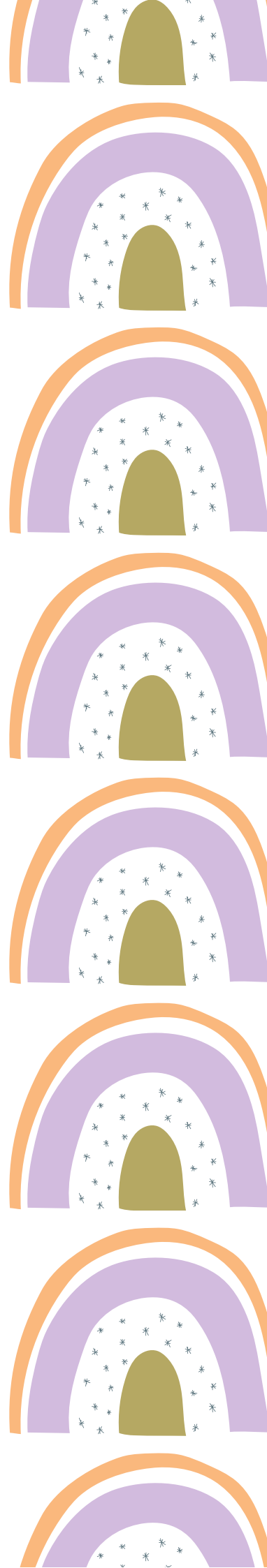


# Annual Impact Report 2023

 **GOGO**  
FOUNDATION

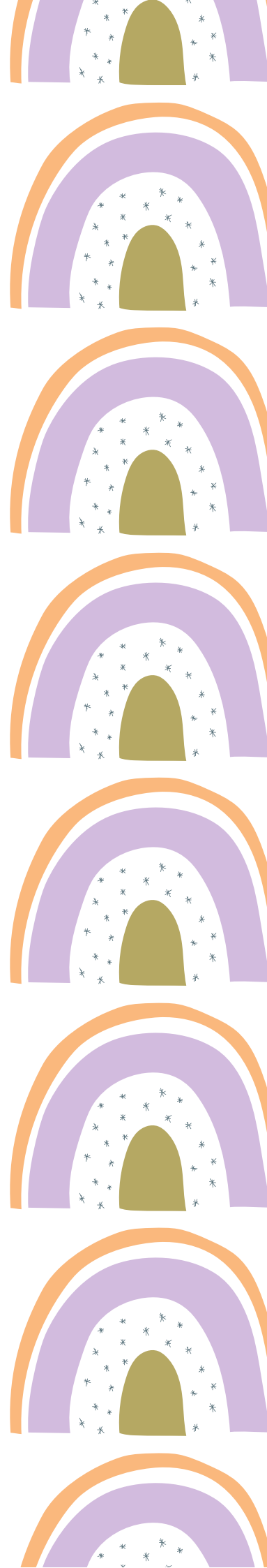


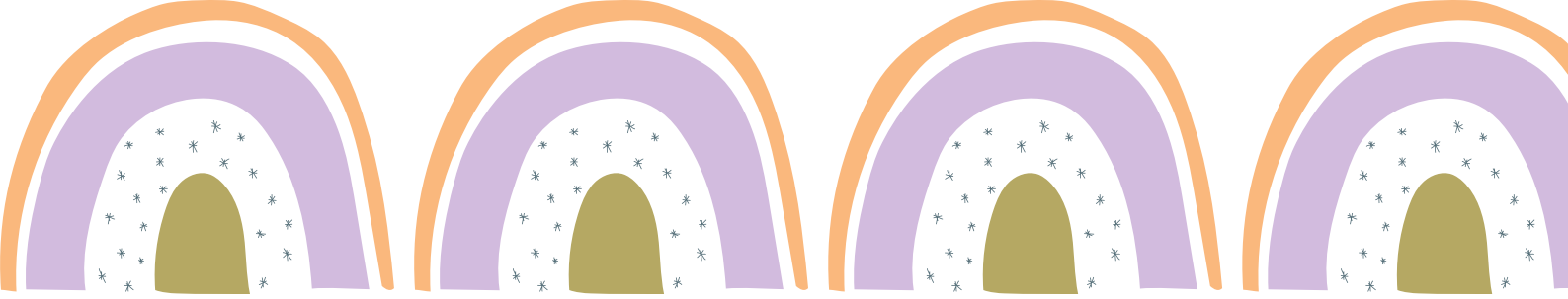
# Contents

<b>Inclusive Work Program 2023</b>	<b>Page 1</b>
<b>GOGO Foundation Board Updates</b>	<b>Page 5</b>
<b>Feature Partnership: Beyond Bank</b>	<b>Page 6</b>
<b>Looking Back and Looking Forward</b>	<b>Page 7</b>
<b>GOGO Gathering 2023</b>	<b>Page 10</b>
<b>Amanda's Story</b>	<b>Page 11</b>
<b>Working with GOGO in 2024</b>	<b>Page 13</b>

This report shares short-term impact data from Round 5, 6 and 7 of the Inclusive Work Program in the calendar year 2023, along with the stories and updates from all the 59 women GOGO Foundation has supported since 2021, and from our partners and team.

We acknowledge we run our program on Kurna land. We are deeply grateful to live and learn in this beautiful place and we thank the Kaura people for their continuous care and ongoing relationship with country. We support the Uluru statement from the Heart and we cherish all we are learning from the First Nations women who participate in our program as we work toward a safer more inclusive Australia.





# Inclusive Work Program 2023

The Inclusive Work Program supports women facing complex barriers to work. We create a safe, supportive circle of trust where our participants learn to improve their wellbeing, learn modern work skills, and experience diverse work immersions while our team advocate for them to remove the barriers they face.

## Things we know about the 24 women who participated in rounds 5, 6 and 7:

### Age Groups

Under 20 = 4  
21-40 years = 11  
41-60 years = 8  
61-70 years = 1

### First languages spoken other than English

Khmer, Kirundi/Kinyarwanda,  
Mandarin, Croatian/Bosnian and  
Dinka

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# 14%

are Indigenous  
Australians

# 50% had been out of work for more than 7 years



15 out of 24 women cited the experience of **domestic and family violence** as a barrier to work



19 out of 24 cited poor **mental health** as a barrier to work

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“ I need to find my value, my purpose, set goals and be motivated. I want to find out 'what matters to me!!' I want to make decisions that match the way I hope to live. ”



Through a weekly program of modern work skills development facilitated by Geraldine Fuenmayor (including communication, conflict resolution and time management) and wellbeing skills training delivered by Tiffany de Souza Machado of Village Foundation (including maintaining mental health, building confidence and safeguarding personal boundaries), each group was supported to address their barriers and feel more prepared for work.

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## SHORT TERM IMPACT SNAPSHOT ROUNDS 5 AND 6 (ROUND 7 IN PROGRESS)

**100%**

increase in personal wellbeing

**90%**

satisfaction with the program

**90%**

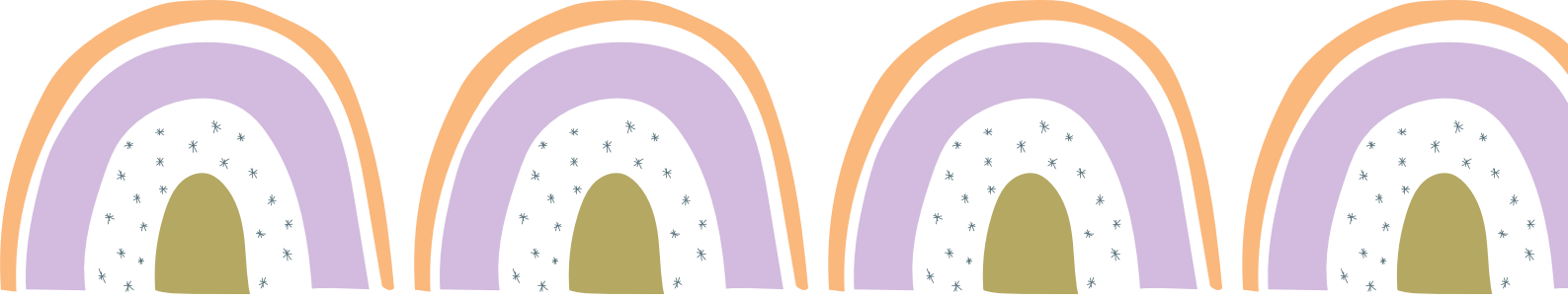
clarity on next steps for career path

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## We asked graduates to share 3 words to describe their feelings upon completing the Inclusive Work Program:

Grateful, hopeful, realistic.  
Confidence, friendly, good communities  
Wonderful, amazing, confidence  
Very happy with myself  
Excited, happy, grateful  
Happy, joyful, confident  
Accomplished, relieved, excited

Met nice people  
Positive, amazing, thankful  
Privileged, inspired, connected  
Awesome, relieved and happy  
Happy, sad and nervous, grateful  
Proud, upset, grateful

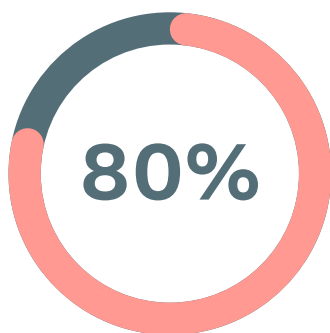


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## In April 2023 the IWP team reached out to all participants who had taken part in the Inclusive Work Program since April 2021. **This is what we learned:**

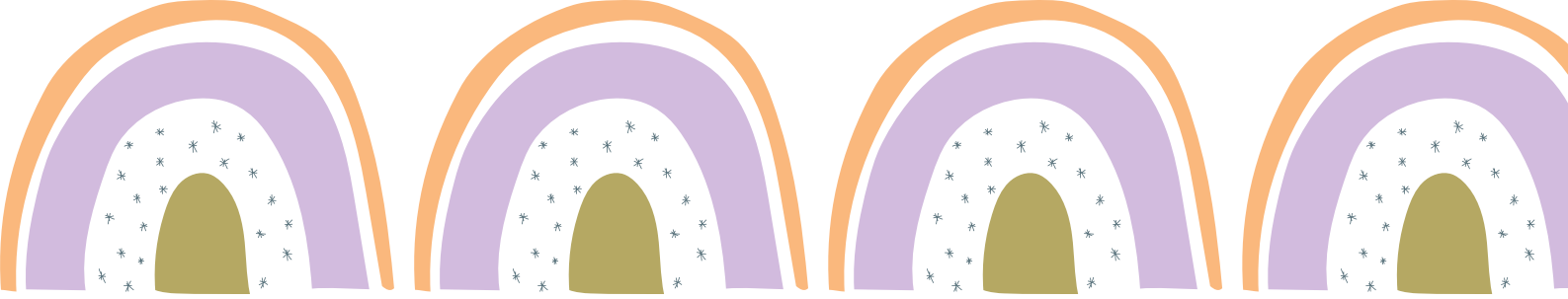
- We have built a highly valued community, and the connection with every woman who has completed the IWP remains strong with 81% responding to our calls & messages. Each of the women we spoke to shared the importance of this connection for their ongoing wellbeing.
- Many have changed jobs or been promoted as their confidence has grown. One of the overwhelming responses was that IWP changed their lives for the better, gaining the ability to advocate for themselves and reach out for help when they are facing challenges.

### 6 MONTHS AFTER COMPLETING IWP



**80%** of participants are engaged in work or study

IWP participants have taken jobs in diverse roles across banking and finance, the care sector, transport, retail, hospitality, manufacturing and community services, or have returned to or commenced further training and education.



## ADVOCACY

An important part of IWP is supporting women to remove structural barriers. In 2023 some examples include:

applying for grants and purchasing or sourcing furniture for women who moved from DV accommodation to housing trust homes

arranging a scholarship for a participant to commence further study at the completion of IWP

writing letters of support for housing applications, attending meetings to progress family law and property settlements, and acting as job referees

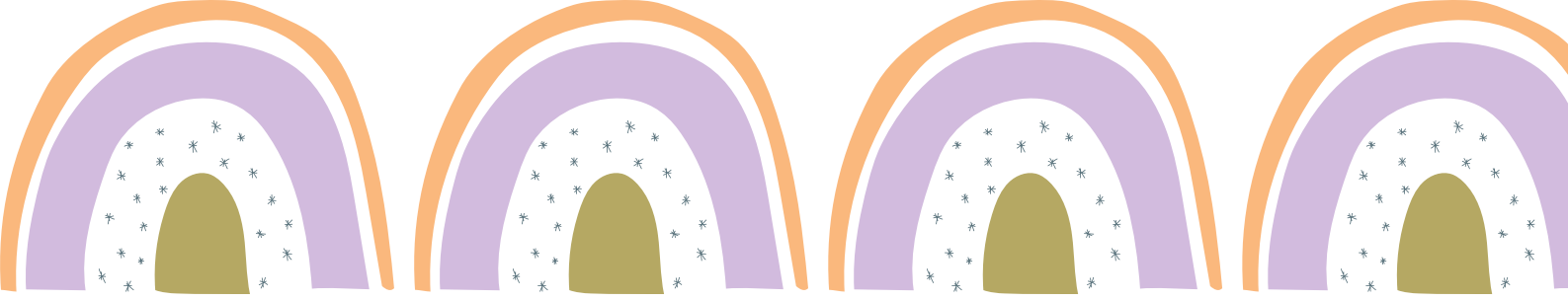


### A NOTE FROM PROGRAM MANAGER TAM NORRIS:

“From day one these women show up with dedication, determination, vulnerability and a strong desire to grow and make significant changes to the way they exist - not only for themselves but for the positive ripple effect it has on family and friends.”



“Without your dream to gather all these women from different backgrounds together, to help us achieve our full potential, we'd be lost floating around life, existing rather than living. You helped us live, grow, heal, laugh, love, support, and dream, for that I love you dearly and I'll never forget you!”



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## **GOGO FOUNDATION BOARD UPDATES**

We have been blessed with a governance board that is deeply committed to the foundation and our directors are generous with their time and energy to fulfil our charitable purposes.

We were delighted to welcome Andrea Heading to the board in November. She brings her extensive management and marketing experience, along with years of procuring services from GOGO events through her corporate roles.

We also welcomed Naomi Riach and Megan Grey as Westpac Board Observers in December 2022.

Chaired by Mary-Anne Healy, Deputy chair Harriet Gun, Secretary Tamryn Herridge, members Yvonne Karabatsos and CEO Sarah Gun and minute keeper Mayra Ykeizumi our meetings are full of robust, supportive, honest and exploratory debate each month as we learn, navigate, meet challenges and grow.

We are looking to fill the role of Treasurer in November/ December 2023.

### **AUSPICING**

In 2023 GOGO Foundation has continued to create impact through ongoing auspicing partnerships with Indigital, Goanna, Microsoft Foundation and Australian Women in Security Network.



## Feature Partnership: BEYOND BANK



Work Immersions at Beyond Bank come at a critical time during the Inclusive Work Program - normally around week 6 or 7 of the 9-week program. At this time in the course introspection about lived experience of trauma and barriers to thriving has been unpacked and is beginning to heal, and there is an emerging curiosity about what our participants may like to **choose for their career path** and what the future may look like.

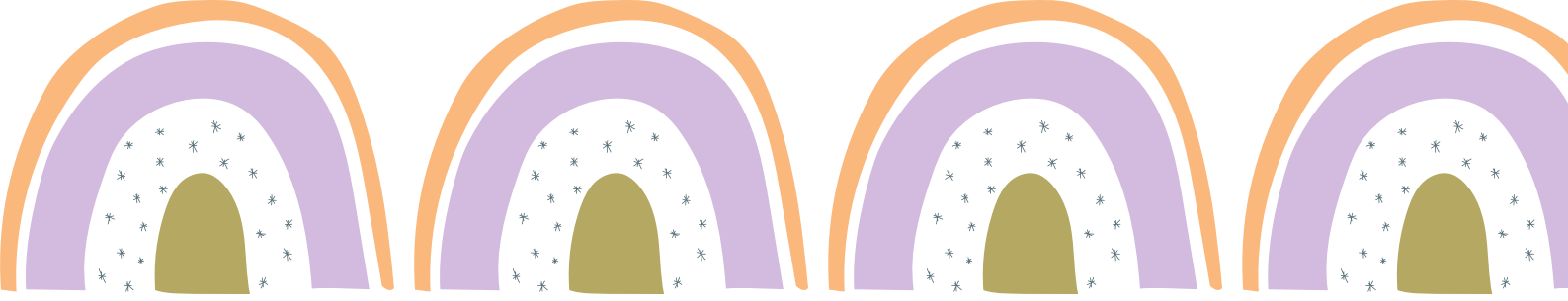
The Team at Beyond Bank - Organizational Psychologists and the Human Resources and recruitment teams, along with the attendance of senior executives, is a very real opportunity for our participants to understand there are real opportunities to be part of a modern workforce. To understand that there are **employers that invest in the wellbeing and competencies of their staff**, that they understand the pressures of juggling families and complexity and that work can be a hugely rewarding place of growth, friendship, achievement and social and financial well being is a revelation to our participants.

**Beyond Bank staff host mock interviews** providing positive feedback, recognising transferable skills and shifting the narrative, reminding each woman that they too are interviewing an organization for what they want and deserve in a workplace. This experience makes a remarkable contribution to their confidence and approach to interviews.

We often see 'the lights go on' in the eyes of our participants. The work immersion firmly plants the seed that there can be **'a future with my name on it'** (thankyou Crystal Crossman for this golden statement!).

We have had 6 immersions at Beyond Bank, with a total of 36 women participating. Thank you Beyond Bank!





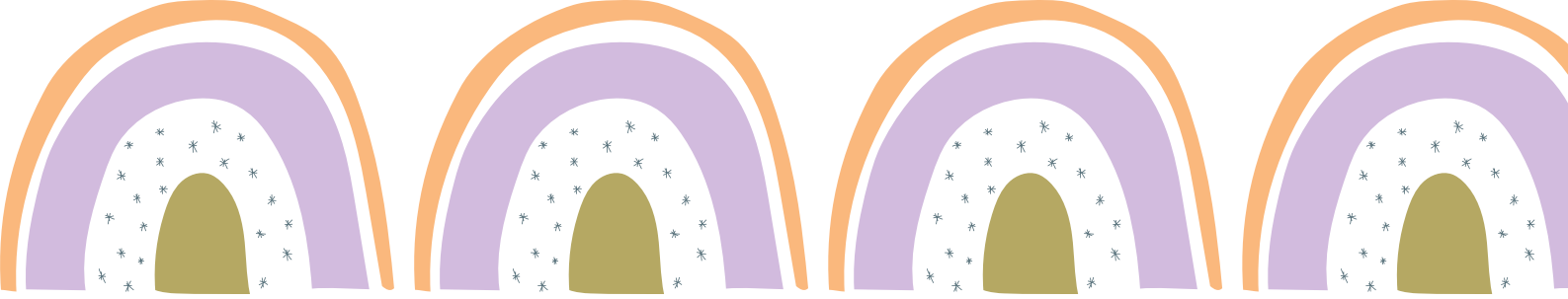
# LOOKING BACK AND LOOKING FORWARD

## CEO, Sarah Gun

On September 20, 2023 we gathered with our supporters, program participants and our network to celebrate the impact of the Inclusive Work Program. At this celebration we were able to share the outcomes and data from our pilot program (run in April-June 2021), and the subsequent 5 rounds of the program funded by the Federal Office for Women's Women's Development Leadership Fund. The evening coincided with the final day of the graduating class of Round 6 of our program. **The highlight of this event was having 7 graduates from various rounds of the Inclusive Work Program speak of their experiences and the outcome of having participated in the program.** There were several other participants who we were delighted to join as our guests.

At this event, that we called "How far we have come, and how far can we go?" participants shared their stories of joining and completing the IWP. They shared with us their unique personal stories of how the program had transformed their lives. They also shared how the personal outcomes and impact of these transformations had a profound ripple effect on their families and their communities. Immediately, and increasingly, after completion of the program they had the strength, support and skills to make sustainable long term growth and change in their lives, which included having better mental health, re-engaging with society, ability to self-advocate, safer relationships and self-care, insight and ability to reach out for support when needed, safe, secure and fulfilling work, increased financial wellbeing and the agency, wellbeing and choices that this allows, along with a vision for the future that is safe and self-determined.

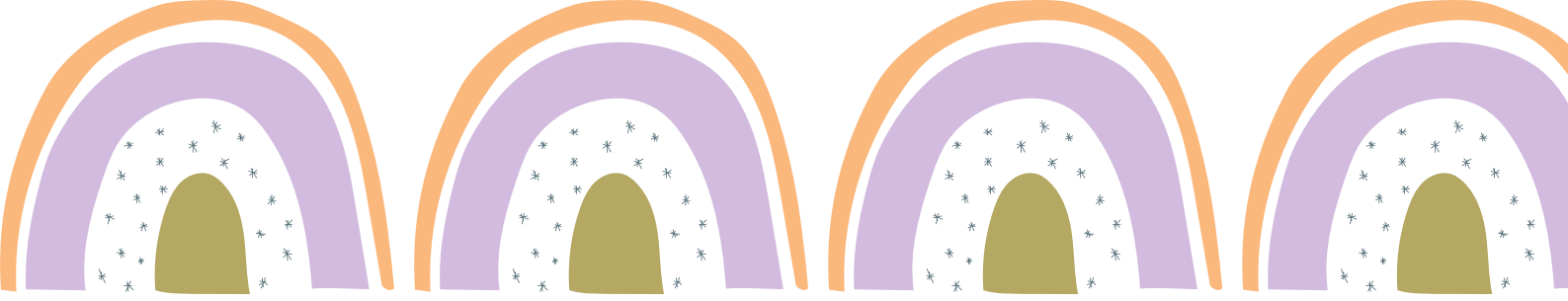
What we also experienced is that these **women are supporting others in their communities and families, referring family members, friends, neighbours and strangers to the IWP and providing emotional support and hope to others around them.** They are inspiring others with their transformation, their belief that a stable, safe, peaceful life is possible, and the love that shines from their inner peace and self acceptance.



We have gained a deep understanding of our client group and the social, economic and systemic barriers within which they live, and the practices that we engage in our 9 week program and in ongoing care to address these barriers to allow for change. There are human rights failings in bureaucratic systems, in legislation, bias and injustice, victim blaming and a lack of understanding of the impact of childhood and family and domestic violence and coercive control.

### **We have learned:**

- Person-centred care is a powerful and highly effective methodology to support women to unlock and heal from trauma to create deep and long-term change.
- Lived experience peer-support and peer-mentoring is highly effective in creating inclusive, safe, honest and non-judgemental spaces for personal development.
- **Our program is far more effective as a pathway to employment for women who have multiple and complex needs than the mandatory Workforce Australia practices.** We also hear that programs enforced by Workforce Australia organisations are ineffective for our women and often the cause of increased trauma, reinforcing hopelessness, deepening barriers, and adding emotional and time demands to women with already heightened levels of stress and anxiety.
- Indigenous women who have been marginalised from the workforce are deserving of long-term deep and patient care to build wellbeing, reduce ostracism from wellness, wealth and work, better health outcomes and Closing the Gap. We have Indigenous women referring their family members to the program. While the IWP has offered the chance to disrupt chronic intergenerational disadvantage, Indigenous participants require culturally appropriate and curated care over a much longer timeframe than our current offering. We have received funding from the Department of Human Services and are working with Indigenous consultant Dana Shen to review the program and understand how it may better support our Indigenous cohort.  
**Codesign workshops are taking place in November and December 2023.**



## The future:

In 2023-4 and beyond our task is to effectively communicate the impact of our work to secure ongoing sustainable funding year on year. We are in a transition from our successful trial funded by the federal government, to a self-sustaining funding model. We have the quantitative and qualitative data to prove our work is life-changing. **Making it visible is this next crucial step to ensure our financial future.**

There are several mechanisms available to us to diversify our income and build financial wellbeing for the organisation. These include:

- building partnerships with corporations to procure our program through their ESG or CSR strategies,
- building partnerships with corporations to increase the participation of women within their business or supply chains,
- aligning with philanthropic funds that share our public benevolent goals,
- tendering for government social outcome contracts and seeking future grant opportunities within state and federal governments.

For many years GOGO Events and the GOGO Foundation have been the focus of research at the University of South Australia. A team of researchers are working to secure funding for long term research of our program, participants, outcomes and impact. Academic research validates our work and builds credibility and trust amongst funders and partners. This research will build on our theory of change, our program logic, determine our 'savings to the system' and create a dollar figure for our social return on investment.

Outcomes from the pilot and first 5 rounds of the IWP have led us to business partnership opportunities that we hope will secure ongoing funding and resources for the IWP in Adelaide and to scale regionally and nationally. **This includes partnering with community BCorp bank Beyond Bank across regional SA and Eastern states, and EGM which is a values aligned recruitment agency to place graduates into work and share the placement fee.** GOGO Events continues on its financial and impact growth trajectory with year-on-year growth in its financial contribution to the GOGO Foundation. Deep gratitude to Janine Vella for her consistently outstanding customer service and hard work managing all our events at GOGO Events.



# GOGO Gathering 2023

A fabulous night celebrating “How far we have come, and how far can we go?”. Hosted by 7 of our amazing IWP graduates: Kylie, Tracey, Natasha, Kasey, Amanda, Suksamran and Crystal, it was an impactful night of shared stories, a powerful expression of the impact our program is having, and the possibilities that lie ahead.



# Amanda's Story

Hi, my name is Amanda. I came to the GOGO Foundation and their inclusive work program at the beginning of last year.

Here's a little bit of a background as to who I am. I started this journey after over a decade of unemployment. I was suffering from depression and anxiety among other mental health problems. My home life is what can best be described as chaotic. I have a partner who despite my best efforts continues to put up with me. I have three beautiful daughters, who are all affected to varying degrees by ASD and ADHD. My partner and I were separated due to stressful circumstances for a period before I started into the programs provided by the GOGO Foundation.

To put it bluntly, I was pretty much as low as I have ever been in my life. Due to the separation that happened with my family, I was given an opportunity to participate in the IWP program provided by the GOGO foundation. Let's just say that wow, the opportunities they gave me, the feelings of accomplishment and the confidence to get up and go, simply wouldn't have come about if I had continued the path that I was on.

Sarah and Tam were fantastic. Taking my lack of confidence and gently encouraging and pushing me to do things that I might never have done. I don't think I would ever have gone across that tree climb flying fox otherwise. I'm pretty sure I didn't scream too loudly.

I will always be grateful to the GOGO Foundation for the step up they gave me when I really needed someone to hear and understand me. There is no question that your support has changed my life for the better. When the course was finished, I even started to apply for jobs and I got the first one I had an interview with!

While I can't ignore what I have gone through over the years, I can look back on this now and know that it isn't something that I want to have happen again. I live life now with a positive outlook, try my hardest to not fall back into the traps that I created for myself in the past, know that my family holds me dear and that I am part of their lives as much as they are of my mine.

I will also remain grateful for the step up that GOGO Foundation has given me. Thank you.

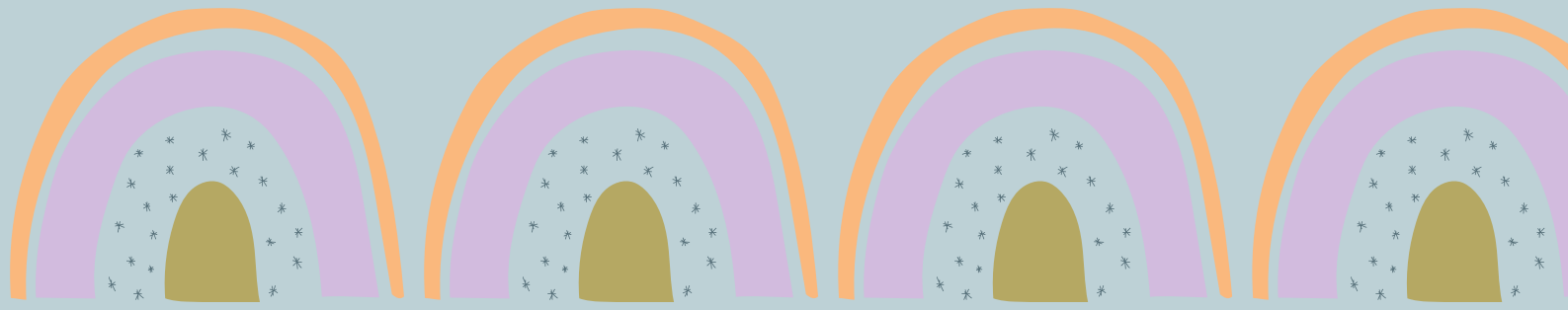


# Thank you

We are so grateful for the skill, commitment, kindness and compassion of our incredible staff at both GOGO Foundation and GOGO events. Immense thanks to Tam Norris, Malika Singh, and Janine Vella and Paula Barton for giving this work your everything.

We also want to acknowledge our brilliant program facilitators Tiff DeSousa Machado, Founder and CEO of the Village Foundation for our Wellbeing Wednesdays, and Geraldine Fuenmayor for delivery of the work-skills program. Kimberlee Brown of Quick Brown Fox Finance, thank you for your keeping our books and finances in order and supporting our participants with the financial services support they so often need.





## How you can work with GOGO in 2024:

- Recruit work ready, capable women through us
- Engage us to develop your inclusive workforce
- Refer women to IWP
- Sponsor a woman through our program
- Sponsor a full round of the program
- Offer pro bono services
- Engage GOGO Events to manage your events!

## Get in touch!



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