

Organisation Report



EQI was founded in Naarm (Melbourne, Australia) on Wurundjeri Woi Wurrung Country. We pay our respects to the Traditional Owners of this land and waterways, the Wurundjeri Woi Wurrung people, as well as their elders, past and present. We also pay our respects to the Traditional Owners and Custodians of Country throughout Australia and acknowledge Traditional Custodians of the lands where EQI works around the world. The land we live, work, and play on, always was, and always will be, Aboriginal land.



The Equality Institute (EQI) acknowledges the ongoing leadership role of Aboriginal & Torres Strait Islander communities in preventing violence against women throughout Australia. Indigenous people's generosity, hope, and ongoing efforts to prevent violence inspires us. We are committed to listening, learning, and doing this work alongside each other with humility, perseverance, and open hearts and minds. It is our hope that we can be a contributor to a future that is just and free from violence for communities everywhere.



A lot has happened over the last four years, too much to fit in one paper – so much to reflect on, learn from and, importantly, *celebrate*.



19/20-20/21

Worldwide pandemic, projects pivoted, new website launched, collective care prioritised

On 11th March 2020, the World Health Organization (WHO) declared the novel coronavirus (COVID-19) a worldwide pandemic, and this declaration is still active. We still live with COVID-19 and the ongoing impacts of this are felt across the globe.

When it began, it impacted different regions in Australia, in different ways. For those of us in Naarm, you may know we experienced one of the world's longest lockdowns in an effort to keep the community safe. We clung to potential dates in the future when we might be able to hug in person. We went for walks, lots of them. We embraced Zoom and Teams Video and FaceTime. We shed a tear at the care packages our wonderful Operations Team sent us, keeping us satiated with sweet treats. And we kept working, albeit, virtually.

Projects stalled for a moment as we figured out how to pivot under the reality of the new situation we found ourselves in. And pivot we did. For all the challenges during this period, one thing is incredibly clear, we embodied the values we hold tight at EQI and we showed up for one another. Collective care was paramount and the support for one another was abundant. We held space for the ups, downs, and everything in between. We chose to be curious and courageous, while we continued to strive for equality, and amidst the fear, we found the joy.

21/22

Strategic Plans launched, GIA training delivered online, Mparntwe staff retreat

We launched our *Five-Year Organisational Vision and Strategic Plan* and an animation that brought it to life with an online event in lieu of an in-person party. We worked on incredible projects with amazing people, some of which we highlight in this paper, including work with the Commission for Gender Equality in the Public Sector to support public entities under the Gender Equality Act in Victoria.

We worked with partners to evaluate two primary prevention projects in the Northern Territory, and in June 2022, the team headed to Mparntwe (Alice Springs) for a very special retreat where we were able to spend time with, and learn from, each other, our friends and partners. We would like to acknowledge and thank the Arrernte people of Mparntwe on whose Country we visited.

22/23

Organisational growth, e-learning launched, hybrid ways of working

At the end of 2022, we released our first e-learning course – Gender Equality Foundations under a new offering, Equality at Work. We've since developed three additional e-learning courses and been working with new and old partners and clients to support workplaces in achieving transformative gender equality.

Five team members attended the 2022 SVRI Forum in Cancun, Mexico and we presented on a range of projects, including co-facilitating a workshop on unlearning colonial research methods (more on that later). And 2023 saw the team grow by over 50%. In Naarm, we found a new home to enable hybrid ways of working at Melbourne Connect Co-Working, and to say we're happy to be working in-person again is an understatement.

Importantly, we planned for, and celebrated, our Founder and Executive Director, Dr Emma Fulu, heading off on long service leave, and will share a few of her parting words here:

"In some ways it is scary for me to take leave from an organisation that has been my life for the best part of a decade, but I think it's more important than ever to model that leadership can also look like leaning out and stepping back when we need it, and creating space for others to step forward. Our sector is notorious for its high rates of burnout, and I hope this demonstrates that as an organisation we walk the talk when it comes to centring well-being, self and collective care." Dr Emma Fulu

EQI is an organisation that strives to live by its values and while we may not always get it right, we're always learning. We're proud of Emma for taking this step and modelling that rest really is resistance.

There's *lots more* we could say, but we'll leave it there.

Thank you to our wonderful team members, including our incredible consultants, for their dedication to each other, this work and the collective impact we can have together. Thank you to our partners, clients and funders, for your continued and appreciated support throughout these years. And thank you to our community, you, for inspiring us, believing in us and walking alongside us, as we work to advance gender equality and end violence against women and girls.

88 projects

77 clients

13 countries

2000+ people trained

25 papers

11 animations

110K+ online followers

3 staff retreats

263 days in lockdown (Naarm, Melbourne)

5,632,987* online meetings

3 care packages

∞ gratitude

So, what's been happening?

At The Equality Institute, we work to advance gender equality and end violence against women and girls (VAWG), working towards our vision of a world in which diversity is celebrated, all people are respected and power and resources are shared.

In doing so, we work across four interconnected strategies to holistically achieve our mission. You might have explored these in our *Five-Year Organisational Vision and Strategic Plan* which we released in September 2021 (if not, check it out on our website). Here we're highlighting just some of the amazing work we've been honoured and privileged to lead and support within these areas of focus.

For all projects mentioned, you can find more in-depth information on our website – www.equalityinstitute.org

REVOLUTION IS NOT
A ONE-TIME EVENT

Audre Lorde

THE GLOBAL SHARED RESEARCH AGENDA (GSRA)

With the Sexual Violence Research Initiative (SVRI) and support from funding partners Wellspring Philanthropic Fund and Sida, together we launched the world's first *Global Shared Research Agenda* on VAWG. It presents the results of two years of evidence-informed dialogues and discussion, drawing on the immense wisdom of the crowd and valuing a diversity of views. It reveals major gaps in the VAWG research field and sets research priorities for the next five years for fair, effective, and relevant research on VAWG in low and middle-income countries. It can be used by funders as a framework to increase investment in high quality and ethical research, by researchers to inform their own research agendas, by practitioners as a guide for partnerships and evaluation of interventions, and by the field, as a powerful advocacy tool.

Following on from this, we produced a regional adaptation for the Asia-Pacific region, *Filling in the Picture*, co-created through a participatory process with an Advisory Group of researchers, activists and practitioners across the region. It highlights the priorities of historically marginalised groups, who are often excluded from shaping research agendas.

“This is a ground-breaking piece of work. With the GSRA, we are challenging the old way of doing things, which for too long has seen research agendas set by people far removed from the communities for whom the research is meant to serve.”

Elizabeth Dartnall
Executive Director, SVRI

WHAT WORKS 2

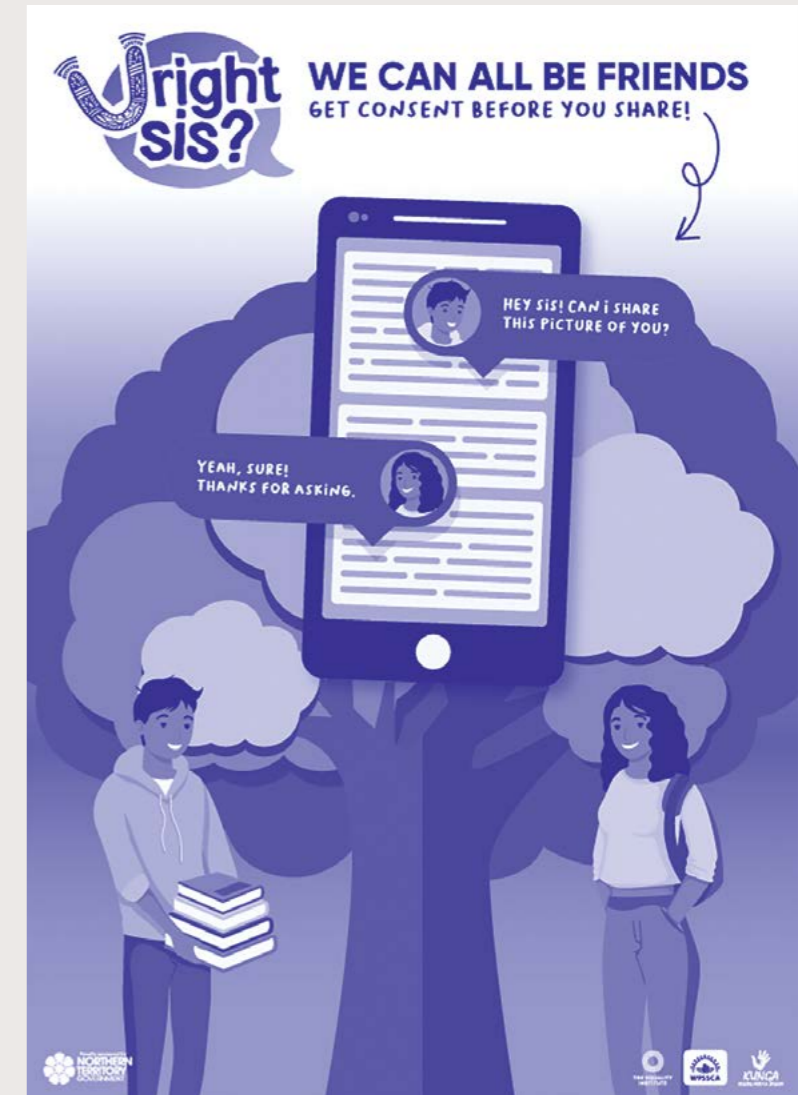
EQI and our consortium partners at the Global Women's Institute, Johns Hopkins University, University of Cape Town, Kenyatta University, and Aga Kahn University are leading the Research and Evaluation Component of the 'What Works 2' programme. Funded by FCDO, UK Government, 'What Works 2' will invest £67.5 million over seven years to prevent VAWG globally. Alongside our research consortium core partners, we are also working collaboratively with numerous in-country partners to conduct 58 studies across Africa, Asia, and MENA on what works to prevent VAWG focusing on impact at scale.

U RIGHT SIS?

U Right Sis? is a three-year primary prevention project supporting communities in remote Central Australia to identify and respond to technology-facilitated abuse. Funded by the Northern Territory Government, we partner with *Kunga Stopping Violence Program* and *Women's Safety Services of Central Australia* to develop and deliver educational workshops on technology-facilitated abuse in Central Australian communities and co-develop culturally-safe and place-based resources, such as posters and social media tiles. In doing so, we work alongside communities through a strengths-based approach, to increase awareness and knowledge of technology-facilitated abuse, challenge attitudes and beliefs which dismiss or condone technology-facilitated abuse and promote healthy relationships and digital literacy so that everyone can use technology, freely, creatively, and without harm.



THE GLOBAL SHARED RESEARCH AGENDA (GSRA)



U RIGHT SIS?

Strengthen the prevention of VAWG through ethical and participatory research.

SUSTAINABLE DEVELOPMENT GOALS AND VIOLENCE AGAINST WOMEN

The Sustainable Development Goals (SDGs) were adopted in September 2015. As we write this, it's September 2023, which means we have *just seven years* to make significant progress towards these goals. While Goal 5 is aimed broadly at achieving gender equality and empowering all women and girls (and target 5.2 specifically aims to eliminate all forms of VAWG) we know that gender inequality and VAWG intersect with many other areas. In fact, evidence suggests that *unless we end VAWG globally, we won't achieve at least 14 of the 17 Sustainable Development Goals (SDGs)*. We explored the links between each of these goals and VAWG in detail to provide key recommendations and indicators for governments and development partners to *take action*. Spread the word and share our report widely.

STRENGTHENING PEACEFUL VILLAGES, TARAWA, KIRIBATI

Together with UN Women and the Government of Kiribati, we have been supporting the implementation of the *Strengthening Peaceful Villages (SPV)* programme in South Tarawa, Kiribati by conducting an impact evaluation of the programme. The SPV programme is a community-based intervention adapted to Kiribati culture and context from *SASA!* to prevent VAWG and promote safe and healthy families, homes, and villages. The evaluation began with a baseline study in 2019, and the release of a findings report and summary, which were used to guide and improve the SPV programme. This was the *first time* ever perpetration data on men's use of violence was made available alongside prevalence data showing women's experiences of violence in Kiribati. The midline study was scheduled to take place in 2021 but was impacted by the Covid-19 pandemic, so qualitative research was undertaken with key stakeholders remotely. Earlier this year, the team travelled to Kiribati to train enumerators and carry out the follow-up study. With preliminary findings validated with local stakeholders, we hope evaluation findings can be shared in 2024.

"Conducting safe, ethical and feminist-informed research on violence against women is not easy. However, through this collaborative process with national partners, which promoted cross-learning between EQI researchers and Kiribati researchers we have demonstrated that not only is it possible, it leads to ground-breaking findings and the process itself can be transformative."

Dr Emma Fulu,
Executive Director, EQI



STRENGTHENING PEACEFUL VILLAGES, TARAWA, KIRIBATI



SUSTAINABLE DEVELOPMENT GOALS AND
VIOLENCE AGAINST WOMEN

Strengthen the prevention of VAWG
through ethical and participatory research.

Over the last three years, we've advocated for 'whole-of' approaches to prevent VAWG. What this means is approaches that are evidence-based, holistic, integrated, coordinated, scalable, actionable, and targeted (all the good words!) at a national level – across the whole of a country and whole of their governments. In doing so, we've worked with governments, CSOs, and development partners in Australia, Peru, Fiji, and Timor-Leste to support them in developing national action plans to prevent VAWG.

TOGETHER FOR PREVENTION: HANDBOOK ON MULTISECTORAL NATIONAL ACTION PLANS TO PREVENT VIOLENCE AGAINST WOMEN AND GIRLS

National Action Plans focused on prevention can bring together evidence-based strategies across sectors and settings to address the multiple and intersecting causes of VAWG, coordinate diverse actors to maximise resources at all levels and, importantly, enable countries to move beyond fragmented interventions to achieve scale for the greatest impact.

We partnered with UN Women, with financial support from Wellspring Philanthropic Fund and the Australian Government Department of Foreign Affairs and Trade, to produce a user-friendly Handbook to support and strengthen national multisectoral approaches to prevent VAWG. Developed through an extensive consultation process, the Handbook outlines a step-by-step process to develop a specialised National Action Plan (NAP) on VAWG prevention, with examples and resources. The Handbook encourages and supports governments and stakeholders to work together to design, prioritise, and resource efforts to prevent VAWG in a coordinated manner.

Increase investment in, and scale-up of, evidence-based and feminist-informed strategies to advance gender equality and end VAWG.

HER FUTURE IS NOW

Aligned with the development of the Handbook, we worked with UN Women to produce advocacy tools in the form of creative communications. *Her Future is Now* shines a spotlight on a future without violence for all women and girls and advocates for increased investment and commitment to holistic, evidence-based and scalable strategies to prevent VAWG.

Produced in consultation with communications experts and prevention advisors, this creative advocacy tool, available in animation or PowerPoint format, is targeted at executive leaders, managers, senior advisors and beyond, who are in dialogue with government partners, especially policy and decision-makers, donors, and actors from sectors that can take on prevention work, including the private sector. *Her Future is Now* uses solutions-focused, human-centred and joyful messaging, to tell the story of 17-year-old Lina, and how her community prevented violence against women.

Watch it online:
[youtube.com/@TheEqualityInstitute](https://www.youtube.com/@TheEqualityInstitute)

SUPPORTING PERU IN ITS APPROACH TO PREVENT VAWG

In March 2020, we organised and facilitated a delegation of 10 government and CSO representatives from Peru and Colombia to Naarm (Melbourne, Australia) on a learning exchange on national, whole-of-government approaches to preventing VAWG. We provided tools and technical support for Peru and Colombia to learn from and adapt to their country contexts. Following the learning exchange, we partnered with Prevention Collaborative to provide technical advice to Peru's first *National Strategy for the Prevention of Gendered Violence Against Women*, as well as their *Strategic Guidelines and Conceptual Framework* (Peru's National Strategy and key lessons learnt are featured in the Handbook).

And, as part of an initiative by The Council on Australia Latin America Relations (COALAR), we collaborated with The Ministry for Women and Vulnerable Populations (MIMP) and Maia Films in Peru, to create an animation - *More Than a Dream* - aimed at a youth audience in Lima, Peru, that helps to increase awareness of violence against women and girls, including its causes and risk factors, and support the prevention of VAWG. The animation is being disseminated online and to teachers and educators through workshops and with the support of an educational resource.



TOGETHER FOR PREVENTION



HER FUTURE IS NOW

ANIMATION AND VIDEO

Video offers ways to effectively engage new audiences. We love exploring how this medium can help make complex topics more accessible and inclusive and bring stories, projects and impact, to life. At EQI, we've used it to bring our *Strategic Plan and Organisational Vision* to life, explain ideas and topics like unconscious bias, inclusive language, cultural appropriation and intersectionality, and offer practical advice, like how to 'call something in'. We've developed animations to support governments in building societal knowledge of VAWG and gender inequality; with UNW Asia-Pacific, we developed an animation to bring to life their strategy as part of the *Ending Violence Against Women and Girls programme* within the Fiji Multi-Country Office (MCO) with a collage-based animation called *Change is Possible*; and we adapted the Circles of Influence activity in *Raising Voices' SASA! Together Set Up Training Module* into an animation with The Asia Foundation and Raising Voices.

Subscribe to our YouTube channel to follow along:
youtube.com/@TheEqualityInstitute

GENDER & HEALTH HUB

We worked with the United Nations University International Institute for Global Health (UNU-IIGH) to deliver the Gender & Health Hub (GHH). The GHH is a unique global platform established to consolidate the best, policy-relevant evidence on gender integration in health policies and programmes, generated through research and practice at global, regional and country levels. It exists to bridge the gaps between knowledge, policy and action – driving progress towards the SDG goals, working to achieve gender equality in health to ensure better health outcomes for all. As their Communications Partner, we led the design and development of various communications products including the brand identity and logo design, communications strategy, website, infographic series, and email and social media assets.

DJIRRA YOUNG LUV INSTAGRAM CAMPAIGN

We worked in close collaboration with the team at Djirra to design a visual identity and Instagram campaign, including content creation and template design, based on their *Young Luv* workshop, which aims to prevent VAWG and build personal and cultural strength. The campaign was designed to speak to a Gen Z audience, while being down to earth and community-focused. It aimed to educate and engage young Aboriginal women to better understand violence against women including how to identify unhealthy relationships and controlling behaviours, empower the next generation of matriarchs, support young Aboriginal women in connecting with oneself, their culture and communities, and provide a support network to learn from and go to for advice. Follow it here [@djirra.youngluv](https://www.instagram.com/djirra.youngluv)

**ANIMATION AND VIDEO****DJIRRA YOUNG LUV INSTAGRAM CAMPAIGN**

Inspire a global feminist conversation
and ignite social change.

WORKPLACE GENDER EQUALITY SERVICES & TRAINING

Since the beginning of the Gender Equality Act in Victoria, we've been supporting public sector entities in advancing gender equality. We developed the *Gender Impact Assessment Toolkit* produced by The Commission for Gender Equality in the Public Sector and trained 243 public entities in applying a gender lens to their work, policies and programs. We also worked with the Commission to develop case studies and a best-practice guide for Gender Equality Action Plans which provides practical guidance on how to aim for transformative gender equality in the workplace. Alongside, we've worked directly with government, councils, education providers and health services, through workshops and training, to help them ensure their services, work, policies and programs positively impact people of all genders.

BIN-ALIN HAKBI'IT MALU (SISTERS EMPOWERING EACH OTHER)

We know that independent feminist movements are critical to driving policy and social change on gender inequality and VAWG. Yet, around the world, feminist activists face numerous challenges and burnout is common, threatening the sustainability and impact of this work.

Bin-Alin Hakbi'it Malu (Sisters Empowering Each Other) is a pioneering feminist leadership programme which seeks to strengthen feminist movements in Timor-Leste by investing in the sustainability, wellbeing and capacity of feminist leaders. We partnered with the Australian Government's *Nabilan Programme*, of The Asia Foundation, Timor-Leste, to co-develop and co-facilitate the programme, now in its third iteration. It's taken multiple forms, across the Covid-19 pandemic, to now, and brings together Timorese feminist activists regularly in a safe space to learn from a feminist leadership curriculum including guest speakers from the Global South.

Nurture stronger and more inclusive organisations, leaders and movements.

EQUALITY AT WORK

Achieving gender-equal and inclusive workplaces requires a transformative approach that changes systems, structures, and social norms, rather than piece-meal efforts. That's where Equality at Work comes in. Under Equality at Work, we provide holistic business advisory services and products to support organisations in taking positive action to build diverse, inclusive and equitable workplaces.

One part of this is our suite of evidence-based and engaging e-learning courses which cover a range of topics related to diversity, equity and inclusion (DEI). These courses aim to empower workplaces by building individuals' awareness, knowledge and confidence in addressing these issues and taking positive action. We've also worked collaboratively with partners like MECCA to support them in building bespoke e-learning designed to speak to their unique contexts and team members, and received incredible feedback from learners. And we're currently in production on a new podcast to support DEI leaders and advocates everywhere. Stay tuned for the launch of *Dear EQI* in 2024. If you're looking for transformative DEI solutions, contact us equalityatwork@equalityinstitute.org

"Thank you, thank you, thank you. 11/10, would recommend and share to everyone I know if I could."

Gender Equality Foundations Learner



BIN-ALIN HAKBI'IT MALU (SISTERS EMPOWERING EACH OTHER)

While these years brought changes we couldn't have foreseen, we prioritised strengthening the foundations of EQI, supporting the team and building an impactful, feminist organisation.

During this time, the team grew by over 50% and three of our team members had babies! We found a new co-working office to call home in Naarm, doubled our clients from 17 to 36, had a 50% increase in the number of projects on an annual basis, and expanded into a new area of work under the Gender Equality Act in Victoria.

We were recertified as a Social Enterprise with Social Traders and engaged in pivotal organisational support across leadership, legal, impact and HR, with organisations and individuals from Leadership Space, Her Lawyer and SHE HR Consulting. We invested in our staff wellbeing program, took part in feminist organisational capacity training with International Women's Development Agency, launched a staff profit-share scheme, built a capability framework and delivered annual retreats. We revisited our strategic plan, and discovered that in order to achieve our ambitious impact goals, we needed to set new 'enabling goals' for sustainable progress. These are now underway, and we've been working internally on strengthening our systems, people and structure.

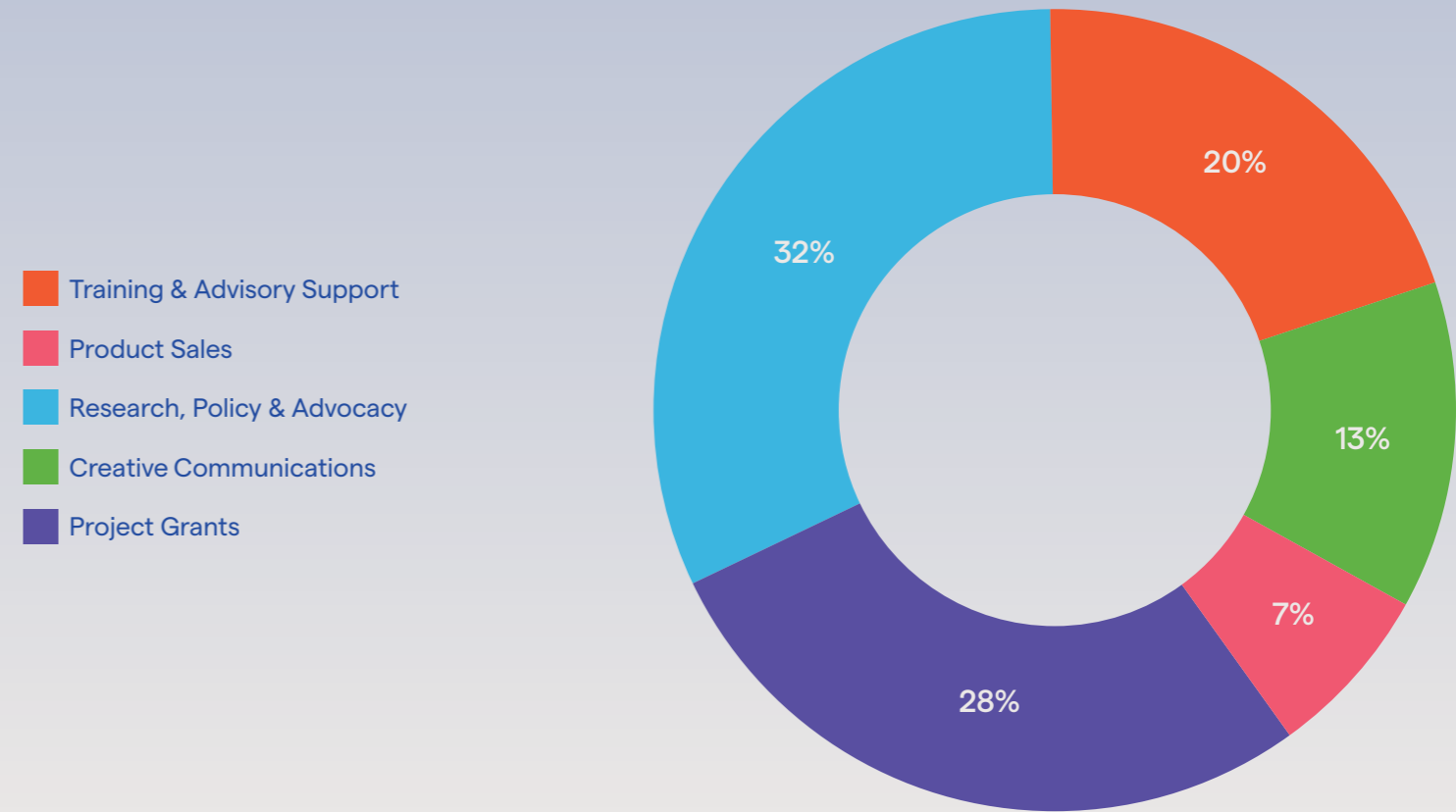
We received long-term impactful grants from our partners, including Ford Foundation, Wellspring Philanthropic Fund and the Northern Territory Government, and welcomed new partnerships with Women's Safety Services of Central Australia, North Australian Aboriginal Justice Service through the Kunga Stopping Violence Program, and MECCA, becoming part of the MECCA M-POWERed Collective.

Importantly, behind all these words, is the ongoing commitment and support of the team to one another, the impact and work, and to the health of EQI. It wouldn't exist without them.

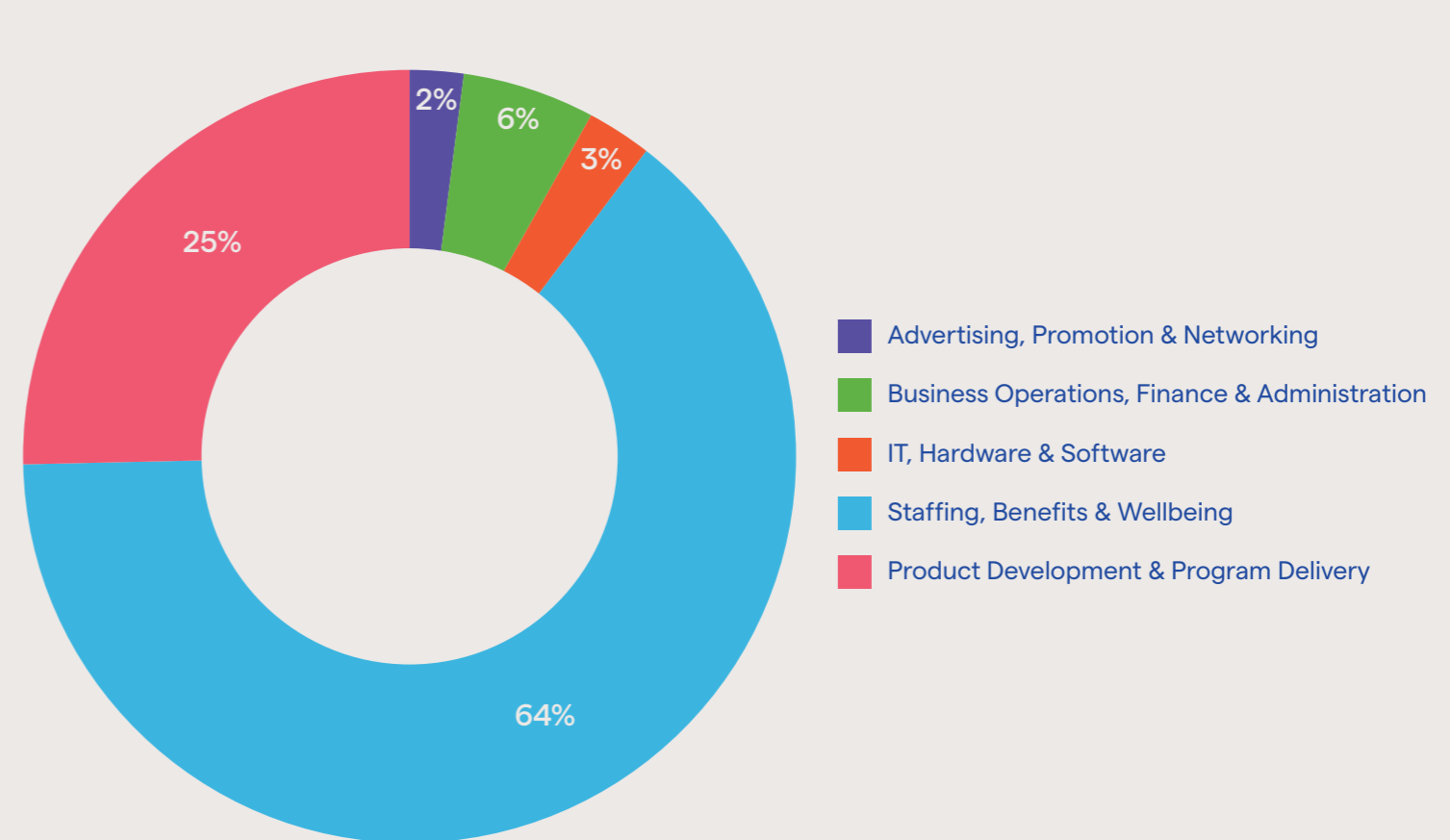
We achieved our income target of \$3mil in FY2022-23 – a huge achievement and a 56% increase in income from the previous year. We also achieved our target 10% profit margin and as a social enterprise we reinvest at least 50% back into the business to achieve our social purpose. A portion of this was also distributed to eligible staff through our profit-sharing scheme.



WHERE OUR INCOME COMES FROM



HOW OUR FUNDS ARE SPENT





THE EQUALITY
INSTITUTE