



ANNUAL REPORT 2019



Deaf Victoria Inc.

2018-2019

37th Annual Report

For the financial year ending on

30th June 2019

About Deaf Victoria

Deaf Victoria advocates on behalf of Deaf and Hard of Hearing Victorians to increase access to services and to educate the wider community on how to work, play and study with Deaf and Hard of Hearing people. Deaf Victoria also represents Deaf and Hard of Hearing people in both state government and disability groups.

Vision Statement:

Deaf and hard of hearing people experience equality, opportunity and connection, and are valued for their unique contributions towards a diverse society.

Purpose

To advance the needs and aspirations of deaf and hard of hearing people, breaking down barriers and building foundations for a society that acknowledges and celebrates their contributions and capabilities.

Values



Authenticity

We are the deaf and hard of hearing people's representative organisation in Victoria, engaging deeply with our stakeholders and advocating for human rights and equal opportunities using our shared lived experience and knowledge.



Connection

We are a force for connecting deaf and hard of hearing stakeholders, to each other, to community, to advocacy services and to opportunities for a fulfilling life.



Collaboration

We work strategically and generously with partners to build support for campaigns and service responses that address the needs and aspirations of deaf and hard of hearing stakeholders.



Justice

We work using social justice models with deaf and hard of hearing people at the heart of everything we do, to tackle the barriers to a fulfilling life.

01

Deaf and hard of hearing people have the knowledge and skills to advocate for the things that are important to them, and a network of peer advocates to support self-determination.

02

The broader community responds to the needs and aspirations of deaf and hard of hearing people through the provision of equitable opportunities for engagement.

03

Work in partnership to identify and address systemic barriers in the areas of health and wellbeing, access to interpreting and access to education.



Deaf Victoria wishes to acknowledge the Department of Health and Human Services (DHHS) for their continuing funding of this organisation.

BOARD



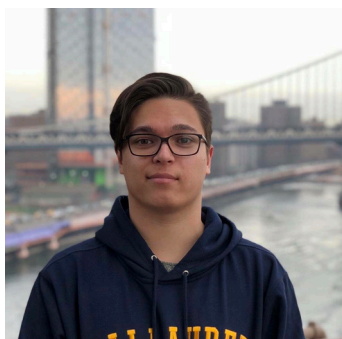
Catherine Clark
President



Mija Gwyn
Vice President



Kate Parremore
Secretary



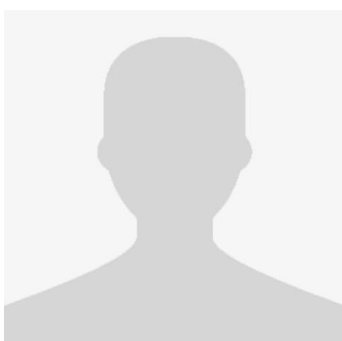
Ryan Malonda
Treasurer



Margherita Coppolino
Board Director



Alexander Teh
Board Director

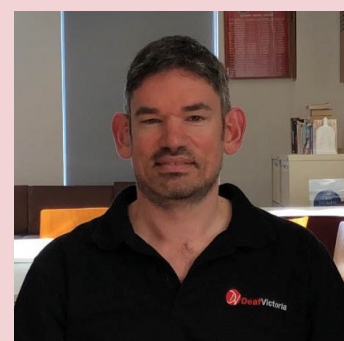


Anat Elbaz
Board member
(Resigned April 2019)

STAFF



Sherrie Beaver
Policy & Community
Engagement Officer



Simon Andersson
Advocacy Officer



Deaf Victoria is an important organisation that advocates, informs and connects Victoria's Deaf community.

As the roll out of the National Insurance Disability Scheme (NDIS) is complete across Victoria in June 2019, we are starting to see how the scheme is making a positive impact on the lives of Deaf Victorians. Equally, Victorian disability advocacy organisations are facing an uncertain future move from secure annual funding from the state government to engaging in competitive tender processes to secure future funding. The financial sustainability and survival of disability advocacy organisations as at risk as we all compete for funding to remain as a voice for consumers in this complex new landscape.

Throughout the year, the following projects were undertaken:

- 1) Mental Health Interpreting project (Disability Advocacy Innovation Fund) in partnerships with Monash University and ASLIA Vic.

The outcome of this collaborative training project was that 16 Deaf and hearing Interpreters became better skilled in interpreting for Deaf people in mental health services.

- 2) Interpreting in the NDIS environment in partnership with ASLIA Victoria

Deaf and hard of hearing people, and Auslan/English interpreters attended this workshop which was held at John Pierce Centre where participants learnt more about booking directly or through agencies, how the rate of charges work directly or with agencies, and how to work with interpreters in an NDIS environment.

- 3) Deaf Market

This was a social event held on the grounds of Deaf Children Australia (DCA). A wonderful day was had, with a variety of stalls, activities and of course the opportunity to catch up with friends.

- 4) Deaf Culture Night

A much-loved event supported by Deaf Victoria, and hosted by Brent Phillips and Philip Waters. Deaf culture was celebrated through an array of presenters and comedians, continuing on the tradition of successful Deaf Culture Nights from the early 2000s. This was a fundraising effort for Victorian and Australian representatives attending the World Federation of the Deaf Youth Camp and Congress in Paris. A total of \$1,400 was raised, which went to Deaf Youth Australia.

As incoming President, following the launch of our strategic plan (2018-2023), I am fortunate to lead a board to implement the new strategic direction. The Board also manages and supports a small team of staff who are dedicated and committed to providing advocacy and information services to individual Deaf Victorians.

All of this goes on whilst providing advocacy services to individual deaf people, provision of information services, developing and sustaining new partnerships as well as preparing government submissions.

I would like to acknowledge the hard work of our staff, Sherrie Beaver and Simon Andersson in managing our government contracts, agreed services and for achieving key milestones, and preparing for government audits.

(cont)

I am delighted and pleased that Deaf Victoria was successful in attracting three new government contracts following competitive application processes. All of these projects will commence from July 2019. They are:

- Auslan in the City (City of Melbourne City Council Social and Partnerships Grant).
- Health Advocacy Project (Victorian Futures Advocacy Grant – DHHS).
- Deaf Victoria Capacity Building Project (NDIA Information, Linkages, and Capacity Building Readiness Grant).

Each of these projects is in partnership with Expression Australia, which will lead to a formal partnership negotiated over the coming year.

One of our primary objectives to 2019/2020 is to recruit a General Manager to lead the operations of Deaf Victoria and provide leadership and management oversight to the staff.

Whilst we are hopeful of recruiting a Deaf person for the role, we are mindful that the workplace is much for accessible and inclusive than it was even ten years ago. Deaf people are successful obtaining and are attracted to a fulfilling career in a range of industries that are outside of the Deaf community. This is as it should be.

However, it means that for a small community organisation such as Deaf Victoria, we are competing with these industries to attract highly skilled deaf people in a competitive marketplace, where skills, capacity building, and competitive remuneration may be more attractive elsewhere for successful Deaf people.

In close, I would like to thank my fellow Board members, particularly our outgoing Vice President and immediate past President, Mija Gwyn for her guidance, advice, and support during the year. I would like to also acknowledge the work and commitment of other outgoing board members: Anet Elbaz, Margherita Coppolino, and Kate Parremore. Together we have worked collectively to continue to grow Deaf Victoria as it supports Victoria's Deaf community.

To Ryan, Alex and our incoming new Board members, I look forward to working with you over the coming year to continue to progress the work and achievements of Deaf Victoria.

Catherine Clark

**President
Deaf Victoria**





What a year it has been!

This year has seen Deaf Victoria travelling all over Victoria to engage with deaf and hard of hearing people. We also continued to engage with our stakeholders across the deaf and disability sectors, as well as deaf and hard of hearing Victorians.

Deaf Victoria supported me to attend the inaugural WASLI Oceania Conference in Nadi, Fiji in August 2018. This was an excellent conference, and I enjoyed learning about interpreting within the Pacific context. I also learnt more about allyship, and how no interpreter is an island. This was essential for Deaf Victoria's work in the interpreting field and how we can work better with Auslan/English and Deaf interpreters, particularly to ensure they get more interpreting opportunities to be able to upskill.

The Mental Health Interpreting Project was a huge success with 16 participants (Auslan/English interpreters and Deaf interpreters) from all over Australia undertaking the training course delivered by Monash University. The participants were able to learn from esteemed practitioners in both interpreting and mental health arenas. We also had special presenters from the USA and United Kingdom – Robyn Dean, Robert Pollard, and Yvonne Waddell – who shared their expertise in mental health interpreting. As a result of the project, Auslan/English and Deaf interpreters are now more skilled and empowered to support Deaf clients and mental health practitioners to provide the best possible access to the mental health system for Deaf people who use Auslan.

In December 2018, Deaf Victoria was invited to collaborate with the Community Engagement team at NDIA to provide workshops to deaf and hard of hearing people living in Shepparton and Wallan, as NDIS was due to be rolled out in both areas. We provided information about our advocacy service and how we can help with NDIS. This resulted in increased engagement from deaf and hard of hearing people living in Shepparton, Wallan, and surrounding areas.

Deaf Victoria was invited to contribute to Alfred Health's new Access and Inclusion Plan for People with Disability in early 2019. As part of our contribution, I met with key staff members and stakeholders at Alfred Health to share information about how the healthcare system is inaccessible for deaf and hard of hearing people particularly those who use Auslan. I was able to share from two perspectives – disability and language. The new Plan is due to be launched by Alfred Health in late 2019.

Deaf Victoria continued their partnership with ASLIA Victoria through co-hosting a number of events. In March 2019, both organisations hosted a workshop on interpreting within the NDIS environment. Karen Clare and Daniel Hately shared their experiences and tips on how to work with interpreters, how to charge appropriately, and what is included in the interpreting rates. We also had Gavin Balharrie and Ross Onley-Zerkel on the panel to share their experiences with booking interpreters through agencies and directly using their NDIS funds. The workshop was very well received with approximately 50 people in the audience.

During the lead-up to XVIII World Congress for the World Federation of the Deaf (WFD) and the World Association of Sign Language Interpreters (WASLI) Conference which were both held Paris, France, August in 2018, Deaf Victoria, partnered with ASLIA Victoria to host two International Sign taster events. Both events were facilitated by Shirley Liu (WFDYS Secretary) and Susan Emerson (WASLI Treasurer) who are fluent in International Sign.

Feedback from participants, who enjoyed the experience, indicated they wanted more training and exposure to International Sign. This is something we can consider into the future.

With the new financial year starting on 1st July 2019, Deaf Victoria is entering an exciting period consisting of innovative projects that will see this organisation become stronger with better leadership from the Board and staff, and a stronger collaboration with deaf and hard of hearing Victorians

I look forward to continuing working with the team at Deaf Victoria to empower deaf and hard of hearing Victorians, and to make a Victoria a deaf-friendly state.

Sherrie Beaver



In the last year Deaf Victoria has advocated with and on behalf of Deaf and hard of hearing Victorians on a range of issues from a huge client base which include;

- Access to Auslan interpreting
- Disability Discrimination
- Employment
- NDIS
- Health and Hospitals

The work in providing advocacy support to Deaf and hard of hearing Victorians is an overlap between individual and systemic advocacy. I have been working closely with our Policy & Community Engagement Officer, Sherrie Beaver on systemic advocacy opportunities.

With the ever-changing landscape of the National Disability Insurance Scheme (NDIS) and the announcement of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability, Deaf and hard of hearing Victorians are managing a dramatically changing environment. Deaf and hard of hearing Victorians right to equality remain the forefront of our work. We continue to ensure our advocacy services are relevant and our staff are well equipped to handle the diverse advocacy demand. This has been demonstrated through attending a variety of conferences and community events to consolidate my capacity in providing advocacy support; including Advocacy Sector Forum and Tradeblock Cafe's 10th year anniversary.

Deaf Victoria is continuing to ensure that our advocacy services are relevant and accessible to all Deaf and hard of hearing Victorians. Through 2019/2020, we will develop and implement a new annual work plan for this program to focusing on two areas: stakeholder engagement and accessibility of advocacy services. The first will improve, maintain and develop more sustainable relationships with key stakeholders and service providers across the state. The second focus is to ensure our advocacy service is accessible through enhancing our presence at community events, increasing our engagement with social media and other forms of communication and responding to community feedback.

Simon Andersson

1st July 2018 - 30th June 2019

BALANCE SHEET

ASSETS	TOTAL
Current assets	
1001 WBC Cheq. Acc #0705	249,806.61
1002 WBC Cash Res. Bonus #3456	257,386.36
1003 WBC Cash Res. #3505	21,850.29
1003 WBC Cash Res. #3505	0.00
1101 Petty Cash	103.60
Total Current Assets	A\$529,146.86
Long-term assets	
Office Equipment	
Office Equipment - Accum. Dep	-12,736.00
Office Equipment - Original cost	16,442.82
Total Office Equipment	3,706.82
Total long-term assets	3,706.82
Total Assets	A\$532,853.68
Liabilities and shareholder's equity	
Current liabilities	
Credit Card - ending 9237	0.00
ATO Clearing Account	22,445.00
Grant Received in Advance	193,943.44
GST Liabilities Payable	0.00
PAYG Withholdings Payable	0.00
Payroll Clearing	0.00
Payroll liabilities	
Salary Sacrifice Payable	2,105.11
Superannuation Payable	4,468.90
Total Payroll liabilities	6,574.01
Suspense	0.00
Total current liabilities	A\$222,962.45
Non-current liabilities:	
Deaf Youth Victoria	605.27
Total non-current liabilities	605.27
Shareholders' equity:	
Net Income	10,339.41
Opening Balance Equity	115,581.33
Retained Earnings	183,365.22
Total shareholders' equity	A\$309,285.96
Total liabilities and equity	A\$532,853.68

PROFIT AND LOSS

INCOME	TOTAL
Community Fellow Grant	2,500
Deaf Mental Health	
Donations - Deaf Mental Health	50
Total Deaf Mental Health	A\$50
DHHS Grant	160,518.02
Donations	66.06
Fundraising	1,131.43
NDIS	0.00
Sales	100.00
Sales of Product Income	1,327.66
Workshops and Training	1,500.00
Total Income	A\$167,193.17
GROSS PROFIT	A\$167,193.17
EXPENSES	
Advertising	273.31
Bank charges	-0.48
Board	49.20
Bookkeeping	11,023.69
Catering	198.00
Commissions and fees	150.00
Computer Expenses	1,434.54
Conference	759.43
Event	150.00
Insurance - Workcover	465.97
Interpreting and Captioning	4,376.06
Marketing & Promotions	540.00
Meals and entertainment	156.23
Mobile Phone	1,305.59
Office expenses	117.27
Other general and administrative expenses	6,313.55
Postage	9.59
Project Costs	33,041.50
Rent or lease payments	4,766.63
Salary Sacrifice Fee	0.00
Software	790.82
Stationery and printing	348.84
Superannuation	8,127.28
Travel expenses	112.42
Travel expenses - general and admin expenses	39.00
Travel expenses - Meals	173.76
Travel expenses - Vehicle , Taxi and Parking	398.22
Venue Hire	2,064.27
Wage expenses	82,361.65
Website	54.55
Total Expenses	A\$159,600.89
NET EARNINGS	A\$10,339.41





Deaf Victoria

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