

I waste not the labour of any that labours among you, be you male or female – The one of you is from the other.

All Muslims are like a foundation, each strengthening the other; in such a way they do support each other.

ANNUAL REPORT 2005



ISLAMIC WOMEN'S WELFARE COUNCIL of Victoria Inc.

Published by:

Islamic Women's Welfare Council of Victoria

Contact:

169 Fitzroy St.
Fitzroy VIC 3065
(03) 9419 7888 (Telephone)
(03) 9419 3002 (Fax)

Written and designed by:

Staff of the Islamic Women's Welfare Council of Victoria with the assistance of Sameena Ali

Copyright information

© 2005 Islamic Women's Welfare Council of Victoria (IWWCV).
This material cannot be reproduced without the expressed permission of IWWCV.

ISBN:

0 9758204 2 7

Contents

Objectives & Vision	3	AGM Guest Speeches	19
Chairperson's Report	4	Facts & Figures 2004	22
Manager's Report	4	Partnerships	22
Highlights 2005	6	Audited Financial Statement	23
Small Projects	7	Publication Order Form	27
Program Feedback	9		
Workers' Reports	10		
Annual General Meeting 2004	18		

IWWCV Structure

Committee of Management

Executive Committee

Leila Alloush	Chairperson
Tasneem Chopra	Vice Chairperson
Fikriye Demirel	Treasurer
Rasheeda Cooper	Secretary

Members

Urfa Masood
Majida Taleb
Dakhylina Madkhul

Previous Staff

Munira Mahmoud
Zohal Yussuf
Douja Elhajj
Asha Bedar
Asa Hjelt

Volunteers

Sameena Ali
Maisa Dornaika
Sara Dhem
Julia Dhem
Arifa Afzal
Kalai Asokan
Kelly Farrow

Funding Representatives:

Grace Johnson	DIMIA
Elizabeth Parker	FACS
Jacques Michel	DIMIA
	Living In Harmony

Current Staff

Joumanah El Matrah	Manager
Sultan Cinar	Team Leader <i>Citizenship, Settlement and Non-Violence Program</i>
Aynur Canbolat	Community Development Worker <i>Recreation, Parenting & Resettlement Program</i>
Salma Ibrahim	Community Development Worker <i>Recreation, Parenting & Resettlement Program</i>
Jaweria Khalid	Young Women's Settlement Worker and Homework Support Program <i>Diversity, Choices & Communications Program</i>
Moona Hammoud	Young Women's Settlement Worker <i>Diversity, Choices & Communications Program</i>
Nuzhat Lotia	Research & Education Worker <i>SILC: Leadership Development Program</i>
Manal Hafda	Administrative Officer

Objectives & Vision

Islamic Women's Welfare Council of Victoria is a community welfare organisation established and managed by Muslim women for Muslim women. The Council was established in 1991, as a non-religious organisation reflecting the ethnic, cultural, linguistic and sectarian diversity of Muslim women living in the state of Victoria.

The Council is founded on the belief that meaningful change in the status of Muslim women is to be achieved through the improved situation of Muslim women individually and building their capacity collectively. To this end, the Council aims to facilitate Muslim women's full participation in Australian society. IWWCV is a grass roots organisation, informed by the historical, present and evolving status and needs of Muslim women, reflecting the impressive and complex diversity present in the Muslim Australian community.

The Islamic Women's Welfare Council aims to facilitate Muslim women's full participation in Australian society by:

- developing and delivering programs and services to meet the needs of Muslim women in a manner consistent with their values and that of their community,
- empowering Muslim women through information, skill development, support and advocacy,
- promoting social justice, access and equity in the provision of services to Muslim women,
- contributing to the development of knowledge about Muslims at all levels of government, amongst professionals and within the general community,
- promoting the complexity and diversity of Muslim women's identities, and building an interconnectedness between women through increased awareness of their common and diverse challenges,
- promoting women's right to equality, justice, and self determination,
- working to eliminate discrimination against Muslim women both within their community and in the broader social, economic and political spheres of Australia.

The Council's work has been well recognised by various levels of government, the service system and by the community. Current work priorities of the Council include:

- settlement of newly arrived women into Victoria,
- poverty and housing,
- violence against Muslim women,
- capacity building and leadership development,
- education and training,
- economic participation.

The Council works toward these priorities by:

- providing a housing and generalist support service,
- undertaking a community education campaign on citizenship and Australian law,
- providing parenting education sessions,
- developing leadership capacities in Muslim women
- facilitating identity development and communication skill development among young women,
- conducting research and community education campaign on sexual violence against Muslim women,
- conducting research into school retention rates among young Arab and Muslim women and other issues relevant to Muslim women,
- working against racial, religious and gender based crimes and vilification of Muslim women,
- lobbying and advocating on behalf of Muslim women.

Services available to Muslim women

All Muslim women living in Victoria are entitled to access services and programs provided by the Council. Current services operating at IWWCV include:

- information and referral,
- individual casework support and counselling,
- range of skill development group work and community education sessions,
- recreation and support groups,
- individual mentoring programs,
- volunteer and student placements,
- SILC (Self-esteem, Identity, Leadership and Community participation) Project.

For mainstream and community organisations, government and academic institutions:

- cross-cultural training and training on Islam
- secondary consultations
- research
- projects
- student/volunteer placements
- publications

The Year in Review

Chairperson's Report

Leila Alloush– Chairperson

It is with great pleasure I present the Annual Report of the Islamic Women's Welfare Council of Victoria for the year 2004–2005.

It has been a productive and eventful year for us, we have provided our standard settlement services to newly arrived Muslim women and their families in addition to small projects to contend with developing community needs.

This year we have further developed our relationship with the Federal Department of Family and Community Services by our meeting with Senator Kay Patterson this year. Our meeting with the Minister was immensely productive.

Our ongoing individual casework and group programs are: the Parenting Program; the Young Women's Program; the Citizenship and Anti-Violence Program; the Cross Cultural Training Program; the Diversity, Choices and Communication Program and Building Futures Homework Support Program. Our smaller projects have looked into racial violence and media representation of Muslim women.

Our work has continued to extend geographically, and in addition to outer regions of Melbourne, we have also commenced work in Geelong and continued our work in Shepparton and Cobram.

I believe our work is continuing to make substantial improvement to the life of the women. On behalf of the Committee of Management, I wish to thank our staff generally for their teamwork and the provision of high

quality services. I welcome new staff who joined us in 2005 and farewell those who have left us.

Committee members have actively contributed in various committees and reference groups and speaking to the media on some of the controversial issues that have arisen. Committee members have taken on these responsibilities in addition to committee meetings and planning activities. I owe a special thanks to Tasneem Chopra for her contribution to: PACMAC (Police and Community Multicultural Advisory Committee), Victoria Police and Monash University's Counter Terrorism and Culturally Diverse Communities Research Project Advisory Board and Premiers Summit of Multifaith Community Leaders. In addition, her work with media has been outstanding! I'd like to give a special welcome to our new committee member Urfa Masood who's background in law will be a valuable contribution to the Council.

I'd also like to thank and acknowledge our major funding bodies: Department of Immigration, Multicultural and Indigenous Affairs and Federal Department of Family and Community Services. Also thank you to Fitzroy and Carlton Community Credit Cooperative who helped us keep our budget and the following funding bodies who further supported us: Invergowrie Foundation, Victorian Multicultural Commission, Department of Victorian Communities-Office of Women's Policy, Victorian Law Foundation, Ilhan Foundation, Yarra and Melbourne City Council.

I like to thank everyone else who has supported the Council throughout the year. Finally, I'd like to say that the work of the Council owes much to Joumanah's vision and leadership.

Manager's Report

Joumanah El Matrah– Manager

In last year's annual report, I reflected on the ongoing development and augmentation of the Council. This year, one cannot help but reflect on the number and depth of challenges the Muslim community currently faces. It will be a long time before many in the community can feel that the burden of the current socio political environment can be lifted from their shoulders. This year and probably for many to come, we need to reflect on how the burden and impact of tensions can be eased

for Muslim women as they address the challenges of settling into their new Australian home.

The current global tension and the constant fear of terrorism, and the association of these realities to the Muslim communities has had and will continue to have lasting effects on the various cultures of Muslims living in Australia, but also on their integration and acceptance into Australia broadly. The current pressure on Muslim community is profound and it will be a long time before we clearly understand the impact it has on the collective

consciousness of our communities. I am greatly troubled by the potential harm that our current environment that Australia generally and the Muslim community specifically.

Perhaps in this context, it is worthwhile to reflect on my Churchill Fellowship undertaken this year to review human rights work conducted with Muslim women internationally and looking at the work Muslim women themselves do on an international basis. The activism of Muslim women is diverse and dynamic, and many of the women I met through my fellowship were as inspiring as they were courageous. Although I learned a great deal from these women, I was most affected by their conviction that the human rights framework was both appropriate and relevant to Muslim women's lives irrespective of their national context. It was very affirming to witness the synchronicity between the work of the Council and that of women in Egypt, Britain and Netherlands.

In many ways the barriers and difficulties Muslim women experience continue to be the same, but some needs have acquired a new urgency; safety on the streets is one such example and early marriage is another.

The Council has continued to provide its standard settlement services. This year we have worked with over 2000 women on an individual support and groupwork basis and we've provided over 600 services to individuals and organisations working with Muslim women. Our contribution to external projects and developments within the community sector have been considerable, but there were many instances in which we were simply unable to respond to requests for assistance with or contribution to programs/references groups from support services and government.

This report outlines the work by staff members throughout the year, and workers have both detailed and reflected on their work and the issues Muslim women face in their day to day lives. This year we have ventured into a number of new areas with smaller projects: Bridging Dialogues is our first project that specifically ad-

ressed media understanding and representation of Muslims. A special thanks to the many people without whom the project would not have been possible. We have also finalised our Women's Safety Project which informed Muslim women of legal and service options available for racial and religious violence and vilification.

Our core work continues to be the settlement of Muslim women in Victoria and our partnerships with the Department of Immigration, Multiculturalism and Indigenous Affairs (DIMIA) has continued. This year the Council has participated in two committees for DIMIA, one looking at its data collection processes for its community settlement services and the other group is currently exploring the potential for education and training of clerical and lay religious teachers and community leaders. This subgroup is part of the Muslim Community Reference Group, a direct growth out of the Prime Ministers Summit in August 2005. Our work with the Federal Governments' Family and Community Services Department has also continued despite the finalisation of the SILC project. We have continued to work with the department on issues of capacity building for Muslim women to ensure their ongoing participation in all aspects of Australian society.

I would like to say a farewell to Munira Mahmoud who left us this year to pursue her interest in income generation for newly arrived refugees and humanitarian entrants. Asha Bedar has also left us to return to Pakistan. Zohal Yussuf departed for an extended break. They will all be sorely missed. I'd like to thank Asa Hjelt and Douja Elhajj for their locum work with us. This year Aynur Canbolat and Salma Ibrahim have joined us as part of the parenting settlement team, we would like to welcome both of them. We have formed many partnerships and alliances this year that have facilitated our work and in this way, we have received much goodwill from people. We hope these alliances will continue well into the future as the Council continues to advocate on women's behalf. I'd like to conclude by thanking the staff and committee of management for their commitment to



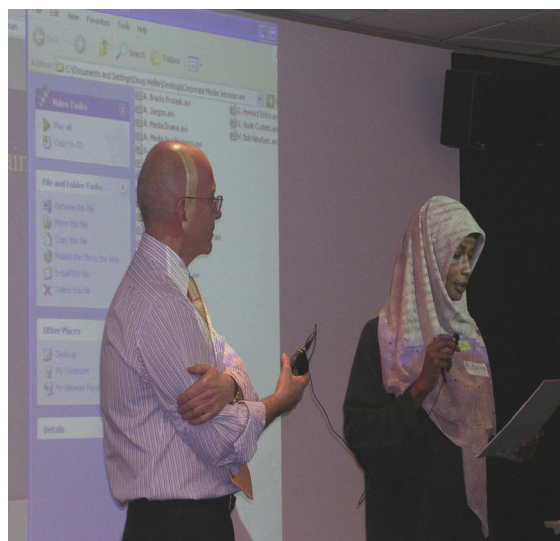
Small Projects 2005

Bridging Dialogues Media Project

Bridging Dialogues is a Living in Harmony project aimed at improving the media representation of issues associated with Islam and Muslims and to improve women's access and understanding of the media industry. The project ran in collaboration with the Royal Melbourne Institute of Technology (RMIT), involved the development of a media manual to provide essential information to journalists and researchers seeking to do a story on Islam and/or Muslims, the provision of media training for Muslim women with an interest in media representation, delivering a teaching session for tertiary journalism students on the appropriate representation of minorities and finally, establishing a network of Muslim women media contacts for general use by media outlets.

The media training sessions were attended by fifty women and the feedback received from them was excellent. Participants felt they had learnt valuable strategies for engaging with the media and felt far more empowered to deal with various media outlets because they gained a better understanding of the media industry. This training has resulted in a network of Muslim women who can be contacted by journalists for comment on issues that come up in the media.

The manual for the media has also been launched and comprises comprehensive information on Islam and Muslims in Australia. At the end of each section, the manual offers a list of resource people and organisations that can be contacted by the media for additional details on any given topic. The feedback received from journalists and other media personnel who have reviewed the manual, has been very positive. We are hopeful that the manual will act as a valuable resource for journalists working in the field.



This year has seen a flurry of media attention around all things Muslim. Subsequently, the Council's Committee of Management have committed to represent the views of Muslim women in the media: this year the impact of forced early marriage on young women and media representation of Muslim women and the hijab have been particularly important. Throughout the year, comments were sought from various newspapers, current affairs programs and radio networks, locally, nationally and even internationally on these topics.

In addition Joumanah has recently lent her hand to writing for the media, this year her article 'One man's patriarchy is another man's inconvenience' appeared in Arena magazine and then in the Age newspaper. We had overwhelming positive feedback from those who picked up her piece in the Age.

Small Projects 2005

Building Together Islam's Multicultural Face in Australia'

The young women's conference, titled 'Building Together Islam's Multicultural Face in Australia' was held on the 9th of September, 2005, at the Hume Global Learning Centre situated in Broadmeadows, from 9.30am – 3.00pm. It was the first conference the Council has held for young women from all cultural, linguistic, ethnic, and religious backgrounds.

The conference focused on young women in secondary schools. Young women from metropolitan Melbourne, Shepparton, Cobram, and Geelong attended the conference. A total of 140 young women were present. The main aim of the Conference was to provide an opportunity for non Muslim young women and Muslim young women to come together, to discuss and understand their issues, their similarities and differences with one another. The conference facilitated young women's personal development through conceptual, interactive dance and movement workshops. Also, the conference plenary had speakers addressing issues of concern such as, early marriage, media representation and racism.

The day consisted of several concurrent workshops on media, leadership, racism and the law, body image, self-defence, body movement, circus skills, and hip hop dance. The workshops aimed to support young women to recognise their potential and to enhance their self esteem and confidence.

Muslim Women's Safety Project

The Muslim Women's Safety Project was developed for Muslim women living in the City of Melbourne. The project developed to provide them with information about racial violence and religious vilification and the various services available to provide support as well as the range of options of legal redress.

We provided a series of information sessions to Muslim women with service providers working with Muslim women, and we also provided community education through community radio and newspapers. We worked predominately with women from Horn of Africa backgrounds, but also with women from Turkish backgrounds.

The sessions were conducted jointly with the Equal Opportunity Commission of Victoria and the Victoria Police Multicultural Liaison Unit. In some sessions, the Fitzroy Legal Service also participated. All sessions focussed on basic information describing the kinds of racial violence Muslim women around Victoria face (based on our research), the options available to Muslim women who face racial discrimination, harassment or violence and information on the processes involved in reporting such cases, and the roles of the key relevant services. One session was run with workers from the City of Melbourne and surrounding areas, providing them with information on the types of racial violence that women have faced and on the options available to them, so that they are able to offer this information to their clients with similar experiences.



Program Feedback

by Muslim women who have used our programs

SILC

“Found talking to each other about our problems and developing our self-esteem to be very useful.”

“It was good to talk about ourselves and being more self-aware.”

“Discussing issues in the community was very valuable.”

“Learnt who I am and what my qualities are.”

“Learnt to implement what I learnt at home.”



Parenting Program

“Today’s session was very useful, especially behaviour problems and self control as parents.”

“Today’s session was important because I dealt with child development and the different stages.”

“Today’s session was nice and we want more of it. I learnt that hitting children is wrong.”



Conference Quotes

“I got to meet and mix with other girls from different backgrounds and religions. Also, I had lots of fun from all of the entertainment”

“I liked the knowledge I learnt in which I can apply for the future”

“It was fabulous! I wish that I could do it again”



Young Women’s Groupwork Quotes

“We had fun and we also learned about passive, aggressive and assertive behavior. We learned how to talk in front of people and to be confident of what we believe. To say what we want and not to be afraid of saying what we want.”

“I think the group was fun. I liked the activities that we did during the 6 weeks. I liked learning about self-esteem.”

“I have enjoyed the sessions. I now feel better about myself and better about who I am. Also, I feel more confident talking about issues that have arisen.”



Citizenship Program

“This session helped me to learn that Domestic Violence is a crime according to Australian Law.”

“I have learnt about my legal rights today.”

“It helped me gain knowledge about our legal system.”

“I feel strong now. I will be able to help other women in my community.”

“Everything that we discussed or touched on worked for me and I found useful knowledge.”



Workers' Reports

Citizenship & Violence Worker's Report

Sultan Cinar, Team Leader and Citizenship and Anti Violence Worker

Sultan migrated from Turkey to Australia 26 years ago. She has studied Social Science in RMIT and Health Science in La Trobe University.

Sultan has been working in the public welfare sector in the last 20 years. She has worked with Community Health Centres, Neighbourhood Houses, Skill Share, Anti-Cancer Council, Local Councils and Hospitals. Her main work components are community development, community education, programs, case work and consultation.

Sultan joined the IWWCV in 2003 as a Team Leader and Citizenship/Anti Violence worker.

Last year was a very busy time at Islamic WWCV. The Community Settlement Support Program funded by DIMIA has three streams in the Council; Young Women's Program, Parenting Program and the Citizenship and Anti Violence Program. All these programs operated to beyond capacity in 2004-05. Staff members put in a lot of energy and time and as a result their programs were a great success.

The Council continued to provide support, education, and advocacy for newly arrived Muslim women. Although the service users were from diverse backgrounds and overseas born, the majority were of African background.

Accessing available services is not always easy for ordinary citizen, but for new migrants from culturally and linguistically diverse backgrounds it is especially daunting and often very frustrating. For this reason, we have continued to identify gaps in the mainstream service system and continued to develop training and linkages programs so that services become more accessible and sensitive to the needs of Muslim women and their families.

We have strived to build partnerships to develop and deliver community education programs alongside other organisations such as the Victorian Women's Legal Service, MacKillop Family Services, Anglicare, and the Immigrant Women's Domestic Violence Service.

Citizenship and Anti-Violence Program

The program provided extensive education and training sessions to address resource requirements of service providers and to help them develop a better understanding of the needs of Muslim women and their communities. The Citizenship and Anti Violence Program delivered

complex casework services relating to settlement in areas such as health, housing, parenting, material aid, education and employment.

Education programs on the Australian Legal System

The Council delivered 5 community education sessions on the basic function and principles of the Australian Legal system. The program targeted African, Afghani, Turkish, Kurdish, and Iraqi communities. The goal of this program was to challenge the misconceptions about the Australian legal system, to inform participants about their legal rights and responsibilities as they relate to Citizenship, and to empower women to be pro-active in accessing legal services.

Leadership Development and Capacity Building

Leadership skill development programs and support were provided to women who wished to become more involved with their communities and sought a better understanding of the services available to Muslim women living in Victoria. Intensive support and training was provided to the Muslim women's groups residing in Broadmeadows. This was undertaken in partnership with Anglicare. In addition, we have followed up with participants from two separate Leadership programs undertaken in the previous year. We supported these groups to develop family education programs for their own communities. Education Programs completed by both these groups were highly successful. As a result of ongoing support, many individuals from these programs went on to further study or entered the workforce.

Cross-cultural Training/Secondary Consultation for Service Providers

We provided cross-cultural training sessions on Islam, Muslim women and their communities in Australia for mainstream service providers. The need for ongoing consultation by mainstream service providers has continued to grow. Generally, service provider's required general support to deal with Muslim clients accessing their service, as well as general information about the Muslim community in their locality.

Radio Education Programs

The radio project consisted of the development and delivery of ten separate radio segments on family law and family violence, broadcast on ethno-specific radio programs. The initial four radio programs were broadcast on 3ZZZ and 3CR in Arabic and Turkish languages in August 2004. Following this, another six radio programs were broadcast on 3ZZZ, SBS and Middle Eastern radio in Arabic and Turkish languages in May – June 2005. I would especially like to thank Aynur Canbolat and Wafa Ibrahim for their contributions in conducting the radio programs.

Community Settlement & Parenting Workers' Report

Aynur Canbolat is from Turkey. She has a degree in Arts majoring in Social Science – Community Development. Aynur has been working in the welfare sector for over ten years on various projects and programs to support migrants and refugees settling in Australia.

Prior to joining us, Aynur worked as a Volunteer Placement Program Coordinator for newly arrived migrants and refugees. She developed volunteering policy manuals for service providers and volunteers, which were designed to increase their awareness of their rights and responsibilities and increase their access to mainstream services. Throughout her work history she has also been involved in delivering cross-cultural training to professionals, conducting research on social issues and policy development.

Aynur has been working at the Islamic Women's Welfare Council of Victoria since February 2005. Initially, Aynur joined the Council as a caseworker to help the Council deal with an overwhelming demand for basic support services. She now works with us as a Parenting Settlement Worker for Muslim women and their families. Currently, she provides casework, advocacy and groupwork parenting education to enhance Muslim women's parenting skills in the Australian context, and facilitate their successful settlement.

Salma Ibrahim joined Islamic Women's Welfare Council in August 2005. Salma has become an integral part of our parenting program for newly arrived Muslim women with children experiencing settlement related difficulties. Salma has a long association with the Council and we are very happy that she has finally joined us- Salma has jumped in the deep end and commenced her own mothering group work program.

Salma has a background in community development and has worked as a Youth Worker, Community Educator and Teacher Aid in the past five years. She also has two young children; Muaz and Amira.

Parenting Program

During 2005, we have continued to support Muslim mothers and their children through casework and parenting education. Overwhelmingly we have supported women to develop the necessary skills to contend with the various challenges of raising children in a new country in which vastly different systems and cultural norms exist around parenting. We have also worked to increase the capacity of mainstream service providers to work effectively with cross-cultural issues and parenting needs of newly arrived Muslim communities. We have also ventured into a new area of work by developing two education kits on parenting of young children, including one for men to assist them in their parenting responsibilities.

Casework

Immigration is a very crucial process in an individual's life. Not having adequate information, knowledge or life experience in a new system and country can be a great source of stress for migrants and their families. The casework services provided by the Council are aimed at supporting newly arrived Muslim women and their families during this difficult and stressful period to ensure that their settlement in Australia is not affected.

As always, the casework carried out this year dealt with a wide array of issues, but the following issues were the most common among women;

Settlement Issues	Parenting issues
Language barrier	Financial instability
Accommodation	General & mental health issues
Domestic violence	Legal issues
Childcare	

This involved intensive work with client and relevant agencies/services to resolve the issues faced by clients.

Groupwork

In 2004-2005 we carried out groupwork sessions for Turkish speaking women and women from the Horn of Africa communities around the issues of parenting.

44 Turkish speaking women were involved in positive parenting session. The Turkish women's group focused on adolescent parenting issues. The following issues were important to Turkish women:

What is adolescence?
What are the needs of adolescents in this period?
Identity and self-confidence
Our expectations from adolescents
Discipline
Culture
Communication
Healthy relationships

In total, 66 Arabic speaking women were involved in the positive parenting sessions. For women from the Horn of Africa, the following issues were important:

Raising a child in Australia
Behaviour management
discipline
misbehaviour
dealing with challenging behaviours
setting limits

Community Resources

We also provided a range of community radio programs on positive parenting and developed two kits to provide general information about parenting of young children. The parenting kits were developed to provide standard information to parents that they may not have otherwise received. This year we ventured into working with men, by providing information we felt to be valuable, but inaccessible to most men who are newly arrived to Australia. We felt the need to move away from traditional notion of

Muslim fathers being generally absent from the day to day parenting responsibilities other than disciplining of children. We feel this notion of Muslim fathers misrepresents the actual fathering Muslim men demonstrate, and so leaves them without the support they need to keep up their important role.



SILC Research & Education Workers' Report

Asha Bedar & Nuzhat Lotia

**SILC; Self Esteem- Identity- Leadership- Community
Research and Education Workers**

Asha first came to Australia 5 years ago from Pakistan, as a PhD Psychology student at Melbourne University. She has been working with the Islamic Women's Welfare Council of Victoria (IWWCV) since November 2002. Asha's past work experience and interest has been in training on gender issues, particularly violence against women and children; human rights and personal development and psychological counselling. Asha has been one of the main workers of IWWCV's SILC (Self-esteem, Identity, Leadership and Community Participation) project, which focuses on increasing Muslim women's participation in the development of their communities through the building of their own self-esteem, personal empowerment, awareness and skill development. Asha is also involved in Bridging Dialogues, IWWCV's media project, especially in developing a media manual on Islam and Muslims, as well as in the community education programme on racial violence project.

Nuzhat has recently completed her PhD in Management from Melbourne University. She started working at Islamic Women's Welfare Council of Victoria (IWWCV) in November 2002 while working towards her degree. Nuzhat joined IWWCV with several years of experience working in the community development sector in Pakistan. Her past experience involved managing and program development in non-governmental organisations as well as developing and conducting training programs. The focus of her work has been human and women's rights. At IWWCV, Nuzhat started working on the SILC (Self-esteem, Identity, Leadership and Community Participation) project, which aims to develop Muslim women's confidence, empowerment and skills enabling them to be more actively involved in their communities' development. Nuzhat also undertaken project management for some of the Council's smaller projects such as the media training (Bridging Dialogues Project) and the Women's Safety Project.

2005 was the third and final year of the SILC (Self-esteem, Identity, Leadership and Community participation). This year we continued to run our leadership workshops, but focused on disseminating information about Muslim women's issues to the larger community. We ran 5 leadership workshops this year out of which three were leadership in education workshops, one was a leadership in parenting workshop and one was a leadership against domestic violence workshop. We worked with women from the Horn of Africa, Arab and Turkish backgrounds. A total of 80 women registered and 59 completed SILC workshops in 2005.

Table: SILC groups

Groups	Number of registered /completed participants	Language	Recruitment support through
Collingwood NMIT/Horn of Africa/Education	12/8	English	Collingwood NMIT TAFE
North Melbourne, Flemington/Somali/Education	20/15	Somali	Women's Health West, Moomee Valley Family Services
Coltramm/Iraqi/Education	19/11	English	Cutting Edge Youth Services, Shepparton
Broadmeadows/Turkish/Parenting	14/13	Turkish	Broadmeadows Women's Community House
Broadmeadows/Turkish/Domestic Violence	15/12	Turkish	Broadmeadows Women's Community House

As with the workshops over the last 2 years, we have continued to receive very positive feedback about the methodology, the issues addressed, and the skills and information provided. One final workshop that SILC has planned is the upcoming 2-day residential leadership against domestic violence workshop. This workshop will be run towards the end of 2005 with women from Arab background. The final phase of the SILC project consisted of disseminating information relating to Muslim women's issues and the leadership workshops to the community. This was done through 5 radio programmes. Three SILC participants were interviewed on a programme aired by Radio National twice as part of its Street Stories programme, two participants were interviewed on a radio programme aired by the SBS Arabic Service and 3 women (2 SILC participants and a SILC trainer) were interviewed on SBS Turkish Service. The programmes focused on the women's experiences of participating in the workshops, Muslim women's position and issues in Australia and the importance of women's leadership. The response to these programmes has been amazing. Clearly people want to hear Muslim women speaking about the complexity of their lives in Australia and the various challenges they face. In early 2005, Joumanah was interviewed about women's leadership specifically in relation to the media and especially on the issues of leadership women face in the Australian context. We were also interviewed by Radio National about SILC and our work with women aired as part of their Life Matters programme.

In addition to the radio programmes, many SILC women also participated in a variety of community education forums where they spoke about a range of Muslim women's issues, such as Muslim women's status, women's leadership, women in Islam, domestic violence, parenting, migration, legal aid, etc. Eighteen SILC participants have participated as speakers at such forums. This year also saw the emergence of a women's network consisting of women who have participated in SILC workshops, who met to discuss their experiences, issues, leadership activities and strategies of moving forward as a group.



The end of the project was to be marked by 2 main activities: a model of good practice to be launched at a community event and a final project evaluation. The model comprises an overview of the life of the SILC project, the key theoretical concepts that underpin it and the processes involved in setting up and running such a project effectively, thus providing a comprehensive framework for working with marginalised women. The model includes sample training exercises and examples of the kinds of discussion and responses that emerged during the workshops.

The SILC evaluation process involved a review of the resources developed for the project as well as other material, the feedback received from workshops and focus groups carried out with participants of the workshops. At the end, it was concluded that not only had SILC achieved the basic outcomes it had set out to meet at its inception, but that it had had a broader social impact. At the same time, the evaluation report also outlines key limitations of the project, such as limited time, a need more information in community languages, etc. Generally, the evaluation reported that the project had been highly successful in meeting its targets and achieving the impact it had envisaged.

We would like to thank all the women who participated in this project with us- we met many amazing and inspiring women who are incredibly valuable to their community.

As a farewell; we'd like to list some of the achievements of these women;

- ✦ Eighteen community speaks sessions on Muslim women's issues
- ✦ Several SILC graduates are now actively involved in organising and participating in community events and programmes, such as parenting programmes, international women's day events, applying for grants, etc
- ✦ Several SILC graduated now enrolled in or completed other educational courses and training, such as courses in English language, childhood development, community development, hairdressing, aged, care, etc as well as Masters degrees, media training, etc.



Young Women's Workers' Report



Jaweria Khalid & Moona Hammoud

Jaweria Khalid has been working at the IWWCV since early 2003. She is the coordinator of the Home-work support program, 'Building Futures' which is held in the Western region of Melbourne. She also works on the 'Diversity, Choices & Communications Program' program as a community development worker. She is involved in the development of the groupwork programs for young women in secondary schools, and through intensive casework supports their successful settlement in Australia. Before joining IWWCV she worked with Project Respect, Immigrant Women's Coalition and Footscray Community Legal Aid centre.

She migrated to Australia in 1998 from Pakistan. In Pakistan she was actively involved in women's issues and was part of the Women's Movement. She was working with the Institute of Women's Studies in Lahore, Pakistan. She was involved in women's development trainings, research projects and publication work. She is also interested in Urdu literature and edited a book which was published in 1995. She has translated into Urdu, the Beijing Declaration of 1995 and some Human Rights Declarations. She is committed to working with refugee and migrant especially on promoting social justice and equality for women in their homes and in the wider Australian society. Her main interest is in research and community development training.

Moona Hammoud was born in Australia and identifies as being an Australian Lebanese. By the time she reached year 10, she developed a passion for working with young people. Moona started working at the Council in March 2003 while working towards her Bachelor of Social Science (Youth Work) degree. At the Council, Moona works as part of the 'Diversity, Choices & Communications Program' project, which aims to empower young Muslim women with information, support and communication skills they need for their successful settlement in Australia through groupwork, and to provide intensive support and coaching through casework to help them deal effec-

tively with problems at home, school or in the community. She has also worked as part of the Recreation project at the Council and has successfully organised two Soccer Skills workshops for young Muslim women in metropolitan Melbourne and rural Victoria.

She was a former member of 3AI-Hawa Arabic Youth Radio, and was on the Steering Committee for the Healthy Communities, 'The Young Arabic Community in the Northern Metropolitan Suburbs of Melbourne – A Resilient Community in the Face of Adversity' project in 2003.

The 'Diversity, Choices & Communications' program continued its work with young Muslim women in secondary schools across Victoria in 2005. In addition to working with schools in metropolitan Melbourne and rural Victoria, in particular Shepparton and Cobram, we have developed a good working relationship with schools in Geelong.

We organised groupwork programs throughout the 2004 and 2005 period with Merrilands Secondary College, Carwatha College and an independent young women's group in Shepparton. We have also undertaken consultation with young Muslim women in Geelong with the potential of doing work with them in 2006. Sessions with young women have focused on issues such as: leadership, gender development, self-esteem, racism, identity, body image, and communication skills. The sessions were well attended by young women from Bosnia, Iraq, Kuwait, Macedonia Lebanon, and Turkey.

Intensive support and coaching to deal with issues at home, at school and in the community continued in 2005 as part of our confidential casework service to young Muslim women across Victoria. Newly arrived migrant and refugee women need intensive ongoing support to access long term accommodation services and this remains a dominant part of our casework load. Other issues young women face: income and financial support, health, domestic violence, legal issues including divorce and settlement.

Two editions of 'VOICES of young Muslim women' newsletters have been produced with the help of young Muslim women across Victoria. The theme of the newsletters this year has been 'Young Muslim women, Education and Early Marriage'. The newsletter triggered increased awareness in the community, facilitating debate on issues the IWWCV wanted on the agenda of nation wide media outlets. Hence, media coverage and the ensuing public concern encouraged government to accommodate existing legislation to deal with the issue of forced marriages in which young women are forced to travel overseas. This issue remains of great importance to the Young Women's Program and to the Council. Our newsletters were distributed widely and we have received positive feedback from school staff, parents, members of the community and young women. Everyone believes that it is very important for young women to develop their own understanding of early marriage and its impact on education, and to make their own life decisions. We are very proud of the success of the newsletters in resourcing young women and assisting the critical debate about early marriage. We hope to continue to publish more interesting editions of 'VOICES' in 2006, raising issues of relevance to young Muslim women.

Our networking with schools and community agencies is ongoing and we have received several requests from schools to conduct presentations for students on Islam.

Presentations have been done at Ruyton Girls' Grammar approximately sixty young women in total from years 9, 10 and 11 attended the session. Also, Mentone Girls' Grammar, approximately sixty young women attended the session. We received very positive feedback about the presentations from young women and school staff from both schools.

Despite our extremely busy schedule in 2004-2005, we found some time to conduct several one off workshops focusing on issues concerning young women's health and positive self - image. Workshops were conducted at Moreland City College, Moreland Youth Health Conference, both in late 2004 and at King Khalid Islamic College in mid 2005.

We have thoroughly enjoyed working with young women across Victoria and as part of the team at the Islamic Women's Welfare Council of Victoria. We are looking forward to what 2006 has in store for us.

Building Futures Project Worker's Report

Jaweria Khalid

'Building Futures' homework support program targets young Muslim women undertaking secondary education in state and private schools across Melbourne. The program has been successfully running for two and a half years in the western region of Melbourne, in particular Hoppers Crossing and Footscray. This program is funded by the Invergowrie Foundation.

The program targets young women at risk of leaving school early because of economic disadvantage, limited English language proficiency including limited literacy, and social support. The project aims to empower young Muslim women with information, support and communication skills in the context of providing homework support assistance to them. This we believe is very important to improve academic achievements as well as the young women's health and well being. The target group is young Muslim women in secondary school from year 7 to year 12.

The project also aims to identify the barriers, such as the parental attitudes and expectations, barriers within the schooling system which affect young women's capacity to achieve academically. These barriers can prevent young Muslim women from reaching their educational goals. The program provides support to young women to overcome these barriers using a capacity building approach with the belief that ultimately it is education that will facilitate

young Muslim women's participation in Australian society.

Approximately thirty-five young women use the homework service on a regular basis. In both groups young women require help with subjects such as: English, Math SOSE, Legal studies, Accounting, Health, and to use the internet.

The program has been very successful in engaging young women very effectively. They have not only been asking for subject support but have been able to build trust to seek help for other issues of concern. Young women from the homework support program actively took part in young women's programs organised by the IWWCV such as, 'Voices' newsletter, and the young women's conference titled 'Building Together Islam's Multicultural Face in Australia', held on 9th September 2005.

Over the last few years I have been able to build trust and a sound relationship with the young women which is very satisfying. I have really enjoyed working with them and acknowledge the importance of the homework support program. Also, it is very rewarding to see the young women improving in their studies and getting one step closer to reaching their educational goals and generally doing well in their lives.

I want to give a special thanks to the tutors Sara Dhem, Julia Dhem, Arifa Afzal, Kelly Farrow and Kalai Asokan.

Recreation Worker's Report

Moona Hammoud

Towards the end of 2004, two soccer skills workshops were held in metropolitan Melbourne and rural Victoria in partnership with Centacare Catholic Family Services. Both workshops were facilitated by Afifa Saad, a young Muslim woman soccer player.

The metropolitan workshop was held at Broadmeadows Valley Park and twenty-five young Muslim women from Kealba Secondary College, Merrilands Secondary College and Roxburgh Park Secondary College participated in the workshop. The rural Victoria workshop was held at the Shepparton sports stadium in partnership with Cutting Edge Youth Services in Shepparton and Cobram, in which fifteen young Muslim women from Shepparton and Cobram participated.

Both workshops were very successful and were lots of fun. Feedback from the participants was positive and all young women shared that they wanted more recreational opportunities for themselves in the future.

I would like to thank all the school staff and community workers involved in the planning of the workshops- despite a shoestring budget the workshops were great. At the Council we hope to run more fun activities for young Muslim women in 2006.

Both workshops were very successful and were lots of

fun. Feedback from the participants was positive and all young women shared that they wanted more recreational opportunities for young women in the future.

I would like to thank all the school staff and community workers involved in the planning of the workshops- despite a shoestring budget the workshops were great. At the Council we hope to run more fun activities for young Muslim women in 2006.



Administrative Worker's Report

Zohal Yussuf

It has been an exciting time for me since I have joined the Council in late 2004. I commenced work with the Council as part of my placement contract with AMES but the Council was too impressed with my work and character, and so I became the organisation's Administrative officer.

I started my time at the Council by supporting Joumanah as she did various written submissions and following up with correspondence to keep the Council on its wheel after long and busy year in 2004.

My day to day role as the Administrative officer involved keeping the organisation rolling with the numerous requests that come in and maintaining and creating a more efficient way of keeping track of correspondence and the various people and organisations that the Council keeps in contact with. In addition to this, I spent considerable time answering the non-stop phone calls.

I have worked closely with the Treasurer, Team Leader and other staff in the Council whether it's to do with report writing or fixing their computers. I have also trained new staff on how to use office equipment and provide them with information needed about how the organisation runs. But most importantly I worked directly with Joumanah as a personal assistant.

My biggest achievement was the development of IWWCV website, which is currently online. I attended different training and seminars to gain more skills and professionalism in my work. For me, working for the Council was very rewarding as I explored the welfare sector and was introduced to a totally different yet interesting side of the world.

African Handicraft Worker's Report

Munira Mahmoud

This year, I continued working on the Horn of Africa Handicraft Project working with highly enthusiastic and talented women determined to develop their skills further and keen to participate in the Australian employment sector. It was aimed at developing Muslim women's skills in the design and production of textile and handicraft material with the objective of empowering women and building their self-confidence and belief in their own skills and knowledge. Two different groups were trained in the City of Yarra; in Carlton we worked in collaboration with the North Carlton Neighborhood Learning Center and in Richmond we collaborated with the Hoddle Street Neighborhood Learning Center. In total 20-25 women participated in the intensive training run over a 10-12 week period.

The women in Carlton initially trained in Doona making enabling them to develop their skills in the use of sewing machines and other textile design and production tools and equipment. From doona making they moved on to design and produce prayer mats with the objective of marketing them within the Muslim community. In 2005, along with skills development the project focused on business information provision and knowledge development with the ultimate objective of motivating the participants to form a small business enterprise. The business knowledge sessions, conducted in collaboration with the Women's Health in the North, focused on prayer mats as a product while discussing business development and marketing strategies. The North Carlton

Neighbourhood Learning Centre also provided English language sessions once a week.

The women in Richmond developed as a new group this year and therefore trained in the basics of cutting, sewing, stitching and producing textile products. This group is developing wonderfully.

The ultimate aim is for these women to form a cooperative group and set up their own small business of textile and handicraft products, thereby utilizing the skills that they have learned and developed. We hope that this combination of handicraft skills and business skills development with language improvements aspects will serve as a model for encouraging and enabling women's economic participation.

In the end, I would like to thank the Carlton Neighbour Learning Centre, Church of all Nations, Carlton Family Resource Centre, Carlton Residential Association, Carlton Primary School and Hoddle Street Neighbourhood Learning Centre for without their continued support and generosity this project would not have been so successful. Without the enthusiasm and the hard work of the women, the project would not have achieved its goals and I am extremely thankful to them. The success of the project has strengthened my belief women's participation and empowerment is critical to any sustainable and positive change in migrant women's lives.



Annual General Meeting 2004

Tuesday 9 December 2004 Preston Shire Hall

Attended By:

George Lekakis – VMC, Khalood Hassan, Hanady Touchan, Jose Campos – Metropolitan Ambulance Service, Sameena Ali, Rajaa Elsewaisy – King Khalid Islamic College, Ruhan Kaprol, Nilufer Yaman, Carol Makhoal – VASS, Edwina Dinkha – NMRC, Fazila Hajeb, Omar Jabir, Derfa Kilic, Gulay Baykal, Jenny Norvick – DIMIA, Aida Ma-jeed – Community Health Centre, Jan Wiebe – Women’s Health in the North, Reem Diwan – Community Health Centre, Nana Hassan – Community Health Centre, Esin Bilik, Luise Zanthyr, Gabby Fakhri – VICSEG, Shona John-son – City of Melbourne, Lula Ahamed, Zahra M. Nure, Dalal, Smiley – City of Darebin, Vicdan Uygun, Anthony Abate – VicPolice, Savar Augostakis – VicPolice, Duoaa Taleb – King Khalid Islamic College, Sarah Taleb – King Khalid Islamic College, Gulperi Aydin – Strathmore Secondary College, Elif Kurt – P.V.G.S. College, Mona, Ilana Katz – Family Court, Ghada Audicho – VicPolice, Kathleen Maltzahn – City of Yarra, Mohamad Alman – AMES, Kate Bean – MHSS, Mariam Hermiz – MRCN, Rasheeda Cooper, Emine Kura – AMES, Brenda Millak-Asylum Seeker Welcome Centre, Charmaire Hosking – VicPolice, Paula Brosnan – VicPolice, Lea Polidano – Womensport & Recreation Vic, Aynur Canbolat, Carolyn Anderson – Invergowrie Foundation, Nicky Friedman – Department of Justice, Stephanie Cauchi – Centre for Citizenship & Human Rights Deakin University, Simone Elias – Equal Oppor-tunity Commission, Zohal Yussuf, Nurgan Eser – Moreland Centrelink, Tony Wakefield – Roxburgh College, Isabel Jackson, Susan Porter – Given the Chance EMC, Juli Dugdale – Melbourne City Mission, Lina Hassan, Jackie Man-sorian, Kate Reeves – Arts & Culture City of Melbourne, Manal Hafda, Mohammad El-Kheir, Leigh Trinh – VicPolice, Dorota Jones-Olsamb – Centrelink, Hulya Akguner – S.C.A.A.B., Katarina Brozovic-Basic – City of Dare-bin, Susan Humphries – Australian Western Sahara Association, Moudy Mo, Qiaoyi Mo, Fikriye Demirel, Joumanah El-Matrah, Asa Hjelt, Sultan Cinar, Tasneem Chopra, Leila Alloush, Dakhylina Madkhul, Munira Mahmoud, Moona Hammoud, Jaweria Khalid, Asha Bedar, Nuzhat Lotia.

Minutes of IWWCV’s 2004 Annual General Meeting

1. Opening Performance: Traditional Malay Dance by Dakhylina & Dana Madkhul.
2. Opening: 12:00pm by Leila Alloush, who formally welcomed all members and guests.
3. Apologies
4. Presentation of Artwork by Khalid Hassan originally from Iraq
5. Chairperson’s Report: presented by Leila Alloush
6. Confirmation of Previous Minutes from last AGM by Tasneem Chopra and Hulya Akguner
7. Treasurer’s Report: presented by Fikriye Demirel. Moved to be accepted by Rasheeda Cooper and Tasneem Chopra.
8. Appointment of Auditor: Pobjoy Mulhall and Associates were reappointed as auditors for 2005. Moved to be accepted by Tasneem Chopra and Fikriye Demirel.
9. Appointment of Public Officer: Nilufer Yaman.
10. Election of Year 2005 Committee of Management: Leila Alloush, Tasneem Chopra, Fikriye Demirel, Rasheeda Cooper, Dakhylina Madkhul, Majida Talib. Hulya Akguner retired.
11. Keynote Address: Padma Raman – CEO of Victorian Law Reform Commission, *“Immigrant Women & Law Re-form”* (full speech included in Annual Report)
12. Musical Performance: Rasheeda Cooper and Fazila Hajeb
13. Keynote Address: Introduced by Tasneem Chopra, Sue Kenny – Associate Professor, Deakin University *“Women working through community development”* (full speech included in Annual Report)
14. Close

Women Working Through Community Development by Professor Sue Kenny (Deakin University)

Thank you for your kind invitation to speak at your AGM today.

Over the last 20 years I have worked with non-government organisations in Australia and in a number of other places in the world. I want to talk about the changes in the way in which these organisations work as well as the inspiring organisations run by women.

NGOs have traditionally had two roles: firstly, the provision of welfare services and secondly, they have provided sites for resistance and activism and through this, a voice for disadvantaged people.

Welfare services

In regard to the provision of welfare services, they have provided welfare as charity and as welfare professionals. One of the main problems with the welfare approach is that the giver and receiver generally understand themselves in an unequal relationship. This allows the giver to decide what is 'best' for the receiver.

The most recent example of this approach is to be found in 'capacity-building'. Capacity-building tends to be based on what is known as the deficit-based approach, which assumes that disadvantaged communities have no capacity and require an 'expert' outsider to come in and build it up for them. The deficit approach can actually further undermine the existing capacities of communities by sapping away existing confidence and pride in communities. Capacity-building also assumes that communities are homogenous and glosses over diversity. Responding to needs and issues is rarely a short-term process. When 'experts' come into a community they have short-term contracts. There is little scope for the time for reflection which is so necessary for the development of skills and knowledge.

Of course this does not mean that NGOs should not be involved in providing knowledge and material support to communities. It does mean though, that they should be sensitive to the ways in which this knowledge and material support can be patronising and undermine existing skills.

Resistance and activism

If there are some problems with the role of NGOs as providers of welfare, what about their role as sites for resistance and activism? Certainly NGOs have been really important, in Australia and internationally, in fighting to ensure that the human rights of the disadvantaged and powerless are guaranteed. But again, it is important to be sensitive to the ways in which advocates 'speak for' the powerless.

I have a commitment to a way of doing things that is known as community development. Community development describes a particular way of working with commu-

nities to shape their development. It involves:

Community members deciding together what their issues are and how they should be resolved;

Community members deciding together what their priorities are and how they should be fulfilled;

Community members deciding on what they want from outsiders (if anything) in assisting them;

Community development practitioners working with and for communities within the community's terms of reference.

I have found that women's organisations are particularly good at working with community development methods. They have an instinct for collective work where it is the communities themselves who decide on what is to be done. Woman community development practitioners tend to be drawn from the communities in which they work. They understand that they are working with and for communities. They have patience. They are prepared to listen and reflect before taking action.

In many countries women's organisations and organisations run by women have provided an inspiration to women struggling for equality and respect. Examples include the *Revolutionary Association of the Women of Afghanistan*, in Afghanistan and Pakistan, and *Maria's Children* in Moscow.

Research that I have undertaken at the CCHR has revealed that it is important that organisations are open, egalitarian, and provide a welcoming, trusting and sharing atmosphere. These are features of the hundreds of women's organisations I have been involved with internationally.

And here today we have an inspiring example of an organisation that exemplifies the features of a real community-based organisation. An organisation established by Muslim women for Muslim women...

Thank you again for inviting me here today, and all the best for 2005.



Women Working Through Community Development

by Padma Raman - CEO Victorian Law Reform Commission

Law by nature reduces human experience to resolve disputes. It requires human experience to be neatly categorised to be able to apply rules and respond to claims. The law is meant to aspire to objectivity, neutrality and generality. Time and time again these concepts have been shown to serve the interests of white middle-class men. There are several examples of how these concepts ensure that law cannot accommodate difference.

However, notions of justice evoke a sense of responsiveness to individual circumstances. I have always seen the role of the law reform commission as being to find more ways for justice to be represented within the legal system.

The law affects all members in a society. In a democracy, it is imperative that the law responds to the needs of the community. Responding to the community requires that the law understands, speaks to and serves the needs of the most marginalised. If the system can cope and be responsive to the needs of the most marginalised, it is bound to be a good system for all.

These ideas of justice and democracy were pivotal in thinking about how the newly established law reform commission could engage with the community. We use the word 'inclusive' to describe our aim to consult widely. We understand that members of the community are better able to participate in law reform debates if the process is genuinely open. We work hard to ensure that the most marginalised in our community are informed about our processes and can engage in imagining a better legal system.

All our work to date has brought up the barriers faced by immigrant women to accessing the legal system. The Commission has worked on a variety of projects but today I will touch on our three projects that clearly concern immigrant women - namely our projects on sexual assault, homicide and family violence.

We completed a major project on sexual assault law reform earlier this year that came up with 207 recommendations for change to the law and legal system. Early on in the project we decided that since much research had been conducted on sexual assault and the best legal approaches, we should identify and focus on the gaps in understandings and knowledge. One obvious gap was research on immigrant women and sexual assault. We know there is a very low reporting rate of sexual assault by immigrant women. But what are the reasons for this and how do the few who do report experience the system? These are issues that still remain under-studied. Furthermore, there is very little reliable data on immigrant women in the legal system for a range of reasons.

We employed a range of strategies to consult with immigrant communities. We had roundtables with immi-

grant representatives, consulted with ethno-specific and peak bodies, held forums on reform and formed partnerships with organisations to further our understandings. For example, we formed a very effective partnership with the *Reichstein Foundation* and the *Islamic Women's Welfare Council of Victoria* to consult with Islamic women's experience of sexual assault and the law. Given the international events over the last few years, the experiences of Islamic women in accessing mainstream structures and their reluctance to use the legal system because of real fear of victimisation was very important. The partnership provided a wealth of information on Islamic women's experiences of the law and reinforced what we had heard in consultations with immigrant communities on the barriers faced by immigrant women in accessing the system. Our report reiterates the fact that the lack of appropriate support, qualified interpreters, racism or fear of racial or religious persecution, and lack of understandings about a complex legal system all contributed to low reporting rates of sexual assault. These issues are probably ones that you are all familiar with. Hopefully our report goes the next step. It recommends a range of strategies to address ethnic communities' awareness of sexual assault and the law, and making the system more responsive to the needs of all complainants. The system has to be more responsive and sensitive for immigrant women to engage with it and our report recommends a combination of community and judicial education, various ways of implementing cultural change, better data collection and more culturally appropriate support for complainants. It seems that most of our recommendations will be implemented so we will have to wait and see...

I won't talk about our homicide reference for too long. But one of the fundamental recommendations concerns abolishing provocation. Provocation reduces a charge of murder to manslaughter. There has been much press lately on the use of provocation by men when they have killed their partners after a history of domestic violence. However, many of the reported cases also have a cultural element. They are essentially a form of cultural defence where the ethnicity of the accused is seen to provide an explanation for the provocation. By abolishing provocation we are not saying that cultural circumstances can't be taken into account but rather that it should not be left to a jury to take into account. We recommend that social framework evidence that puts violence and culture into an appropriate context be allowed as a way of ensuring that cultural sensitivity is not misplaced to excuse male violence.

Finally, to our family violence reference. Our terms of reference specifically ask us to look at the experiences of immigrant women in the intervention order system. We have recently released a consultation paper that summarises the consultations conducted to date and asks a range of questions.

We have established an immigrant women's advisory committee and have developed a strategy for consulting with communities in our next stage. Our paper highlights many of the barriers to access that I talked about in relation to sexual assault. An additional barrier that consistently came up is the interaction between immigration laws and family violence. Women who are living in Australia on migrant or sponsored visas may fear that they will be deported if they leave their abusive partner. This perception may be due to their lack of knowledge of the Australian legal system or threats that their partner has made.

In the next year, we will be occupied with answering the following:

How do we deal with the fact that certain family type may not be covered by the current law?

How do we improve access to the legal system and ensure that appropriate responses to immigrant and refugee women experiencing violence?

We will work in partnership with organisations to devise recommendations that will improve the system's response to family violence in immigrant communities.

Ultimately the Commission cannot pretend to have expertise in consulting with or understanding the diverse experiences of immigrant and refugee women. I think we can only begin to understand the issues by forming partnerships with organisations on the ground that work with immigrant women. I have to say that federally, the political climate at the moment is bleak for issues of diversity and marginalisation. So I think it is even more important that organisations like *the Islamic Women's Welfare Council of Victoria* work with organisations like ours, who are committed to inclusiveness, to bring about change. The commission can only recommend change to government but recommendations that reflect the needs of communities are more likely to succeed in the long run. Imagining change is a start and we need your help to make sure our imaginings are grounded in the reality of immigrant and refugee women's experiences.



Facts & Figures 2004

Casework support to women:	2607	Conferences organised:	
		1 young women's conference	
Secondary consultations:	395	1 community women's leadership conference	
Groupwork sessions:	188	Number of conference participants:	
		Young women's conference	140
Number of groupwork participants:	2,072	Community women's conference	45
Education/training/conference/presentations:	18	Reference groups and committees:	
		Project Respect	
Number of education/training/conference presentations participants:	501	Young Women's Camp	
		VCOSS Human Rights Community Consultations	
		Legal Service Community Information Consultations	
		Victoria Legal Aid Access and Audit Advisory Group	

Partnerships

ADEC
 AMES
 Anglican Care Broadmeadows
 Anti Cancer Council
 Anti Racism Action Band
 Australian Arabic Council
 Australian Lebanese Welfare Inc.
 Australian Western Sahara Association
 Banyule Community Health Service
 Broadmeadows Police – Multicultural Unit
 Brunswick Employment Agency
 Carlton Baths
 Carlton Local Agency Network
 Carlton Neighbourhood House
 Carlton Primary School
 Carlton Residential Association
 Carwatha College
 Centacare Catholic Family Services
 Centre for Adolescent Health
 Centre for Multicultural Youth Issues
 Centrelink
 Child Protection Services North & West
 Church of All Nations
 City of Melbourne
 City of Yarra Financial Services
 Cobram Secondary College
 Community Radio: 3ZZZ, 3CR & SYN
 Cutting Edge (Shepparton and Cobram)
 Darebin Community Health Centre
 Darebin Youth Services
 Deakin University: Department of Citizenship and Human Rights
 Dept. of Human Services Office of Housing
 Dept. of Justice
 Dianella Community Health Service
 Dousta Galla Community Health Service
 East Preston Islamic College
 Ecumenical Migration Centre
 El Telegraph (Arabic) Community Newspaper
 Equal Opportunity Council of Victoria
 Eritrean Community Group
 Eritrean Women's Group
 Ethnic Council Shepparton
 Family Resource Centre
 Family Services Moonee Valley City Council
 FARREP
 Fitzroy Learning Centre
 Gilmore Girls College

Gown-Dances of India
 Hanover Housing Service
 Homeground
 Hopetown Childcare Centre
 Hume City Council
 Hume Global Learning Centre
 Immigrant Women's Domestic Violence Service.
 Iraqi Women's Groups– Shepparton
 Isis Primary Care
 Islamic Council of Victoria
 Islamic Women's Group: Hoppers Crossing
 Kealba Secondary College
 King Khalid Islamic College
 Kingston City Council
 Kitae Taekwondo Academy
 LadiesLuvHipHop
 LaTrobe University Centre for the Study of Mother's and Children's Health
 Legal Aid
 Legal Service (Brimbank)
 Mathew Flinders Girls in Geelong
 Maternal Child Health Services
 McKillop Family Service
 Melbourne University
 Mental Health Service North East
 Mentone Girls Grammar
 Merriland's Secondary College
 Metrowest Housing service
 Mill Park Secondary College
 Minaret College
 Moonee Valley City Council
 Moreland City Council
 Moreland Community Health Services
 Moreland Domestic Violence Network
 Moreland Youth Services
 MRC – Preston
 MRC Broadmeadows
 MRC– Thomastown
 Multicultural Juvenile Justice Network (North)
 Murry Mallee Training: Swan Hill
 NEMBC
 Nersin Tafe Kangan Moreland Campus
 NMIT Collingwood TAFE
 NMIT Preston
 Noble Park Secondary College
 North East Housing
 North Richmond Community Health Centre

North Yarra Community Health Centre
 Orana Family Services
 Palestinian Charitable Association Women's
 Parenting Australia
 Project Respect
 Rayton Girls School
 RILC
 RMIT University
 Robinson Reserve Neighbourhood House
 Roxburgh Park Secondary College
 Royal Melbourne Hospital
 Royal Women's Hospital
 Salvation Army Social Housing Services
 SBS Radio (Middle Eastern Radio)
 St. Vincent DePaul Housing Services
 St. Vincent's Mental Health Services
 SPAM Neighbourhood Houses
 Specialist Children's Services
 State Trustees
 Strengthening Families
 The Ambassador -Community Newspaper
 TIS
 Union House (Melbourne Univ.)
 United Somali Women's Organisation
 VICSEG
 Victorian Parenting Centre
 Victoria Police
 Victorian Arabic Social Services
 Victorian Transcultural Psychiatry Unit
 West Turk Housing Elderly Services Coop-
 Western Young Persons Independent Network
 Westside Circus
 Whittlesea Information Centre
 Women's Health West
 Women's Housing Ltd.
 Women's Legal Aid Inc.
 Women's Legal Service
 Working Women's Health
 Wyndham City Council
 Yarra City Council
 Yarra Community Health Centre
 Yarra Neighbourhood House
 Yarra Youth Services
 YWCA Victoria (Girlstorey)

Auditor's Report

Audited Financial Statement

ISLAMIC WOMEN'S WELFARE COUNCIL OF VICTORIA INC.

REG. NO. A0025162 S

STATEMENT OF FINANCIAL PERFORMANCE

FOR THE YEAR ENDED 30TH JUNE, 2005

<u>INCOME:</u>	<u>2005</u>	<u>2004</u>
Grant - AMES 10,000	10,000	
“ - Aust. Arabic Council	-	5,000
“ - Deakin University	-	5,000
“ - Hume City Council	2,500	2,000
“ - Invergowrie Foundation	-	30,000
“ - Melbourne City Council	20,000	5,000
“ - Myer Foundation	16,000	12,000
“ - Dept. F & CS	154,554	210,083
“ - DIMIA – 1	63,665	59,655
“ - DIMIA – 2	67,174	60,475
“ - DIMIA – 3	66,090	89,442
“ - DIMIA - 4	10,492	-
“ - Vic. Multicultural Comm.	-	1,000
“ - City of Moreland	750	750
“ - Re Ross Trust	10,000	-
“ - Dept for Vic Communities	15,800	-
“ - Research (Bayside)	5,000	-
Overhead Reimbursements	14,328	-
Interest Received 224	186	
Membership Fees 227	201	
Sundry Income 1,880	11,055	
Consultancy Fees 1,977	2,241	
Sale of Publications	19	223
Donation	3,161	684
Training 3,361	5,305	
Centrecare – Donation	-	4,750
	<u>467,202</u>	<u>515,050</u>
<u>LESS EXPENDITURE:</u>		
As per statement attached	<u>439,553</u>	<u>469,001</u>
<u>SURPLUS/(DEFICIT) FOR THE YEAR</u>	<u>\$ 27,649 \$ 46,049.00</u>	

ISLAMIC WOMEN'S WELFARE COUNCIL OF VICTORIA INC.

REG. NO. A0025162 S

STATEMENT OF FINANCIAL PERFORMANCE

FOR THE YEAR ENDED 30TH JUNE, 2004

<u>EXPENDITURE:</u>	<u>2005</u>	<u>2004</u>
Salaries 330,838	280,030	
Workcover	7,068	7,733
Superannuation	26,181	23,077
Staff Travel	8,253	4,303
Audit Fees	1,200	1,080
Bank Charges	416	410
Book-Keeping/Payroll Fees	3,503	3,436
Capital Expenditure	11,002	4,163

Audited Financial Statement

Postage 1,429	1,096	
Printing/Photocopy/Fax	1,499	1,499
Rent	13,982	14,037
Resources	742	447
Stationery	4,760	10,334
Sundries 5,615	11,664	
Telephone	3,875	3,479
A.G.M. Costs	5,167	4,495
Insurance	2,782	2,814
Meetings	2,599	1,260
Training 3,375	310	
Publications/Subscriptions/Memberships	187	1,322
Provision for Annual Leave	(5,701)	1,199
Provision for Long Service Leave	1,349	700
Consultancy	7,000	6,090
Supervision	-	505
Travel – Program	672	1,087
Conferences & Forums	100	2,925
Utilities 1,660	478	
Transfer to Project Balances	-	79,028
<u>TOTAL EXPENDITURE:</u>	<u>\$ 439,553</u>	<u>\$ 469,001</u>

ISLAMIC WOMEN'S WELFARE COUNCIL OF VICTORIA INC.
REG. NO. A0025162 S
STATEMENT OF FINANCIAL POSITION
AS AT 30TH JUNE, 2005

<u>ASSETS</u>		<u>2005</u>	<u>2004</u>
Cash at Fitzroy Carlton Credit Co-op	- A/c 3385	60,646	
	107,705		
" " " " "	- A/c 3419	109,070	
	110,061		
		169,716	
	217,766		
<u>LESS LIABILITIES</u>			
Grants in Advance	32,000		61,250
Creditors & Accruals	5,996		7,293
Project Balance	- DIMIA 1		2,525
" "	- DIMIA 2 (New)		5,974
" "	- DIMIA 3	110	-
" "	- DIMIA 4	14,508	-
" "	- Dept. F & CS	30,675	77,594
Provision for Annual Leave	6,208		11,909
Provision for Long Service Leave	4,904	94,401	3,555
	170,100		

Audited Financial Statement

<u>NET ASSETS</u>		<u>\$ 75,315</u>	<u>\$ 47,666</u>
<u>ACCUMULATED SURPLUS</u>			
Balance 30th June 2004		47,666	
	1,617		
Add Surplus/(Deficit) for the year		<u>27,649</u>	
	<u>46,049</u>		
<u>BALANCE AS AT 30TH JUNE 2005</u>	<u>\$ 75,315</u>	<u>\$ 47,666</u>	

ISLAMIC WOMEN'S WELFARE COUNCIL OF VICTORIA INC.
REG. NO. A0025162 S

**NOTES TO AND FORMING PART OF THE SPECIAL PURPOSE
FINANCIAL STATEMENTS FOR THE YEAR ENDED 30TH JUNE, 2005**

NOTE 1 - STATEMENT OF ACCOUNTING POLICIES

These financial statements are special purpose financial reports prepared for use by the Committee and members of Islamic Women's Welfare Council of Victoria Inc. The Committee has determined that the Association is not a reporting entity and there is no requirement to apply Accounting Standards and other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) in the preparation and presentation of these statements.

These statements are prepared on an accrual basis from the records of the Association. They are based on historic costs and do not take into account changing money value or except where stated, current valuations of non current assets. Accounting policies have been consistently applied, unless otherwise stated.

Publication Order Form



ISLAMIC WOMEN'S WELFARE COUNCIL of Victoria Inc.

IWWCV's Resource Guide 2005

A directory of services relevant to Muslim women

On website

☐

The Voice of Young Muslim Women

Quarterly newsletter

Number of copies

☐

Islam Opposes Violence Against Women

A resource booklet in English & Arabic

Number of copies

☐

Dress, Culture & Migration

Research report on aspects of Muslim women's experiences in Australia

Number of copies

☐

Poster: 'Are we equal in your eyes?'

See page 8 for an outline of the poster

Number of copies

☐

Charges applicable to some publications

Return to: Islamic Women's Welfare Council, 169 Fitzroy Street, Fitzroy VIC 3065

Name	_____
Organisation	_____
ABN	_____
Address	_____
	_____ Post Code _____
Phone	_____
Email	_____

-AN ORGANISATION ESTABLISHED by MUSLIM WOMEN for MUSLIM WOMEN-

AN ORGANISATION
ESTABLISHED *by* MUSLIM WOMEN
for MUSLIM WOMEN