The Equality Institute 2018–2019 Annual Report



Acknowledgement of country

The Equality Institute would like to acknowledge the Wurundjeri people of the Kulin Nation as the traditional owners and custodians of the land on which the EQI stands. We acknowledge that the land was never ceded. We pay our respects to their customs and cultures, and to elders past and present, and emerging leaders.

The Equality Institute also acknowledges and pays respect to the traditional owners of the lands in which we work in the Pacific, Asia, and around the world.

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The Equality Institute





Opening statement

By Dr. Emma Fulu, Founder & Executive Director

It has been a year of significant growth, challenges and hope for The Equality Institute (EQI), for the prevention sector and for women and girls globally.

The world is in a complex and dynamic process of change. Women, trans and gender-non-binary people and communities are experiencing patriarchal oppression in both new and old ways. The world is in a state of climate emergency. Violence against women and girls remains an epidemic, however the funding for violence prevention is totally inadequate. Yet the power and reliance of women and girls has never been more evident – from the #metoo movement to climate action, women are leading social justice efforts worldwide and demanding that their voices be heard.

Looking back at the year that was, I am filled with immense gratitude for our dedicated staff, partners and fellow activists who are working to create a world in which diversity is celebrated, all people are respected, and power and resources are shared.

This year EQI's reach has been both global and local. Locally, we delivered research, policy and programming work in Australia, Asia and the Pacific, grounded in the lived realities of the communities in our region. Globally, our strategic and advocacy work is operating at the highest level to influence and improve global funding streams and agendas.

We have delivered 22 projects with over a dozen clients across the globe, conducted research in 16 countries, undertaken training at multiple events and continue to be represented on high-level advisory boards worldwide.

Importantly, we spent time as a team determining our strategic priorities for the years ahead in order to achieve our greatest impact and we look forward to sharing our 5-year strategic plan with you soon. Furthermore, this year, we expanded our internal capacity and strengthened our resources and operational support, employing two senior team members to enable us to deliver greater impact at a broader scale.

The Equality Institute

I am proud to report that in 2019 the EQI gained certification as a social enterprise with Social Traders, and we founded two sister not-for-profit organisations. VOICE is a global organisation with roots in the US, which aims to create a system where women and girls directly affected by crisis are leaders in humanitarian response. The Equality Hub is a local organisation working to support feminist movements in Australia and create networks of support and solidarity to advance gender equality and end violence.

Our work to end violence against women and girls requires imagination; an ability to see a different future and to walk towards that future with love and courage. This takes the combined efforts of many and we would like to thank each and every one of you for your support, commitment, dedication and passion. We look forward to a new year of further progress, exciting collaborations and impactful work. Look after yourself and look after each other. We stand with you, each day, and commit to showing up, staying open and always learning.

Dr. Emma Fulu

Founder and Executive Director

The Equality Institute

Acknowledgements

The Equality Institute would like to thank our clients, collaborators, colleagues and co-creators. Thank you to the Bill and Melinda Gates Foundation, UN Women, Price Waterhouse Coopers, Coffey International, Wellspring Philanthropic Fund, The World Bank Group, The Asia Foundation, Department of Foreign Affairs and Trade, Oxfam, Population Services International, World Bank, Department of Social Services, Office for Women, University of Melbourne, MYSSAA, Global Women's Institute, Monash University, DVRC, Prevention Collaborative, The Giving Back Fund and our research participants.

"THE EQUALITY INSTITUTE ARE AN INNOVATIVE GROUP OF DYNAMIC INDIVIDUALS WHO PROVIDE HIGH QUALITY WORK. I CAN ATTEST TO THEIR ABILITY TO SUCCESSFULLY IMPLEMENT PROJECTS AND DELIVER ON PROJECT REQUIREMENTS. THEY UNDERTAKE THEIR WORK WITH INTEGRITY, IN ACCORDANCE WITH THEIR COMPANY VALUES. THE EQUALITY INSTITUTE IS A PLEASURE TO WORK WITH."

- ELIZABETH DARTNALL, EXECUTIVE DIRECTOR,
SEXUAL VIOLENCE RESEARCH INITIATIVE

The Equality Institute

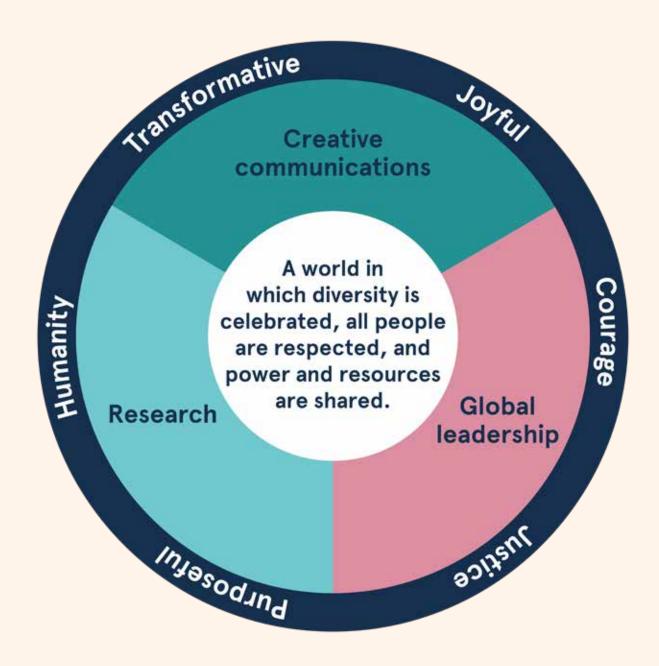
is a global, feminist research and creatives agency, dedicated to the prevention of violence against women and girls. Our vision is a world in which diversity is celebrated, all people are respected, and power and resources are shared. Our purpose is to drive transformation of harmful gender norms and unequal power structures, and support violence prevention efforts to thrive through global leadership, research and creative communications.

The Equality Institute covers every region in the world. 15 countries and counting. We have worked with the governments of Australia, Cambodia, Kazakhstan and beyond to improve systems and serve women and girls. Our clients have included the United Nations Development Program, Oxfam, the World Bank, the Bill and Melinda Gates Foundation and Amnesty International, among others.

We have conducted over 50 studies around the world, including national prevalence studies, programme evaluations and systematic evidence reviews. We have trained hundreds of researchers, practitioners and policy makers to better understand what causes violence against women and girls and how to prevent it. We have curated a social media platform with a following of over 60,000 followers, creating viral content that has reached up to 3 million people in one post.

How we work matters as much as **what** we do. We are values-driven and believe that the way we operate in the world matters. The EQI is underpinned by feminist principles in all that we do. We actively apply understandings of intersectionality in our work and aim to have diversity reflected in our workforce.

We seek to embody all that we stand for. As a dynamic learning organisation, we strive to learn from our mistakes and continually evolve for the better. We endeavour to be a force for good and an example of integrity and authenticity.



Our values

PURPOSEFUL

We believe we have a reason for being here – to contribute to a world in which diversity is celebrated, all people are respected, and power and resources are shared. We are intentional in our work and trust the journey.

HUMANITY

We believe in the interconnectedness and interdependence of all life. We recognise the common nature of our struggles and are committed to our collective liberation. We remember that love and compassions starts at home and we endeavour to be kind to ourselves.

TRANSFORMATIVE

Our work aims to be transformative; to disrupt and reshape existing norms, language and practices at all levels of society. We seek to change the underlying conditions that cause gender inequities. We believe we need a paradigm shift to create a more equitable world.

JOYFUL

We take a positive and empowering approach to creating change. We are optimistic and always hopeful for a better world. Joy comes from being true to our purpose, and humour carries us through challenging times.

COURAGE

Courage transforms fear into determination. When we are tempted to give up, courage supports us to take the next step. Courage opens us to new possibilities and gives us strength. We have the courage to do things differently.

JUSTICE

We are fair in all that we do. We continually look for the truth. We believe in the interconnectedness of gender justice, social justice, racial justice, environmental justice and others. Injustice anywhere is a threat to justice everywhere.

OUR YEAR IN REVIEW

92 RESEARCHERS & SERVICE PROVIDERS WERE TRAINED

PROJECTS WERE DELIVERED TO OVER A DOZEN OF CLIENTS

WE CONDUCTED RESEARCH ACROSS

16 COUNTRIES

WE PRESENTED TO HUNDREDS OF PARTICIPANTS ON VAWG AND EVALUATION AND RESEARCH AT MULTIPLE EVENTS INCLUDING THE PREVENTX CONFERENCE, WOMEN IN ASIA CONFERENCE AND MORE

EQI STAFF WERE REPRESENTED ON

HIGH-LEVEL ADVISORY BOARDS





60,000+

FOLLOWERS ACROSS OUR SOCIAL MEDIA ACCOUNTS

WE LAUNCHED TWO
SISTER NOT-FOR-PROFIT
ORGANISATIONS: VOICE
AND THE EQUALITY HUB

WE BECAME A CERTIFIED

SOCIAL ENTERPRISE

WITH SOCIAL TRADERS

As global thought-leaders, the EQI is sought after to provide strategic advice and effective solutions to major organisations to address violence against women and girls.

We have brought together industry trailblazers from a range of fields, including research, humanitarian response, design, media and film, to build holistic solutions to the problem of violence against women and girls - one of the most wide-spread and intractable issues of our time.

Our Founder and Executive Director, Dr Emma Fulu, sits on a number of advisory boards and provides ongoing strategic advice and support both in Australia and internationally to advance gender equality. Two of these boards include:

MINISTERIAL COUNCIL ON WOMEN'S EQUALITY, VICTORIA AUSTRALIA

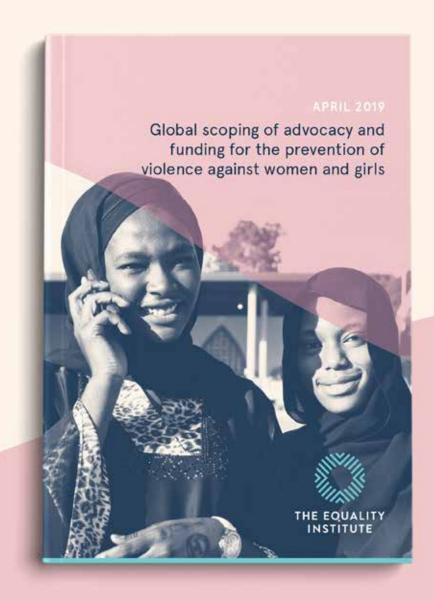
The Council is made up of Victorian women from the private sector, media, science and technology, sport and recreation, unions and the women's health sector. A member since 2017, Emma provides strategic and evidence-based advice to the Minister to support the effective implementation of *Safe and Strong: A Victorian Gender Equality Strategy* to guide Victoria's progress towards gender equality.

GENDER AND RIGHTS PANEL, WHO

A premier advisory body of the World Health Organization (WHO), tasked to provide independent oversight on issues related to gender equality and human rights across different normative, research and standard setting work in relation to sexual and reproductive health. A member since 2017, Emma was recently appointed co-chair.

The EQI has also attended and presented at dozens of key national and international gender equality and violence prevention events. Among others, Emma was invited by the World Health Organization to attend and contribute advice at the Expert Group Meeting on Gender and Intersectionality in Research on Infectious Diseases of Poverty. Emma was also invited by the Ford Foundation to present at the Expert Meeting on Ford's Global Strategy on VAWG – a small meeting that brought together global experts on VAWG to collectively strategise, debate and interrogate the best methods to influence change at a global level.

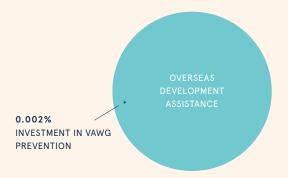
CASE STUDY: WILTON PARK



In partnership with the Department for International Development (DFID) and the Wellspring Philanthropic Fund (WPF), the Wilton Park event brought together over 50 diverse actors including civil society, academics and policy makers to share the latest evidence and discuss opportunities to prevent VAWG, in line with the scale of the challenge globally. Focusing on intimate partner violence (IPV) and non-partner sexual violence (NPSV), the meeting sought to build relationships and momentum and achieve the following objectives:

- To learn about the latest evidence on what works to prevent VAWG and how this is linked to broad development goals
- · To explore effective policies and programme design from diverse sectors and regions
- · To identify effective strategies for scaling up violence prevention
- To build consensus around priorities for action and investment and how to progress these priorities.

As part of a session on *Exploring Resources: Mapping the Funding Landscape*, focused on opportunities to ensure increased investments and greater advocacy for violence prevention in the current global development field, Emma presented findings from an EQI research report launched at the event. The *Global Scoping of Advocacy and Funding for the Prevention of Violence Against Women and Girls* provides an overview of funding patterns for VAWG prevention programming over the past five years including current donors and the estimated size of their investments. The report estimates that investment in prevention of VAWG over the past five years has totalled approximately USD2.042 billion – less than 0.002% of annual Official Development Assistance (ODA). This clearly highlights the need for further investment in the prevention field.



The EQI will be working with key partners and players over the coming years to help implement a number of identified recommendations to strengthen the VAWG prevention field.

Over the last year EQI played a strategic policy advocacy role in Australia and internationally to promote more effective investment in VAWG prevention, and increase the scale and effectiveness of prevention strategies worldwide.

The Global Women's Institute and the Equality Institute undertook a strategic evaluation of Australian development assistance for ending VAWG over the past 10 years. This evaluation provided a critical lens through which to assess the gains made over the last decade from Australia's investment in ending VAWG and made recommendations for Australia's aid programme and policy engagement on ending VAWG for the next decade.

The evaluation focused on five countries where we conducted fieldwork —Fiji, Papua New Guinea, Solomon Islands, Timor-Leste and Vanuatu. Two additional countries, Indonesia and Pakistan, where Australia has significant programmes, were also included in the evaluation.



Importantly, DFAT accepted each recommendation of the evaluation. They acknowledged the interconnected nature of the recommendations and support the holistic approach that will result in our continued focus on improving access to justice and support services, while strengthening our work in violence prevention, and monitoring, evaluation and learning.

The evaluation will inform the development of an ending VAWG framework for action that will provide a ten-year roadmap for the implementation of policy and programming across the department.

CASE STUDY: GENDER IMPACT ANALYSIS

Childcare and paternity leave are inherently perceived as being gendered, whereas other areas of public investment - like public transport or homelessness - are often regarded as being 'gender neutral'. However, this is not so. Public transport is often used differently by men and women. Young women, compared to young men, are more likely to plan their night-time activities around transport availability, or decide to take a private transport option to mitigate the risk of sexual harassment or assault. Women with carer responsibilities are less likely to travel long distances from home to seek employment, and, if public transport isn't safe at night, it restricts women's work opportunities and lifestyle.

When we are blind to these differences, we unintentionally embed gender inequality more deeply in all aspects of society. In an effort to address this, the Victorian Government is enshrining gender equality in law for the first time in Australian history, through the forthcoming Gender Equality Bill. We've been working with the government to develop tools that will help members of the Victorian Public Service apply a gender lens to their work. This means considering how every decision made by government and public sector entities – from where to build a suburban rail link, to investment in public hospitals – meet the different needs of women, men and gender diverse people.

The EQI developed A Guide to Conducting Gender Impact Analysis that takes people through a series of simple steps, as they scope and develop policies, programmes, services or capital projects. The ultimate aim of Gender Impact Analysis is to create better and fairer outcomes and to ensure all people have equal access to opportunities and resources. The EQI will continue to support the Victorian government in testing and training for this toolkit.

Building the evidence base:
we work to understand the
prevalence and drivers of
violence against women and girls
in different contexts, and what
works to prevent it, particularly
in our region of the Asia Pacific.

The Equality Institute

The Pacific is one of the most under-researched regions in the world, despite the fact that it has some of the highest rates of violence against women globally.

This year alone we conducted research in Australia, Fiji, Timor-Leste, Indonesia, Abkhazia, Georgia, Kiribati, Papua New Guinea, Pakistan and the Solomon Islands. In partnership with Oxfam and Monash University, we conducted research to evaluate the effectiveness of Oxfam's Safe Families programme, an innovative primary prevention intervention in the Solomon Islands, and understand processes to shift harmful social norms that drive family and sexual violence in Solomon Islands. Furthermore, the research also aimed to advance our understanding of how to conduct research on violence against women that is ethical, safe and rigorous, in the context of small, geographically-disparate, island communities, where violence is relatively normalised. This research was made possible by funding from the Sexual Violence Research Initiative (SVRI) and World Bank Group's Development Marketplace Award 2017.

We also provided technical support to prevalence studies in Abkhazia and Georgia, and a process evaluation of a SASA! adaptation in Papua New Guinea.



CASE STUDY: KIRIBATI

In 2018, the EQI began work on a longitudinal impact evaluation of a community mobilisation programme that aims to prevent IPV and promote gender equitable and non-violent social norms in South Tarawa, Kiribati. The Strengthening Peaceful Villages (SPV) programme is a four-year intervention, implemented by the Ministry of Women, Youth, Sport and Social Affairs (MWYSA) of the Government of Kiribati with sustained operational and technical assistance from UN Women. The programme is adapted from SASA!, a violence prevention intervention originally developed by Raising Voices and implemented by the Centre for Domestic Violence Prevention (CEDOVIP) in Kampala, Uganda. The intervention uses a multi-level, multi-stakeholder approach to address the imbalance of power between women and men in the community and reshape inequitable social norms around gender.

EQI's impact evaluation of SPV includes baseline, midline and endline research, using both quantitative and qualitative methods at each point. In late 2018 and early 2019, EQI completed the baseline research for this evaluation.

The results from this baseline will help MWYSA and UN Women plan the direction and focus areas of the SPV programme and improve its effectiveness. This impact evaluation will also contribute to building the global evidence base on the prevention of violence against women, particularly on the effectiveness of primary prevention interventions from the Pacific region and low-resource, high-prevalence settings. It will also help expand the evidence on how to change the social norms that drive violence against women in the Pacific, and on community mobilisation strategies for preventing this violence.

A key component of our work involves actively and deliberately building capacity for effective programming and policy, communications and funding for violence prevention.

In every country across the globe, VAWG is a pervasive and deep-rooted problem. Preventing VAWG comprehensively and effectively requires sustained engagement and action from multiple actors and the global community. We need as many people as possible, with the requisite knowledge and skills, to work together on prevention. It is for this reason that, in addition to building the evidence base, a key component of EQI's work involves actively and deliberately building capacity for effective programming and policy, communications and funding for VAWG prevention.

We build capacity in different ways and tailor our approach to the specific needs of our partners. In the Pacific, EQI is currently implementing evaluations of community mobilisation initiatives to prevent VAWG in Kiribati and Papua New Guinea. For these large-scale evaluations, EQI engaged and trained a team of local researchers to carry out the fieldwork. Through their involvement, over 50 i-Kiribati researchers and 17 Papuan researchers strengthened their skills in safe and ethical qualitative and quantitative research methods. Several of the enumerators and supervisors trained have already received jobs in other national surveys. Local researchers' understanding of gender equality, power, VAWG, and prevention also improved through their engagement with the EQI. Some local researchers were also engaged to collaborate with the EQI on data preparation, data analysis, and validation of findings.

Furthermore, the EQI has successfully developed world-class tools and resources to prevent VAWG and promote gender equality. In 18/19, the EQI developed a series of web-based, user-focused tools for measuring women and girl's empowerment for the Bill & Melinda Gates Foundation. The tools were designed to provide guidance to program officers at the Gates Foundation to effectively integrate gender considerations into their work. They also serve as resources to the broader development community to inspire conversations and actions to advance gender equality around the globe.

The Equality Institute



"WORKING WITH THE EQUALITY INSTITUTE WAS CERTAINLY A
REWARDING EXPERIENCE AND HAS FURTHER ENHANCED MY
CAPACITY AS A RESEARCHER IN THE AREA OF GBV AS I WAS
LEARNING FROM THE VERY BEST IN THE FIELD. FOR ME I FELT THAT,
WHILE I WAS HELPING EQI TO GET THE SASA! BASELINE OFF THE
GROUND, AS A RESEARCHER EQI WERE ALSO INTERESTED TO BUILD
MY CAPACITY AS A RESEARCHER AND GAVE ME THE OPPORTUNITY
TO LEARN A LOT. THEY ENSURED I WAS INCLUDED IN ALL ASPECTS
OF THE RESEARCH, NOT ONLY IN ORGANISING THE LOGISTIC
AND FIELDWORK COMPONENTS BUT TO ALSO BE A PART OF THE
ANALYSIS WHICH WAS AN AREA I WAS INTERESTED IN.

THE TEAM ARE A FUN BUNCH OF PEOPLE AND WHEN YOU WORK WITH PEOPLE WHO LOVE WHAT THEY DO, AND HAVE AN AMAZING ATTITUDE TO EVERYTHING, ESPECIALLY TO THE CHALLENGES INVOLVED WITH CARRYING OUT RESEARCH IN PNG, IT'S EASY TO GET THE JOB DONE. I HOPE THERE ARE OTHER OPPORTUNITIES TO WORK WITH SUCH A GREAT ORGANISATION."

- BARBARA KEPA, RESEARCHER, PNG

CASE STUDY: BUILDING THE MONITORING AND EVALUATION CAPACITY OF THE VICTORIAN PVAW SECTOR

"THE MASTERCLASS RECEIVED REALLY POSITIVE FEEDBACK, WITH PARTICIPANTS PARTICULARLY ENJOYING THE CONTENT ON A FEMINIST/VALUES-BASED APPROACH TO EVALUATION AS WELL AS THE SECTION THAT LOOKED AT PLANNING TOOLS (LOGIC MODELS AND EVALUATION FRAMEWORKS)... PARTICIPANTS ALL REPORTED THAT THEY HAD BENEFITED FROM ATTENDING, INCLUDING BUILDING THEIR CONFIDENCE TO CONTINUE TO MOVE FORWARD THEIR PRACTICE. THANK YOU ONCE MORE FOR YOUR OUTSTANDING INPUT INTO THIS MASTERCLASS. WE HAVE APPRECIATED IT IMMENSELY AND IT IS EVIDENT IN HOW WELL THE PILOT WAS RECEIVED."

- CLARE VARLEY, WHV

With increased investment in prevention by the Victorian Government, the sector in Victoria has rapidly expanded and evolved in recent years. As the state has seen a rapid rise in the number of prevention of VAWG initiatives implemented, there is also growing need for monitoring and evaluation (M&E) capacity within the sector. In 2018, Women Health Victoria (WHV) invited the EQI to conduct an Expert Review of the course content for WHV's `Capturing Change: M&E for PVAW' Masterclass. The EQI contributed to the development of an interactive course aimed at building participants' confidence and skills to undertake effective monitoring and evaluation as part of their prevention work. The Masterclass was also refined to support participants in addressing some of the key challenges in monitoring and evaluation.

Over the past year, the EQI has also delivered various workshops and training sessions aimed at building the M&E capacity of the Victorian prevention sector. In partnership with Our Watch, EQI co-facilitated a workshop on 'Taking an intersectional approach to evaluation' at the PreventX2019 Forum hosted by DVRCV. Together, we also co-facilitated a workshop on 'M&E for PVAW' at a Community of Practice session run by GenVic.



The EQI has been building and expanding its creative communications to influence and change social norms over the past three years.





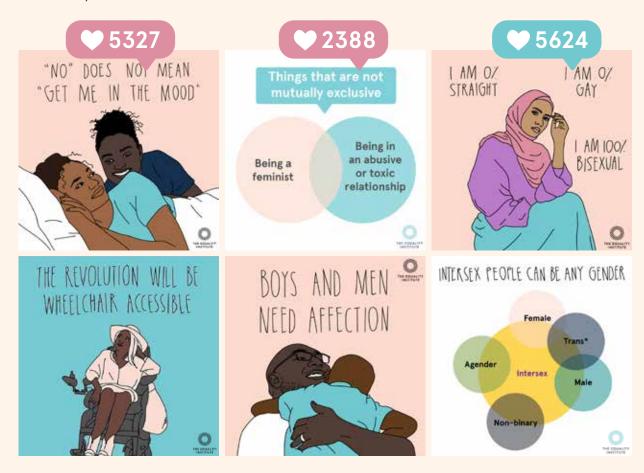
Whilst our approach is multi-disciplinary and diverse in its outcomes, one of our key strategies is social media communication. As of June 2019, the EQI's social media audience stands at over 60k organic followers across Instagram, Twitter and Facebook.

Our social media channels offer a platform to directly communicate with people all over the world. We transform the latest research on VAWG into shareable memes, engaging illustrations and thought-provoking infographics – all rooted in evidence-based research on social norm change. The outcome is a community who engage both with the organisation and each other to educate, support and influence society, and an increased understanding of, and advocacy for, equality and social justice.

Furthermore, this year we were asked by Oxfam to prepare a think-piece on the global influencers of norms contributing to harmful beliefs around male entitlement over women's bodies, to inform their global strategy to prevent VAWG. This piece was based on research interviews conducted with young people around the world, desktop research and our own experience and understanding of social norms and how to influence them. The think-piece has been extremely well-received, and was used by Oxfam and its partners to strategically frame their thinking for worldwide and regional elements of the Enough campaign.

CASE STUDY: EQI'S INSTAGRAM

This year has been EQI's fastest growth of organic engagement and reach through our Instagram account. Key content themes include Indigenous rights, trans rights, everyday sexism, the impact of the patriarchy on men and boys, consent and sexuality, white supremacy, and mental health and wellbeing. Our audience has expanded by more than 200% and diversified in geography, gender and ethnicity. We've reached over 42k followers and been reposted by accounts with millions of followers, including @womensmarch (1.3m), @feminist (2.5m), Matt McGorry (1.7m), and Munroe Bergdorf (145K). Our content has been reposted in numerous languages and we were proud to collaborate with Indigenous dance troupe Djuki Mala to create original content for Blak History Month.



SNAPSHOT: OUR GROWTH

JULY 2018

16.4K 707 8 **JUNE 2019**

42.8K FOLLOWERS

1429 AVERAGE LIKES

19 AVERAGE COMMENTS

SNAPSHOT: OUR AUDIENCE

80+ COUNTRIES 95+ LANGUAGES

QATAR, UAE, GUATEMALA, MOROCCO, PERU, IRAN, NIGER, SERBIA, NEPAL, ETC.

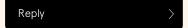
WITH MOST OF OUR AUDIENCE SPEAKING AT LEAST TWO LANGUAGES EACH

TOP LANGUAGES SPOKEN

ENGLISH, SPANISH, FRENCH, GERMAN, HINDI, ITALIAN, PORTUGUESE, ARABIC, INDONESIAN/BAHASA, DUTCH, SWEDISH, RUSSIAN, URDU, MALAYALAM, POLISH, MANDARIN.

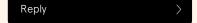


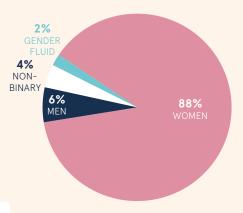
Thank you SO MUCH for the work you do. I have learnt so much here and been inspired to read and learn more because of what I have seen here.





I relate to most of your posts. Thank you for coming up with these posts that make us feel normal.





I helped co-found a Gender Study Circle in my university & I draw inspo from you We believe engaging with our community and partners is essential in empowering each other to work towards our vision of a world in which diversity is celebrated, all people are respected, and power and resources are shared.

We build on a proud history of feminist organising and acknowledge the efforts of individuals and organisations around the world.

This year we launched two sister not-for-profit organisations – The Equality Hub and VOICE. The Equality Hub is a not-for-profit organisation and registered charity with the ACNC, that exists to strengthen and support feminist movements in Australia. Through events, collaborations and projects, The Equality Hub aims to contribute to grassroots activism by listening to, and amplifying, the voices and stories of women and girls, especially those from First Nations, and other communities that have, and continue to be, marginalised. The Equality Hub ultimately aims to create networks of solidarity to advance gender equality, drive social change and prevent violence against women and girls.

VOICE, co-founded by Executive Director Dr Emma Fulu and Mendy Marsh, is a global organisation with roots in the US, which aims to create a system where women and girls directly affected by crisis are leaders in humanitarian response. VOICE respects the power and authority of feminist leaders in their communities and aims to provide them with the resources to implement their own solutions. VOICE accomplishes this through the lens of three pillars for change: showing up and shaping humanitarian action, amplifying voices, and growing resources and partnerships. Visit www.voiceamplified.org

Our Founder and Executive Director Emma Fulu is also a founding member of Women of Colour Melbourne who recently hosted their first event which aimed to celebrate the many amazing women of colour (WOC) in the community, and create a space where WOC can learn from, share with, and witness each other in their power and truth.

"THANK YOU FOR TODAY. I'M JUST REFLECTING ON HOW MUCH TODAY MEANT TO ME AND WANTED TO SEND MANY THANKS. I FEEL SO PRIVILEGED AND GRATEFUL TO HAVE FOUND MYSELF IN THAT ROOM. I THINK OF ALL THE SISTERS (AND BROTHERS) WHO STRUGGLE WITH IDENTITY AND WESTERN CONDITIONING STILL FINDING THEIR WAY TO SPACES OF ACCEPTANCE AND BELONGING. I AM HUMBLED AND REMINDED THAT INDIGENOUS AUSTRALIANS ARE STILL FIGHTING THE COLONISATIONS THAT WE ARE ACCOMMODATED THROUGH. I HOLD CLOSE TO MY HEART THAT INDIGENOUS AUSTRALIAN WOMEN ARE THE PRIORITY. THAT WE MUST SUPPORT THESE WOMEN. THANK YOU AGAIN. THIS HAS BEEN SO ENCOURAGING."

- ATTENDEE OF THE WOMEN OF COLOUR EVENT



CASE STUDY: MPAVILION

MPavilion is Australia's leading architecture commission, and a cultural laboratory for the community. Since 2014, each year the Naomi Milgrom Foundation commissions an outstanding architect to design a pavilion for the Queen Victoria Gardens, in the centre of Melbourne's Southbank Arts Precinct. The MPavilion then becomes the focus of a season of free cultural events and interventions, lively talks, performances, workshops, and more. In 2018, our event was selected to be hosted by MPavilion.

Co-designed by the EQI and Marmalade, Creating Space for Women: Designing for Safety and Power was an event for the general public that explored the role that public space plays in the everyday experiences of women.

In light of recent and ongoing femicide in Australia, and the constant experiences of daily sexism and harassment that women and gender-diverse people face, the event was timely and necessary. The event included a panel discussion as well as a collaborative workshop for the general public to be involved in these discussions, offer their ideas, share and heal. With over 100 attendees signing up to the event, we saw intense engagement with the issues and activities.

The research and information collected at this event was detailed and collaborative. Attendees identified over 80 spaces in Melbourne, and 24 in its surrounding suburbs, where they felt safe. First-hand experiences and personal notes about these spaces were captured and categorised into Active Spaces, Entertainment & Art Spaces, Feminist Groups, Organisations & Services and 'Other'. This research will inform our upcoming project and campaign for 16 Days of Activism Against Gender-Based Violence in 2019.

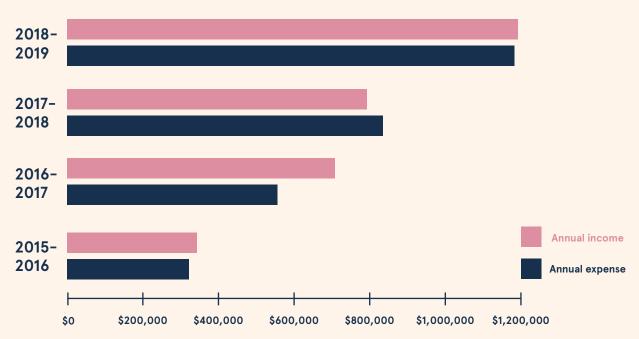


Financials

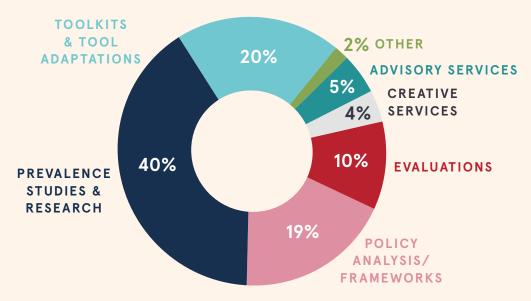
The EQI's total income in 2018-19 increased by 50.35% to \$1.192m, up from \$793k last year. This growth was predominately driven by diversifying our core services and securing large multi-year contracts to conduct research and build the evidence base on violence prevention efforts in our region.

Our total expenditure for the year increased by 41.5%, to \$1.182m. In addition to the direct project costs associated with our client contracts, and the work we do to achieve our purpose, we strengthened operational support and financed the start-up of VOICE – our sister non-profit organisation, based in the US. Take a closer look at the financials in the graphs and find the full financial report at www.equalityinstitute.org

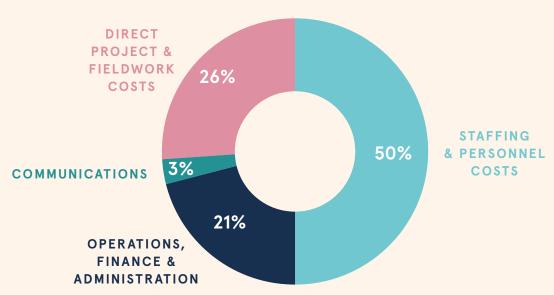
OUR FOUR YEAR GROWTH



2018-2019 ANNUAL EARNED INCOME



2018-2019 ANNUAL EXPENDITURE





LIST OF PUBLICATIONS

The Equality Institute, Global Scoping of Advocacy and Funding for the Prevention of Violence Against Women and Girls, 2019.

Bill and Melinda Gates Foundation, What Gets Measured Matters: A methods note for measuring women and girl's empowerment, 2019.

Coalition of Feminists for Social Change, COFEM Feminist Pocketbook, 2018.

GLOSSARY OF TERMS

DFAT - Department of Foreign Affairs and Trade

DFID - Department for International Development

EQI - The Equality Institute

IPV - Intimate partner violence

MWYSA - Ministry of Women, Youth, Sport and Social Affairs

NPSV - Non-partner sexual violence

PVAW - Prevention of violence against women

SPV - Strengthening Peaceful Villages

VAWG - Violence against women and girls

UN - United Nations

UN Women - The United Nations Entity for Gender Equality and the Empowerment of Women

WHO - World Health Organization

WPF - Wellspring Philanthropic Fund



WWW.EQUALITYINSTITUTE.ORG
MELBOURNE, AUSTRALIA