**Juno Annual Report**

**2022-2023**

Table of Contents

[ACKNOWLEDGEMENT OF COUNTRY 4](#_Toc150937437)

[ABOUT JUNO 5](#_Toc150937438)

[CEO MESSAGE 7](#_Toc150937439)

[CHAIR MESSAGE 8](#_Toc150937440)

[OUR PEOPLE 9](#_Toc150937441)

[2022-2023 SNAPSHOT 10](#_Toc150937442)

[CASE MANAGEMENT 12](#_Toc150937443)

[Homelessness Program 12](#_Toc150937444)

[Family Violence Program 14](#_Toc150937445)

[SAMANTHA’S STORY 16](#_Toc150937446)

[CAITLIN’S STORY 18](#_Toc150937447)

[FAMILY VIOLENCE MOTEL COORDINATION PROJECT 20](#_Toc150937448)

[EMPOWER PROGRAM 22](#_Toc150937449)

[RAPID RESPONSE CLINIC 24](#_Toc150937450)

[POWERING FUTURE CHOICES 25](#_Toc150937451)

[Meet Two of Our Peer Educators: Leanne and Cathy 25](#_Toc150937452)

[IN THE COMMUNITY 28](#_Toc150937453)

[A WORKPLACE WHERE EVERYONE BELONGS 29](#_Toc150937454)

[STRATEGIC PLANS FOR BETTER INCLUSION 31](#_Toc150937455)

[ADVOCACY 32](#_Toc150937456)

[POLICY SUBMISSIONS 34](#_Toc150937457)

[MEANINGFUL COMMUNITY PARTNERSHIPS 35](#_Toc150937458)

[FINANCIALS 38](#_Toc150937459)

[TRUSTS AND FOUNDATIONS 39](#_Toc150937460)

[SUPPORT OUR WORK 41](#_Toc150937461)

# 

# ACKNOWLEDGEMENT OF COUNTRY

We at Juno acknowledge Aboriginal, Torres Strait Islander and South Sea Islander peoples as the rightful Custodians of the Lands. We particularly pay our respects to Sistergirls and Brotherboys who have lived and Dreamed outside the gender binary since time immemorial. Our building and the work we do is conducted on the unceded Lands of the Wurundjeri peoples of the mighty Kulin Nation.

We acknowledge Aboriginal, Torres Strait Islander and South Sea Islander peoples and anyone else First Nations’ to other so-called lands and borders.

We acknowledge the ongoing impacts of dispossession and slavery within this current iteration of the penal colony. We acknowledge the ongoing survival and cultural wisdom held by the rightful Custodians of the Lands we find ourselves on today. May we meet together and continue to decolonise our minds, spirits and communities.

Always Was, Always Will Be Aboriginal Land.

# ABOUT JUNO

Juno is a support and advocacy organisation working across Naarm (Melbourne). We provide gender-informed services that empower women (trans and cis) and non-binary people across the homelessness and family violence systems. Formerly known as WISHIN, we have a long history of partnering with women to help them make lasting change in their lives.

Our team supports people in crisis, and their children, to find secure accommodation and access resources. We also support them to find and move into long-term housing and access other specialised supports. Our staff take a holistic approach and are skilled at working alongside a diverse range of people, including those impacted by experiences of financial disadvantage, trauma, mental health, substance use, or contact with the criminal system, inclusive of people who have survived experiences of incarceration.

We advocate in various ways to achieve our mission and amplify the voices and experiences of the people we work alongside. A proudly intersectional feminist organisation, we seek to promote an understanding of gender inequity and advocate for changes to the structures and practices that repeatedly hold women and non-binary people back.

**Vision**A community where all women and gender diverse people and their children are safe, empowered and thrive.

**Mission**Partnering with women and gender diverse people to support their safety, increase their independence and enable them to thrive.

**Strategic Goals**

1. Our high-quality tailored services support our clients to achieve their goals
2. Our work is effective, evidence-based and client-driven
3. We increase our impact and facilitate social change through partnerships and advocacy

**Values**

**Feminism and Intersectionality:** We respect the diverse experiences, identities, knowledge and strengths of women and gender diverse people and strive to empower them to realise their full potential.

**Collaboration and Creativity:** We partner with women and gender diverse people to support them to connect to safety and independence. We recognise the inherent strength of working in partnership across the sectors and with communities to deliver our vision.

**Equity and Justice:** We recognise the range of inequities women and gender diverse people face and actively seek to challenge and address these through our service and advocacy. We create spaces and platforms that amplify the diverse voices of those experiencing gender-based poverty. We advocate for gender equity and justice.

**Courage and Accountability:** We strive for our work to be high quality and grounded in evidence to make impactful change. We are accountable to the clients and communities we partner with. We speak up and are willing to take risks and make change.

# CEO MESSAGE

**CEO: Tanya Corrie**

It is so exciting to reflect on what we have achieved this year as I step into the CEO role at Juno, as we build and strengthen our innovative programs and advocacy.

Our focus in the next twelve months is on building and sustaining the critical work Juno does to end the cycle of gendered poverty and violence, providing best practice service responses and advocacy to change the systems and structures that drive gendered poverty.

We will be developing our first-ever Reconciliation Action Plan with a focus on deep listening and reflection, and partnering with people with lived/living experience and expertise to ensure our services and advocacy are designed by and for them.

We will also focus on our partnerships to amplify and sustain the work needed to address and end gendered poverty, adopting a collective impact approach for the change we need to see.

To our staff, supporters, donors and funders – thank you. You are the organisation and none of this would happen without you and I look forward to continuing on this remarkable journey.

# CHAIR MESSAGE

**Chair: Kirra Johnson**

What a great privilege it is to lead Juno into the next phase of its journey!

I would like to start by extending my sincere thanks to both our outgoing Board Chair, Melissa Clarkson, and our outgoing CEO, Jade Blakkarly. In just over five of leadership they have steered Juno through a once in a lifetime pandemic; overseen the organisational rebranding from WISHIN to Juno; and set Juno up to be the thriving, transformative organisation we are today. A legacy that they, and we, can be proud of.

I would also like to thank Pai Rittichai and Kristen Dearricott for stepping up to be co-acting CEOs while we recruited for the ongoing role. Your leadership was outstanding, and pivotal in supporting the leadership transition.

It has been exciting to welcome our new CEO, Tanya Corrie, and to work with her over the first months of her leadership at Juno. Tanya’s wealth of knowledge and experience has already been an asset and the Board recognises the skill with which she has stepped into her new role. We are looking forward to the outcomes of our 2022-24 strategic plan.

Finally, I would like to thank the team at Juno for their ongoing commitment and hard work in empowering women and non-binary people to create the life they choose.

# OUR PEOPLE

**2022-23 BOARD MEMBERS**

Chair: Melissa Clarkson (she/her) [until November 2022] Kirra Johnson (she/her) [from November 2022]

Deputy Chair: Kirra Johnson (she/her) Secretary: Nayanisha Samarakoon (she/her) Treasurer: Geeta Kulkarni (she/her) Members:

Judit Brown (she/her), Elizabeth McMahon (she/her), Marquita Nolan (she/her) (leave of absence)

**STAFF**

CEO: Tanya Corrie (she/her) [From December 2022]

Co-Acting CEOs: Kristen Dearricott (she/her) and Pai Rittichai (she/her) [Until December 2022]

Community Development and Partnerships Manager: Christina Hotka (they/them)

Service Delivery Manager: Shannon Hollick (she/her)

Finance Manager: Muthuni Fernando (she/her)

Quality and Compliance Advisor: Imelda Rennick (she/her)

Program Manager: Pai Rittichai (she/her)

Business Development and Partnership Manager: Kristen Dearricott (she/her) Communications and Fundraising Coordinator: Alice Chambers (she/her) Finance and Administration Officer: Carmen Agius (she/her)

Senior Practioner: Tess Power (she/her)

EMPower Team: Tessa Douglas (she/her), Shazia Syed (she/her), Kate Ravenscroft (she/they)

Homelessness Team: Eve (she/her), Zoe (they/them), Theresa (she/they), Rachel O (she/her), Rachel K (she/her), Rosie (she/her)

Family Violence Specialist Team: Annette (she/her), Elizabeth (she/her), Jessie (she/her), Stephanie (she/her), Leonie (she/her)

Program Support Workers: Jodie (she/her), Leanne (she/her)

# 2022-2023 SNAPSHOT

During 2022-23 financial year Juno supported:

* 323 women and non-binary people
* 355 children and youth (up to 25)

We now open support periods for both children and adults acknowledging children and youth are victim survivors in their own right.

Of those we supported:

* 89 children under 5
* 20% of clients aged over 45
* 29 people we worked with were Aboriginal and/or Torres Strait Islander
* 27% were born overseas
* 59% had children or youth with them

They came to Australia from:

* 27 different countries. Iran, Somalia, Pakistan, New Zealand, Ethiopia, Lebanon were the most common countries clients migrated from.
* 17 different languages spoken at home (other than English)
* 97 people were culturally and linguistically diverse

When clients first started working with Juno:

* 21% JobSeeker payment (previously Newstart)
* 30% Parenting payment
* 12% Disability payments
* 4% Carer allowance or payment
* 4% Employment
* 17% No income

In the past financial year, Juno has supported people from the following LGAs:

* Hume: 17%
* Merri-bek: 12%
* Whittlesea: 17%
* Nillumbik: 14%
* Banyule: 6%
* Darebin: 21%
* Yarra: 2%
* Other: 11%

Whilst seeking homelessness support from housing points in Hume Merri-bek and North East Metro, 31 people were residing outside of the area at point of referral. This is a common occurrence within experiences of homelessness as people often stay wherever they are offered accommodation while waiting significant timeframes for case management support.

\*Data is missing for 12 people

Women and their children become homeless for many reasons and often there is more than one issue significantly impacting their situation.

Reasons for homelessness:

* 38% said lack of affordable housing
* 44% said family violence was their MAIN reason for seeking assistance
* 6% said they were impacted by no family or community support

In our family violence program, all people were supported for their experience of family violence but also significant needs related to housing unaffordability, financial difficulties and breakdowns in family support. Everyone we work with is facing financial difficulties as a result of their experiences of family violence and homelessness.

27,577 Total number of support period days. In the last financial year 56.9% of the people we have supported have been engaged with our program for over a year, which is reflective of the challenges in obtaining long-term secure and stable housing.

When clients first started working with Juno

* Homeless/without permanent address for more than 6 months: 23%
* 10 were sleeping in cars and 4 were sleeping on the street/ or park/ in the open
* 20% were couch surfing
* In short term/ emergency accommodation: 37%
* 100% of people presenting to our homelessness program are in a housing crisis

# CASE MANAGEMENT

## Homelessness Program

Juno Housing Case Managers provide support to women and non-binary people, with or without children, who are experiencing homelessness across the Northern suburbs of Melbourne. Referrals for our housing case management program are received from the local housing access points in our funded areas, including Launch Housing in Collingwood, Haven Home Safe in Preston and VincentCare in Glenroy.

Over this financial year, the Juno housing team underwent some structural changes. Previously, the team was separated by catchment areas - Hume Merri-bek and North East Metro - however, we identified an opportunity to remove this distinction and instead provide support across both regions. This decision deepened the team’s knowledge and collaboration of resources across the North. We also employed a Senior Practitioner to provide coaching, co-case management, and additional coverage where needed. This has been a crucial role in maintaining the continuity of support for our clients and providing support to our newer case managers.

Over the 22-23 financial year, Juno’s Homelessness Case Managers supported a total of 192 people, including 147 new referrals. This included 112 families, with 187 children under the age of 18.

56.9% of Juno’s clients have been receiving support from Juno for over 12 months, highlighting the ongoing lack of affordable housing in Victoria, which continues to increase due to the current rental crisis and rising cost of living. Due to the lack of affordable and safe housing, the team often works with people for long periods, meaning they have limited capacity to open new support vacancies to meet the extensive numbers of people waiting for housing case management.

During the financial year, the Department of Families, Fairness and Housing supported the decision for services like Juno to cease using Brief Task Based Response (BTBR), which is short-term support, as it is not client-centred and does not adequately divert people from the homelessness services or reduce crisis. While Juno supports this decision, we do fear that this could result in longer wait times for case management support with no interim response.

In striving to provide holistic, person-centred support, our team will often assist clients to work toward several goals concurrently, including but not limited to the domains of health and wellbeing, finances, employment and education, justice and legal support, parenting and family support and social and community connections, along with other needs as identified in partnership with our clients.

In recognition of family violence as one of the leading causes of homelessness for women and non-binary people, all our case managers are required to complete MARAM Comprehensive Risk Assessment and Management Module training to be equipped to provide incidental family violence support as part of the role. Our housing case management team continues to see many women and non-binary people entering into the homelessness system as a result of family violence, making the incredibly difficult decision to leave as a way of moving to safety, and finding that as a result, they are often living in a hotel, couch-surfing, or staying in their car and looking for private rental in a very challenging market.

Throughout the financial year, Juno continued to work closely with Haven Home Safe to source housing, resulting in successful housing offers into the Haven New Epping precinct for our shared clients, which are high-quality, well-located, social housing apartments. We also had some positive housing outcomes through referrals to a community housing property through National Affordable Housing Victoria. We’re excited to see further housing outcomes through the big build in the coming financial year, and we continue to work with the Office of Housing around long-term social housing offers.

We thank the team for their ongoing commitment to providing vital, person-centred support to the people we work with and showing dedication and creativity in finding solutions in incredibly difficult circumstances. We feel lucky to have a team that can work creatively and collaboratively, partnering with their clients to navigate the complex challenge that is our housing system in Victoria. We know that when people come to Juno for support, our team will go above and beyond to provide any support that they need.

**Additional challenges faced by people experiencing homelessness:**

**Lack of crisis housing:** There is minimal to no crisis housing in the North for people with children who are experiencing homelessness. Often, homelessness is as a result of family violence, however, the risk is not considered serious enough for the individual to be eligible for refuge. This pushes more women and non-binary people into the housing system, but there is very little crisis housing available and limited funding to support these people.

**Minimal options for people with pets:** A considerable gap exists for single people with pets accessing crisis accommodation, with few available options. Juno can access funding for short-term pet boarding, but due to the significant emotional support and companionship pets provide, when people already feel isolated and disconnected from their safety nets, many of the people we support understandably do not want to part from their pets.

**Unsuitable shared accommodation:** The gap in affordability for private rental properties for anyone on JobSeeker means often people must stay in share houses. Due to trauma histories, this can be very challenging for some of the people we work with. This issue is mirrored in the shared rooming house options for single people. This accommodation is often unsuitable for people we work with, but no other options are available. We suggest adopting the core and cluster set-ups of family violence refuges in the homelessness sector, enabling people to access self-contained accommodation.

**Under-resourced property maintenance:** There are significant wait times for maintenance requests in Transitional Housing Management properties and long-term housing due to a lack of government resourcing into maintaining these properties. Often, the people we work with receive housing offers after significant waiting periods but then also face long delays when it comes to maintenance requests. The properties can be run down, and we hear frequent reports of mould.

## Family Violence Program

Juno’s Specialist Family Violence Workers provide support to women and non-binary people, with or without children, who are experiencing family violence across Melbourne’s northern suburbs. In recognition of family violence as one of the driving causes of homelessness, Juno has partnerships with the local housing access points in our funded areas. These include Launch Housing, Haven Home Safe, and VincentCare, where we provide an outpost position focused on supporting the homelessness initial assessment workers with family violence responses and providing immediate support to adults and children presenting for homelessness support as a result of family violence.

Our Specialist Family Violence Workers together supported 84 adults experiencing family violence over the financial year, with 74 of these adults single parents with children. With the much-needed call to action of viewing children as victim survivors in their own right, the Juno family violence team also supported 56 children directly. These children were supported with hotel accommodation and/or a family violence focused risk assessment along with their parent or carer. Our family violence team continues to see and work with victim survivors that are forced into homelessness as a result of the person/s choosing to use harm making it unsafe to stay in their homes and moving into a housing system with very few options and high unaffordability.

With the roll out of the case management program requirements for family violence funding, the Juno family violence team and housing case managers have adjusted their ways of practicing to better align with these requirements. Within a family violence support period, and mirrored in our housing response, case managers provide support across six key domains; housing, health and wellbeing, family, social and community connections, employment and education, finances, material aid and transport, justice and legal. Our workers are now also providing case management support to each client in contrast to brief intervention and have a far greater focus on support for children as well as the adult.

The team has also been working to implement the Family Violence Crisis Response Model to ensure a ‘No Wrong Door’ approach to people seeking family violence support.

We have made significant changes to our duty response to ensure that if a victim survivor contacts us and needs support, we are able to respond at that initial point.

Throughout the year, while managing changes occurring in family violence response, Juno has also experienced challenges in recruitment for the family violence positions, a challenge experienced across the sector. Though with the roll out of funding for family violence responses, the development of The Orange Doors across the state have created many jobs for family violence professionals. This is a great outcome for investment into family violence responses in Victoria, but it has also created challenges

in recruiting experienced and qualified family violence specialists into positions as the demand is outgrowing the number of professionals available.

In response to this issue, Juno was successful in applying for funding from the Victorian Government through Family Safety Victoria to build our team’s capacity around family violence, individually and organisationally. This included training that aimed to skill-build individual practitioners, as well as creating a more sustained workforce through training on family violence specific supervision practices.

Our team continues to provide specialist, intersectional feminist, trauma-informed support for all people who access our service, and as a small but mighty team, we can be flexible to our client’s needs and partner with victim survivors to support their recovery. We also aim to keep the person choosing to use harm firmly in view and support interventions that reduce harm.

**Case Management Program Requirements:** Developed for Victorian Government funded specialist family violence services providing case management support to victim survivors of family violence, the Case Management Program Requirements (CMPR) exist to support the delivery of consistent, high-quality services. Juno’s Service Delivery Manager has led this important work to assess and align our practice with the CMPR and embed person-centred, strengths-based, flexible, and culturally safe case management service delivery. Juno continues to work to implement and embed the requirements into our service delivery.

**Child Safety and Wellbeing:** Victoria’s Child Safe Standards are a set of mandatory requirements to protect children and young people from harm and abuse. Changes made to strengthen the standards and improve safety for children and young people came into effect on 1 July 2022. Juno welcomed the opportunity to review our Child Safety and Wellbeing policies, procedures, and practices concerning the 11 new standards to make our service safer for the children and young people we support. To view Juno’s Commitment to Child Safety and Wellbeing policy and statement of commitment, please visit About us juno.org.au

# SAMANTHA’S STORY

**Homelessness Program**

Samantha (she/her) and her children were referred to Juno for housing support, after becoming homeless to escape family violence. They spent some time couch surfing, with the constant stress of having to pack up and find somewhere else to stay when the goodwill of friends or family ran out.

Samantha told us that “It was extremely difficult being homeless and couch surfing, moving place to place and the kids not being able to attend school. We had no stability in our lives.”

While the family was waiting to receive support from Juno, another service supported them to access emergency accommodation in various motels. This period was difficult for them as at times the motels used for emergency accommodation can be poor-quality and often lack basic amenities such as cooking facilities. Security can also be a concern in these spaces, particularly for children.

As Samantha said “...While we were waiting, [..] kept putting us in hotels that were disgusting and unsafe. There were a lot of arguments and fighting between other residents and this really scared us, particularly my children. They had already been through so much, and I felt like I had protected them from one unsafe situation only to continue placing them in more of the same.”

The experience was understandably extremely challenging for her whole family. Once Samantha entered our Homelessness Program, she was able to receive the support she and her children needed. This included providing food vouchers when times were tough, and sourcing funding for her children’s school uniforms and other educational needs. Juno also advocated with Housing Vic for the family to be housed. When Samantha was eventually offered long-term housing, Juno ensured they had furniture, white goods and everything else the family needed to start fresh in her new home.

Samantha summarised her experience with Juno in an interview “My Case Manager was amazing! I could not fault her. Once I got my new home, my Case Manager supported me with all the furniture I needed, she just helped with everything you could possibly think of, she made no promises but always came through for me. She also accessed food relief vouchers when I was struggling. She gave me some great advice and helped me through the toughest time in my life.”

“I have spent 16 years with support workers, and I have never had anyone as incredible as my Case Manager at Juno. I had all but given up on support workers until I met her. She went above and beyond to support us. She never gave up on getting me the support I needed. If she couldn’t find what I needed from one place, she moved on to another, she was relentless in making sure I had everything I needed. She made sure my children were safe and happy as well. It was such a great experience working with her. My Case Manager also provided the many referrals for the support we needed as well as introducing us to any programs that she thought may benefit us.”

“I cannot thank Juno enough for the support they have given me. I had just about given up when I met my Case Manager and I quickly realised that she was different. She genuinely cared about my family and what we were going through. She wasn’t just doing her job.”

Samantha concluded by stating how important it is to have people with lived experience in social worker roles, a belief strongly shared by Juno. We are committed to ensuring our services are informed by the voices of people with lived experience of homelessness and family violence who contribute their unique expertise and skills, as well as building our lived experience workforce.

“People with lived experience need to be employed more in these roles so that clients feel safer and feel cared about and feel they are talking to someone who knows and understands, and they haven’t just learnt from a book. It makes all the difference.”

# 

# CAITLIN’S STORY

**Family Violence Program**

Caitlin (she/her) and her two children were referred to Juno for family violence and housing support, having experienced violence perpetrated by her abusive ex-partner for over a year. Unable to find safe, stable accommodation, she was pushed into homelessness.

Securing private rental is extremely difficult for many women and non-binary people we support due to lack of affordable rentals and gross undersupply of social housing. Often, victim survivors are also trying to access the limited private rental market with poor rental histories and limited financial resources. This is due to the person choosing to use harm causing property damage in previous rentals, financial abuse that has led to rental arrears, and navigating on a single income due to separation.

It can also be difficult to access employment as a result of recovering from experiences of violence as well as often becoming a sole parent.

Caitlin told us that “Private rentals were really hard to access because I had no rental history to support my applications. Social housing was impossible to access, and it caused me a lot of stress and anxiety.”

Despite occasionally securing temporary, ‘safe’ accommodation during this extremely difficult period, Caitlin’s ex-partner used invasive tracking of her phone and emails to continue stalking and intimidating her.

Caitlin said “Even when I had temporary safe accommodation, my ex-partner kept finding me and I never felt safe...The organisation that was supposed to be helping me at the time didn’t believe me when I said I didn’t know how he found me, and they ended up no longer supporting me. I didn’t feel safe or supported.”

After a period of her and her children living with her mum, they were again found by her ex-partner. It was then that child protection got involved and determined that she could no longer stay there as it could put her children at risk. With nowhere else to go, Caitlin made the impossible decision of living in her car while her children stayed with her mother.

As Caitlin told us “I could no longer stay with mum because my children were at risk, and I didn’t want to lose them.”

It got a lot harder for Caitlin before it got any easier. She turned to substance use as a coping mechanism for what she was going through, including her ex-partners eventual arrest, and afterwards into rehabilitation to begin her path to healing. When Caitlin was ready to exit the rehabilitation program, she was referred to Juno for family violence and housing support.

Cailtin summarised this experience for us: “By the time my ex-partner was arrested I had become drug and alcohol affected and needed support around that. The time it took for him to be arrested impacted on my choices to take alcohol and other drugs to cope with my situation and to then do something about it. Once he was arrested, I was able to enter rehab and begin the path of healing.”

Talking of her experience with Juno, Caitlin said “Juno supported me heaps. They were the first organisation to take me seriously and they really understood me and supported me with what I was going through. They linked me in with their programs and provided me with opportunities to meet other women, this helped me to feel accepted and not judged as well as not feeling so isolated from my community. In the beginning I didn’t feel like I fit in with the community after being isolated from people I knew and loved. I did not feel accepted by others because of my experiences. Juno provided me with so much support and helped me to feel safe and accepted. The amount of support was incredible. It included housing, rent, bond, furniture and counselling. The list goes on.”

Caitlin was supported through both our housing and family violence programs, with Case Managers working collaboratively to support her needs holistically. This included ensuring she was able to secure a private rental property as well as applying for funding to pay for upfront costs including bond, rent in advance, and furniture. Caitlin’s Case Manager also organised a safety audit and the installation of additional security measures to ensure she, and her children, felt safe in their new home. Once the family was settled, Caitlin’s Case Manager referred them to a family violence counseling program that focuses on healing and recovery.

As Caitlin put it “If it wasn’t for Juno I would have really struggled, and I wouldn’t be where I am now. I am happy and safe with a roof over my head as well as being employed.”

“I want to share that no matter how far you come in your journey, there will always be challenges that you need to face. You will always have days where you don’t feel great but as long as you continue practicing self-care and reaching out to those who support you, you will make it to a better place. There will always be things that can trigger you but remember that you are in a safe place now and you can work through those triggers with support. Always reach out when you need support.”

We feel honoured to support clients like Caitlin and help them to achieve safety, stability and independence.

## 

# FAMILY VIOLENCE MOTEL COORDINATION PROJECT

The Family Violence Motel Coordination Project highlighted the ongoing issues and challenges of using motels as emergency accommodation, and responses that do not align with a person- centred and trauma-informed approach. Juno conclude that without significant changes to the current funding model and a substantial increase in fit-for-purpose crisis facilities and affordable housing pathways, service providers continue to be limited to using poor-quality motels that lack basic amenities and security.

The new Family Violence Crisis Response Model was implemented in 2023 and aims to ensure that victim survivors in crisis are supported through coordinated responses that are consistent, clearly communicated, and jointly managed by the services involved. The Model prioritises providing local crisis support, where possible, in line with the victim survivor’s choice and safety.

In order to support the new Family Violence Crisis Response Model, the Victorian Government funded the Family Violence Motel Coordination Project, a 12-month project implemented across each Department of Families, Fairness and Housing (DFFH) region in Victoria. Juno was the lead agency and project facilitator and was responsible for delivering the Northern Metro Region (NMR) Motel Project. This area encompasses the Hume Merri-bek and North East Melbourne Area (NEMA) regions.

The overall aim of the Family Violence Motel Coordination Project was to increase safety for victim survivors of family violence by improving access to appropriate emergency accommodation options. This included:

1. Supporting a more coordinated local level approach to using motels for family violence emergency accommodation by developing systems and information- sharing processes (including interagency protocols etc.) between local agencies and state-wide services.
2. Developing local strategies to manage the key risks and challenges related to identifying appropriate motel options and managing relationships with moteliers to increase access to suitable accommodation.
3. Developing systems, information, and resources to support safe and appropriate motel stays and management of relationships with moteliers.

The NMR Motel Project included a significant consultation component to ensure the needs and considerations of all stakeholders, including accommodation providers, service providers, and victim survivors, were captured. These consultations informed the development of formal procedures and several resources tailored to the local region. The priority recommendations were as follows:

1. Family Safety Victoria (FSV)/ DFFH commit to the resourcing and ongoing maintenance of the Motel Database developed by Ciara Placentino, Western Region Motel Coordination Project Facilitator.
2. DFFH to increase the Housing Establishment Fund and Family Violence Crisis Brokerage allocation to relevant service providers to allow for the use of motel options that are safe, accessible, and have necessary cooking facilities such as serviced apartments.
3. DFFH to facilitate contractual agreements with private accommodation providers to support the use of appropriate accommodation.
4. The Northern Metro Region Motel Project proposes DFFH leverage existing contractual agreements such as those established with the Department of Transport and Quest Apartment Hotels for the Level Crossing Removal Project.
5. The Government (State and Federal) explore and invest in additional fit-for-purpose crisis accommodation to reduce reliance on private accommodation providers.

# EMPOWER PROGRAM

Economic Mobility Power (EMPower) is Juno’s flagship coaching program for financial independence and poverty reduction. Based on the Boston-based Economic Mobility Pathways model, it is purpose-designed to support women (trans and cis) and non-binary people to build strong, economically secure and thriving futures for themselves and their families. Focused on long-term goals, EMPower guides participants in setting and achieving goals across life domains including family and housing, career and education, finances, and health and wellbeing. The approach is informed by the neuroscience of trauma and works to rebuild participant’s executive functioning skills over time.

**EMPower Connect**

EMPower has two key components: an individual coaching program provided by Juno’s EMPower Coaches, and the EMPower Connect program. EMPower Connect provides participants with a structured series of group connection workshops that include external speakers and activities focused on career and industry pathways, financial wellbeing, employment, childcare, housing, and health and wellbeing. The program also includes short courses focusing on financial literacy, computer skills, and employment preparation with our partner, Bridge Darebin. This group component has been identified as meeting a crucial need of participants and women’s social and employment networks are heavily impacted by the effects of family violence and homelessness.

**History of EMPower**

Since 2019, Juno has worked with local service providers and the global Economic Mobility Pathways (EMPath) to adapt the EMPower model to the Australian context.

The EMPower Pilot is being delivered from February 2021 - August 2023 with three cohorts of 38 total participants from across Victoria.

For-Purpose Evaluations (FPE) have carried out a comprehensive evaluation of the outcomes for the three cohorts, with an end-line evaluation to be completed by the end of 2023.

**Participant Outcomes**

* The median income across all cohorts increased by 38% from $986 to $1,361 per fortnight.
* Most participants (75% in cohort 1, 63% in cohort 2) are living above the poverty line after twelve months in the program.
* Of participants who are able to work, 78% are currently employed in full- or part- time or regular casual employment or training, compared to 27% at intake.
* Overall, 92% of participants who have completed more than one Bridge\* have increased their score.
* 75% of clients who have completed at least two Personal Wellbeing Index scores increased their wellbeing. In addition to building personal economic security, they also report an improved sense of agency, self- determination, and confidence.
* 69% of participants (who have completed at least two Executive Functioning Skills Profiles) have increased or maintained their executive functioning skills.
* Most clients join the program with safe, affordable and secure housing as this reflects the eligibility criteria, though as the program continued, 100% of clients (who completed 2nd, 3rd or 4th Bridge\*) are in safe, affordable and secure housing.

**First EMPower Cohort Graduates**

In April 2023, we were thrilled to celebrate the graduation of our first EMPower cohort, with eight women having completed 24 months in the EMPower Program! It was a terrific event and a chance to reflect on the women’s achievements since commencing the program. The graduation ceremony was followed by a reflection time where the eight graduates shared what they were most proud of and what had changed for them.

“I feel like I can achieve anything I put my mind to. I’ve learnt to set goals and plan out what I need to do in order to achieve my goals.”

Some of the goals graduates achieved included purchasing a first home, securing stable employment in a job they enjoy, growing in confidence and trusting themselves and creating mutually respectful, strong relationships with family. To date, women participating in the EMPower Program have also had an average increase of $200 per week, effectively lifting them out of poverty. We are so proud of everything these women have achieved and feel confident they will continue to set and achieve goals in what are now economically secure and thriving futures.

EMPower is proudly funded by the Lord Mayor’s Charitable Foundation, Erdi Foundation, Phyllis Connor Memorial Trust (administered by Equity Trustees) and the ANZ Community Foundation. A special thank you to Pierogi Studios for their ongoing support of this project.

# RAPID RESPONSE CLINIC

**An Early Intervention Initiative**

The Rapid Response Clinic is an early and brief intervention initiative operated as a helpline and drop-in clinic. It provides women (trans and cis) and non-binary people who are experiencing early housing stress with connection to key information and practical support on housing and financial relief. Established during the peak of the COVID-19 pandemic, the Rapid Response Clinic provided a critical service to women and non-binary people who were experiencing housing stress and family violence risk.

Through in-person and telephone support, clinic workers provide information and practical support to over 211 people since the clinic opened in March 2021, including:

* Rental coaching and advice (access to a private rental pack)
* Information on financial assistance and counselling
* Information around Centrelink entitlements and income support
* Assistance with Register of Interest social housing applications
* Information on and connection to other support services
* Support to understand your rights as a tenant and linkage to services
* Information on where to get material aid such as food relief, furniture, white goods, phone credit and clothing.

**Outcomes**

The participant surveys post-program (delivered at least three months after accessing the service) demonstrated strong results for a service that provided a brief intervention as opposed to long-term support. These included findings that:

* 58% of callers felt less stressed about their housing situation after contacting the Rapid Response Clinic
* 58% knew how to access homelessness and family violence services if they needed them
* 55% knew how to access the financial support options available to them

The cost of living and private rental in Melbourne has increased dramatically and it is predicted that more people, particularly on low and single incomes, will experience housing stress. There is a strong need for early intervention support and this clinic has provided an opportunity for Juno to provide support to women and non-binary people before crisis hits. The clinic is an effective way to inform and empower this community with information and connect women and non-binary people with critical support when they most need it.

Juno is extremely grateful to the doTERRA Healing Hands Foundation for their generous investment to establish this program and continue this pilot as well as the Inner North Community Foundation for their generous support. We are also forever grateful to our generous community of donors who also helped to fund the continuation of the Rapid Response Clinic.

# POWERING FUTURE CHOICES

**Community Workshops**

Launching in 2021, Juno’s Powering Future Choices is a peer education project that provides information and early intervention supports to women and non-binary people over 18 whose income and life circumstances may put them at risk of a housing or financial crisis. The workshops are delivered by five women with lived experience of housing crisis and/or family violence.

Responding to the growing rate of homelessness among older women, these workshops equip attendees with the knowledge and skills to identify and mitigate their chances of long-term homelessness and poverty in older life through education around housing, money, family violence and health and wellbeing.

Workshops topics include:

* Developing healthy and safe relationships
* Improving general health and wellbeing
* Working towards housing stability
* Better understanding of managing money

Powering Future Choices provides an innovative solution to preventing more women and non- binary people from becoming homeless or facing a crisis through education and awareness building, on the ground where it is needed most, delivered by women who have been there and can share their lived experience and wisdom.

Since December 2021 and as of June 2023, more than 51 workshops have been delivered to almost 300 attendees. We partnered with local community organisations to host in-person

workshops for their clients including Greenvale Community Centre and Aitken Hill Community Centres, Anglicare Victoria and NEAMI, as well as a bespoke workshop held during International Women’s Day and multiple series of online public workshops, available to all women and non-binary people.

Evidence suggests that a myriad of intersecting factors, including gendered poverty and family violence, contribute to the vulnerability of single, older women leading to housing insecurity and being highly vulnerable to homelessness in later life. Most are experiencing first-time homelessness and have never connected with welfare or support systems before and often don’t seek help until the absolute crisis point. During the pilot and consulting with local community and council partners in family violence prevention, Juno found a great need to also share this project with women younger than 55 as a preventative measure and as a result, expanded the workshops to support women and non-binary people of all ages.

## Meet Two of Our Peer Educators: Leanne and Cathy

WHY DID YOU BECOME A PEER EDUCATOR?

Leanne: At the time I was experiencing homelessness after family violence, and I was very aware that many people did not know where to go for help as I had experienced the same. I wanted to be able to share my knowledge and experience to ensure everyone got the support they needed.

Cathy: Initially I was volunteering for a women’s organisation supporting women travelling through the justice system. I have lived experience of family violence, homelessness and incarceration. The organisation was aware that Juno was looking for women of lived experience to become Peer Educators and I was recommended to apply.

WHO ARE THE WORKSHOPS FOR AND WHAT HAVE THEY ACHIEVED?

Leanne: Workshops are for women (trans and cis) and non-binary people who are interested in gaining knowledge and an understanding of the services and systems that are available for them to access. Some of the participants may be experiencing or have experienced family violence and/or homelessness. They may also be supporting someone in these situations and want to be able to provide them with accurate information. Our workshops have achieved so much more than I could have hoped for. We have provided more than 300 participants with the information and support to access services they need.

Cathy: The workshops aim to empower and educate women (trans and cis) who either may be experiencing or supporting others who are either directly or non-directly impacted by

family violence, homelessness, financial problems or health and self-care. The workshops have been received amazingly by communities, and to date we have presented over 50 community workshops, which is a huge achievement. Through the workshops participants have been provided with referral and support options to be able to access services they need.

WHY IS IT IMPORTANT THAT THEY ARE DELIVERED BY SOMEONE WITH LIVED EXPERIENCE?

Leanne: Lived experience is such a valuable tool when we think about others seeking support. This experience enables others to form a connection and trust with the Peer Educators because they know they are talking to someone who can understand what they are experiencing on a personal level.

The participants are more likely to disclose to someone they can connect with, and this has been proven at our workshops. Lived experience cannot be learned, taught, or passed on through relationships with others. It means I have lived it personally and I am able to understand better than anyone how someone feels and support them through it. Peer Educators are all able to show that life can and will get better and lived experience can take you into a workforce where you are valued and respected because of the lived experience.

Cathy: It is important because participants feel understood and heard when connecting with a lived experience Peer Educator. It gives them an improved sense of hope, empowerment, social inclusion and a safe environment in which to confide in. Lived experience goes beyond success, as even sharing failures can uplift someone in their moment of difficulty. By being honest and upfront can show others what’s possible despite the challenges they experience in their lives. I have seen the relief in their face, eyes and persona. It provides a connection like no other.

# IN THE COMMUNITY

MELBOURNE MARATHON - OCTOBER 2022

Thanks to the generosity of the community, we managed to raise $2,411 for Juno through the Nike Melbourne Marathon 2022. A huge thank you to our team members who participated and to all of our donors who supported us in raising critical funds for women and non-binary people experiencing homelessness and family violence.

COMMUNITY DAY: RESPECT, CELEBRATE AND SUPPORT WOMEN - DECEMBER 2022

Juno was thrilled to partner with Women’s Health In the North, Darebin City Council and Your Community Health to deliver and support local community engagement with the 16 Days of Activism against Gender-Based Violence state-wide campaign. At the beginning of December, we hosted an event at East Preston Community Centre with workers facilitating conversations on what ‘Respect’ means, workshops on financial literacy, a health and wellbeing workshop facilitated by a Juno Peer Educator, yoga, Aboriginal weaving, and a community lunch. We are grateful to have been funded along with other like-minded organisations under Respect Victoria’s 16 Days of Activism grassroots initiative to run this community event for multicultural and faith- based communities.

INTERNATIONAL WOMEN’S DAY – MARCH 2023

We celebrated some of the incredible women and non-binary people in our community and who we work with daily at a community connection event at Bridge Darebin in Preston. Juno’s Peer Educators ran an informative and supportive Health and Wellbeing Workshop.In the afternoon, attendees created a vision board by collating words and images while reflecting on themselves and their future. A bilingual health educator from Women’s Health in the North also attended to chat with anyone with health-related questions. A huge thank you to everyone who attended and supported the event. Special mention to the Melbourne Airport Foundation, who donated beautiful gift packs for attendees.

# A WORKPLACE WHERE EVERYONE BELONGS

**Organisational developments and staffing enhancements**

The 2022-2023 financial year saw a strong focus on organisational development and commitment of staff of all levels to ensure quality outcomes for clients.

In December 2022, Tanya Corrie joined Juno as CEO and, with the Leadership Team, implemented several changes to improve Juno Operations and Service Delivery.

This included adding to the staff team a Senior Practitioner role to enhance service delivery and provide an expert secondary consultation point for complex cases. We also introduced a Community Development and Partnerships Manager, responsible for our gender-based community development programs and sector, philanthropic, and corporate partnerships. In addition, we employed a Program Support Officer under the Family Violence and Sexual Assault Traineeship Program. This role provides vital support to our Case Managers and Juno as a whole.

The 2022-2023 financial year has also seen a change in our human resources policies and procedures to provide increased flexibility in the workplace and additional leave provisions.

To support staff wellbeing and provide greater workplace flexibility, Juno offers a 60/40 ratio of working onsite and working from home. Staff found this increased flexibility to work from home and the office an excellent initiative and embraced the change.

In May 2023, the Board approved the addition of Menstrual and Menopause Leave and Gender Affirmation Leave and formalised the option to work on Invasion Day on January 26 and take Sorry Day on May 26 as a holiday instead to our Employee Leave Entitlements Policy. This further enshrined Juno’s commitment to ensuring that our team is reflective of the diverse community we support and values a culture of equity, inclusion, and diversity.

WEAR IT PURPLE DAY – AUGUST 2022

Juno’s team celebrated Wear It Purple Day in style. This year’s theme was, ‘Still me, still human’. The message being that people tend to focus on labels, the news story, the target or data and forget what we truly are – human. As an organisation, Juno continues our ongoing commitment to supporting LGBTIQA/ SB+ community members and creating safer, inclusive spaces for everyone, regardless of their sexuality, gender, gender expression and/or sex characteristics. This means we affirm rainbow communities and are active allies every day.

IDAHBOBIT DAY AT JUNO – MAY 2023

On May 17 Juno celebrated IDAHOBIT Day - International Day Against Homophobia, Biphobia and Transphobia. We engaged in a rainbow yarn following a review of important moments in our queer histories. As an organisation, we will continue to ignite and share the queer legacies of the greats whose shoulders we proudly stand on. We know that LGBTIQA/SB+ people are over-represented among Australians experiencing homelessness, with LGBTIQA/SB+ youth at least twice as likely as their heterosexual peers to experience homelessness.

As part of our commitment to creating a safer, inclusive workplace for gender- diverse employees, we also updated our leave policy to include 20 days of paid Gender Affirmation Leave.

PETS AT JUNO

This year we also introduced a new policy to allow staff members to bring their pets along to work one day per week. Bringing our furry friends to work has real benefits for everyone involved - they can reduce stress levels and remind us to take regular breaks, promoting a greater sense of wellbeing. They are also unbelievably cute!

# STRATEGIC PLANS FOR BETTER INCLUSION

Juno has developed strategic working groups to help us to achieve our 2022-24 strategic goals. They are each made up of four to five staff members from across the organisation. Each group’s goals, achievements and future plans are outlined below.

RAINBOW TICK

Our strategic working group has been busily working towards being prepared to attain Rainbow Tick Accreditation. Through collaboration, we have made changes to our office environment to include visual signals of welcome, and the group will continue to be consulted surrounding improvements from recruitment, to onboarding, to retention of LGBTIQA/ SB+ staff. This includes considerations for clients of Juno’s programs from intake to case closure. Our staff have also had the privilege of attending multiple training courses in the rainbow space, most notably offered by Zoe Belle Gender Collective. We continue to celebrate key dates in the rainbow calendar, including IDAHOBIT and Wear It Purple Day.

ACCESSIBILITY ACTION PLAN

The Accessibility Action Plan group (AAP) is in the process of developing our accessibility action plan. The group is focused on improving accessibility for our clients and our staff and ensuring that Juno is accessible, inclusive, and welcoming for people with disability. Our team have completed organisation-wide training on working with people with disability and on developing an AAP that also includes staff needs. We have also begun formalising our recruitment practices to include questions about accessibility needs and reasonable adjustments for all staff. Our service delivery team are also working to ensure these questions are included in the support we offer clients and at our client events. Over time, we plan to finalise our AAP and focus on real action to ensure an inclusive workplace for all.

RECONCILIATION ACTION PLAN

The RAP group is in the process of developing the first stage of our official Reconciliation Action Plan. The first stage of the RAP is entitled REFLECT. The framework for the Reflect process ensures a commitment to scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders, deciding on our vision for reconciliation as an organsiation, and exploring our sphere of influence. We have also been sharing educational resources with the broader staff team, and organised staff learning days at the Koorie Heritage Trust.

LIVED AND LIVING EXPERIENCE ENGAGEMENT PLAN

Juno’s Lived and Living Experience Engagement Plan is designed to enable and strengthen safe, meaningful, collaborative engagement with women (trans and cis), non-binary people and their children who have lived/living experience of homelessness, family violence and/or economic insecurity and people who have accessed Juno services. We are in the process of developing a guide that outlines how Juno will embed lived and living experience across all the work we do, from service user feedback through to design and organisational governance which will be launched in 2023-24.

# ADVOCACY

**GENDERED LENS ON HOUSING – WOMEN AND HOUSING FORUM – AUGUST 2022**

HOMELESSNESS WEEK 2022

The Women’s Housing Alliance hosted the ‘A Gendered Lens on Housing - Women and Housing Forum’ 2022 on August 11. It was a terrific event packed full of robust discussions around gender-informed solutions to Victoria’s chronic housing shortage. The sessions covered a wide range of topics and included key speakers such as Dr Angela Jackson, Lead Economist at Impact Economics and Policy, Kate Colvin, Director of Policy and Communications at Council to Homelessness Persons and Fiona Caniglia, CEO of Q Shelter in Queensland. Amongst the many highlights were hearing from lived experience advocates in the ‘Women and Housing’ panel on how we can better support women and children who are escaping family violence and experiencing homelessness at growing rates. In the session ‘A Gendered Lens on Policy’, we heard from Dr Samantha Ratnam, Leader of the Victorian Greens and Greens Spokesperson for Women, Fiona Patten, Leader of the Reason Party and Chair of Victorian Homelessness Inquiry and Emma Kealy, Member of Victorian Legislative Assembly and Shadow Minister for Women on policy choices that ensure women and children have access to safe, secure housing.

The event aimed to raise awareness of the unique issues facing women experiencing homelessness and family violence, as well as presented the Women’s Housing Alliance’s ‘Homes for 100 Women’ demonstration proposal. This project aims to provide a clear and immediate pathway for Victorian women and non-binary people from any family violence intake point to long-term accommodation. With a commitment to a housing-first model and the provision of coordinated, integrated and multi-disciplinary supports, the project will develop a gender- responsive and gender-equitable solution to the systemic barriers in the current service system that keep women and non-binary people homeless.

Thank you to all who contributed to making it such a successful event and powerful call to change. If you were unable to attend, the session recordings are available on the Women’s Housing Alliance’s YouTube Channel: <https://www.youtube.com/channel/UC0H7tAim28svPV8EHfmZ8Iw>

A huge thank you to the Victorian Women’s Trust for supporting the funding of the Forum and to Phyllis Connor Memorial Trust (administered by Equity Trustees) who have generously provided three years of philanthropic funding to develop the ‘Homes for 100 Women’ project.

CLOTHESLINE PROJECT (WEEK WITHOUT VIOLENCE) – OCTOBER 2022

Juno joined the Week Without Violence Campaign 2022 by participating in the Clothesline Project. The Clothesline Project is a worldwide campaign that aims to raise community awareness of the impact of family violence, encourage healing through art and strengthen local connections and relationships focused on the prevention of violence against women. Some of Juno’s past and present clients came together to design t-shirts with messages and illustrations surrounding family violence; telling their stories and making connections with other victim survivors.

WALK AGAINST FAMILY VIOLENCE – NOVEMBER 2022

The Juno team and some of the women and non-binary people we work with joined hundreds of others in the Melbourne CBD to Walk Against Family Violence, hosted by Safe Steps Family Violence Response Centre and Respect Victoria. Domestic and family violence has been established as a key driver of homelessness for women of all ages. We know that family and domestic violence continues to impact the lives of women, children and young people in our community, and we took to the streets in solidarity with victim survivors and to take a stand and call for change together.

CANDLELIGHT VIGIL – MAY 2023

In May 2023, Juno joined people across Australia to light a candle to remember and honour the lives taken as a result of domestic and family violence. Facilitated by Safe Steps Family Violence Response Centre, this event of reflection and remembrance honours the memories of those killed and helps bring light to what is a national crisis.

# POLICY SUBMISSIONS

Juno 2023-2024 Pre-Budget Submission to Treasury – Our submission highlighted the importance of greater investment and focus on policy and programs to improve social and economic outcomes for Australian women (trans and cis), non- binary people and their children by focusing on three key, inter-dependent areas:and affordable housing

1. Access to safe and affordable housing
2. Implementation of the actions in the National Plan to end violence against women and children
3. Investment in programs that support upward economic mobility and deal with gendered disadvantage

These themes are interdependent as our practice experience highlights that one cannot exist without the other. Our clients experience barriers to housing due to family violence and economic disadvantage. Their economic disadvantage is driven by the intersection of experiences of family violence, trauma and gendered inequality. However, to achieve upward economic mobility and participate in employment or training, they require access to safe and affordable housing.

Investing in these areas is good social and economic policy and deal with the multiple and intersecting factors the drive women’s poorer economic outcomes.

You can view our submission on Juno’s website: <https://juno.org.au/policyimpact/>

# MEANINGFUL COMMUNITY PARTNERSHIPS

At Juno, we work alongside organisations that share our commitment to supporting and empowering women and non-binary people and their children to create the life they envision for themselves.

STREETSMART

Making-A-Home

Streetsmart’s Making-a-Home program has been an invaluable resource for Juno. Through this funding, we’ve been able to provide families with basic material needs, as well as larger items to make their house a home. Some of the many ways we’ve been able to support clients include supporting an elderly client with a garden maintenance job that she was unable to do herself, supplying a vacuum cleaner to another older woman with complex health needs who was struggling to maintain her home and funding house cleaning services to support a woman and her three children to settle into their new home after mum’s surgery. We love how flexible and responsive this funding is, helping us to provide immediate material aid directly to the clients when they need them the most.

Back-To-School

StreetSmart’s Back-to-School grant enabled our team to support 39 school- age children from 21 families with essential school supplies, including school uniforms, stationary packs, books and also some school fees, so that they could return to and attend school prepared and dignified. This funding has made a significant difference to families who would have otherwise gone without essential school supplies and we thank StreetSmart for their tremendous support.

YOU MATTER

Thank you so much to the You Matter team for all the support they provide, working with people who have experienced family violence to co-create welcoming and personalised homes. And a huge thank you to all of their supporters who help make it happen.

**PARTNERSHIP LIST**

In the last year, Juno has participated in the following committees, working groups and advisory bodies:

* Children’s Network Meeting
* Crisis in Crisis Working Group
* Housing and Homelessness Services Interface Working Group
* Hume Family Violence Network meeting
* Hume Merri-bek Smart Services Network
* Moreland Family Violence Support and Prevention Network (MFVSPN)
* Northern & Western Homelessness Networks Advocacy Working Group
* Northern Integrated Family Violence Services
* Safe and Equal CoP MARAM Practice Lead
* Safe and Equal Implementations Champions Meeting CoP
* Specialist Family Violence Services Leadership
* Statewide Disability Inclusion Community of Practice
* The Northern Local Area Services Network
* The Orange Door NEMA & HMA Interface with the Homelessness Sector
* Women’s Health Community of Practice
* Women’s Mental Health Alliance

**ORGANISATIONAL MEMBERSHIP**

* Australian HR Institute
* Council to Homeless Persons
* Emergency Relief Network
* EMPath
* Gender Equity Victoria
* Jobs Australia
* Justice Connect
* Kids Under Cover
* Our Community
* Regenerate
* Rotary Inner Melbourne
* Safe & Equal
* WesNet
* Western Emergency Relief Network
* Women’s Housing Alliance
* You Matter

# FINANCIALS

You can read the full audited financial report here: <https://juno.org.au/annual-reports-and-financials/>

# TRUSTS AND FOUNDATIONS

* + ANZ Community Foundation
  + Artists for Kids Culture
  + doTERRA Healing Hands Foundation Australia and New Zealand (dHHFANZ)
  + Equity Trustees Limited
  + Erdi Foundation
  + GoKindly
  + Inner North Community Foundation
  + Jack Brockhoff Foundation
  + Lord Mayor’s Charitable Fund
  + Melbourne Airport Foundation
  + Streetsmart
  + The Queen’s Fund
  + The Walter & Eliza Hall Trust
  + Victorian Women’s Trust
  + William Angliss Charitable Fund

**OTHERS**

* + Broadmeadows Community Hub
  + Goonawarra Neighbourhood House
  + Grill’d
  + Haven Home Safe (HEF)
  + Housing Choices Australia
  + Kalkallo Community Centre
  + Karma Currency Donations
  + Merri-bek City Council
  + MOSS - NWRCRP
  + Pierogi Studio
  + The Homestead Community and Learning Centre
  + Thornbury High School
  + Womens Health in the North

# SUPPORT OUR WORK

Please Support Our Work

Juno is a not-for-profit organisation and an Australian registered charity. You can support women and non-binary people and their children experiencing homelessness and family violence by donating via our website or contacting us directly.

Your donations enable us to support some of the most marginalised women and non-binary people and their children in Melbourne’s north.

Be part of the movement for real change so that we can:

* Continue providing tailored responses to women and non-binary people and their children
* Support individuals experiencing early signs of being at risk of homelessness
* Support women and non binary people working on long-term goals for economic independence
* Advocate for a redesign of the current homelessness system to meet the unique needs of women and non-binary people
* Help women and non-binary people move into safe, permanent and affordable housing
* Deliver innovative programs that move people out of poverty and homelessness for good
* Offer activities that promote wellbeing and recovery from trauma

If you would like to make a donation, please visit

<https://juno.org.au/support-us/>

[communications@juno.org.au](mailto:communications@juno.org.au)