



The One Woman Project
presents

2021-22

ANNUAL

REPORT

ACKNOWLEDGEMENT OF COUNTRY

The One Woman Project acknowledges that the land upon which we were founded always was and always will be the land of the Turrbal and Jagera Peoples. We would like to extend this acknowledgment to the Traditional Custodians of the many lands and waters on which our volunteers work, study, and live.

We acknowledge that sovereignty has never been ceded and support our Indigenous communities in fighting for recognition, treaty, and self-determination.

We also acknowledge that the work we undertake is built upon the passion, dedication, and courage of First Nations activists, advocates, and feminists who came before us, and who continue to lead the movement towards global gender equality.

2021-22 ANNUAL REPORT

A summary of the One Woman Project's activities, significant outputs, and impacts throughout the past financial year, as prepared by the National Co-Directors and Director of Finance, with support from the broader One Woman Project team.

EXECUTIVE SUMMARY

The One Woman Project

We believe that the first step to ending global gender inequity is to educate and upskill our young people to tackle it in their own local, national, and international communities.

With teams in the Australian Capital Territory, South Australia, New South Wales, Queensland, South Australia, Victoria, and internationally, we run events, seminars, workshops, online activities, and campaigns all dedicated to achieving one goal: global gender justice within our lifetimes.

Report Aims

The 2022 Annual Report of the One Woman Project aims to transparently and accountably display the significant achievements our key portfolios.

Furthermore, this report is an opportunity for our key stakeholders, partners, and members of the wider community to take a look inside the inner workings of the One Woman Project, our future plans, and our financial burdens.



A MESSAGE FROM THE NATIONAL CO-DIRECTORS

One thing is undeniable: the volunteers at the One Woman Project are selfless. They give up countless hours in their lives so the fight for gender justice can continue across Australia. These hours go towards choosing the best words for their blog posts, scheduling marketing assets to educate the online community, writing succinct and impactful speeches, building connections with other grass-root activists, and mobilising the wider society.

Our volunteers give so much and ask for little in return: that they can continue to learn about sexism, that they continue to upskill themselves to better combat it, that their struggles are acknowledged, and their demands for a better world heard. This 2022 Annual Report attempts to give back to our volunteers by testifying to their commitment to improve the organisation and Australian society.

The Education & Curriculum portfolio continues to deliver tailored workshops to a variety of audiences from different backgrounds despite social and political challenges across Australia.

The Engagement & Outreach portfolio focuses on supporting other grassroots organisations by championing their causes: climate justice, reproductive rights, and sex work decriminalisation.

The Online Engagement & Brand portfolio platforms the voices of our volunteers and showcases the One Woman Project's dedication to its beliefs and values.

The People & Culture portfolio ensures that the organisation remains inclusive and welcoming to all volunteers and that they form long-lasting friendships.

Finally, the Executive & Finance portfolio provides unwavering support across the organisation, making sure that volunteers have what they need to create change.

As National Co-Directors of the One Woman Project, we are always awed and inspired by the volunteers' passion. We appreciate also our Board of Directors' wisdom and guidance. We are even more indebted to our wider local, national, and international communities for believing in the organisation, teaching us when we are uninformed, and being patient with us as we learn.

We thank everyone involved with and continue to support the One Woman Project throughout this beautiful year. We hope this Annual Report will offer not only a snapshot of the hours dedicated, but also the joy, commitment, and radical love our volunteers bring to the Australian community.

National Co-Directors
Skye O'Halloran & Scarlett Do

OVERVIEW OF SIGNIFICANT ACHIEVEMENTS

Education & Curriculum

4

In-School Workshops

3

Speaking Engagements

1

Seminar Series

1

Corporate Engagement

2

Private Seminars

1

Drinks & Dialogue

421

People Reached

Engagement & Outreach

1

Law Reform Submission

2

Digital Campaigns

3

Community Events

Online Engagement & Brand

1

MudHoney
Zine Issue

2

RARA
Magazine
Issues

23

Blog Entries

44,369

Facebook Reach

21,581

Instagram Reach

57,424

Web Visits

People & Culture

1

Diversity, Inclusivity
and Accessibility
Report

2

Whole Team
Training Days

2

Volunteer
Information
Nights

13

Social Activities for
the Team

18

New Volunteers
Onboarded



Executive & Finance

1

Fellowship with the
Australian Centre
for Progress

1

Grant Received

4

Internships and
Student Placements
Provided

\$2,525

Dollars Redistributed

10

Professional Development
Opportunities Facilitated





Workshop for UQ Respect



Social Catch-Up




In-Person Meeting for Education & Curriculum Portfolio



Social Catch-Up



SIGNIFICANT ACHIEVEMENTS



Throughout the past financial year, the One Woman Project has achieved a number of significant outputs across our five portfolios: Executive, People & Culture, Education & Curriculum, Engagement & Outreach, and Online Engagement & Brand.

Here is a snapshot of some of those achievements.

Education & Curriculum

3 Speaking Engagements

Anna Holmes and Radhika Peddibhotla continue to do inspiring work promoting One Woman Project through their engagement with schools. They both delivered breathtaking **International Women's Day** speeches at schools and received beautiful praises from organisers.

Significant feedback states:

"It was amazing listening to your passionate speech and loved the awareness that you promoted around breaking the bias! We have had a lot of positive feedback from the students and staff, so thank you again – you definitely inspired our students."

1 Drinks & Dialogue

The Education & Curriculum portfolio expanded their programs by using the facilitation skills of their team members and delivered the **Drinks & Dialogue** event.

On April 31, the sold-out event marked the OWP's return to in-person public engagement ever since the global COVID-19 pandemic. Scoring the total of 80 attendees, Drinks & Dialogue accomplished the goals set out by the portfolio and more.

Engagement & Outreach

1 Law Reform Submission

In support of the movement to decriminalise sex work, a small One Woman Project team submitted a letter to the Queensland Law Reform Commission. Responding to a call to solidarity by Respect Inc. and Decrim QLD, the team attended the initial submission forum and drafted the letter. They wrote:

“The One Woman Project is invested in the outcomes of this review, particularly in relation to the abolishment of sex-work-specific punitive rules and regulations as well as the inclusion of sex work under existing Workplace Health and Safety Laws (thereby most effectively supporting those in the sex industry)..”

Decriminalisation and the reform of sex industry specific laws are long overdue in Queensland. We wish to ask that the QLRC implements a decriminalisation strategy in line with this submission, which thereby reflects the needs of individuals within the sex work industry.”

3 Community Events

- Women’s Climate Justice Poetry Night
- Children by Choice Panel
- Roe v Wade Solidarity March. When Roe v Wade was officially over turned, the OWP partnered with Children by Choice, Cheek Media Co., and other community organisations to coordinate a solidarity march on July 1 in Meanjin.

2 Digital Campaigns

Victorian volunteers worked with Victoria University to upskill themselves in project management through an initiative called YouthCan. The volunteers successfully designed (and procured \$3000 AUD in grants for) a digital campaign: **#ChangeTheChannel**.

The campaign educated the wider community in recognising sexist representations in the media through workshops (with topics such as a queer identities), Instagram Live session, and publish a string of educational social media assets.

Engagement & Outreach also collaborated with two other emerging youth-lead collectives—Gen Zine and Girls Chat—to deliver the campaign’s objectives.

Over the days of March 21-31, Engagement & Outreach ran a digital campaign titled **#FlipTheScript** to start conversations on climate change and justice.

This campaign included social media posts on the impacts of climate change and intersectional gender justice, and an Instagram live chat with activist Varsha Yajman. **#FlipTheScript** included tangible actions and learnings the community can take to upskill themselves.

These actions lead the One Woman Project community towards resources for continuous learning and uplifting the voices of those most impacted by the climate crisis.

Online Engagement & Brand

2 RARA Magazine Issues

RARA Issue 4 included contributions from both One Woman Project volunteers and external writers and artists. This explosive edition explored overlooked—yet urgent and significant—issues such as queerness in Vietnamese popular culture, the impact one’s emotional upbringing has on their sexual desires, and navigating bisexuality as a married woman.

RARA Issue 5 is officially sold out. Even when our editors National Co-Director of Online Engagement & Brand Bridget Gibbs and Publications Coordinator Miranda Park released additional print copies, they were completely gone in 30 minutes!

In this issue, writers and artists take turns to explore abortion rights in Australia, feminism across generations of Chinese women, unconventional yet revolutionary exhibition spaces, and fashion as a declaration of our values.

RARA 5 testifies to how *"We find ourselves, yet again, immersed in the crossroads of many historical moments." But Bridget and Miranda hope that the issue will bring readers "a moment of reprieve from the hustle and bustle of everyday life."*





1 MudHoney Zine Issue

If RARA is already groundbreaking in its navigation of taboo subject matters, MudHoney brings this exploration to new heights. The first edition of RARA's little sister contemplates on *"how sex, desire, intimacy, and eroticism may be represented in our lives."*

23 Blog Entries

Over the summer of 2021-2022, our National Co-Director of Online Maggie Mackenzie remodelled our blog so the entries are easier to locate. By mid-March, Maggie completed the archiving of all blog posts ever published by the One Woman Project.

We also integrated a new external contribution process completed with a comprehensive guide. Contributors are also encouraged to read the submissions guide and think about how their article addresses intersectional feminism.

The top three from that time period being:

- **Talk Toxic: A Guide to Toxic Masculinity for Boys and Men** by Cristina Cabrera-Ayers (with 353 views)
- **Why you should skip the "I'm not like other girls" stage** by Ellie Brooks (with 275 views)
- **Shame and Autism as a Feminist Issue** by Cristina Cabrera-Ayers (with 255 views)

People & Culture

13 Social Activities

Championed by Volunteer Engagement Assistant Olivia Wright, volunteers based in Queensland had the chance to meet up in person.

Online meetings are full of laughter and beautiful bonding moments through hilarious ice-breaker games. Volunteer Celebration Night in May saw a very competitive rendition of Werewolves!

2 Whole-Team Training Days

After almost two whole years of online meetings due to the COVID-19 global pandemic, End of Year Training in 2021 marked the return of in-person activities and collaboration for the Queensland, Victoria, and Australian Capital Territory teams. Volunteers spent these two days reviewing their accomplishments during 2020-2021 and planned ahead for the future.

Mid-Year Training in June 2022 continued the theme of reflection as volunteers reviewed what can be improved within their portfolios. The Training concluded with a brilliant training on **Allyship in the Workplace** with HUE: Colour the Conversation.

18 New Volunteers Onboarded

Alongside these incredible achievements is the continuous refinement of the One Woman Project's approach to volunteer life cycle. The team:

- Updated interview questions to better gauge applicants' ability to self-manage under a Teal organisational structure;
- Reviewed our Induction and Onboarding process to ensure volunteers' engagement once they are part of the organisation;
- Designed the Managing Conflict Policy;
- Devised an exit survey to evaluate volunteer retention and satisfaction rates; and
- Conducted the Annual Diversity, Inclusivity, and Accessibility Report to monitor the organisation's commitment to its intersectional values.

2 Volunteer Information Nights

- Wonderful opportunities to introduce the organisation to those interested in volunteering!
- It is a great chance for applicants to ask questions and meet potential team members for the first time.
- For the One Woman Project, the Information Nights are a chance for People & Culture Assistants to upskill their project management and public speaking capabilities.



2022 Diversity, Inclusivity and Accessibility Report

Prepared by People & Culture National Director Damita Oldmeadow, the Report found that:

“The demographic and diversity data presented below indicate marginal improvements across gender, cultural & linguistic diversity, and people of colour representation. Physical disability representation remains the same, invisible disability, however, has increased dramatically. The results across other demographic areas remain much the same as in 2021.”

When Focus Group participants were asked to reflect on the current demographic of OWP, it was acknowledged that many new members were within a particular demographic, and that OWP comes across as a “white feminist organisation” as a result. It was also noted that participants were young, educated women who are employed and have spare time to dedicate several hours each week “working for free”.

*Statements on diversity, belonging, uniqueness, and accessibility saw the majority of results remain above 70% positive. Overall however, the responses in favourable agreement **decreased across the board** in comparison to 2021 results. Whilst responses were rarely in sharp disagreement, a higher percentage of neutral responses are noted compared to 2021.”*

2022 Diversity, Inclusivity and Accessibility Report (continued)

Considering these responses, the Report recommends that the One Woman Project develops over the next 12 months:

A robust action plan and impact measurement framework that defines how OWP plans to reach our diversity and inclusion targets.

We will achieve it by:

- Forming a Working Group;
- Operationalising the strategic plan: develop an action plan aligned to the targets set out in our diversity and inclusion policy;
- Setting objectives that assist in embedding diversity, inclusion, and accessibility within OWP;
- Define the short and long-term diversity, inclusion and accessibility actions of OWP; and
- Establish a regular organisation-wide feedback loop for implementation of annual recommendations, including the development of metric tracking systems for a more real time view of our progress.

What success will look like:

- At the 2023 Equity Audit, OWP will be clear on its interim and long-term goals, and capable of assessing if these objectives are being met.
- Relevant metrics will be readily available to conduct interim tracking of our diversity goals.
- Volunteers across the organisation will be aware of these goals, their metrics, and will contribute regularly to the feedback loop on their implementation.

Executive & Finance

1 Fellowship with the Australian Centre for Progress

In the second half of 2021, One Woman Project was invited to attend the Australian Progress Spring Fellowship, which ran over the course of three months. National Co-Director Skye O'Halloran attended the weekly trainings and two retreats as a representative. This fellowship focused on running effective campaigns and social movements.

Learnings from the Fellowship (including optimising email campaigns, stakeholder mapping, and becoming an accomplice) were passed to the broader One Woman Project team.

One Woman Project's participation in the Fellowship has led to the development of relationships with key individuals and organisations in the social change sector. These relationships will continue to be fostered and opportunities such as the Australian Progress Fellowship will be passed on to volunteers.





4 Students Placements and Internships Provided

In the first half of 2022, the Executive team mentored the research for four students from the University of Queensland as part of their undergraduate internship component. The students, in their individual research projects,

- explored the impacts of COVID-19 on domestic violence and (un)paid labour in Australia;
- examined how educational workshops should be delivered under the duress of COVID-19;
- studied the importance of featuring Indigenous voices in OWP publications; and
- investigated diversity and accessibility within OWP teams using Focus Groups.

All students produced reports from their research into existing feminist scholarship on their topic and made recommendations to the OWP team.



FINANCIAL REPORTS

A Note from the Director of Finance

Financial Year 2021-22 has been another challenging year for the organisation with the rollover impact of COVID-19 and the consequent lockdowns. Although we have not been able to organise regular events like the Brisbane Feminist Festival, and in-person seminars, including others during the financial year, we have managed to get revenues from magazine distributions.

Overall, the revenues have declined due to the lockdowns during the first half of the financial year and lack of in-person events. Although the year ended at a loss, the volunteers at the One Woman Project strived and worked towards building a sustainable organisation.

The upcoming year is hopeful with the Brisbane Feminist Festival 2022 being a success in the first quarter of the new financial year. We look forward to building new partnerships and new ways of growing the One Woman Project.

Director of Finance
Manasvi Marwaha

Income & Expenditure Statement

	2022	2021
Revenue		
Donations & Sponsorship		
Donations	958	-
Fees		
Keynote Speaking/Presentation	-	-
Magazine - Digital Distribution	161	156
Magazine - Print Distribution	1,881	465
Fundraising		
E-Book Sales	10	43
Event Tickets Sales	2,354	1,944
Merchandise Sales	-	63
Workshop Revenue	1,695	5,255
Other Revenue		
Grants	500	-
Other Revenue	125	585
Total Revenue	7,684	8,511
Expenses		
Administrative Expenses	3,398	3,583
Advertising & Marketing	-	264
Depreciation	176	-
Fundraising Expenses	1,584	4,144
Insurance Expenses	575	534
Bank Fees	-	6
Operating Expenses	3,545	2,696
Other Expenses		
RARA Expenses	2,854	1,996
Total Expenses	12,132	13,223
Net Current Year Surplus/(Loss)	-4,448	-4,712