains unceded.



About Engender Equality

Welcome to the Annual Report of Engender Equality, a leading specialist family violence service, dedicated to creating a safer and more equitable Tasmania.

For over three decades, Engender Equality has been a relentless force for positive change, working tirelessly to support individuals, families, and communities affected by family violence in Tasmania.

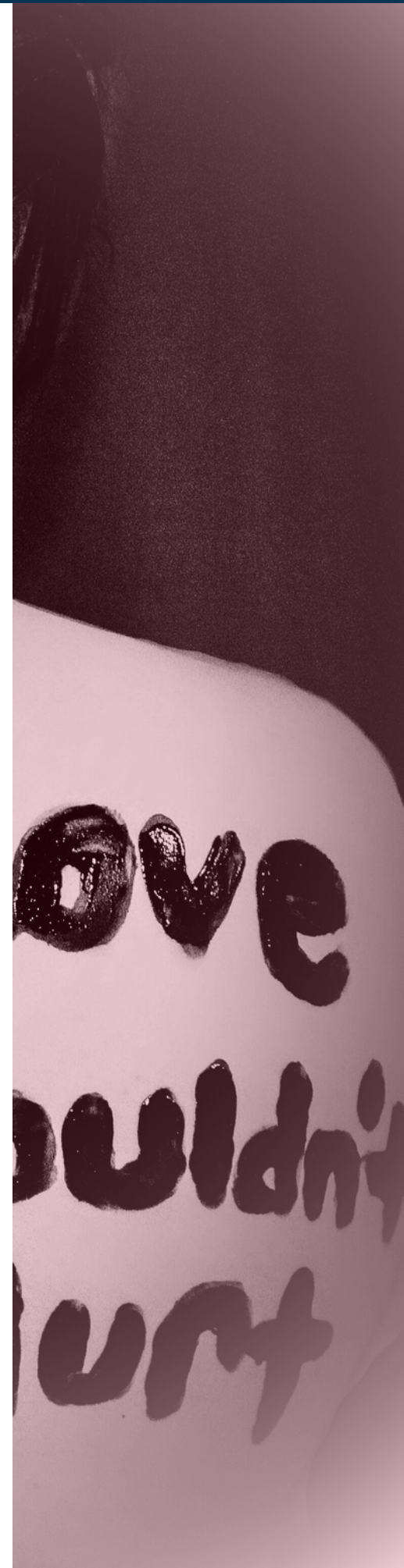
We remain at the forefront of this vital mission, employing professional family violence specialist who work within a therapeutic framework to support victim-survivors throughout their lifespans.

We support women, gender diverse, non-binary individuals and men, offering them the individualised care and support they need to reclaim their lives.

Beyond providing essential support, Engender Equality is committed to preventing family violence at its roots. We deliver training on family violence and gender equality, actively working to eliminate family violence from our communities. Through this primary prevention strategy, we aim to create a society where violence is not just addressed but eradicated.

Engender Equality is governed by a diverse and highly skilled board of women who provide strategic leadership informed by legal, financial, managerial, and business development expertise. Working closely with our CEO, they ensure proficient stewardship across Tasmania.

Together, we strive to transform lives and build a more inclusive and equitable Tasmania for all.



Our key wins

Systemic Achievements

- Secured a milestone for Tasmania with the development of the *Risk Assessment and Management Framework (RAMF)* and review of the *Tasmanian and Rural Risk Assessment (TARRA)*, delivering a statewide evidence-based approach to assessing and managing family violence risk.
- Positioned Tasmania at the national forefront of inclusive practice through the release of the *LGBTIQA+ Family Violence Guidelines*, a first for the state and a resource now recognised as setting a benchmark across Australia.
- Delivered Tasmania's first Systems Abuse Forum, drawing 150 participants and centring victim-survivor voices, sparking statewide and national dialogue on system accountability.

Practice Innovations

- Launched the Primary Health Tasmania Service Integrators Pilot with sexual assault services, embedding family and sexual violence expertise in general practice and Aboriginal Health Services to create stronger pathways to safety for victim-survivors.
- Established Tasmania's first dedicated LGBTIQA+ Family Violence Counsellor, ensuring sustained, inclusive, and specialist responses for LGBTIQA+ people. This role is founded on Engender Equality's LGBTIQA+ Family Violence Guidelines, released across Australia.
- Implemented the Brief Intervention Pilot, expanding access to therapeutic support through short-term, targeted counselling interventions to meet urgent demand.

Advocacy and Influence

- Influenced the formation of the Tasmanian Family and Sexual Violence Alliance by providing consultation that helped shape its direction and priorities.
- Grew our social enterprise through training and consultancies, creating an income stream to support improved responses to family violence in Tasmania.
- Strengthened Engender Equality's position as a leading voice at both the state and national levels through high-impact advocacy, including submissions on key law reforms.
- Elevated the profile of family violence in Tasmania through media, forums, and sector leadership, ensuring victim-survivors' voices and needs remain central to public debate and government reform.

Chairperson's Report - Chris Hannan



This has been my first full year as Chair and I am proud of what our Board, senior leadership team and staff have achieved together. We set out to keep our attention on what matters most for victim-survivors while building a Board culture that is clear, supportive and confident. We wanted our Chief Executive Officer and our staff to feel they are supported every day to do their best work for victim-survivors.

Across our services and advocacy, we have made very significant gains in the past 12 months. More people have been reached with safe, respectful support. Training and community education have lifted capability across the state. Our voice has been impactful, and our partnerships with health, justice, education and community services has deepened. This reflects the work of our skilled team who show up with dedication, compassion and care every day.

The Board's contribution has been to create the conditions where that work can thrive. Over the past 12 months we strengthened governance and financial reporting processes. We have focused on sustainable growth that aligns with our purpose of supporting victim-survivors. This careful approach has given us stability in a changing environment and the capacity to invest in therapeutic and educational programs that are evidence-based and effective.

We have worked intentionally to build a boardroom that is respectful, curious and honours the experience of victim-survivors. Our commitment to lived experience remains at the centre of who we are. We are grateful to those who share their insight and courage with us. Victim-survivor voices shape our programs, our advocacy and our measures of success. We are also grateful to our partners across government, community services, philanthropy and the broader sector.

Thank you to our Chief Executive Officer, Alina Thomas for her dedicated leadership and open communication. Thank you to our staff whose professionalism and heart are visible in every interaction. Thank you to my fellow Board members for diligence, independence of mind and good humour. Together we have strengthened foundations and celebrated achievements, and we are well placed to do even more for our community in the year to come.

CEO's Report - Alina Thomas

It has been a year of extraordinary achievements for Engender Equality. As CEO, I am proud to present this report, which reflects the dedication of our team, the strength of our partnerships and the growing recognition of our leadership in shaping responses to family violence in Tasmania.

One of our most significant milestones has been the development of the *Risk Assessment and Management Framework (RAMF)*. This work, built through sector-wide consultation and advocacy, marks a new opportunity for the state to create a consistent, evidence-based approach to assessing and managing family violence risk.

We launched the Primary Health Tasmania Service Integrators Pilot, funded by Primary Health Tasmania and delivered via a unique partnership between family violence and sexual violence services. This innovative program embeds family violence expertise in general practice, creating new pathways for early intervention and safety. The pilot also enables Engender Equality to build our relationships with Aboriginal Health Services. Drawing on historical partnerships, Engender Equality seeks to be a relevant and enduring resource to the Aboriginal community in Tasmania.

The Systems Abuse Forum was a landmark event bringing together 150 participants, including victim-survivors who generously shared their expertise on the failure of our response systems to increase their safety and wellbeing. This collective effort on behalf of the Domestic Violence Coordinating Committee forum bought much needed attention to the issue of systems abuse in Tasmania. Following on from the forum, Engender Equality will shortly release a research paper on systems abuse in Tasmania.

These achievements sit alongside ongoing education and training, our therapeutic services, our prevention initiatives, and sector leadership. Engender Equality continues to demonstrate the power of vision, collaboration, and courage in building a more equitable Tasmania.

I thank our remarkable staff, our energetic volunteers, our inspiring lived experience Advocates for Change and our dedicated Board.



Therapeutic Services - Lucy Edmonds



4087

Medium-long
term counselling
sessions
provided

Engender Equality's Therapeutic Services (ETS) is a therapeutic family violence response program for victim-survivors of intimate partner violence (IPV) in Tasmania. ETS provides a range of trauma-informed and evidence-based therapeutic services to support recovery from IPV. ETS is delivered by Engender Equality, with therapeutic practitioners based in Hobart, Launceston, Devonport and Burnie. ETS also operates from outreach locations in each region.

Clinical governance

This year has seen significant changes to the way we articulate and document our approach to the clinical governance of Engender Equality's Therapeutic Services. In October 2024 we conducted an organisation-wide consultation on our Therapeutic Services Practice Framework, reflecting on the interactions between our individual practice frameworks and shared values and principles. This workshop provided the foundations for our new clinical governance guiding documents:

- ETS Clinical Governance Guidelines - An overview of the foundations for Engender Equality's Therapeutic Services (ETS) detailing our practice framework, how this framework is implemented and the role of supervision.
- ETS Practitioner Handbook - A comprehensive guide to all elements of ETS, providing information for therapeutic practitioners on all aspects of ETS service delivery.

Our clinical governance development was paired with investments in our client management system which has significantly improved our capacity to collect accurate service engagement data. This development has enabled us to gain critical service insights which support the strategic evolution of Engender Equality's Therapeutic Services.

Our clinical supervision capability has also expanded this year with our two Therapeutic Practice Supervisors participating in an intensive four-day clinical supervision training. Learnings from this training will inform our updated clinical supervision framework.

Therapeutic Services cont...

Brief Intervention Pilot Program

In January 2025 Engender Equality commenced our Brief Intervention Pilot Program (BIPP). This new service is designed to support people who will benefit from a responsive and short-term counselling intervention for experiences of intimate partner violence (IPV). The BIPP is delivered through a 'Single Session Thinking Approach' with clients able to access up to six (6) 90 minute sessions over six (6) months.

The BIPP is a key step in Engender Equality's commitment to ensuring our therapeutic services stay relevant and responsive, while effectively addressing long wait times for our medium to long-term counselling services. The BIPP is being funded by Engender Equality's retained earnings and includes a formative evaluation to ensure that all learnings and client feedback are captured and analysed.

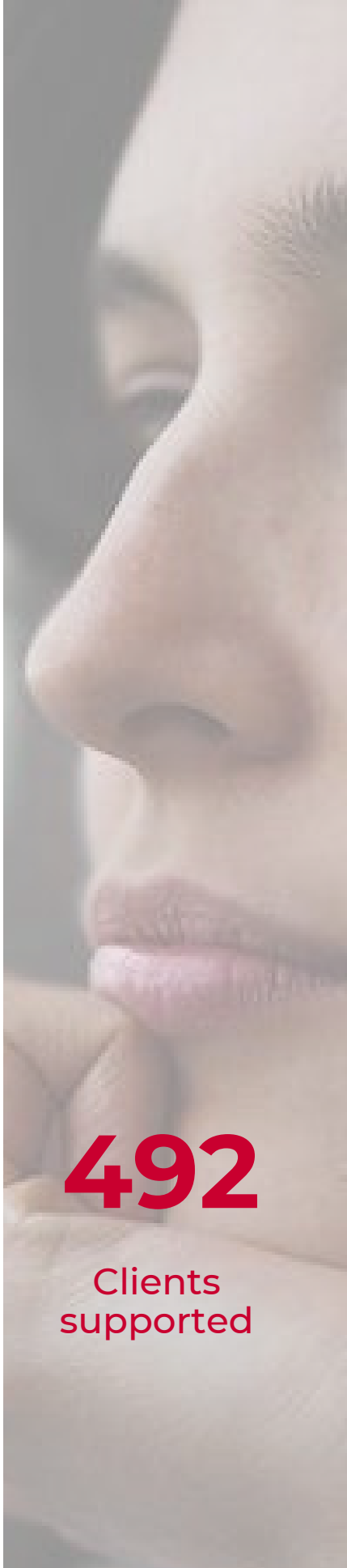
The first six months of the BIPP has demonstrated a strong demand for a short-term counselling program to be offered alongside Engender Equality's medium-long term counselling program as evidenced by high engagement and positive self-reported client outcomes.

Medium-long term counselling

This year our Therapeutic Practitioners working within our medium-long term counselling program continued to support victim-survivors in healing and recovery for experiences of intimate partner violence.

Unfortunately, we are still managing a growing waitlist for this essential service across Tasmania. This is due to a steady increase in demand for counselling that has not been met with a realistic increase in funding. As a result, we simply do not have enough Family Violence Practitioners to safely meet the demand for our services without maintaining a waitlist.

In partnership with Working it Out, we continue to deliver medium-long term family violence counselling to people who identify as LGBTIQ+ with our LGBTIQ+ FV Practitioner.



492

**Clients
supported**



Outreach and group programs

Our North West (NW) Outreach Program commenced in 2025 to engage with local community groups and organisations to deliver a range of therapeutic group programs. This program aims to reach people in the NW who may not be aware of the family violence supports available to them by providing an inclusive and educational program that meets the unique needs of their community.

This year, our outreach program expanded to include Mary Hutchinson's Women's Prison where we now deliver a fortnightly tailored therapeutic program for incarcerated women.

We have valued our ongoing partnerships with communities and organisations across Tasmania who have enabled us to deliver our therapeutic services to Tasmanians who may otherwise have experienced barriers in accessing family violence support.

- Hobart Women's Shelter
- Okines House
- Dunalley Tasman Neighborhood House
- Tasmanian Aboriginal Centre
- Chigwell Child Family Learning Centre
- Working It Out
- Devonport
- Triabunna
- Mary Hutchinson's Women's Prison

Engender Equality's Therapeutic Services Impact 2024/25 FY



ETS Services Provided

117

Brief Intervention
counselling sessions

9

Outreach and place
based locations

4,087

Medium-long term
counselling sessions

5,932

Intake services
provided

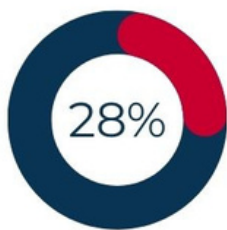
198

LGBTIQ+ Practitioner
counselling sessions

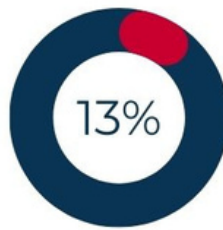
6

Group programs

Client Demographics



Identify as
having a
disability



Identify as
Aboriginal or
Torres Strait
Islander

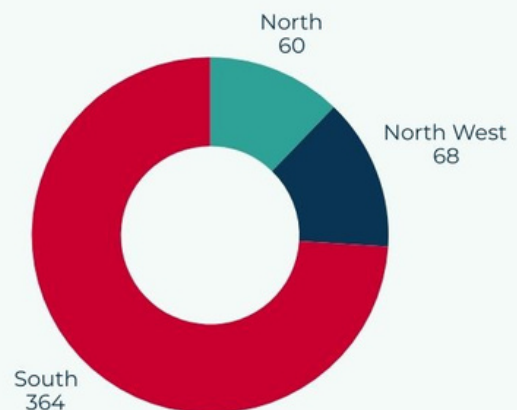


95%
Identify as
female, non
binary or gender
diverse

Medium-Long Term Counselling Client Status



Number of clients by region



Counselling services provided to **492** clients looked like...



Intake Services provided to **835** clients looked like...



East Coast Project - Tayla Reynolds

Engender Equality's project on the East Coast placed a Family Violence Practitioner in the Glamorgan Spring Bay Local Government Area for five (5) weeks. The project aimed to explore and understand the specific family violence support needs and preferences of each community including Bicheno, Coles Bay, Swansea, Triabunna, Orford and Buckland. To understand preferences of service provision, Engender Equality engaged with local stakeholders and gathered insights from those working along the East Coast as well as those affected by family violence.

The Local Government Area (LGA) of Glamorgan Spring Bay (GSB), covers an area of 2,592 square kilometres and stretches from Buckland in the south to Denison in the north. GSB is serviced by some statewide services from both the north and the south of the state (Launceston-Hobart). Services are largely provided in the three towns of Bicheno, Swansea and Triabunna. Coles Bay and Swanwick residents most often utilise services in Bicheno, while Orford residents access services in Triabunna.

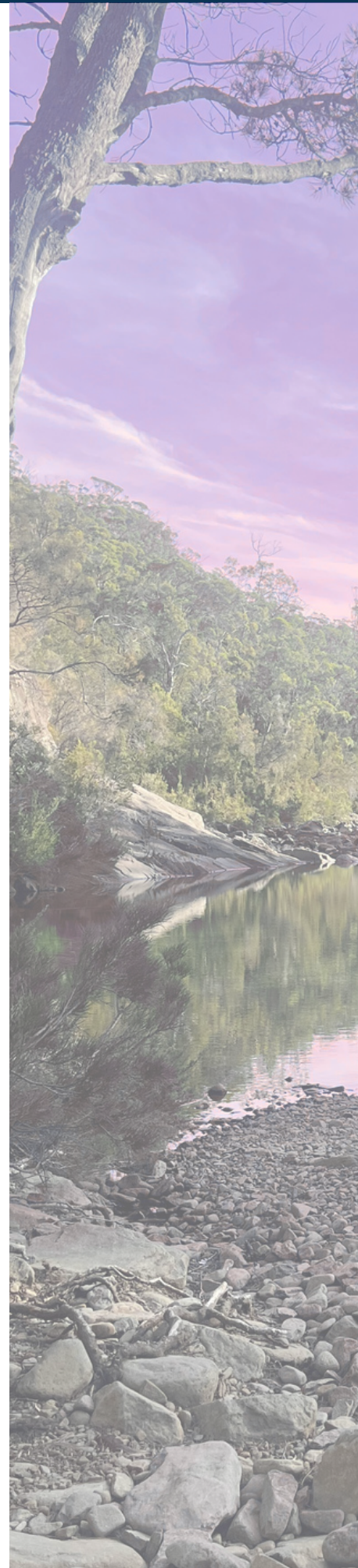
This project sought to identify opportunities to inform future service design and delivery. Engender Equality delivered education group programs such as *Shark Cage*™ and provided information sessions to our East Coast colleagues. During the project, we worked to connect with community members, service providers, and victim-survivors to understand how we can best support the region.

In response to the insights gathered, particularly the importance of relationship-building and the time it takes to build trust in rural communities, we've appointed a dedicated worker to focus on the East Coast. Tayla Reynolds will take the lead as the main point of contact for the region.

"I think there is a general lack of specialist support services in the area with most families needing to travel to Launceston or Hobart"
School Social Worker

"[We need] a response available other than police"
Resident and Retired Service Provider

"Issues of family and gendered violence are often minimised, dismissed, or brushed aside with phrases like "that's just how he is"
Victim-survivor living locally.



East Coast Project cont...

Through the consultation process and appointment of Tayla to Glamorgan Spring Bay, we heard from victim survivors, residents and service providers that:

- Local professionals who work and live in Glamorgan Spring Bay said that individuals face disbelief or shame when they attempt to report their situation to police or local services, particularly if they have been required to protect themselves or respond to violence.
- Family violence was described by many residents as being “*seen as a private issue*” and another saying, “*with stigma attached and in which they [community members] should not intervene*”.
- Community members and professionals in Bicheno expressed a strong need for accessible, confidential, and specialist family violence support that reflects the realities of living in a small rural town.
- There is a need for place-based, discreet, and flexible approaches to specialist family violence support in the GSB LGA.
- Mostly, co-location was seen as a promising model, provided it is done safely and with discretion.
- The feedback on the *Shark Cage*™ program was positive and the community expressed their gratitude to Engender Equality for travelling to their communities – particularly Bicheno, which was described as an area that is often forgotten as it sits in between two LGAs.

We are now offering monthly face-to-face counselling sessions and drop-in days in Triabunna, with similar support being arranged in Bicheno on a quarterly basis. Engender Equality is also partnering with local services along the East Coast to provide single-session-thinking appointments in collaboration with existing support workers.



Advocates for Change - Sneha Sapkota

The Advocates for Change Program, now in its seventh year, continues to support advocates as they share their expertise and lived experiences with the community to drive systemic and societal change in the prevention of gender-based violence.

Advocates remain a powerful force, each embodying determination, resilience, dedication, and inspiring strength. Over the past year, they have led and participated in a range of meaningful engagements, including interviews with media outlets, contributions to the Systems Abuse Forum and speeches during the 16 Days of Activism and Candlelight Vigils held across the state.

Advocates contributed significantly to the formation of the Tasmanian Family and Sexual Violence Alliance, providing consultation to help shape the direction and priorities of the Alliance.

Advocates have also been engaged in several research projects with universities across Australia on topics including traumatic brain injury through family and sexual violence (FSV); lived experience and law enforcement; and misidentification, among others.



Additionally, Advocates are leading a creative project to produce a professionally published book featuring 20–25 personal stories from victim-survivors of FSV, accompanied by original artwork and photography. The project is led by a victim-survivor Advisory Committee ensuring ownership, safety, integrity, and alignment with the needs of contributors. The book will serve as a healing, advocacy, and educational tool.

The Advocates for Change Program is now preparing for a new intake, with a focus on onboarding victim-survivors of FSV who have experienced incarceration. A new peer worker has joined the team and will support the incoming Advocates.



Advocates for Change Impact

2024/25 FY



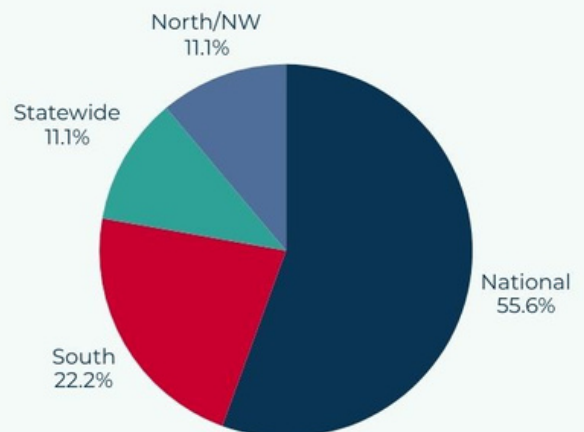
15 Active Advocates



Community Engagements by Type



Community Engagements by Region



Research Engagements:

- Family, Domestic & Sexual Violence National Partnership Evaluation
- Traumatic Brain Injury and Intimate Partner Violence Study, UTAS/Monash University
- Lived Experience and Law Enforcement: Advocates and Practitioner Perspectives, Monash Gender and Family Violence Prevention Centre
- Overlap between Child Sexual Abuse and Adult Domestic Violence, Griffith University

"We change by talking. We change by educating. If we don't do that, we're never going to grow as a society, we're never going to grow as people."

Chantel Peters, Advocate for Change

Media Engagements:

- *How perpetrators of domestic violence weaponise disability*, ABC News
- *Police officers get training to better recognise coercive control in family violence, amid claims some victims misidentified*, ABC News
- *How to help a child with violent meltdowns — a mother's journey for support after domestic violence*, ABC News
- *Victim-survivors of abuse from relatives call for change to recognise that as family violence*, ABC News
- *What helped Lili after surviving domestic violence in childhood*, ABC News
- *Domestic violence victim-survivors share early warning signs of abuse*, ABC News
- *Fancy frocks and boots on show at gala held for women affected by domestic and family abuse*, ABC News
- *Protesters across country demand end to violence against women during What Were You Wearing? rallies*, ABC News

Training and Education - Carolyn Self

Engender Equality has continued to grow our social enterprise over the 2024-2025 period. We have delivered high-quality, evidence-based and engaging training and professional development, community education and consultancy services informed by lived experience of family violence and our experience as a specialist family violence service.

We have been delighted to deliver our training workshops, not only in Tasmania, but to a national client base. including:

- *Recognise, Respond, Refer: Working with Clients Experiencing Family Violence*
- *Breaking the Trap: Working with Clients Experiencing Coercive Control*
- *LGBTIQA+ Family Violence*
- *Working with Men: Identifying the Primary Aggressor in Family Violence Presentations*
- *Understanding and Responding to Family Violence in the Workplace*

We also continue to enjoy national training partnerships with Our Watch, DV Collective and Gender and Disaster Australia, and local partnerships with Women's Health Tasmania, Women's Legal Service Tasmania and Hobart Women's Shelter.

During 2024-2025, Engender Equality delivered 48 training and community education workshops to 1,244 participants over 191.75 hours, continuing to cement our reputation as leading training and community education providers in this field.

As a social enterprise, all proceeds gathered from our social enterprise goes towards the ongoing support of the Tasmanian victim-survivors we support at Engender Equality, combining both primary prevention and therapeutic responses to family violence to fight insidious forms of abuse.



1244

People
received
training

48

Training
sessions
delivered

Engender Equality's Social Enterprise Training and Professional Development Impact



2024/25 FY

96.6 %

Of participants felt they had a better understanding of family violence after attending training.

98.3 %

Of participants would recommend Engender Equality's training workshops to friends, family & colleagues.

93.2 %

Of participants indicated they would like to attend more training delivered by Engender Equality in their workplace.



Training/Professional Development Clients



Training/Professional Development Participants

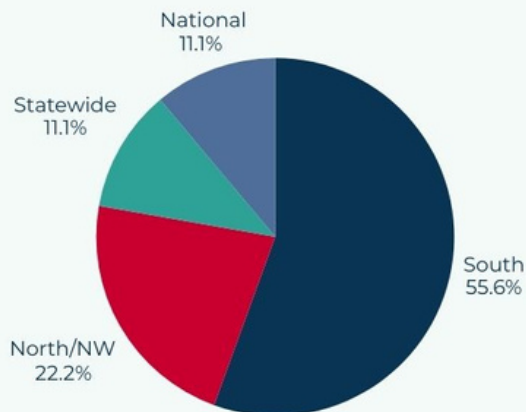


Training/Professional Development Workshops Delivered

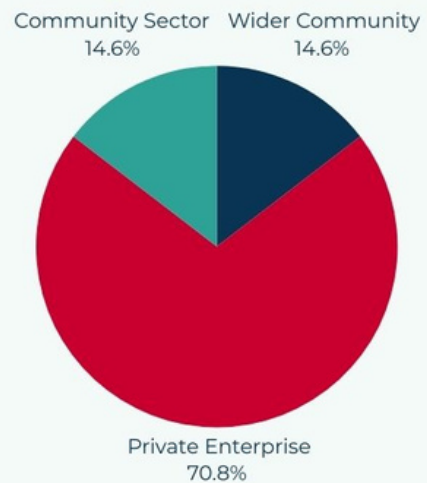


Hours of Training/Professional Development Delivered

Training Delivered by Region



Training Delivered by Sector



TRAINING REVENUE
\$124,624

REVENUE GROWTH
→ **38.7%**
FROM 23-24 FY

All training revenue created from Engender Equality's social enterprise goes towards the support of victim-survivors using our service.

Primary Care Family and Sexual Violence Support (PCFSV) Pilot - Jess Drew



Engender Equality is leading the statewide implementation of the Primary Care Family and Sexual Violence Support Pilot in partnership with Laurel House, funded by Primary Health Tasmania. The program supports general practices and Aboriginal Health Services (AHSs) to respond safely to family, domestic and sexual violence, including child sexual abuse.

Between April and June 2025, the pilot made 223 meaningful contacts with primary care providers across the state, including initial face-to-face visits and secondary consultations.

The program focuses on trauma-informed, culturally safe and place-based practice. Engagement efforts have also extended to lived experience advocates and national FDSV providers to inform development.

Key highlights include establishing partnerships with the Tasmanian Aboriginal Centre and Circular Head Aboriginal Corporation, co-designing resources with Aboriginal communities, and employing a First Nations Support Specialist to strengthen engagement.

Foundational tools such as the SAVADA model, risk assessments, and resource compendiums are now being distributed to clinics.

The pilot is creating sustainable infrastructure to support confident, informed primary care responses to violence and abuse. Strong sector collaboration and trust-building remain central to our work moving into the coming year.

Impact of the LGBTIQ+ Family Violence Guidelines - Alina Thomas

The launch of the *LGBTIQ+ Family Violence* Guidelines has been a defining achievement for Engender Equality this year. In partnership with Working It Out, we have created the first Tasmanian practice resource dedicated to improving responses to lesbian, gay, bisexual, transgender, intersex, queer, asexual and gender-diverse people experiencing family violence.

This project addressed a critical gap where until now, LGBTIQ+ people seeking help for family violence had no assurance that services were inclusive, affirming, or equipped to understand their experiences. High rates of discrimination and misunderstanding have left people unsupported or forced to navigate unsafe systems. The Guidelines, accompanied by a statewide training package, now provide the tools practitioners need to deliver trauma-informed, inclusive, and culturally sensitive care.

The impact has been immediate. Ten training sessions were delivered across Tasmania, all at capacity, reaching over 135 participants from services including Safe Choices, Tasmania Police, the Tasmanian Aboriginal Centre, and Legal Aid. Feedback has been overwhelmingly positive, with participants reporting increased knowledge, confidence, and commitment to inclusive practice.

This work has been accompanied by the establishment of Tasmania's first specialist LGBTIQ+ Family Violence Counsellor, embedding these principles in practice. Engender Equality was delighted to lead this change, ensuring safety, dignity, and affirmation for all Tasmanians.

This year, Engender Equality was honoured with a Dorothies Award for Excellence in LGBTIQ+ Inclusion in the Workplace at the Working It Out IDAHOBIT Breakfast. We are grateful for this recognition, which affirms our values and our commitment to safety and equality for all people affected by family and sexual violence.



Strategic Priorities

Counselling

1

- 1.1 Provision of effective, evidence-based counselling statewide
- 1.2 Sound clinical management and governance
- 1.3 Staff support and professional development
- 1.4 Continuous improvement in services

Community education, training and research

2

- 2.1 Continuously improve training products
- 2.2 Effectively market training packages and respond and adapt to training requests
- 2.3 Deliver high quality training and professional services
- 2.4 Identify and develop professional networks and collaborative opportunities

Systemic advocacy

3

- 3.1 Systemic advocacy to improve family and gendered violence response and prevention at State and National levels
- 3.2 Promote intersectional response and prevention approaches
- 3.3 Promote and elevate gendered violence lived experience

Financial stability

4

- 4.1 Develop and apply rigorous financial management protocols using appropriate tools
- 4.2 Apply human resources best practice
- 4.3 Maintain a positive equity position
- 4.4 Maintain and grow revenue streams
- 4.5 Expand and diversify funding streams

Governance

5

- 5.1 Develop and apply appropriate primary government frameworks
- 5.2 Develop and apply appropriate clinical governance frameworks
- 5.3 Recognise and foster the capacity for the Board to contribute to the organisation's priorities
- 5.4 Strategic planning

Vision, Mission, Values

Our Vision

Our communities living free from violence.

Our Mission

We apply deep expertise of intimate partner violence to our offered services which includes:

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.

Our Values

Ethical. We promote professional practices and service provision.

Inclusive. We are inclusive and embrace diversity.

Practice integrity. We challenge discriminatory behaviours and attitudes.

Expect safety. We ensure physical, psychological, and emotional safety.

Community focused. We facilitate community capacity.

Trust. We maintain trust by consistently applying our values, principles and service philosophy.

Closing comments - Alina Thomas

This year we acknowledge the expansion of our services and the deepening of our impact across Tasmania.

Throughout this year, the Board has remained engaged in strategic planning, governance and continuous improvement. I offer heartfelt thanks to our directors for their diverse expertise and steadfast guidance. Our Treasurer and finance team have collaborated closely to maintain our fiscal sustainability, overseeing a new financial management system while preparing for longer-term forecasting in a challenging funding landscape.

At the heart of Engender Equality is our staff team, some have been with us for many years and others who have only recently joined us. Together they shape the culture that sustains our work, creating a supportive environment to help through the challenges of frontline family violence service delivery while keeping the organisation vibrant, adaptive, and evolving. Their collective dedication, creativity, and compassion ensure that our services remain both responsive and inclusive, enabling Engender Equality to grow in depth, reach, and impact.

Engender Equality is committed to collaboration and leadership. We will continue to bring forward the lived expertise of those affected by violence, to improve systems that perpetuate inequity, and to work with government, health, justice, and community partners to create meaningful change.

Thank you to all staff, volunteers, advocates, supporters and partners. Your commitment and support is what makes change possible in the lives of so many Tasmanians.

A handwritten signature in black ink that reads "Alina Thomas". The script is fluid and cursive.

Engender Equality CEO

Thank you

This year has been shaped by the strength, courage, and generosity of our community.

To our clients - thank you for trusting us with your stories. Your resilience inspires everything we do.

To our volunteers - your time, energy, and compassion are the heartbeat of our work. We are endlessly grateful for your commitment.

To our staff - thank you for showing up every day with integrity, empathy, and determination. You make change possible.

To our partners, donors, and supporters - your belief in our mission fuels our progress. We are proud to walk alongside you.

To the Palawa and Pakana people - thank you for your enduring connection to land, culture, and community. We honour your leadership and wisdom.

Together, we have built something powerful. Thank you for being part of it.

Join Us

Your support makes a real difference.

Whether you're able to volunteer, donate, or simply share our story - there's a place for you in this movement.

- Visit our [website](#) to learn how you can get involved.
- Make a [donation](#) to help us continue this vital work.
- Follow us on [social media](#) to stay connected and amplify our message.

Let's keep building a future grounded in equality, safety, and respect.





Engender
Equality

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