

2011 annual report



AUSTRALIAN MUSLIM WOMEN'S CENTRE FOR HUMAN RIGHTS

Equality without Exception

*We believe that Muslim
women must be the
impetus for change in
their status as citizens.*

Published by:

**Australian Muslim Women's Centre for
Human Rights**

Telephone: (03) 9481 3000

Facsimile: (03) 9481 3001

Email: reception@muslimwomenscentre.org.au

Copyright Information

©2011 Australian Muslim Women's Centre for
Human Rights. This material cannot be reproduced
without expressed permission of AMWCHR.

ISBN 978-0-9872963-0-6

Designed by: Savanah Design Pty Ltd



AUSTRALIAN MUSLIM WOMEN'S CENTRE FOR HUMAN RIGHTS
Equality without Exception

Executive Committee

Tasneem Chopra

Chairperson

Fazila Hajeb

Vice Chairperson

Rasheeda Cooper

Treasurer

Hena Kalam

Secretary

Members

Nasya Bahfen

Heidi Abdel-Raouf

Anisa Buckley

Urfa Masood

Current staff

Joumanah El Matrah

Executive Director

Dr. Nuzhat Lotia

Manager

Sultan Cinar

*Legal Literacy Coordinator,
Citizenship Project*

Jaweria Khalid

*Women's Groupwork Settlement Worker,
Parenting Resettlement Project*

Dr. Asha Bedar

*Research & Education Worker,
SILC Program: Leadership Development
Program and Cornerstones Project*

Zakia Ebrahim

Casework Supervisor

Filiz Mehmet

*Young Women's Worker,
Young Women's Project*

Saffiah El Attar

*Young Women's Worker,
Young Women's Project*

Rita Biro

Office Manager

AUSTRALIAN MUSLIM WOMEN'S CENTRE FOR HUMAN RIGHTS

Equality without Exception

Our Strategic Intent

The Australian Muslim Women's Centre for Human Rights (AMWCHR) is an organisation of Muslim women working to advance the rights and status of Muslim women in Australia.

The Australian Muslim community is characterised by diversity and hybridity; there is not a binding vision of Islam or what it means to be Muslim. We are therefore a non-religious organisation reflecting the cultural, linguistic and sectarian diversity within the Muslim community.

As an organisation committed to Muslim women and human rights, we will not remain silent when Islam is used to undermine the status of Muslim women but will intervene in these instances with facts and informed analysis.

Our intent is to challenge cultural hierarchies or any system of monopolization or exclusion that result in reducing the rights and status of Muslim women.

Our framework of understanding is the international Muslim women's movement for equality and dignity but our action and concern is focused on the local communities in Australia where Muslim women live.

We work for the rights of Muslim women by:

- empowering women's self-determination
- bringing a human rights approach to bear on issues of inequality and disadvantage
- working with individuals, the community, and government to advocate for equality within the Australian context

We aim to inspire positive action by others and aspire to continuously enhance the quality, impact and effectiveness of our work.

Our Principles

The one foundational principle that informs our approach to our work is that Muslim women's equality is:

- without exception
- without qualification
- without threat

Our Work

Who are we?

In 1991 the Islamic Women's Welfare Council of Victoria (The Council) was established by Muslim women for Muslim women. The Council was founded on the belief that meaningful change to the status of Muslim women could be achieved through the improved situation of Muslim women individually and by building their collective capacity.

In December 2011, the Council's name was changed to the Australian Muslim Women's Centre for Human Rights to better reflect the Council's significant role as a human rights defender. This change recognises the singularity of our voice and work on Muslim women's human rights across Australia.

As advocates of Muslim women's rights, we are in chorus with a multitude of Muslims all over the world supporting a vision of Islam at its most progressive, immediate and pertinent to the challenges Muslim women face. Our work in Australia contributes to the already substantial work on Muslim women's human rights taking place across the world in Muslim and non-Muslim majority countries.

How do we see the world?

For the most part, Muslim women who migrated to Australia did so as heirs of a rich, pluralistic tradition, but also as bearers of significant disadvantage, discrimination and, at times, violence. In the context of our history, Islam has been both a liberating and oppressive force in the lives of women, influenced by the vision and limitations of patriarchal society. Historicising how Islam was understood and brought to bear on the status of women testifies to the diversity and plurality of tradition and practice: there has been not one Islam in which all Muslims have participated, but a multiplicity of Islamic interpretations in which many people have lived.

The pursuit of justice and equality for Muslim women has been present to varying degrees in all historical periods and across all cultures and societies. While this pursuit has not always resulted in structural and institutional change, it has nonetheless featured as part of Muslim women's history. Today, all over the world, Muslim women are working and mobilising for change.

This global movement for parity is relevant to Australian Muslim women, whether immigrants or daughters of immigrants, because it brings us closer to the challenge of equality in our Australian context. We seek equality, not only with Muslim men but, with all Australian citizens.

How does our world view influence our work?

We take a non religious, non sectarian approach to our work and adopt a social justice lens to Islam when it is used to justify any infringement against women. This allows us to work with all Muslim women.

We believe that there is not one view of Islam that represents all Muslims in Australia and, further, that the diversity of Muslims in Australia is a strength.

We believe that Muslim women must be the impetus for change in their status as citizens.

What are the core areas of work we undertake?

We prioritise very practical work for women that improve their lives in tangible and measurable ways. We work with individuals, groups and service providers in the following areas:

- case work, referrals, secondary consultation and outreach
- advocacy
- community based programs and service delivery
- capacity building
- leadership development
- policy development
- partnership projects

We have recently established the Australian Institute for Minority Women (the Institute) to operate as the research and consultancy arm of AMWCHR. The experience of Muslim women as a minority has much in common with women's experiences from other minority groups. The Institute was created because, we believe, the expertise we formed working with Muslim women could be useful to all minority women. As well as providing an insight into the conditions and situations of minorities in Australia generally, the Institute seeks to build an alliance with other minority women in Australia as a gesture of solidarity. The Institute undertakes the following activities:

- research
- training development and delivery
- publications
- consultancy services

Chairperson's Report

It is with pleasure that I present to you the Australian Muslim Women's Centre for Human Rights (AMWCHR) Annual Report for 2011.

This provides a timely reflection on the incredible work of the Centre over the past twenty years. In this time, the Centre has had a number of formidable achievements including its transformation from a small number of volunteers, to now a national institution comprising a team of highly skilled staff and a growing international reputation. In that time, we have provided 65,000 services to Muslim women, children and services providers. This year has been equally productive with programs winding up and new programs commencing.

As well as delivering its primary support to women, the Centre has developed a strong advocacy tradition, dealing with the complex effects of race, religion and gender on Muslim women's status in Australia. This has been our commitment from the beginning and one we have tried to remain faithful to, in different and difficult times. What has always been true in our twenty years of advocacy, is that the disadvantage

experienced by Muslim women has almost always been invisible to the rest of Australian society.

This represents our inaugural report for the organisation since our official name change in April earlier this year, which also comes two decades since the inception of the then Islamic Women's Welfare Council of Victoria. It worth noting here something we have always believed at our Centre, which is that if Australia had not had a commitment to progressive multiculturalism as public policy for the settlement and integration of newly arrived migrants and immigrants, our Centre would not exist. In many ways, as Joumanah notes in her report, our Centre is now the Australian voice in the international movement for Muslim women's human rights.

The launch of our new name and focus this year, demonstrated the degree to which we have become part of Australian society. This milestone was attended by our Australian Attorney-General, the Honourable Robert McClelland, the wonderful Senator Kate Lundy, Parliamentary Secretary for Immigration and Multicultural Affairs and the



AUSTRALIAN MUSLIM WOMEN'S CENTRE FOR HUMAN RIGHTS
Equality without Exception

Honourable Catherine Branson, QC, President of the Australian Human Rights Commission.

We are often referred to as an organisation that 'punches above its weight', and this would not be possible of course without the dedicated team of professionals who make up our staff, our committee members and of course without the ongoing support of our government and philanthropic donors.

In conclusion, to our stellar Executive Director, Joumanah El Matrah, we remain ever grateful. Her foresight and energy are inspirational, and there is no doubt that much of the credit for where AMWCHR stands today, is owed in large part to her. Thanks are due also to our entire team of staff, old and new, whose collective passion for social justice informs our charter for human rights, every day. And to our Committee of Management, I wish to thank each of you for your ongoing support throughout this year. Let us hope the coming 12 months deliver us great success and see the Centre grow in strength as it serves Muslim women and Australian society.

Tasneem Chopra



Executive Director's Report

It is with great pride that I present our annual general report this year as the Australian Muslim Women's Centre for Human Rights (AMWCHR).

Since our inception in 1991, as Islamic Women's Welfare Council of Victoria, we have been an organisation committed to the practical improvement of women's lives – everything from filling in Centrelink forms to job applications, from finding interpreters to escaping violence and finding shelter. Even our leadership development and capacity building programs have always had a very practical bent. In this regard, nothing will change for the women we serve in Victoria. We will continue to service women in practical, measurable ways to improve their lives and alleviate disadvantage.

We have worked hard to be an important force in the community welfare sector, contributing to the development of programs and learnings about working with women and culturally diverse communities. This also will not change. And, we will continue to support, advise and advocate to all levels of government, as we have always done.

However, in addition to its existing responsibilities, the AMWCHR will become a national advocacy body working to develop programs aimed precisely at increasing Muslim women's engagement and fulfilment of their human rights. This development will bring a human rights approach, as a framework, to bear on issues of disadvantage and inequality for Muslim women across Australia. We will focus on all matters of relevance to them, from racism to

domestic violence, to the exclusion of Muslim women from Australia's labour force.

This development signifies not only a change in our organisation, but more importantly, a shift for Australian Muslim women themselves. For too long, there has been a fabled divide between Muslim women as passive victims unable to comprehend their own powerlessness and all other women who have realised their rights. Since its inception, this myth has been problematic and deeply corrosive to Muslim women's attempts to find a place for themselves in Australia as well as Australia's attempt to make Muslim women part of its cultural fabric.

Our organisation of Muslim women working for the rights of Muslim women puts to rest the fallacy that human rights and Islam are incompatible or any suggestion that Muslim women due to their faith have no interest in being treated as equally human. We are not a religious organisation, but as Muslim women, we do not ascribe to the view that our religion situates us as less human or as deserving less human dignity than our male counterparts.

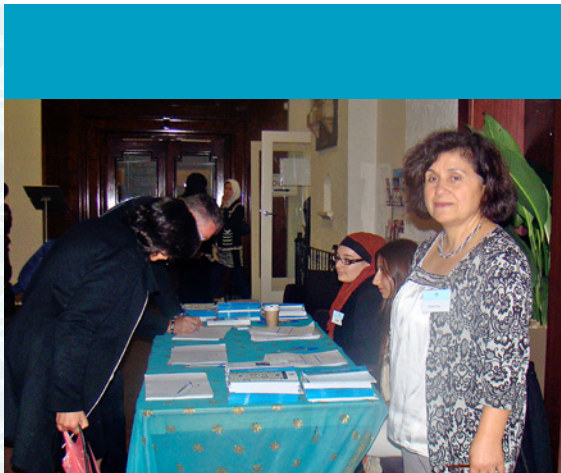
All over the world, Muslims are working for their human rights – women and men. This makes Australia part of that international movement. In April 2011, we launched our new name and national focus, and we released our new community education strategy "Islam and Muslims Oppose Violence against Women". This community education strategy demonstrates our new approach. It brings learning from our sister organisations overseas, from

progressive male and female theologians, to focus on our Australian context, and utilises a rights-based approach to the issue of violence, culture and women's rights. This, of course, is made possible by our organisation's embeddedness in the ethics of multiculturalism, a policy which we all have a stake in because it envisions a good society by the status and treatment of minorities.

Alongside the AMWCHR's new role, our organisation has continued the provision of standard services. This year our services to women have dramatically increased with 5798 services provided to women and children, and 868 services provided to mainstream communities and service providers. There are a number of new and exciting initiatives outlined in our report, but also the completion of a number of projects such as our legal literacy program for newly-arrived immigrant women, which has run for six years. With the completion of this project, one of our highly valued and long-term staff members, Sultan Cinar, has moved into retirement. It is with much sadness that we see her go.

The immense productivity of this organisation is attributable to our staff with the support of Committee of Management. Always dynamic and committed to women, the AMWCHR's women have achieved a great deal with very little. In this regard, I would like to thank the many people who have contributed to our work and helped us exceed what we even thought was possible.

Joumanah El Matrah



Sultan Cinar, long term staff member of the AMWCHR has retired. She will be sadly missed by the community sector and AMWCHR especially!



Faride Bezhan and Gulgotai Bezhan, valued partners in our work with Muslim women, alongside AMWCHR's Asha Bedar and Jaweria Khalid.

Launch: Australian Muslim Women's Centre for Human Rights and Islam and Muslims Oppose Violence Against Women

In April 2011, we publicly celebrated changing our name to the Australian Muslim Women's Centre for Human Rights. We wanted this change to better reflect the singularity of our voice and work on Muslim women's human rights. We also launched our 'Islam and Muslims Oppose Violence Against Women -Community Education Campaign' to reflect our new approach of employing multiple strategies, including human rights and Islam to address issues that impinge on Muslim women's lives.



Community sector colleagues alongside Muslim women supporters and members help us launch our new organisational name and focus as the Australian Muslim Women's Centre for Human Rights.

In addition to Muslim women and our colleagues from the community welfare sector, we also had the honor being joined by; the Attorney General of Australia, the Honourable Robert McClelland MP, the Honourable Senator Kate Lundy, Parliamentary Secretary to the Prime Minister and Parliamentary Secretary for Immigration and Multicultural Affairs, the Honourable Catherine Branson QC, President, Australian Human Rights Commission, Maria Dimopoulos of Myriad Consultants, community advocate and Alia Gabrez, Spoken Word Artist.



Esteemed friend and honorary member of Australian Muslim Women's Centre for Human Rights Maria Dimopoulos of Myriad Consultants launches Islam and Muslims Oppose Violence Against Women publication and community education strategy.



The Attorney-General of Australia, the Honourable Robert McClelland MP launching our new name and focus as the Australian Muslim Women's Centre for Human Rights



The Honourable Catherine Branson QC, President, Australian Human Rights Commission launching our Islam and Muslims Oppose Violence Against Women publications and community education strategy.



The Honourable, Senator Kate Lundy. Parliamentary Secretary to the Prime Minister and Parliamentary Secretary for Immigration and Multicultural Affairs, launching the Australian Muslim Women's Centre for Human Rights



Alia Gabrez, Spoken Word Poet launching Australian Muslim Women's Centre for Human Rights

Project reports

Parenting program

Over the year, the AMWHRC supported Muslim women who recently settled in Victoria with information and life skills development with funding from the Department of Immigration and Citizenship. The parenting project provided casework support, and delivered information sessions, groupwork and radio programmes.

Our casework service collaborated closely with organisations working with refugees who have experienced trauma prior to their resettlement in Australia, including AMES, Spectrum MRC and Foundation House, to successfully and holistically support clients through their settlement process.

This year we held groupwork sessions that covered parenting in the Australian culture and explored techniques for communicating with children. Sessions focused on parenting in a new culture and disciplining children and included some single mothers who were finding parenting very challenging in their new country. Alongside our groupwork, we organised radio programs that went to air in Somali, Arabic and Dari on the topic of 'Healthy Relationships with Children through Effective Communication' on 3CR and SBS radio.

The other important component of the parenting program is the provision of advice to mainstream organisations about the needs of Muslim women. The program extensive secondary advice and support to a range of organisations.

Aydil: Peacebuilding project

In 2011, the AMWCHR ran the Aydil Project, a 3-year project due for completion in late 2011, funded by the Ian Potter Foundation. The ultimate goal of Aydil is to contribute to the development of community peace values. The project is based on group-work and capacity-building

aimed at improving both primary and secondary school children's life skills and socio-emotional development in order to foster resilience and social integration. The project takes the approach that a safe and supportive space for developing self and social awareness and life skills contributes significantly to the development of positive attitudes to oneself and society. It is envisaged that these attitudes will contribute to healthy self-esteem, healthy community relationships, mutual understanding, respect, constructive social behaviour, integration and, ultimately, peace.

As part of the project, the AMWCHR conducted intensive groupwork with women and children; information sessions on Islam and Muslims in Australia for schools; and held a children's conference. Through our workshops during the year we reached women from a mix of established and newly arrived (refugee) groups. The children's groups were extremely diverse in terms of ethnic background since they were conducted in both mainstream and Islamic schools across Melbourne, and included children from Anglo-saxon as well as a range of Muslim backgrounds, including Turkish, Arab, Afghan, Pakistan, South African and Horn of Africa.

Children's conference

An exciting first for the AMWCHR was the Children's Conference titled "Shining Stars", which brought together Grade 5 students from schools in Melbourne with whom the AMWCHR had previously worked. With a combination of fun and interactive group sessions such as a magic show, drumming and dancing workshops and learning-based interactive workshops run by experienced children's group facilitators, the conference provided opportunities for children to learn about healthy life skills and positive community attitudes. Interactive group sessions focused on four key themes: self-esteem, positive relationships, communication and diversity.

Project reports

Self-esteem, Identity, Leadership and Community (SILC) Victoria Project

The AMWCHR's SILC (Self-esteem, Identity, Leadership and Community) Project has been running intensive leadership and personal development workshops with women from a range of backgrounds for the last 8 years. Funded by the R. E. Ross Foundation since 2009, the project aims to develop the capacities of Muslim women to take on leadership roles in the development of their communities and encourage other women by role modelling leadership.

This year the project worked with women from a diverse range of backgrounds, including Arabic, Turkish, African, Indian, Sri Lankan, Pakistani and Anglo-Australian. The workshops focused on self and social awareness; attitudes towards gender and human rights issues; and the development of leadership and communication skills.

At our leadership workshops with young women, participants brought up a range of issues that act as significant barriers to their community participation. These were addressed in great depth through a variety of group activities such as small group discussions, case studies, and poster development. Young women were eager to talk about and seek support for generational and cultural conflicts with their families pertaining to their place in Australia. Issues of cross-cultural adjustment and racism also emerged. Discussions in these groups frequently focused on identifying ways of communicating about such issues in the family setting, playing a positive role at school as well as within their communities, and exploring their full potential as young women.

Cornerstones

The AMWCHR's Cornerstones Project aims to work towards building healthy family and community relationships within the Muslim community. This year, Cornerstones completed a school project working with year 7 and 8 students from the East Preston Islamic College. The project included four sessions focusing on self-esteem, diversity, healthy family relations and responsible community relations with each class at these year levels and was then followed by sessions with parents.

The response from the students, both girls and boys, from primarily African, but also Arabic, Turkish and Pakistani backgrounds, were very encouraging. Discussions ranged from family roles and responsibilities to significant social issues within the Muslim community. A set of posters developed by the students towards the end of the project demonstrated the attitudinal learning and analysis that had taken place, linking personal and community issues, highlighting human rights needs and abuses within the community, and identifying the link between healthy family relationships and constructive community relationships.

The parents' sessions aimed at reinforcing the above learnings by collectively identifying ways of improving children's self-esteem and teaching respect for human diversity and rights. The sessions were attended primarily by mothers from Turkish/Kurdish and Afghan backgrounds.

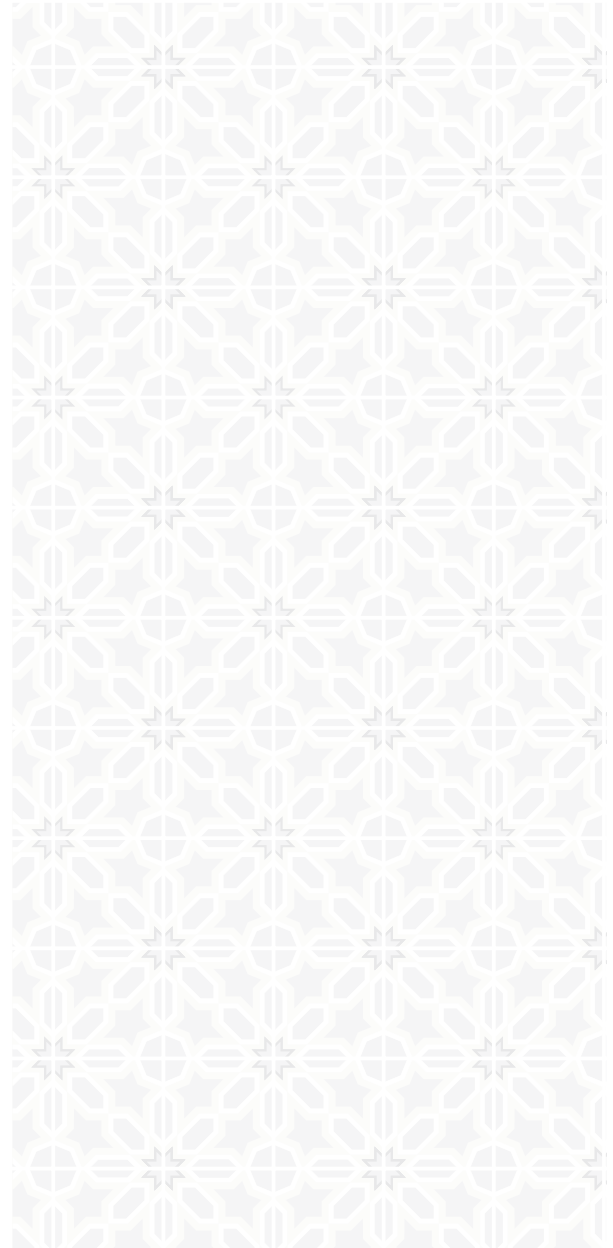
Project reports

Citizenship and Anti-violence Program

The Citizenship and Anti-violence Program's focus is to enhance newly arrived Muslim women's knowledge and confidence in the Australian legal, education and welfare systems to enhance their access to available protections and supports. This year the program built the capacity of Muslim women in matters of settlement and civics as well as their understanding of the legal system in Australia. Many newly arrived Muslim women are unaware of legal remedies available to them, or at times lack the confidence to pursue them and often only come into contact with the system in times of crisis.

The program advocated and worked to ensure that Muslim women access the relevant systems and that our systems of protection and support respond appropriately to Muslim women. Consequently, the program used a multi-layered methodology of working with individuals, groups of Muslim women and service providers to address issues of safety and citizenship at the client and service provider levels.

This was the last year of our work for this program with a focus on legal and civic literacy. While we believe that this is still a key area of support and capacity building for newly arrived Muslim women, we have had to wind down this program due to funding constraints. We do hope to reinstate the program if and when we have greater access to resources.



Young women's project

The aim of the Young Women's Project is to support the particular needs of young recently arrived Muslim women with the challenges of being young and in a new country. This is done by providing information to assist their independence and self-agency and by building up their self-esteem to deal with the reality that they have more challenges to contend with than any other group within the Muslim community.

In relation to this aim, the project delivered information sessions to build the capacity of young women to deal with settlement related issues. This year the project focused on schools in the south-east growth corridor of Melbourne as well as regional Victoria, which have had a growth in the numbers of refugee and newly arrived students in the area originating from Afghanistan, Iraq, Iran, Horn of Africa and South East Asia

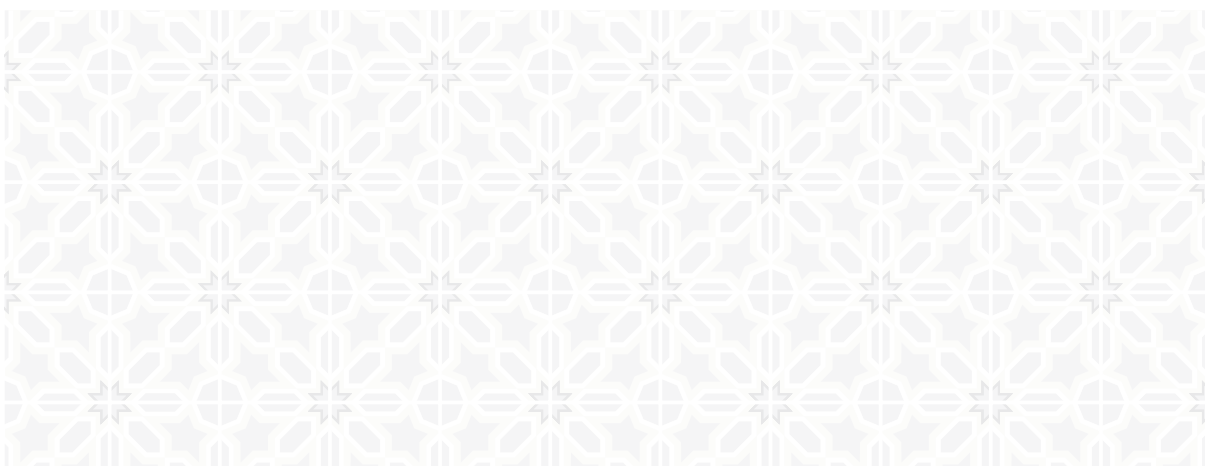
In addition to information sessions, the project ran a groupwork program. The program focused on increasing the resilience of participants to contend with racial and cultural issues especially in light of the largely negative media portrayal and public perceptions of refugees and newly arrived

migrants, as well as exploring issues of rights and responsibilities, social inclusion, and notions of culture, tradition and respect across cultures and groups.

Community consultations were conducted with young people to discuss the issue of early marriage and participants agreed that this was an issue which needed to be canvassed more widely in the public arena.

This year three school conferences for young Muslim women were held with the title "Artful Expressions – Expressions and Impressions of Young Muslim Women in Victoria". The conferences allowed young women through the medium of art to express themselves and give thought to how they view their experience of being newly arrived/refugee young Muslim women in Australia.

The Homework Program assisted participants to strengthen study skills with the aim of enhancing immediate and future educational outcomes. Participants had the opportunity to not only develop their study skills, but also to begin setting future goals in employment and tertiary study.



New developments

Aman

Towards the end of this year, the AMWCHR was very pleased to receive funding to develop and conduct an intensive school-based project with young Muslims. The project titled “Aman”, which means peace in some of the languages spoken in Muslim communities, is funded by the Federal Attorney General’s Department with the aim of fostering values of peace and non-violence in Muslim communities. The project comprises a series of sessions with selected students from Islamic schools in Melbourne and included developing a positive identity, expanding social awareness, cultivating healthy attitudes towards themselves, human rights and the community, and developing skills to help them contribute more positively and constructively to society as a whole. The topics are further linked and reinforced through brief class assignments and group projects.



Work on family violence

This year the Centre undertook two initiatives directly addressing the issue of domestic violence. The first involved redeveloping the “Islam and Muslims Oppose Violence Against Women” booklets into an information resource for community women and a separate guide for Muslim and non-Muslim workers in the area. Extensive research went into the development of this much needed and appreciated resource, ranging from information on the forms of violence to which Muslim women are exposed to the implications of various Quranic interpretations for gender and, ultimately, gender-based violence. The workers’ guide, in particular, seeks to inform a shift in the prevailing understanding of Muslim women and family violence, highlighting the complex social, religious and political battles that limit Muslim women’s options and obstruct their understanding of family violence.

The workers’ guide was complemented with training sessions for family violence workers. This was made possible with funding provided by the Victorian Legal Services Board. The sessions aimed to provide a strategic and conceptual framework for responding to Muslim women in family violence situations, using a gender, cultural and human rights lens. The training sessions included an overview of Muslim women’s experiences of family violence and its dynamics in the Australian context, using a gender lens when working with culturally diverse Muslim communities, as well as socio-cultural, religious and structural factors that influence how Muslim women have tried to address issues of family violence.

Services provided

Individual support to women	2687
Secondary Consultations	165
Groupwork sessions	84
Participants	1458
Children's groupwork sessions	48
Participants	810
Education/training/presentations	20
Number of education/training/ presentations/participants	553
Individual consultations	36
Community consultations	10
Number of consultation participants	120
Homework group sessions	6
Number of homework group participants	91
Workshops for Muslim women	21
Participants	260
Conferences/Events organised	5
Participants	392
Radio Programs in community languages	16
Network Meetings	60

Feedback from Muslim women

"I feel more confident [because of my] improved relationship with my children and I learnt how to look after myself. I need more sessions to learn more about parenting [in Australia]".

"It was a very good program and made a lot of difference for me."

"I felt safe, the people were friendly and the style of facilitation helped us to share our experiences and concerns freely."

"The sessions allowed me to meet new people, I know that there a lot of things to learn."

"I didn't realise, until now, that Australia's laws would protect me"

"Without [caseworker's] support I don't think I could have faced all the issues."

"Sessions completely changed how I thought about being in Australia. It feels easy now."

Feedback from our community sector colleagues

"Thanks so much for coming out and working with the girls. We all thought the session was brilliant and would love to have you back to continue your work"

"... radio program went on air twice and on the website, it shows that more than 100 people listened to the program online. This is a very good number of listeners, very few programs get such a high number of online listeners."

"... The sessions marked a significant step forward in meeting the participants where they were at. The story telling and discussion format was excellent ...

"The 'community feel' to the events was another important factor in their success. The use of local talent honoured the participant communities ..."

"Community members left with a better understanding of the law and how it relates to the circumstances of their own families — increased ability to identify local support systems — increased understanding of stress and its impact on the family."

"Overall very informative and inspiring training"

"Most interesting training I have attended in a long time"

Important Facts and Figures for Australian Muslims*

Approximately **2%** of the Australian population are Muslim.

Persons born overseas made up almost **60%** of Victoria's Muslim population; nearly half arrived in Australia between 1996 and 2006.

Approximately **half** of Victoria's Muslims are aged under 25 years, compared to one third for Victoria overall.

Just under a **third** of the Muslim population live in Victoria

17% of Victoria's Muslim population spoke English not well or not at all, compared to 4% for Victoria overall.

For Muslims with a postgraduate degree level qualifications, the median income for Muslims was **\$607 per week**, compared to \$1159 for the overall population.

The proportion of Muslims aged 15 years and over with no educational attainment is more than **4 times** the proportion for the overall population.

The median weekly income for Muslims in Victoria was \$245, compared to \$456 for the overall Victorian population.

Within the Muslim population, those born overseas were 9 times more likely than Australian born to have no educational attainment, and the proportion of females with no educational attainment was double that of males.

Of recent arrivals, the unemployment rate for Muslim women in Victoria was 30%, almost twice the rate of all Victorian women.

Victoria's Muslim population had an unemployment rate of 14%, compared to 5% for Victoria overall.

Almost 30% of Victoria's employed Muslims were working as either machinery operators and drivers, or as laborers. This is nearly twice the proportion of all employed Victorians in these occupations.

** Data collected from the Australia Bureau of Statistics, based on 2006 census. The AMWHRC expects a slight deterioration in the economic status of Muslims since 2006, but no other significant changes to the data represented above.*

Special thanks to our donors

Department of Immigration and
Citizenship
Department of Families, Housing,
Community Services and Indigenous
Affairs (FAHCSIA)

Australian Government Attorney-
General's Department
The Ian Potter Foundation
The R E ROSS Trust

Helen Macpherson Smith Trust
The Victorian Women's Trust
The Legal Services Board
Victorian Multicultural Commission

Special thanks to our collaborating organisations

3CR Community Radio
3ZZZ Radio
ABC Childcare Learning Centres
Alevi Community Council
Allens Arthur Robinson
Al-Siraat College
AMES Victoria
Anglicare Victoria
Arabic Welfare Inc
Australian International Academy
Banksia Gardens Community Centre
Belle Vue Park Primary School
Broadmeadows Anglicare Community
House
Broadmeadows Health Service
Broadmeadows Legal Service
Catholic Care Dandenong
Cancer Council of Victoria
Carlton Family Resource Centre
Carlton Primary School Carwatha
College
Centre for Multicultural Youth
Centrelink Victoria
CERES
Children's Protection Society
Dance 101
Darebin Community Health Centre
Department of Human Services
Department of Education and Early
childhood Hume Region
Doutta Gala Community Health Service
East Preston Islamic College
Eumemmerring College
Fawcner Community Health Centre
Fawcner Primary School
Footscray Community Legal Centre
Gilmore College for Girls
Goulburn Ovens Institute of TAFE
Goulburn Valley Community Health
Service

Greater Dandenong Community Health
Centre
Foundation House
Freehills
Hip to Hip Middle Eastern Dance
Studio
Homestead Community Centre
Development - Hume
Imam Ali Islamic Centre
inTouch Multicultural Centre against
Family Violence
John Fawcner College
Kangan Batman TAFE
Kurdish Association
La Trobe University
Law Institute of Victoria
McGuire College
McKillop Family Services
Meadow Fair North Primary School
Metrowest Housing Services
Minaret College
Monash University Education Unit
Moreland City Council
Moreland Community Health Service
Moreland Community Legal Centre
Moreland Energy
Multicultural Centre of Women's
Health
Muslim Women's National Network,
Sydney
Muslim Women's Support Centre,
Perth
Monash Breast Screen
Myriad Consultancy Service
Noble Park English Language School
North Richmond Community Health
Centre
Orana Family Services
Roxburgh College
Royal Melbourne Hospital
Royal Women's Hospital

Salvation Army Victoria
Springvale Community Health Centre
SBS Ethnic Radio
SBS Radio, Arabic Service
Shepparton High School
Shepparton English learning Center
Spectrum Migrant Resource Centre
St Vincent De Paul Housing Services
Swinburne University
TIS-Translating and Interpreting
Service
Uniting Care Cutting Edge in
Shepparton and Cobram
University of Melbourne
VCAT
Victoria Legal Aid
Victoria University
Victorian Human Rights and Equal
Opportunity Commission
Welfare Rights Unit
Wells Spring Community Centre
Western Suburbs Legal Service
Whittlesea Community Connections
WISE – Disability Employment Service
Windermere child and Family Services-
Naree Warren
Women's Health in the North
Women's Health West
Women's Legal Service Inc
Northern Hospital
Yarra Community Health Service
Orana Family Services
Peter Lalor Secondary College
RMIT Bundoora
Yarra Community Housing
Young Women's Crisis Service
Youth Law
YWCA Victoria

Income statement for the year ended 30 June 2011

Income	Note	2011 \$	2010 \$
Grant Income		646,707	618,003
Interest received		9,976	5,434
Membership Fees		150	118
Consultancy Fees		-	649
Donations		3,742	5,626
Project Management & Admin. Reimbursements		55,230	64,268
Melbourne Uni Service Fees		11,482	18,875
Training Income		1,826	-
		729,113	712,973
Expenditure			
Salaries		415,786	418,379
Superannuation		39,217	37,201
Staff Travel		22,022	29,470
Staff Amenities		1,075	1,120
Other Employment Costs		1,891	2,802
Accounting and audit fees		18,864	17,056
Audio Expenses		9,375	-
Bank Charges		371	401
Cleaning		2,100	1,761
Capital Expenditure (minor equipment)		964	1,884
Depreciation		1,739	328
Evaluation Expenses		-	500
Postage		223	345
Printing/Photocopy/Fax		34,192	10,326
Rent & Rates		22,094	19,090
Maintenance		3,366	2,728
Catering		2,769	5,229

The accompanying notes form part of these financial statements.

Income statement for the year ended 30 June 2011

Expenditure	Note	2011 \$	2010 \$
Resources		6,169	85
Office Expenses		2,349	1,546
Sundries		272	(203)
Telephone		6,046	6,956
A.G.M. Costs		6,504	4,645
Insurance		19,058	13,684
Training Costs		5,311	9,136
Publications/Subscriptions/Membership		696	1,044
Provision for Annual Leave		8,510	18,353
Provision for Long Service Leave		8,764	438
Consultancy / Professional Fees		16,408	5,061
Marketing & Promotions		1,879	682
Tutoring Fees		-	3,470
Conferences & Forums		6,044	3,876
Utilities Costs		1,781	1,877
Interpreting & Translation Costs		8,132	2,341
IT & Software Costs		5,513	4,150
Project Management Costs		20,833	63,861
Venue Hire		500	1,346
Childcare		1,994	2,289
		702,811	693,257
Profit before income tax		26,302	19,716
Income tax expense	2	-	-
Profit after income tax		26,302	19,716
Retained Profits at the beginning of the financial year		107,108	87,392
Retained Profits at the end of the financial year		133,410	107,108

The accompanying notes form part of these financial statements.

Balance sheet as at 30 June 2011

		2011	2010
	Note	\$	\$
Current assets			
Cash	3	477,354	333,541
Trade and other receivables	4	1,643	20,723
Total Current Assets		478,997	354,264
Non current assets			
Property, plant and equipment	5	5,495	7,234
Total non current assets		5,495	7,234
Total assets		484,492	361,498
Current liabilities			
Trade and other creditors	6	36,616	54,471
Amounts received in advance	7	215,734	118,460
Provisions	8	98,732	81,459
Total current liabilities		351,082	254,390
Total liabilities		351,082	254,390
Net assets		133,410	107,108
Members' funds			
Retained profits		133,410	107,108
Total members' funds		133,410	107,108
Cash flows from operating activities			
Receipts from Grants (Recurrent)		743,981	653,526
Receipts from customers		93,151	92,487
Payments to suppliers and employees		(703,295)	(668,199)
Interest received		9,976	5,434
Net Cash provided by operating activities	9	143,813	83,248
Cash flows from investing activities			
Payments for purchase of property and equipment		-	(6,199)
Net Cash provided by (used in) investing activities		-	(6,199)
Net increase (decrease) in cash held		143,813	77,049
Cash at the beginning of the year		333,541	256,492
Cash at the end of the year		477,354	333,541

The accompanying notes form part of these financial statements.

Notes to the financial statements for the year ended 30 June 2011

Note I: Statement of Significant Accounting Policies

This financial report is special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporations Act 1981 (Vic). The committee has determined that the association is not a reporting entity. The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where specifically stated, current valuation of non-current assets. The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in preparation of this financial report.

a. Cash and Cash Equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of three months or less.

b. Income Tax

The income tax expense (revenue) for the year comprises current income tax expense (income).

The association does not apply deferred tax. Current income tax expense charged to the profit and loss is the tax payable on taxable income calculated using applicable income tax rates enacted, or substantially enacted, as at the end of the reporting period. Current tax liabilities (assets) are therefore measured at the amounts

expected to be paid to (recovered from) the relevant taxation authority.

The Association is exempt from paying income tax by virtue of Section 50-45 of the Income Tax Assessment Act, 1997. Accordingly, tax effect accounting has not been adopted.

c. Property, Plant and Equipment

Leasehold improvements and office equipment are carried at cost less, where applicable, any

accumulated depreciation. The depreciable amount of all property, plant and equipment is depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use. Leasehold Improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

d. Employee Entitlements

Provision is made for the Association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits have been measured at the amounts expected to be paid when the liability is settled. Provision is made for the Association's liability for long service leave from commencement of employment, not from the 5 year employment period normally accrued as industry practice.

e. Provisions

Provisions are recognised when the Association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured at the best estimate of the amounts required to settle the obligation at the end of the reporting period.

f. Impairment of Assets

At the end of each reporting period, the entity reviews the carrying values of its tangible and intangible assets to determine whether there is an indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is recognised in the income and expenditure statement.

g. Revenue

Revenue is brought to account when received and to the extent that it relates to the subsequent period it is disclosed as a liability.

Grant Income

Grant income received, other than for specific purposes, is brought to account over the period to which the grant relates.

Deferred Income

Unspent grant income received in relation to specific projects and events is not brought to account as revenue in the current year but deferred as a liability in the financial statements until spent for the purpose received.

Capital Grants

Grant Income received relating to the purchase of capital items is shown as Unamortised Capital Grant and brought to account over the expected life of the asset in proportion to the related depreciation charge.

Interest Revenue

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument.

Donations

Donation income is recognised when the entity obtains control over the funds which is generally at the time of receipt.

h. Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the assets and liabilities statement.

	2011 \$	2010 \$
Note 2: Income Tax Expense		
Prima facie tax payable on operating profit at 30% (2010: 30%)	7,891	5,915
Less tax effect of: non-taxable member income arising from principle of mutuality	(7,891)	(5,915)
Income tax expense	-	-
Note 3: Cash and cash equivalents		
Cash at bank	477,354	333,541
Note 4: Trade and other receivables		
Trade and other receivables 1,643 20,723		
Note 5: Property, plant and equipment		
Office equipment - at cost 7,562 7,562		
Less: Accumulated depreciation (2,067) (328)	5,495	7,234
Note 6: Trade and other payables		
Creditors and accruals 40,494 48,572		
GST amounts payable	(3,878)	5,899
	36,616	54,471
Note 7: Amounts received in advance		
Grants in advance	215,734	118,460

	2011 \$	2010 \$
Note 8: Provisions		
Current		
Provision for annual leave	63,919	55,410
Provision for long service leave	34,813	26,049
	98,732	81,459

**Note 9: Reconciliation of Cash Flow from
Operations with Profit from Ordinary
Activities after Income Tax**

Profit after income tax 26,302 19,716		
Cash flows excluded from operating profit attributable to operating activities		
Non-cash flows in profit		
Depreciation	1,739	328
Changes in assets and liabilities;		
(Increase)/decrease in trade and other receivables	19,080	2,951
Increase/(decrease) in trade and other payables	(17,855)	(28)
Increase/(decrease) in amounts received in advance	97,274	118,460
Increase/(decrease) in project balances	-	(82,937)
Increase/(decrease) in provisions	17,273	18,792
Net cash provided by Operating Activities	143,813	77,282

Independent audit report to the members of australian muslim women's centre for human rights inc.

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of Australian Muslim Women's Centre for Human Rights Inc., which comprises the assets and liabilities statement as at 30 June 2011, statement of cash flows as at 30 June 2011, and the income and expenditure statement for the year then ended, a summary of significant accounting policies, other explanatory notes and the statement by members of the committee.

Committee's Responsibility for the Financial Report

The committee of the association is responsible for the preparation and fair presentation of the financial report and has determined that the accounting policies described in Note 1 to the financial statement, which form part of the financial report, are appropriate to meet the requirements of the Associations Incorporation Act 1981 (Vic) and are appropriate to meet the needs of the members. The committee's responsibilities also include establishing and maintaining internal control as the committee determines is necessary to enable the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those assessments, the auditor considers internal control relevant to the association's preparation and fair presentation of the financial report that gives a true and fair view, in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.


We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, financial report gives a true and fair view of the financial position of Australian Muslim Women's Centre for Human Rights Victoria Inc. as at 30 June 2011 and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the Associations Incorporation Act 1981 (Vic).

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Australian Muslim Women's Centre for Human Rights Inc. to meet the requirements of the Associations Incorporation Act 1981 (Vic). As a result, the financial report may not be suitable for another purpose.



Sean Denham

Sean Denham & Associates

Dated:

CPA's

Suite 1, 707 Mt Alexander Road, Moonee Ponds Vic 3039



AUSTRALIAN MUSLIM WOMEN'S CENTRE FOR HUMAN RIGHTS
Equality without Exception

Telephone 03 9481 3000

Facsimile: 03 9481 3001

Email: reception@muslimwomenscentre.org.au

www.ausmuslimwomenscentre.org.au