

contents

0	About Us	3
0	Our Principles	3
0	From the CEO	4
0	Strategic Priorities	4
0	Reducing Violence Against Women	5
0	Strategic Activities	6
0	WHNSW Outcomes	8
0	Women's Health Sector Collated Data	9
0	Organisation and Structure	12
0	Financial Report	13
0	Women's Health Centres	14



our vision

All women and girls are empowered to reach their potential within a safe and healthy environment.



our mission

To ensure that women's health care is delivered in a gender appropriate, affordable and accessible way to meet the health needs of women.

about us

Women's Health NSW is the peak body for 21 nongovernment community based women's health centres in New South Wales.

We promote a coordinated approach to policy and planning, staff professional development and consultation between member services, NSW Ministry of Health and other government and non-government agencies.

Members include 17 women's health centres providing multidisciplinary, primary health care focusing on wellness, prevention, early intervention, immediate and ongoing care including physical health/activity, chronic illness, emotional & mental health, reproductive and sexual health and the health effects of violence against women. Four special purpose services concentrate on culturally tailored programs for Aboriginal and Immigrant women and trauma specialised counselling. Throughout the network, service provision is influenced by the identified needs of local communities and the shared aim of improving the health of women, with a focus on women experiencing disadvantage.

Strategies incorporated by Women's Health Centres include preventative health care, community education and development, advocacy and empowerment; providing women with knowledge, skills and resources to enable them to take more responsibility over factors that may adversely affect their lives.

All centres work within the social model of health framework which acknowledges the physical, emotional and mental aspects of health as well as the broader social, cultural and economic factors that impact on women's wellbeing and ability to access services.

The Women's Health NSW website whnsw.asn.au outlines our structure, aim, history and philosophy along with project information and annual reporting. It also provides information on each Women's Health Centre in NSW outlining their range of services and contact information.

See page 15 for contact information for all Women's Health Centre's located in NSW.

our principles

Women's Health NSW works to the NSW Health CORE values of Collaboration, Openness, Respect and Empowerment which resonate with the WHNSW Principles of Women's Health Care (endorsed in 1982) highlighted below

- Social justice and an understanding of a gendered approach to health care and policy
- Health is determined by a broad range of social, environmental, economic and biological factors
- Differences in health status are linked to gender, age, socio-economic status, ethnicity, disability, location environment, gender inequality and discrimination
- Health promotion, disease prevention, equity of access to appropriate and affordable services and strengthening the primary health care system are necessary along with high quality illness treatment services
- Information, consultation, advocacy and community empowerment are important elements of the health process
- Dignity, privacy, informed consent, confidentiality and safety
- Informed decision making about health care requires accessible and appropriately targeted information for socio-economic and cultural groups
- Health care is both evidence-based and values women's own knowledge and experience
- · Equity and accessibility
- · Effective community management
- Links women's individual experience and health needs to the social and cultural context of women's lives
- Empowers women
- Challenges sex-role stereotyping, gender discrimination, racism and homophobia which affect health and well-being
- Increase the accessibility, sensitivity and acceptability of health services for women
- Relates to identified health priorities at the local and state level.

COLLABORATION OPENNESS RESPECT EMPOWERMENT



mage: Zurijeta/Shutterstock.com



from the CEO

In 2015/16 WHNSW continued its collaborative work with NSW Ministry of Health (MOH) and NSW Health peak bodies as part of the MOH NGO Advisory Committee. Work focused on implementation of the Ministry's *Partnerships for Health* policy and the development of the new contract arrangements for non-government organisations. During the process we have worked with the women's health sector to identify capacity building opportunities, accreditation strategies, researching evidence based practice and program accountability and data.

In addition, WHNSW successfully organized three public events:

- 1 Billion Rising: an international mass action advocating for the end of violence against women. One in three or 1 billion women around the world will be raped or beaten at some time in their lives. In 2016 a demand for justice was the 1 billion rising theme. We joined 200 countries to demand the end to violence against women and children while distributing information and resources to communities.
- Galvanizing Equity in Health & Social Care Training: Strategies for inspiring new thinking on gender transformative and trauma-informed practices.
- What's Health Got to Do With It Reflecting Gender and Women's Lives in Health Policy and Practice: to highlight the principles and research that inform and impact on women's health practice, research, partnerships and health outcomes.

Our work with the NSW Women's Alliance: Sexual Violence/ Domestic & Family Violence continues to be important. The NSW Women's Alliance brings together a range of agencies with a variety of expertise, knowledge and experience in responding to and working to prevent violence against women and to improve public policy and practice.

During the year we continued to manage our ongoing programs; Women's Health Statewide Meetings and Education Program (page 8) and the Women's Health NSW Database.

Once again, through the collation of sector service data, WHNSW is able to demonstrate the *service provision* and *demographics of service users* across the sector (see pages 9-11). Together women's health centres provided more than 133,000 occasions of service highlighted by the extensive service provision categories spanning more than 150 presenting health issues.

strategic priorities

Women's Health NSW will be proactive on priority issues relevant to women's health:

Advocating for improved outcomes for women

Networking and research

Reorienting the health system

Increase the capacity of the women's health sector to respond to women's health and wellbeing:

Good governance

Training and development

Women's health priority issues

... we have worked with the women's health sector to identify capacity building opportunities, accreditation strategies, researching evidence based practice and program accountability and data.

Work over the year has extended partnerships and improved policy, procedure and access to services for women and vulnerable communities across NSW. 2015/16 has been a productive year that has influenced the work ahead by identifying strategic directions that will make a difference.

We look forward to continuing partnerships, involvement in public policy and practice and a continued unpacking of gender inequity.

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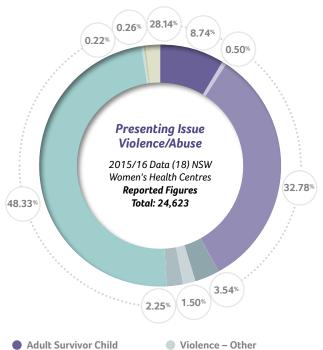
Denele Crozier

reducing violence against women

The work of the NGO women's health centres in violence prevention and service provision are an essential part of the NSW primary integrated health care system. From safety planning, medical services, specialist trauma counselling and therapeutic resilience work, legal and financial information, court support, grief and loss counselling, parenting skills, to name but a few current services. The women's health centres are a vital partner to enhance health, safety and well-being outcomes for women who have experienced violence.

'Violence against women in our community is an injustice that is everybody's concern. ... I want to see the entire community rally behind this issue.'

Elizabeth Broderick, Former Australian Sex **Discrimination Commissioner**



- **Adult Survivor Child** Sexual Assault
- Domestic & Family Violence
- Adult Sexual Assault
- Violence Ritual Abuse
- Child Sexual Assault Violence – Children
- Violence Systemic Abuse
- Trauma/Torture

This graph includes service statistics from NSW Rape Crisis (NSWRC) representing 29% (7,166) of the category 'Adult Sexual Assault' (32.78%). Percentages change considerably when these figures are removed. Presenting Issue Violence/Abuse figures for Women's Health Centres (17 centres, 17,457 occasions of VAW) include: Adult Survivor Child Sexual Assault (12%); Adult Sexual Assault (5%);





strategic activities

Data and Evaluation Systems

Evaluating the social model of health in service delivery requires a comprehensive approach to statistical data collection. WHNSW developed the WHNSW Database using a Microsoft Access software program as an integrated client management and statistical collection system. The database enables women's health centres to collect consistent information on service delivery and demographics, which can be collated to form a statewide picture.

Eighteen (18) Women's Health Centres use the WHNSW Women's Health Database. Other centres such as Waminda and Rape and Domestic Violence Services Australia use separate purpose-built databases to reflect their organisations' specific requirements.

During 2015/16, WHNSW and members centres continued an analysis of the WHNSW Database with a view to enhancing its capacity to present information on key performance indicators and outcomes.

For more information on the WHNSW Database see pages 9-11.

Partnerships

During 2015/16 we participated in government and nongovernment committees and working groups including:

- NSW Ministry of Health NGO Advisory Committee
- · Australian Women's Health Network (AWHN)
- NSW Health Women's Health Program Quarterly Meeting
- NSW Council of Social Service (NCOSS) Management
- NCOSS Health Policy Advice Group (HPAG)
- NSW Female Genital Mutilation (FGM) Education Program Advisory Committee
- NSW Women's Alliance Sexual Violence/ Domestic & Family Violence
- Domestic Violence NSW
- Miranda Project, Keeping Women Out of Custody

Other projects, consultations and forums

- Empowering Populations, Family Planning Australia & the Pacific
- · Unit Costing with MYOB & Calxa
- Immigrant Women's Health Service management and governance enquiry
- NCOSS Sydney Festival For Civil Society, Social & Economic Challenges

- Domestic & Family Violence Blueprint Consultation, Women NSW
- Strong Women Safer Communities, Domestic Violence NSW Annual Conference
- · White Ribbon Breakfast Forum, It's Time to Talk
- Australian Women's Health Network Strategic Review
- Inaugural National Research Conference on Violence Against Women and Their Children, ANROWS, Research to Policy & Practice
- NSW Police Force Domestic and Family Violence Stakeholder Forum
- QinetiQ NSW Health NGO Training Program, Preparing NGOs for Purchasing
- Women's Domestic Violence Court Advocacy Program Forum. 20 years of Making a Difference
- The Australian Women's Leadership Symposium 2016
- Our Watch Forum, Change the Story. A shared evidence based framework for the primary prevention of violence against women and their children in Australia

Professional Development

In 2015/16 WHNSW continued it focus on professional development programs, by organising three sector meetings attended by 83 employees.

Training

- Advanced Negotiation Skills, Sarah Ludowici, Public Interest Advocacy Centre
- Evaluation Frameworks Jackie Burke, Clinical Director,
 Rape and Domestic Violence Services Australia
- Introduction to Pivot Tables WHNSW Database Scott Dovey, Access Database Systems
- Introduction to Sharepoint, Rape and Domestic Violence Services Australia
- Smarter Data Reporting & Analysing Data Scott Dovey, Access Data Systems

Presentations

- WHNSW Database Strategic Directions and Data Dictionaries – Scott Dovey, Access Data Systems
- Scoping the Sector Jacqueline Schroeder, WHNSW Research Officer
- Annual Report Designs Jodie McLeod Young, Purple House Design
- Australian Women's Longitudinal Study on Women's Health, Dr Catherine Chojenta and Jenny Powers



- Domestic Violence among Immigrant and Refugee Women in Australia: Summary of the Literature Review, Hunter Women's Centre
- Stepping Stones to Freedom from Domestic Violence, Blacktown Women's and Girls Health Centre
- Moving Forward to Work Education and Business, Hunter Women's Centre

Briefings

- Integrated Care Branch Update, Ministry of Health, Cathy Ellis and Andrew Whitehead
- Sector Priorities in Partnerships for Health, WHNSW Sector Strategies Evaluation, Denele Crozier
- Medicare Benefits Schedule Changes and Review,
 Kym Gardner and Andrea Cornish, Australian Medical
 Association
- Medical Termination of Pregnancy Integrating Policies and Practice

Evidence Based Practice

WHNSW Research officer Jacqueline Schroeder developed discussion papers and evidence libraries for

- · Violence Against Women
- · Women and Chronic Illnesses
- Sexual, Reproductive Health & Wellbeing

The process comprised three activities

- Framework development aiming to separate women's health needs into four categories:
 - 1.1 Structural Drivers Law, policy and habitual procedures, cultural attitudes and beliefs
 - 1.2 Social Determinants Gender, age, socioeconomic status, ethnicity, disability, location
 - 1.3 *Health Behaviours* Stress, poor nutrition and physical activity, smoking, poor health screening
 - 1.4 Health Outcomes Blood pressure, emotional and physical health, chronic disease, gender based violence
- 2. Scoping the evidence
- 3. Development of evidence libraries

The final papers are designed to support the women's health sector in articulating the evidence that supports the work we do for women utilising our services across NSW.



women's health nsw outcomes

Goal: Be proactive on priority issues relevant to women's health

- Women's Health Summit 220 Registrations
 What's Health Got to do with it? Reflecting Gender & Women's Lives in Health Policy and Practice
 - Topics included:
 - Gender Analysis in Public Policy the development of gender specific health guidelines in Acute Coronary Disease
 - Self Determination for health and wellbeing of Aboriginal Women
 - Australian Muslim Women health effects of negative social media
 - o Violence Against Women
 - The Trauma Model of Care
 - It Stops Here: Safer Pathways Reform
 - Violence Tool Kits for GPs
 - Advocacy for Women with Disability
 - Safe Access Zones around women's medical clinics
 - Gender Transformative Health Promotion
 & Practice
 - Social Determinants of Health in Australian Health Policy
 - Poverty is Sexist
 - · Health Justice Partnerships

For summit papers, visit: whnsw.asn.au

- Women's Domestic Violence Advocacy Program Forum –
 20 Years of Making a Difference 400 registrations
 - Women's Health NSW Keynote Presentation:
 Partnerships for Health & Wellbeing: Understanding the Effects of Violence on Women's Health
- The Australian Women's Health Charter
 - Developed by the Australian Women's Health Network where Women's Health NSW holds an executive position. The Charter aims to make a new beginning for women's health at a national level and contribute to the creation of a fair and healthy society.

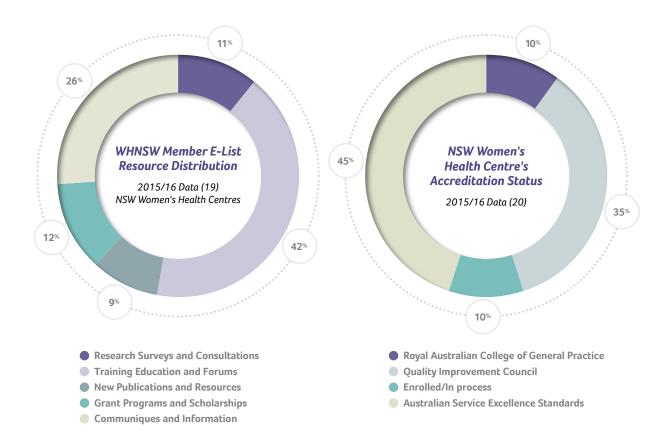
To view the complete Charter, visit: $\underline{awhn.org.au}$

Goal: Increase the capacity of women's health sector to respond to women's health and wellbeing

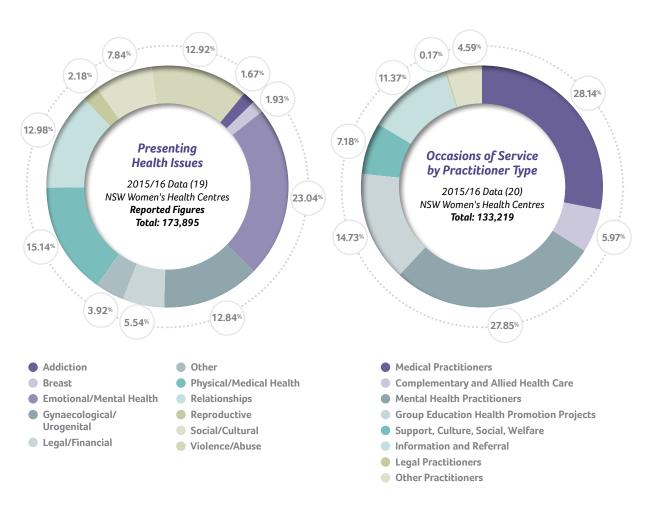
- Sector capacity building training is listed under the Professional Development section on page 6
- WHNSW manages an e-list system designed to keep centres informed of issues such as new resources, education, sponsorship and grant opportunities, research initiatives, government policy announcements and changes to law or practice, including:
 - Grants and scholarships (11) e.g. Heart Foundation Grants, Volunteer Grant Program, Law & Justice Foundation Grants and the Expert Advice Exchange Program
 - Communiques (24) e.g. NGO Funding Agreement Report Templates, Residential Tenancies Act Statutory Review, Advanced Care Directives Website, Industrial Law changes regarding Excessive Annual Leave, MOH NGO Training Program Update and Website
 - External training opportunities (38) e.g. Mental
 Health First Aid, Suicide Prevention, Older Women &
 Housing Affordability, Gender & Addiction Workshop,
 Urinary Incontinence Management in Women, Unit
 Costing with MYOB, Love your Tender, Cultural Safety in
 Supervision
 - Research, consultations & surveys (10) e.g.
 Grandparent Care Survey, Lifelong Economic Wellbeing for Women in Australia Survey, Life as a woman with no children in Australian Society Research, Consultation on Family Law and Confidentiality publication Sense & Sensitivity, Improving End of Life Research, Intimacy & Sexuality Research
 - Publications/reports (8) e.g. Women in NSW 2015, The Respect checklist respect.gov.au, Advanced Care Directives website advancedcaredirectives.sa.gov.au

Goal: Enhance WHNSW governance and performance to achieve its aims and objectives

- WHNSW has maintained its accreditation status since 2014
- 89% of Board positions were filled
- Strategic planning and evaluation cycles were maintained



women's health sector collated data





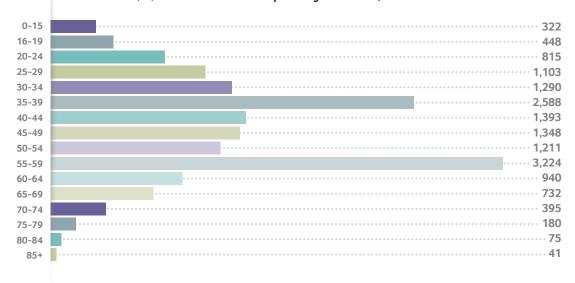


$Women's \ Health \ NSW \ Database: Presenting \ Issues \ Reference \ Table \ Categories$

Physical/Medical	Breast	Addiction
Acute Pain	Breast cancer	Alcohol
Allergies	Breast cancer metastasis	Amphetamines
Arthritis	Breast diagnostic	Cannabis
Cardiovascular (heart and blood)	Breast feeding	Cocaine
Chronic fatigue syndrome	Breast implants	Gambling
Chronic Pain	Breast lumps	Hallucinogens and party drugs
Dermatological	Breast other	Opiates
Digestion	Breast screening/examination	Other drug abuse
Ears, Nose, Throat	Breast surgery	Poly drug abuse
Endocrine/Hormonal – diabetes	Lymphoedema	Prescription medication abuse
Endocrine/Hormonal – other	Gynaecological / Urogenital	Tobacco smoking(nicotine)
Faecal incontinence	Endometriosis	Legal / Financial
Gastrointestinal	Cervical Cancer	Adoption
		·
Haematology	Circumcision/female genital mutilation	Employment
Headache	Gynaecological general (e.g. fibroids, cysts, polyps)	Financial problems
Health Other	Hormone replacement therapy	Homelessness
Hepatitis C	Hysterectomy	Housing
Herbal/homeopathic medication	Menopause	Legal issues – child custody
HIV/AIDS	Menstruation	Legal issues – divorce
Immunology	Ovarian Cancer	Legal issues – family law
Injury – acute	Pap/Cervical screening	Legal issues – other
Injury – chronic	Polycystic ovarian syndrome	Legal issues – victims compensation
Injury – repetitive strain/tendonitis	Premenstrual syndrome	Emotional / Mental Health
Injury physical – other	Thrush	Anger
Medication	Urinary (kidney/bladder)other	Anxiety/ panic disorders
Musculoskeletal other	Urinary incontinence	Stress
Neurological – other	Urinary tract infections	Depression
Nutrition	Vulva-vaginal other	Grief/ loss
Oncology/Cancer – other	Reproductive	Mental health
Also see Breast and Cervical Cancer	Pregnancy – artificial insemination	Body image (not eating disorder)
Osteoporosis	Pregnancy – infertility	Disordered eating
Pathology and other tests	Pregnancy – IVF	Self esteem
Pre/Post surgery	Pregnancy – miscarriage	Suicide
Pulmonary (lung)/Respiratory	Pregnancy – pregnancy test	Trauma – emotional
Sciatica Science Scien	Contraception – emergency	Self harm
Sexually Transmitted Infection	Contraception – general	Post natal depression
Sight/Vision/Eyes	Pregnancy – antenatal/ prenatal care	Social / Cultural
Sleep issues	Pregnancy – ectopic pregnancy	Cultural concerns
· ·	Pregnancy – gestational diabetes	Discrimination
Tiredness/ fatigue	3 3 3	
Weight management	Pregnancy – other	Loneliness/isolation
Relationships	Pregnancy – post natal check ups	Migration
Childhood Issues	Pregnancy – options	Racism
Family Issues	Pregnancy – post termination	Systemic Racism – indigenous
	Pregnancy – termination	Systemic Racism – immigrant/refugee
Impacted Addiction	<u> </u>	
Impacted Health – mental	Violence / Abuse	Sexual discrimination
Impacted Health – mental Impacted Health – physical	Violence / Abuse Sexual harassment	Sexual discrimination Sexual Identity
Impacted Health – mental		
Impacted Health – mental Impacted Health – physical	Sexual harassment	Sexual Identity
Impacted Health – mental Impacted Health – physical Impacted Identity	Sexual harassment Violence – Adult CSA	Sexual Identity Other
Impacted Health – mental Impacted Health – physical Impacted Identity Impacted Other	Sexual harassment Violence – Adult CSA Violence – Adult sexual assault	Sexual Identity Other Access and advocacy
Impacted Health – mental Impacted Health – physical Impacted Identity Impacted Other Parenting	Sexual harassment Violence – Adult CSA Violence – Adult sexual assault Violence – Child CSA	Sexual Identity Other Access and advocacy Complaint
Impacted Health – mental Impacted Health – physical Impacted Identity Impacted Other Parenting Relationships	Sexual harassment Violence – Adult CSA Violence – Adult sexual assault Violence – Child CSA Violence – Children	Sexual Identity Other Access and advocacy Complaint Disability – management of
Impacted Health – mental Impacted Health – physical Impacted Identity Impacted Other Parenting Relationships Safe sex	Sexual harassment Violence – Adult CSA Violence – Adult sexual assault Violence – Child CSA Violence – Children Violence – DV	Sexual Identity Other Access and advocacy Complaint Disability – management of Emergency/crisis
Impacted Health – mental Impacted Health – physical Impacted Identity Impacted Other Parenting Relationships Safe sex	Sexual harassment Violence – Adult CSA Violence – Adult sexual assault Violence – Child CSA Violence – Children Violence – DV Violence – other	Other Access and advocacy Complaint Disability – management of Emergency/crisis

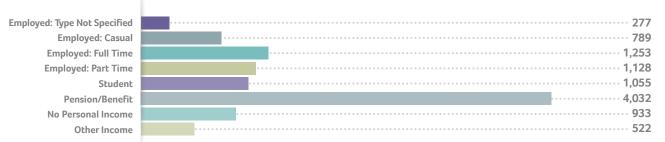
Client by Age Range

2015/16 Data (18) Women's Health Centres Reported Figures Total: 16,105



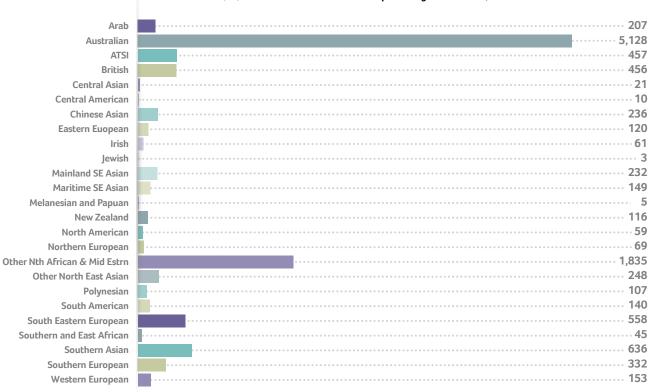
Client Financial Status

2015/16 Data (16) Women's Health Centres Reported Figures Total: 9,989



Client Ethnicity

2015/16 Data (20) NSW Women's Health Centres Reported Figures Total: 11,383







organisation & structure

Women's Health NSW Inc is managed by an elected Board of Management comprising eight members representing rural, metropolitan, outer-metropolitan and special purpose services across NSW, and the Chief Executive Officer.

Board of Management 2015/16

Category	Name	Organisation	Position
Specialist Service	Margherita Basile	Sydney Women's Counselling Centre	Chair
Specialist Service	Karen Willis	Rape & Domestic Violence Services Australia	Director
Metropolitan	Salwa AlBaz	Cumberland WHC	Director
Rural	Tracy Lumb	Shoalhaven WHC	Secretary
Rural	Gail Meyer	Wagga WHC	Director
Outer Metropolitan	Jane Gold	Penrith WHC	Treasurer
Outer Metropolitan	Sarala Porter	Blue Mountains WHC	Director
Chief Executive Officer	Denele Crozier	WHNSW	Director

Our Employees (1.9 FTE)

our Employees (175 1 12)					
Name	Position				
Ongoing & fixed term					
Denele Crozier	Chief Executive Officer				
Jacqueline Schroeder	Research Officer				
Louise Weston	Administration Officer				
Nola Cooper	Bookkeeper				
Our Committees					
WHNSW Database	Scott Dovey, Roxanne McMurray, Margherita Basile, Denele Crozier				
Communications	Roxanne McMurray, Margherita Basile, Denele Crozier				
Research Reference Group	Jacqueline Schroeder, Margherita Basile, Roxanne McMurray, Toni Schofield, Sally Stevenson, Betty Green, Denele Crozier				
Contract					
Access Data Systems	WHNSW Database				
Not Just Networks Pty Ltd	WHNSW IT Systems				
Purple House Design	Publications and Brochures				
Minmoko	Web Design & Management				

financial report

Audited Financial Accounts for the 2015/2016 financial year are tabled at the WHNSW AGM. Women's Health NSW continues to operate to budget and asserts that there are reasonable grounds to believe it will be able to pay its debts if and when they fall due.

Women's Health NSW has a strong finance team coupled with good financial systems and projected budgets for the year ahead.

Statement of Income and Expenditure	2015/2016 \$	2014/2015 \$
Income		
NSW Ministry of Health	205,500	198,000
Training/Interest/Other	83,515	80,468
Donations	6,770	-
Income Brought Forward	20,109	19,870
Total Income	315,894	298,338
Expenditure		
Wages and On Costs	200,948	206,728
Operational Expenses	68,262	58,626
Sector Development and Training	20,778	24,432
Sector Programs & Resource Development	26,405	4,618
IT & Equipment	4,289	3,952
Total Expenditure	320,682	298,357
Operating Surplus/(Deficit)	(4,788)	(19)
Total Equity	3,381	8,169

For a full set of accounts, please contact admin@whnsw.asn.au



women's health services in nsw

Women's Health Centres

1. Bankstown Women's Health Centre

www.bwhc.org.au Telephone: 9790 1378

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2. Blacktown Women's and Girls Health Centre

www.womensandgirls.org.au Telephone: 9831 2070

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3. Blue Mountains Women's Health and Resource Centre

www.bmwhrc.org Telephone: 4782 5133

4. Central Coast Community Women's Health Centre

www.cccwhc.com.au Telephone: 4324 2533

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5. Central West Women's Health Centre

www.cwwhc.org.au Telephone: 6331 4133

6. Coffs Harbour Women's Health Centre

www.genhealth.org.au Telephone: 6652 8111

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7. Cumberland Women's Health Centre

www.cwhc.org.au Telephone: 9689 3044

8. Hunter Women's Centre

www.hwc.org.au Telephone: 4968 2511

9. Illawarra Women's Health Centre

www.womenshealthcentre.com.au Telephone: 4255 6800

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10. Leichhardt Women's Community Health Centre

www.lwchc.org.au Telephone: 9560 3011

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11. Lismore & District Women's Health Centre Inc

www.lismorewomen.org.au Telephone: 6621 9800

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12. Liverpool Women's Health Centre

www.liverpoolwomenshealth.org.au Telephone: 9601 3555

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13. Penrith Women's Health Centre

www.penrithwomenshealthcentre.com.au Telephone: 4721 8749

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14. Shoalhaven Women's Health Centre

www.shoalhavenwomenshealthcentre.org.au Telephone: 4421 0730

15. Wagga Women's Health Centre

www.waggawomen.org.au Telephone: 6921 3333

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16. WILMA Women's Health Centre Campbelltown

www.wilma.org.au Telephone: 4627 2955

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17. Women's Centre for Health

& Wellbeing Albury Wodonga

www.womenscentre.org.au Telephone: 6041 1977

Special Purpose Services

18. Immigrant Women's Health Service (Closed 30 June 2016)

www.immigrantwomenshealth.org.au Telephone: 9726 4044 (Fairfield) Telephone: 9726 1016 (Cabramatta)

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19. Rape & Domestic Violence Services Australia

www.rape-dvservices.org.au Telephone: 8585 0333 (Admin)

Freecall: 1800 424 017 (Counselling and Support)

20. Sydney Women's Counselling Centre

www.womenscounselling.com.au Telephone: 9718 1955

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21. Waminda - South Coast Women's Health and **Welfare Aboriginal Corporation**

www.waminda.org.au Telephone: 4421 7400

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whnsw is a not for profit charity incorporated under the NSW Associations Incorporations Act (2009)



Accredited at Certificate Level of the Australian Service Excellence Standards

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