



ISLAMIC WOMEN'S WELFARE COUNCIL *of Victoria Inc.*



ANNUAL REPORT

2004

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IWWCV Structure

Committee of Management

Executive Committee

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

Members

Hulya Akguner
Majida Taleb
Dakhylina Madkhul

Students, Volunteers and Mentorees

Fiona Tischmann, Student, RMIT University
Herlina Sari, Student, Criminology Department, Melbourne University
Funda Ogretir, Volunteer
Katy Joolaei, Volunteer
Jasmine Ammouche, Volunteer
Salma Al-Khudairi, Volunteer

Workers

| | |
|--------------------|---|
| Joumanah El Matrah | Manager |
| Sultan Cinar | Team Leader <i>Citizenship, Settlement and Non-Violence Program</i> |
| Åsa Hjelt | Administrative Officer |
| Munira Mahmoud | Community Development Worker <i>Recreation, Parenting & Resettlement Program</i> |
| Douja Elhadj | Community Development Worker <i>Recreation, Parenting & Resettlement Program</i> |
| Jaweria Khalid | Young Women's Settlement Worker <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> |
| Asha Bedar | Research & Education Worker <i>SILC: Leadership Development Program</i> |

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 (3 year community education campaign),
- 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 against 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 all 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; offering workshops including General Leadership, Leadership in Education and Skills, Leadership in Parenting and Leadership against Domestic Violence.

For mainstream and community organisations, government and academic institutions

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

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 2003 – 2004.

Throughout the year IWWCV staff have successfully provided many worthwhile and much needed community services and programs which included: Settlement programs of newly arrived Muslim women and their families through individual and group work; the Self –Esteem, Identity, Leadership and Community Participation Program (SILC); 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; Building Futures Homework Support Program; the Recreation Program; and the African Handicraft Program.

2003 – 2004 have witnessed expansion in services in the Youth and family areas and in partnership projects with other services. As well IWWCV provided wider geographical coverage of its services to include the Western and Southern regions of Melbourne and country Victoria with particular reference to Shepparton and surrounding areas.

IWWCV undertook major research initiatives to identify and ascertain the needs of the Victorian Muslim women so the Council and other services can provide appropriate responses.

The services and programs reached out to may isolated Muslim women and provided concrete changes and improved opportunities to members of our community. On Behalf of the Committee of Management, I wish to

thank IWWCV staff (paid and unpaid) for their teamwork and the provision of high quality services. I welcome new staff who joined us in 2004 and hope your association with IWWCV is pleasurable and of a long term nature.

IWWCV Committee members have worked hard, contributing to special working committees, submissions, research and advocacy in addition to Committee meetings and planning activities. A special thanks to our retiring member Hulya Akguner and a warm welcome to new members of the Committee.

It has been a great honour for me to work with IWWCV Committee members and staff in the past year.

In closing, I would like to take this opportunity to thank and acknowledge our major funding bodies and funding representatives:

- Department of Immigration, Multicultural and Indigenous Affairs and Jenny Norvick
- Federal Department of Family and Community Services and Elizabeth Parker

I would also like to thank our other funding bodies:

- Invergowrie Foundation
- Melbourne City Council
- Myer Foundation

I would also like to thank Fitzroy and Carlton Community Credit Cooperative, and everyone who supported IWWCV throughout the year, especially Joumanah El Matrah for her strong leadership of the Council.

Manager's Report

Joumanah El Matrah– Manager

The passing year has been one of enormous consolidation and maturation for The Islamic Women's Welfare Council of Victoria. The Council has continued to prioritise its commitment to service provision for Muslim women, but we have also continued to work on the further development of our organisation to ensure excellence in service provision.

The resource capacity of the Council to provide services

and programs to Muslim women has not increased in 2003/4, however the demand for services has significantly increased. We have worked with women this past year, and collaborated with services. Our input into external projects and developments within the community sector has also been substantial; particularly in relation to violence against women.

All our staff have provided an overview of their work for the year to date and I think the reports vouch for the complex work undertaken in their respective programs.

New forms of service delivery have continued to develop as the workers themselves develop as professionals and keen advocates of Muslim women; anti discrimination work and income generation are both new fields of work for the Council.

Our program commitments have remained:

- 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 has however undertaken considerable thinking and reviewing of its role and its infrastructure as a community based organisation, as well as the refining of the Councils' constitution to reflect its development and growth as an organisation. This process has been important because it has improved the Council's capacity and sustainability, but it has also been important because it has confirmed that the core priorities of the Council continue to reflect the needs of Muslim women. This is one of the primary reasons the Council has decided to undertake to better communicate its identity and the various women who currently form that identity.

The work of the Council can to some degree be measured by its growing partnerships with various levels of government. Currently, essential to the work of the Council is its partnership with the Department of Immigration, Multicultural and Indigenous Affairs (DIMIA) which has remained strong, with our recent attendance of the National Muslim Women's Conference hosted by the Department. The Federal Governments' Family and Community Services has also continued to work with us on one of our most dynamic and successful projects; SILC. In addition to this, the Council has commenced building linkages with the various departments of the State Government; notably Department of Housing, Department of Human Services and Department of Justice. The commissioning of the Council by Melbourne City Council to research Muslim Women's Safety needs in the City of Melbourne has also been an important partnership for us.

In conclusion, it has been an important year for the Council in which many women have worked very hard to ensure that our work for and on behalf of Muslim women continues to flourish. Special thanks to all the staff who have made the Council a productive organisation and a meaningful place to work, and to our Committee of Management who have continued to steer the organisation in a professional, vigilant and inspired manner.

Committee of Management's Biographies

Since its inception in 1991, the Council has flourished under the direction and dedication of many Muslim women who committed their time and energy into maintaining and further developing the work of the organisation. Here are the women who currently make up the Council and define its current work priorities.



Leila Alloush– Chairperson

Leila learned a lot about the process of migration and settlement from her own migration to Australia in 1980 from war torn Lebanon. Although she trained in Law in Lebanon, since arriving in Australia, she has committed herself to working in the community sector and completed a Post Graduate Degree in Social Work (Human Services Management) from La Trobe University. Leila is a founding member of Islamic Women's Welfare and in her time with us has brought her extensive experience and networks into the service of Muslim women. Leila was the Chairperson of Women's Health in the North for 3 years and has spent a significant period of time working for Migrant Resources Centres. Currently, she is the Manager of the Victorian Arabic Social Services (VASS), and a casual Mediator for the Department of Justice's Dispute Settlement Centre. She is currently a member of the Ministerial Advisory Council for Cultural and Linguistic Diversity (Human Services) 2003-2006.

In 2000, her work with newly arrived migrants and refugees received recognition and she was awarded the AMES National Humanitarian Award.

Committee of Management's Biographies



Joumanah El Matrah- Manager

Joumanah is truly of Middle Eastern descent with a heritage that includes Turkish, Egyptian, and Syrian ancestry. She was born in Lebanon and migrated to Australia in 1976 because of the civil war in Lebanon.

She joined the Committee of Management in 1997 as a young person because she felt that 'Muslim women needed something of their own'. Joumanah has brought unique work experience to the Council in the areas young people, homelessness, sexual violence and working with challenging behaviour. As well as her work experience, she brings her training as a Psychologist.

Joumanah became a staff member of the Council in 2000, and since that period the Council's work has grown significantly. She has undertaken work through the Council to explore Muslim women's work internationally and increase our profile. In 2002, she was invited by Rutgers University's Centre for Women's Leadership, in New York, to attend an annual international training conference on 'Women's Rights; Understanding the Intersections of Racism, Sexism and other Oppressions.' She has also been awarded a Churchill Grant to investigate international models of working with Muslim women and has recently returned from Europe, exploring work on Islamophobia.

Like all the other committee members, she has matured with the Council.

Although Joumanah is not a Committee member, she is a key decision-maker in the Council, and we have therefore included her profile for your interest.



Tasneem Chopra- Vice Chairperson

Tasneem has been involved with the Council since its inception over 12 years ago. Currently her role is that of Vice-Chairperson of the organisation. Her commitment to the Council coupled with a background in psychology and experience in community development saw her as the Council's Senior Worker for 18 months. More recently Tasneem has ventured out independently as a cross-cultural consultant with a particular interest in promoting issues of social justice, impacting on Muslim women. As a mother of three young children, she 'struggles to juggle' the various Council and professional commitments, though we think she rises to the challenge with tremendous skill and enthusiasm. Tasneem's association with the Council has been immensely valuable for us and for Tasneem; in her words: 'Knowing that I can in some way contribute to the output of this amazing organisation equips me with a sense of purpose that compels me to do more for Muslim women, particularly in a climate where they are the target of much vexation from society. With the support of a dedicated Committee and a team of extraordinarily talented workers, I have watched us rise from strength to strength, and can only imagine the great strides yet to be taken. So, watch this space!'



Fikriye Demirel- Treasurer

Fikriye is also an immigrant to Australia and arrived here in 1980 from Turkey. Fikriye arrived as a trained Chemist and she is one of many highly skilled immigrant women who did not have their qualifications recognised. She brings this important facet of settlement experience to the Council as well as her qualifications and work as an interpreter. As well, Fikriye brings her experience of different government departments and agencies coupled with fifteen years of self employment; an extraordinary feat for a Muslim woman who arrived in Australia with no English language skills.

Fikriye has been with us for 13 years, and although she held different positions on our Committee, she is renowned for her financial management prowess, which committee and staff both keenly admire! Fikriye is a tireless committee member, much appreciated by the staff for her support in the day to day running of the Council.



Rasheeda Cooper– Secretary

Rasheeda was born in Australia, though lived in India for two years, spending time with the urban poor. She continues to travel to India and has also travelled to Indonesia in 2004. Her experience of travel and meeting Muslim communities in other countries is an important contribution to the Council. It has enabled our appreciation at a global level regarding the situation for Muslim women world wide. In addition to this, Rasheeda is also self employed as a piano and early childhood music teacher. As well as this, she can play drums in the traditions of Indian, Middle Eastern and African culture; her talents frequently utilised by the Council. Rasheeda has been on the Committee of Management since 2000 and was a member prior to this. Importantly, she brings her passion for social justice and Islam as an empowering resource for women, to all tasks she undertakes.



Dakhylina Madkhul– Member

Dakhylina is of Singaporean-Malay descent, though born and bred in Australia. She brings the complexities of growing up as a second generation migrant in Australia. Although only 23 years of age, Dakhylina has been involved in Melbourne's Malay community for as long as she can recall. She recently set up Melbourne's first trilingual radio program for young Australians with Indonesian-Malay background, and coaches a girls' soccer team. This year she took leave from the Council to spend six months in China to work and teach English to children in hospitals, schools and integrated kindergartens. She joined the Council after interviewing Joumanah for a radio program for Muslim youth, and has now been a committee member for two years. Dakhylina's contribution to the Council is on many fronts, apart from her contribution as a young woman. She also brings her training in Psychology through a Bachelor of Behavioural Neuroscience.

Dakhylina recently entered the community sector as a counsellor aide and a residential care worker for adolescents.



Hulya Akguner– Member

Hulya is a founding member of Council and has been a member of the Committee of Management intermittently. She has been immensely important to the organisation. After migrating to Australia, Hulya has been working in the health and community welfare sector for over 15 years. Her considerable knowledge of the sector, and in particular, her work as a migration agent has been vital for our work with women who have family overseas or who have migration issues related to their humanitarian or refugee status in Australia.

Hulya's commitment to immigrant women and to diversity has been important to us, as has been her impressive administrative skills; she was courageous enough to draft our first policy and procedure manual!!



Majida Taleb– Member

As a recent addition to our Committee of Management, Majida's appointment was of as much excitement to Majida as it was to us. She was born and raised in Melbourne, and identifies as a woman of Australian/ Lebanese /Muslim culture. In addition to her status as a young person, Majida contributes her professional skills to the Council as an Alcohol and Drug Clinician at the 'Turning Point Alcohol and Drug Centre'. As drug and alcohol consumption is a growing issue among Muslim youth, Majida's role in the Council is pivotal.

Prior to joining the Committee she did not know a great deal about the inner workings of the Council and 'felt a lack of connectedness with the Muslim community'. Like many others, she feels her work with us and in the sector generally evolves from her 'passion to contribute positively to humanity in a personal and professional way'.

Are we equal in your eyes?



MUSLIM WOMEN ARE A DIVERSE COMMUNITY.
WE HAVE A RIGHT TO INDIVIDUAL CHOICE AND EXPRESSION.


ISLAMIC WOMEN'S WELFARE COUNCIL OF VICTORIA INC.
The Organisation of Muslim women working for the rights of Muslim women. It aims to educate, inform and support all women.

Diverse Equalities Initiative

Poster Launch: 'Are we equal in your eyes?'

22 July 2004, Collingwood Town Hall

This year we launched our 'Are we equal in your eyes?' poster as part of our developing anti-discrimination work. The poster reflects the immense diversity of Muslim women and the many choices women make in relation to their dresscode and faith. Not all Muslim women demonstrate their faith through their dresscode, but the many that do, have become vulnerable to multiple forms of discrimination and harassment. Experiences of discrimination significantly impact on women's health and well-being and undermine their capacity to integrate and participate in Australian society. Discrimination further violate women's fundamental right to live in safety and have access to opportunity as other Australian citizens do.

This year's launch was attended by The Hon. Sherryl Garbutt, Victorian Minister of Community Services, whose attendance at the forum was immensely important to women, as was her endorsement of the anti-discrimination campaign.

Omeima Sukkeriah, of the Human Rights and Equal Opportunity Commission, also presented at our launch, both as a researcher/project worker on discrimination, and as a Muslim woman. We have included her speech in this report to celebrate this event.

The launch itself was a wonderful success with just over three hundred people present and two thousand posters distributed with requests for many more. We'd like to thank all those who came to share this celebration with us.

The Hon. Sherryl Garbutt, Victorian Minister of Community Services

An extract from her speech at the Poster Launch

"I am excited about the Diverse Equalities Initiative that we are launching today. It is a chance to educate both non-Muslims and Muslims about Muslim women living in Australia. I like the phrase "Diverse Equalities". It suggests that despite diversity within the Muslim community and within the wider Australian community, all people are equal, should be treated fairly and should be able to make decisions about their own lives. The Diverse Equalities Project shares the values of diversity, self-expression and inclusiveness with many policies and programs of our government. It gives me special pleasure therefore to congratulate the Islamic Women's Welfare Council on this initiative. I am particularly pleased that this is an initiative taken by Islamic women for Islamic women, but also for the wider community."

Exhibition: African Handicraft

22 July 2004, Collingwood Town Hall

African Women's Handicraft Project, a project funded by AMES, held its final exhibition during the Poster Launch. It was a pilot project to find an initiative that recognised and sought to build on women's motivation to be economically independent and their strong desire to lead productive and useful lives in their new community. Maureen O'Keeffe, AMES, passed the Certificate of Participation to the participants as proof that they completed the 13 week training program as part of this income generating project from 24 March 2004– 15 July 2004.

Human Rights Conference "From Rhetoric to Reality: Making Human Rights Work"

9 & 10 , February , 2004

The "From Rhetoric to Reality: Making Human Rights Work" Conference was held at RMIT University, Melbourne. The conference discussed the Human Rights approach to budget analysis, to policy analysis and documentation. Jaweria Khalid from IWWCV facilitated one of the workshop on Human Rights documentation. The United Nation Treaties on International Covenant of Economic, Social and Cultural Rights, the Convention on the Elimination of all Forms of Discrimination Against Women, Convention on the Elimination of All Forms of Racial Discrimination, and the Declaration on the Rights of Disabled Person were discussed, and plain language summaries of these treaties were provided to the participants.

The Agora Conference

20 & 21 April 2004

I attended the Agora Conference organised by Citymission on the 20th and the 21st of April 2004. The conference hosted over 100 leaders from the government, business and the not-for-profit sectors at an Agora. The Agora was, the focus of political, commercial, administrative and social activity, the market place, the religious and cultural centre at the seat of justice, encouraging debate, discussion and critical thinking in ancient Athens. The Agora Conference aimed to be an inclusive space that valued the contributions of all in creating a strong and vibrant community, a dynamic place that fostered new ways of thinking and being responsive to the environment.

The Agora has been the first step in a journey, creating a common space where the three sectors can share expertise, experience and knowledge. From this experience, it is hoped that participants will continue to find creative and sustainable approaches to working with communities.

Munira Mahmoud

Australian Muslim Women's Forum 2004

25 June 2004, Sydney

The Australian Muslim Women's Forum was held in Sydney, and was organised by Department for Immigration and Multicultural and Indigenous Affairs. At least one Muslim women's organisation from each state was present at the forum. I attended with Joumanah, as part of my own leadership development at IWWCV, but I also wanted to represent the views of young Muslim women. Joumanah was one of the keynote speakers, and she spoke about the tradition of strong leadership amongst Muslim women. The forum was a great opportunity for Muslim women's organisations from across Australia to come together, to identify issues affecting Muslim women, and suggest strategies to address the issues.

Some of the issues raised were racial discrimination and vilification, physical and verbal attacks against Muslim women, and social stereotyping of Muslim women. Strategies suggested to address these issues were lobbying for national religious vilification laws, and seeking statements from the Minister that discrimination is 'un-Australian' and contrary to the notion of a 'fair go'.

Overall, the forum was a success, and the IWWCV was delighted to be a part of it. We are pleased that there has been further contact with some of the organisations that attended the forum.

Moona Hammoud

Presentation at CMYI Forum on Body Image

23 September 2004

On 23 September 2004, Jaweria Khalid and Moona Hammoud gave a presentation on Body Image and Muslim Women at a network meeting conducted by the Centre for Multicultural Youth Issues (CMYI) for Youth Workers. There were at least eighty people present at the meeting. The issue of body image had been raised due to the parliamentary enquiry into the impact of body image on young people.

During our groupwork programs with young Muslim women in secondary schools across Victoria, body image and positive self - esteem remain to be some of the more significant issues concerning them. Some people think that because a woman wears the hijab, she is comfortable with her self - image, and has no insecurities. The IWWCV agreed to present at the meeting because we felt that Muslim women were under represented when the issue of body image was raised, and that we had to dispel this myth.

Overall, the presentation was a success. After the presentation, several community agencies contacted us requesting us to conduct workshops about positive self - image for young women.

'Reflections through the mirror of diversity - the Isma ʿ project and beyond'

Omeima Sukkarieh, Community Liaison Officer Human Rights and Equal Opportunity Commission, held this speech at the 'Are we equal in your eyes?' Poster Launch

I would like to begin by acknowledging the Wurundjeri People of the Kulin Nation, the traditional owners and custodians of the land where we meet today. I would also like to especially thank the Islamic Women's Welfare Council of Victoria for giving me the opportunity to be standing here today.

So, "Are we equal in your eyes?" While they share a common religion, Australian Muslims are a culturally and linguistically diverse group.

People are not created identical but they are created equals and as a proud Australian Muslim woman I stand before you today and I tell you that to some people this poster is confronting. To me this poster highlights the struggle of Australian Muslim women for an accurate representation and respect of their diversity. It highlights the current condition that Australian Muslim women face. It also highlights the recognition of substantive equality rather than formal equality, equality among people and society at large not just the equality in law; the enjoyment of life and the freedom of being just as we are. This poster is an overdue recognition by all Australians of me, as an Australian Lebanese Muslim woman. It provides recognition and respect to all the Muslim women in this room and of our differences and similarities. It recognises and respects the mothers, wives, sisters, and daughters in this room and the contributions Muslim women make in Australia as leaders, human rights activists, academics, entrepreneurs, politicians, journalists, social workers, teachers, doctors, students, lawyers, policy makers and home makers. It provides recognition and respect to the committed and motivated women from all walks of life in this room and outside this room who are often at the front line fighting for women's rights.

In Australia today it is probably the most complicated time to define ourselves as Muslim women. Islam has been tremendously misunderstood, and in some cases attacked, particularly since September 11, 2001.

In March 2003, the Human Rights and Equal Opportunity Commission launched the Isma ʿ project in response to increasing concerns expressed by Arab and Muslim organisations about the rise in anti-Arab and anti-Muslim prejudice in Australia. These concerns were expressed against the backdrop of the September 11 2001 attacks in New York and the Bali bombings of October 2002, as well as national and local events such as the growing numbers of asylum seekers from the Middle-East and Muslim countries and the trial, conviction and sentencing of gang rapists in Sydney in 2001-2002.

With our gratitude, Joumanah El Matrah, on behalf of the

Islamic Welfare Council of Victoria, with other experts and representatives was a member of the Isma ʿ project reference group who played a crucial role in the project providing the Commission with advice and feedback on the project.

As many of you know, Isma ʿ means 'listen' in Arabic and the aim of the project was to listen to Arab and Muslim Australians to better understand the nature and impact of the prejudice that many people said they were experiencing. Another aim was to try and understand and account for the discrepancy between what we had heard about peoples' experiences and formal complaint numbers which did not increase in any substantial way. The Commission was also interested in finding out what was currently being done to address prejudice towards Arab and Muslim Australians, as well as what else Arab and Muslim Australians thought should be done in this area.

One of my responsibilities as Community Liaison Officer was to consult nationally with Arab and Muslim Australians, where consultations involved group discussions on the questions: *Have you (or the community group you represent) experienced discrimination and vilification? If so, what are those experiences? What is being done to fight anti-Arab and anti-Muslim prejudice and discrimination? What more could be done to fight anti-Arab and anti-Muslim prejudice and discrimination?*

What resulted was a summary report of the consultations with a list of recommendations, a research paper authored by the researchers titled 'Living with Racism' and a strategies document outlining over 100 projects and initiatives that have been undertaken since September 11 to address anti-Arab or anti-Muslim prejudice. The Commission also produced an audio CD in English and Arabic which describes the Isma ʿ project and includes comments from the community consultations about the experiences and issues that participants raised. Copies of all of these are available on the Commission's website and for you to take with you today.

So, what did we hear? What the Commission heard throughout the Isma ʿ project is that a significant number of Arab and Muslim Australians are feeling fearful, isolated and vulnerable. We have been told that prejudice against Arab and Muslim Australians has happened and continues to happen. It takes place on the street, in shopping centres, in the media, in schools, on public transport, in government and non-government services, at airports, hospitals and so on.

One of the things we heard was that participants felt that those most at risk were readily identifiable as Arab or Muslim because of their dress, physical appearance or name, particularly Muslim women who wear the hijab. We listened to stories of women, mostly Muslim women, anxious to walk their children to school in fear of being spat on, abused or ridiculed. Listened to the

stories of people who felt they had been refused employment because their name was Mohammed, their resume said they spoke Arabic or because they were wearing the hijab. We listened to the stories of young men and women who felt that they were being targeted by police and to the stories of women and girls who said they had been abused, had objects thrown at them from moving cars, sometimes causing injury. We listened to people sick of having to justify their religion or cultural background; upset by what they felt was a wave of hatred from talkback radio and a barrage of television images. We listened to the stories of seventh generation Australians being told to go back to their own country.

Many Australians simply shrugged their shoulders and turned their backs. We were told by many participants that the impacts of such inaction from bystanders were more so than the impact of the act of discrimination or abuse itself. Scared, isolated, increasingly distrustful of authority, not feeling welcome, alienated and disheartened were only some of things that participants expressed feeling.

However, despite many negative experiences, Arab and Muslim Australians also said they had received support and help from non-Arabs and non-Muslims in the community and that it had given them an opportunity to answer questions about their cultural background and their religion.

While much has been done by community and government organisations, participants in the Isma Xproject identified a number of key areas for improvement and future action. These included improving legal protections; promoting positive public awareness through education; addressing stereotypes and misinformation in public debate; ensuring community safety through law enforcement; encouraging effective community action and fostering public support and solidarity with Arab and Muslim Australians. The Commission developed more specific recommendations from these broad areas following investigation of the kinds of initiatives which were already in place at a local, state and federal level across Australia.

For many, the path to equality in Australia was felt to be fast becoming the road less travelled, however in times such as these, I believe we must all see education as a priority. It certainly is for the Commission and it was for the community. Again we all have a responsibility.

What I see in this poster are vibrant portraits of successful Muslim women. These women and the women I have met on my professional and personal journey are evidence of the true meaning of courage, determination and understanding, and provide me encouragement and inspiration. I believe that this poster, by presenting the true face of the Australian and Muslim community, will help to overcome prejudice and misunderstanding. We must use it as an avenue to aspire to break out of the limitations set for us and by us.

People here in Australia and indeed around the world often have a general image of the oppressed Muslim woman deprived of her rights. This perception focuses

first and foremost on Muslim women as passive victims of human rights violations, not as independent women working to shape their lives and their societies. But that reflects neither the reality nor the self-perception of the women concerned.

We must use this poster to change our perspective, broaden our field of vision and use it as a tool to engage in dialogue with Muslim women; listen to what Muslim women have to say about these questions, what problems they encounter and what strength they can draw from their faith and from their Islamic identity, particularly when it comes to empowering women.

The launch of this poster is a launch of the true representation of Australian Muslim women into the Australian public sphere; a recognition of their achievements and an acknowledgement of their diversity. It ensures that their role and contributions are visible to the outside world. It helps to eliminate the stereotypes which after September 11, 2001 in particular have been resurrected, the clichés which have resurfaced and the prejudices which have been reinforced. The most important lesson for us to learn however is that women everywhere have been imprisoned by prejudice and cruelty and this prejudice goes beyond simple racial or national boundaries but we are not powerless against them.

All networks and NGOs representing women have a role to play here. Muslim women who have attended consultations have made many suggestions for change.

At one of the Isma consultations I met a mute, humble 84 year old Muslim woman whose body may have been wilted by life's experiences, but whose spirit, which illuminated a passion and conviction in her silent voice, left me with tear-drenched eyes. It is women like herself who we must gain strength and knowledge from. This beautiful Muslim woman illustrated the importance of commitment of each individual to the principle of justice. Her voice was silent but her eyes told me that even the smallest steps can be taken every day of our lives to eliminate prejudice and to realise equality, but it requires a determined effort, an open heart and a selfless attitude and I extend my congratulations on behalf of the Commission for the people who made this poster possible for their determined effort, their open hearts and selfless attitudes.

Now more than ever, we have a responsibility to replace fear with trust, suspicion with dialogue, ignorance with knowledge and understanding. We need to ask ourselves how Muslim women and girls are treated in Australia. What barriers and obstacles do they face? How can these best be overcome? And most importantly "Are they equal in our eyes?"

Thank you.

This is an edited version of Omeimia's speech, the original version may be found on HREOC's website.

Program Feedback

by Muslim women who have used our programs

SILC

“I got a wonderful overview of how to plan and organise things for our own community”

“We learnt more about women’s rights and how to get our rights and talk about them”

“I have learnt not to say ‘that’s just the way it is’, and accept it. Now I know we can change things”

“I learnt to think first and then talk. My husband noticed the change and we can now talk”

“We noticed that we had forgotten about ourselves; we worry about our husbands and kids. If I give myself a bigger space, that will benefit my family, too. My space is now bigger. This exercise really helped.”



SILC Participants 2004

Parenting Program

“I was happy to get to know the other women that I met for the first time. It was nice to share information with each other”

“I learned a lot about why our children behave the way they do. I gained a greater understanding of my children”

“I realised that all parents have problems, and I felt free to talk about my problems during the parenting sessions”

“We need more training on parenting. We like the duration of sessions to be longer and cover more issues”



Parenting participants 2004

Citizenship and Anti-Violence Program

“We didn’t know most of the information we received today”

“We learnt a lot today”

“Our community needs this kind of information. I hope you can carry some information to everyone in our community”

“This program is very valuable, it has made us very aware of all social and community issues”

“We hope this program continues so we can further develop other skills”

“I am learning these things that I really need to know”

Young Women’s Program

“I enjoyed the fact that we all got along, and I had fun with all the different discussions we had with the girls”

“I enjoyed everything that we have done”

“I enjoyed talking about everything because I felt comfortable talking to girls just like me”



Young Women’s participants 2004

Workers' Reports

Citizenship & Violence Worker's Report



Team Leader- Sultan Cinar

The Citizenship and Anti-Violence Program provides a range of educational, social welfare, immigration and refugee settlement casework and groupwork support to Muslim women and their families.

Additionally, the program provides education, training and secondary consultation to mainstream services in the community and health sector to facilitate culturally appropriate service provision to Muslim women.

Provision of direct casework services, referral and social networks for newly arrived Muslim women

Casework services support Muslim women knowledge of available services, and facilitates better access of these services in order to alleviate the difficulties of migration. This year we established referral protocols with mainstream service providers such as health, education, housing, material aid, legal services, hospitals, gambling, drug and alcohol services. The casework program supports Muslim women to settle, to improve their quality of life and to participate in community life in Australia.

Community education programs

This year, IWWCV ran its community education programs with Women's Legal Service focusing on the Australian legal system, particularly family and criminal law. The programs target newly arrived Muslim women in the Whittlesea, Hume, Moreland, Melbourne, Yarra, Hobsons Bay and Darebin areas.

education programs are run in group settings in different community languages (Dari, Arabic, Somali, Turkish), while four radio education programs are run in two community languages (Arabic and Turkish). We received very positive feedback on our community education programs.

Cross-cultural consultancy and training to mainstream services

IWWCV continues to provide education, training and secondary consultation to mainstream services in the community and health sectors to facilitate culturally appropriate service provision to Muslim women. It also provides solicited and unsolicited training sessions on Islam, Muslim women, and their communities in Australia.

As a Team Leader, I provide monthly individual and group supervision for the youth and parenting project workers. I also monitor the daily work of the organisation.

This year our staff has undertaken various training programs, including family mediation training, report writing, and assessment and workplace training.

I would like to sincerely thank all team members for their hard work and dedication this year. Special thanks to Women's Legal Service Victoria, particularly Allyson Foster (Community Legal Education Officer) and Fiona Tischmann (social work student) for their generous support and dedication during what has been a very challenging year for IWWCV.

Community Settlement & Parenting Workers' Report



Munira



Douja

Douja Elhaji & Munira Mahmoud

Our program targets issues that Muslim women from

emerging communities face as they raise their children in Australia. Our goal is to successfully link mothers with essential service providers and support networks that can assist them during their settlement period. We recognise the significant need for housing provision,

material and counselling support, health and education, legal services, and referrals for service providers. Consequently, our aim is to support women in developing effective skills including parenting skills in an Australian context, enabling them to overcome the many difficulties and stresses they face in their adopted nation. Parenting their children effectively and in a meaningful way is a key need expressed by many of the women we work with.

The migration process has a significant impact on familial contexts, and consequently the mother's ability to parent in an effective way. Many migrant women often leave their family members behind, consequently, losing significant social support. Also, newly arrived mothers often experi-

ence isolation and confusion amongst the Australian community, with little knowledge of their cultural beliefs and attitudes. Our program deals with such issues and aims to provide women with the ability and knowledge base to effectively utilise their local support services.

Case Work

During the year, we have worked extensively with Muslim women on the following issues:

- Intergenerational conflict
- Diverse cultural contexts
- Language barriers
- Educational barriers
- Financial instability
- Homelessness
- Inappropriate parenting practices
- Family and social support networks
- Domestic violence
- Other issues impacting on their ability to cope with raising their children and their capacity to parent.

Group Work

We have completed two parenting workshops aimed to provide Muslim women with practical information on how to raise their children effectively and in accordance with their Australian context; while at the same time maintaining their religious and cultural heritage. The workshops specifically focused on major issues that may impact on parenting children between 0 – 4 years of age. All parenting workshops were developed in consultation with Muslim women. The workshops ran for six sessions each and provided a relaxed setting where mothers could meet and share their knowledge of mothering. We were able to link mothers with each other to provide them with new perceptions and parenting techniques; and develop skills for mothers to build support networks in their own community.

Radio Programs

Two Arabic radio programs focusing on cultural perspectives in “positive parenting” were aired on two community radio stations; 3CR and SBS. Members of the com-

munity who listened to the radio segments informed others in the community of the parenting issues covered by IWWCV. Information provision to Muslim women continues to be an ongoing part of our work. The successful completion of these radio segments demonstrates the importance of parenting information to women.

Networking

It is IWWCV's policy to participate in regional and statewide networks to influence policy and programs dealing with child/adolescent and effective parenting issues. Our input into the various network meetings has enabled IWWCV to help develop effective protocols for project and casework collaborations. We have continued to play a significant role in the Carlton Local Agency Network where we advocated for the needs of the Horn of Africa community, (who are a large proportion of residents in the high rise public housing facility in Carlton). Our involvement in the Horn of Africa network has led to the funding of two representatives from the Horn of African Community to work with agencies and the Horn of Africa communities in Carlton. We also participated in the parenting network meeting in the Northern region in which we presented IWWCV's work. The network is very interested in developing the facilitation skills of the workers working in the Flemington area.

We were also involved in a recreation camp organised by the Neighbour Learning Centre, YMCA for the Horn of Africa Communities in Carlton. The activity was funded by the City of Melbourne. About 60 mothers, children and young daughters participated in the camp which helped mothers to strengthen their relationships with their daughters. The camp was successful and another camp is being planned by the Neighbour Learning Centre and YMCA to be held at the end of 2004.

Over the year, we have learnt a lot about the issues that Muslim women face in their parenting role and have tried to address them within the limited resources available to us. It has been a very rewarding year at IWWCV. We hope that these learnings will continue to guide our work in the new year.



Parenting workshops during 2004

SILC Research & Education Workers' Report



Nuzhat

Asha

Asha Bedar & Nuzhat Lotia

Yet another productive and exciting year has flown by for the SILC (Self-esteem, Identity,

Leadership and Community participation) project. At times it seems like it was only yesterday that we enthusiastically launched our project and began trying out our newly developed workshop modules. Yet this year we are well into the project and are even recognised fairly widely in the community.

As some of you may recall, SILC was developed with the overall goal of increasing Muslim women's participation in their personal and community development. We facilitate this process by running a series of participatory and interactive workshops for Muslim women aimed at developing their self and social awareness and confidence, providing them with relevant information and developing their leadership and communication skills. We run four different leadership workshops: General Leadership, Leadership in Education, Leadership in Parenting and Leadership against Domestic Violence. Each workshop normally runs over a period of 8 – 12 weeks.

In 2004 we focussed on and consolidated the second phase of the project: Workshop Implementation. Our main activity this year was, therefore, running workshops. In total, we completed six workshops (20 – 24 hours each) in 2004, targetting a diverse group of women in terms of ethnicity, age, educational level, occupation and life experience. Most of our participants have been Turkish and Arab, but we have also had some Indian, Pakistani, Indonesian and women from the Horn of Africa participate in our mixed ethnicity groups. Three of our workshops this year were run in English by us, the two SILC workers (Nuzhat and Asha) while another 3 were run in community languages so as to allow the participants to communicate freely in their own languages. One of these was conducted in Turkish by our own Citizenship and Violence worker, and two were co-facilitated in Arabic by Amal El Khoury from the Australian Lebanese Welfare Inc. All, but one of the workshops, were General Leadership Workshops. In October we also started Leadership in Education and Skills workshop with young women from the Horn of Africa, studying at the Collingwood NMIT, but have decided to complete it next year in the new term.

All our evaluations (written and verbal evaluations and feedback) indicate that the participants have not only enjoyed participating in the workshops, but have also found the experience to be very useful. Almost all the participants have reported that they would have liked more workshop hours. We have also found that many of the women who have participated in the SILC projects are now much more active in their communities than

before and many are pursuing more options for their own development. For example, some have started English language classes, others are involved in organising community events and courses in their community, some have enrolled in courses and degree programmes and others have started work.

Collaborating with external co-facilitators to run SILC workshops in community languages is an important function of the SILC programme as it provides women with limited English languages skills the opportunity to gain from, contribute to and express themselves in the workshops in a language they feel most comfortable in. As these facilitators are external to the IWWCV and have not been involved in conceptualising and developing the workshops, we felt a need to familiarise a group of potential co-facilitators with the content, concepts, methodology and exercises of the workshops before they actually ran them themselves. With this aim in view, we conducted a 3 full-day leadership and facilitation workshop. The workshop was targetted at workers from other services who we could hire on a casual basis to run some of our workshops. Some IWWCV staff members, already working with groups also participated in this workshop.

We have also developed a wide range of training material for use in the workshops this year. This includes a variety of group and individual exercises, tools and information, encouraging the participants to think about, analyse and take some control over their personal and social situations. The SILC reference group has also met a number of times during the year and has been a great source of support and advice for us. Our reference group members have been particularly helpful in areas such as external facilitation, the translation of material and linking us up with workers and services and pointing us to existing material. Joumanah El Matrah, the IWWCV Manager has continued to oversee and supervise the project and our roles. Outside our SILC roles, both of us SILC workers have also been involved in other IWWCV activities this year. Nuzhat has been supporting the Manager in developing policy and procedure systems and organisational management structures. Asha has been involved in further developing an existing IWWCV training manual for cross-cultural training on Islam and Muslims. This is part of the Council's commitment to the ongoing quality improvement of its programme. To further build the organisation's capacity, Asha is also enrolled in the Certificate Level IV Workplace and Assessment Training.

In the immediate future, we plan to complete The NMIT group and then begin another Leadership in Education and Skills group with Somali women in North Melbourne. For early next year we have a number of possible groups planned. Two groups (Leadership in Parenting) are planned for Shepparton and Cobram, a Leadership against Domestic Violence group is planned with Arabic-speaking women and another Leadership in Par-

enting group is planned with Turkish women. Of course, SILC has also faced its share of difficulties during this year. The lack of funding for the translation of its material into community languages remains an ongoing problem. So far, we have dealt with this issue by providing information through discussion in the workshops run in community languages and withholding written material. However, in many ways, this limits the kind of information we can provide to them. Written information, we feel, would be more empowering for the participants as they would then be able to refer to it when required and retain it more effectively.

Despite this ongoing difficulty 2004 has been an excellent year for SILC. We have established a very definite place for ourselves in the community and our belief in the need for this kind of work has been validated time and again. During this year we have also met and worked with many wonderful and strong Muslim women who personify the success of the SILC workshops. Their participation, enthusiasm, strength and drive to move forward have been a constant source of motivation for us. With this, we look forward to another enriching year for SILC and yet another truly inspiring and enjoyable year with the IWWCV and all the people who bring it to life.



SILC DEMOGRAPHICS NUMBER

| | |
|---------------------------------------|----|
| Number of participants who registered | 94 |
| Number of participants who completed | 81 |

Age distribution of participants

| | |
|-------|----|
| 18-21 | 7 |
| 20-29 | 13 |
| 30-39 | 30 |
| 40-49 | 24 |
| 50-59 | 5 |
| 60-69 | 2 |

Current Occupation

| | |
|---|----|
| Working (teacher, teacher aide, scientist, validation officer, manager, osteopath, business consultant, tailor, family day care, community/youth/social/settlement worker) | 22 |
| Student | 14 |
| Home duties | 45 |



Recreation Worker's Report



Moona Hammoud

The recreation project was conceptualised after many young women, in several consultations that were held in secondary schools across Victoria, identified the need for greater recreation and socialising opportunities for them. The project is being run in partnership with Centacare Catholic Family Services.

Towards the end of 2004, two soccer skills workshops are to be held in metropolitan Melbourne and rural Victoria. The workshops will be all day events and will be run by a skilled Muslim woman soccer player. We chose

soccer because many young women shared in the consultations they were interested in the game, but that they were unable to play soccer at school because their parents did not allow them to participate in a sport predominantly played by men. We hope that these workshops will provide young Muslim women with an opportunity to learn to play soccer in a safe and comfortable environment.

The planning for these workshops would not have been possible without the efforts of the staff at Roxburgh Park Secondary College, Kealba Secondary College and Merilands Secondary College as well as Afifa Saad, Cutting Edge Youth Services in Shepparton and Cobram, and Jaweria Khalid for which I would like to extend my thanks to them.

Young Women's Workers' Report



The Young Women's Conference 2003



Groupwork program at Roxburgh Park Secondary College

Jaweria Khalid & Moona Hammoud

The Diversity, Choices, and Communication program continued its work with young Muslim Women during 2004. The program was re-funded in June 2004 by the Department of Immigration, Multicultural, and Indigenous Affairs, and will continue for the next two years. In addition to our work in metropolitan, and rural Victoria in Shepparton and Cobram, we have also initiated some ground work for taking the project to Geelong.

The year 2003 ended for the project with a major conference for young Arabic, and Muslim women. Up to 130 young women from secondary schools in metropolitan Melbourne, and rural Victoria attended the conference. Many newly arrived students from Iraq, Somalia, Morocco, Eritrea, and Kuwait mingled with students, and staff from Lebanon, Palestine, Pakistan, India, and Turkey. The day consisted of speeches by influential local, and interstate Arabic, and Muslim women followed by several concurrent workshops on art, community identity, religion, leadership, interview skills, and accessing media. The conference was promoted in the media; SBS radio network interviewed some of the young women, as well as the conference speakers. Several local and ethnic language newspapers covered the conference. Consultations with young women, and the evaluations from the conference showed that there is a demand for similar events for young Muslim women. There is a possibility that another conference may be held in 2005.

Moving on from the success of the conference, we organised two group work sessions in mid 2004 at Roxburgh Park Secondary College and Fawkner Secondary College. These sessions focused on addressing issues linked to young Muslim women's self-esteem and identity, anger management, communication and racism. The sessions were well-attended by young women from Lebanon, Turkey, Somalia, Kuwait, and Syria. Meetings and initial consultations have been organised with secondary schools, and local agencies in Geelong, and Cobram. Possibilities of conducting a group work program in both areas is being explored.

The project also participated in the National Youth Week, 2004 during which we ran four workshops across Victoria. The workshops provided young Muslim women with a safe and comfortable environment to freely share their migration experiences through creative writing. Students from Box Forest Secondary College, Merrilands Secondary College, Cobram Secondary College and a young women's group in Hoppers Crossing attended the workshops.

An important aspect of our approach remained collaborating with other agencies to increase our outreach. We made a presentation focusing on Muslim women and body image at a network meeting for Youth Workers in September 2004, that was hosted by the Centre for Multicultural Youth Issues. After the presentation several community agencies requested us to conduct workshops about body image for young women. In October 2004, we conducted a workshop for young women in year 9 at Moreland City College focusing on positive self-image. Evaluations from the workshop showed that the young women found the workshop important.

We continued to provide a complex casework service to young Muslim Women across Victoria. We support young women to deal effectively with problems at home, at school, and in the community. Finding appropriate housing continues to dominate our casework load. Newly arrived migrant young women, require extended ongoing support to access accommodation services. Other issues we deal with are unemployment, financial, legal, mental health, anger management, domestic violence, education, and eating disorders.

With the enthusiastic participation from young Muslim women across Victoria, two editions of 'The Voice of Young Muslim Women' newsletter have been published and widely distributed across Victoria. The newsletter has been an effective tool for communication and information sharing among young Muslim women particularly focusing on issues and topics of interest for them. We have received positive feedback from young Muslim women, staff at secondary schools and community workers about the newsletter. We hope to encourage young

Muslim women to continue writing for the newsletter so the publication can continue in 2005.

We also conducted several consultations with secondary school career advisors, and young Muslim women from across Victoria to identify barriers preventing young Muslim women from completing secondary education and going onto further studies. A more detailed account of the consultations will be available in the next edition 'The Voice of Young Muslim Women'.

Networking with community agencies and secondary schools in metropolitan and rural Victoria is an ongoing process that we continue to focus on. Our intensive group work sessions have an overwhelming demand from secondary schools across Victoria. Many community agencies have requested us to conduct one-off workshops for students in their local government areas. It is a great feeling to know that the work we are doing is well-received by the young women, their families, their schools and community organisations. This growing recognition of our work is an immense source of joy and motivation for us.

Despite our extremely busy schedule in 2004, we found some time to participate in several short courses to continue building our own capacities to serve the Muslim community. The courses included training in writing skills, family mediation, and assessment and workplace training. We have learnt a lot from the amazing young Muslim women that we work with, and we look forward to a fulfilling 2005, which we hope will be even more significant and fun. We have thoroughly enjoyed our time working at the Islamic Women's Welfare Council of Victoria, and are looking forward to 2005.

Building Futures Project Worker's Report



Jaweria Khalid

I have continued working on 'Building Futures' homework support program during the year. The program works with young Muslim women undertaking secondary education in State and private schools in Melbourne. This program,

funded by the Invergowrie Foundation, is aimed at improving the academic achievements and the health and well-being of young Muslim women. The homework support groups continued in the Hoppers Crossing and Footscray areas. In Footscray, the groups are run in collaboration with the Western Young People's Independent Network (WYPIN).

Building Futures targets disadvantaged students at risk of leaving school early because of lack of language, literacy, and social support. The target group is young Muslim women in secondary school (year 7 to year 12). In working with the group, we have found that the young women face barriers including parental attitudes and expectations, fears inherent in settling in a new country, and cultural beliefs that prevent them from reaching their educational goals. Therefore, the program also provides support to the young women in overcoming these barriers through building their capacities and working with them on issues of identity, culture, problem-solving and communication skills. In addition, to provide support in specific subjects that are of interest and concern to them, discussions on various topics are facilitated with the aim of improving their self-confidence, self-esteem and general well-being.

The homework support group in Hoppers Crossing is held every Friday at the Central Park Community Centre, Lonsdale Circuit. Approximately 15 young women regu-

larly attend the groups during a school term. The Footscray homework group meets every Tuesday at the AMES Library. Approximately 25 young women participate in these groups on a regular basis. Over the year, the young women have sought help in their schoolwork in subjects like English, Maths, Study of Society and Environment (SOSE) and Law. Another area in which they have wanted support is in developing skills to use the Internet for research.

I feel that the program has been able to engage with young women very effectively and this is evident from their continued participation and interest. They also willingly participate in the activities of the Council's Young Women's Program, for example, some of these young women participated in the 'Nothing about Us without Us' Conference. Some of them have contributed to the program's newsletters as well as the audit of Muslim women's career choices and post-secondary education. We continue to get requests from parents and students to start more homework support programs in other local areas. However, because of our funding limitations we are unable to expand this program at the moment.

In the end, I would just like to say that it is a real pleasure to work with these highly motivated young women and I look forward to meeting them every week and working with them. I find that I am myself learning a lot from their enthusiasm, hard work, commitment and perseverance in learning English as a new language. Finally, I want to specially thank the program's tutors Kelly Farrow, Sara Dhem and Julia Dhem who have contributed immensely to the success of the program. Also, a special thanks to our volunteer Sara who has been helping in tutoring Maths and Science to the participants in Footscray.

Administrative Worker's Report



Åsa Hjelt

It has been a very rewarding and enjoyable time at Islamic Women's Welfare Council of Victoria for me, and I have learnt a lot in the process.

My main role has been to assist Joumanah in her work, which has been extremely varied and has taught me a lot about the workings of the non-governmental sector. In addition, I am responsible for general administrative procedures in the office, and I liaise with our Treasurer and the financial administration of IWWCV. I have also been undertaking general report writing, submission writing, as well as updating various organisational databases and IWWCV memberships. It's also my responsibility to attempt to sort out whatever

appears to be going wrong at any one time in the office, as well as organising events such as AGMs and launches. Additionally, I have been compiling and formatting this Annual Report and an IWWCV Resource Guide, which is in its final stages.

I would like to take this opportunity to say that I am very impressed by the knowledge and the commitment of all the staff at IWWCV; they are all extraordinary in their own right. It has been a pleasure to learn more about the different cultures represented in our office and get to know these remarkable women. Thanks a lot to all of you, especially to Moona who helped out with administration while I was on holiday!

African Handicraft Worker's Report

Munira Mahmoud

One of the most exciting projects that I have worked on this year has been the Horn of Africa Handicraft Project, a new and pilot initiative of IWWCV, aimed at developing Muslim women's skills in the design and production of handicrafts so that they can become empowered and productive members of the Australian society. The project encouraged women from the Horn of Africa communities to participate in this skills development and education project. The project brought together trainers and community women together in a productive relationship for sharing knowledge and experiences. It provided women with an opportunity to develop their handicraft skills further and provided them with information running a business and helped develop their communication and language skills. Women were able to learn to use design equipment so they were able to upgrade their technological skills as well. The hard work and learning of the women culminated with an exhibition of the handicrafts works of the participants. The exhibition was very well-received

and since then, there have been several requests from community groups to run similar projects with them. Although short-term, the project has demonstrated the need for similar skills enhancement projects that also provide educational and language improvements aspects. The project serves as a good best practice model for similar initiatives in the community sector. Since the success of the project, IWWCV has been refunded by the Victorian Multicultural Commission to consolidate the work done so far. This project would not have been possible without the generosity and support of Carlton Neighbour Learning Centre, Church of all Nations, Carlton Family Resource Centre, Carlton Baths and the Carlton Residential Association and I would like to extend my thanks to them. I would especially like to thank all the women and services that worked with us and without whose interest and enthusiasm this project would not have had the success that it did. My involvement in the project has reinforced my belief that there is a lot of talent and skills among Muslim women that needs guidance and appropriate pathways for expression.



The African Handicraft Program in progress



Hayat Said with some of the handbags she produced during the workshops

Annual General Meeting 2003

Tuesday 2 December 2003 Coburg Town Hall

Attended By:

Asha Jamco, Asha Omar, Mushtaq Ahmed, Huria Sied, Amira Hassan, Asli Mahad, Aamina Elmi, Muna Muktar, Halima Mahmoud, Hayat Mekal, Amilla Mussa Zahma Saad, Ilana Katz– Family Court of Australia, Manizha– AMES, Mary Benson– Ilhan Foundation, Fatma Algul, Betoul Mohamed, Saadya Aman, Suha Mansout-Palestinian Organisation, Basima Zahran– Palestinian Organisation, Monica Haverkamp– Deafness Foundation, Nazife Sahin, Ban-Lion Ng– Victorian Office of Multicultural Affairs, Hulya Akguner, Maha Mustafa– Women Committee Palestinian Charity Association, Halema Shanino, Marine Taylor– Multicultural Services Unit Mercy Hospital for Women, Yasmine Hirsh, Ayla Tuncer– Alevi Community Council, Chez Ylulhay– Alevi Community Council, Nilufer Kurt, Savas Augostakis– Victorian Police Multicultural Advisory Unit, Hala Chamas-VASS, Olga Bursian– VICSEG, Jill Cour, Andrea Winfield– Dandenong Police, Heidi Zwick– Moreland Migrant Resource Centre, Abir Echassan, Naomi Garcia– CMYI, Ogcay Guler, Elizabeth Jenson– VOMA, Rifka Dakhak, Zilfinoz Tuncer, Nadine Barholomeusz– Raymond– Women's Health in the North, Ana Arbizu– EMC, Lesley Gailbraith– EMC, Salime Sahin, Jihan Martin, Linda Briskman– RMIT University, Halima Din, Kadija Sheikhadin, Sabah Kajaroy, Saliha Demir, Siham Akam, Faranak Safali, Dora Mose– Department of Human Services, Ishulaa Q, Mamdiva Ali, Tamara Logan– The Myer Foundation, Sandy Shaw– The Myer Foundation, Kerima Ahmed, Hulya Tuncer, Kadriye Anakli, Amy Kirwan– Centre for Culture, Ethnicity and Health, Sagal Mohammed– Australian African Welfare Council, Aynur Canbolai– CIW, Katy Joolaei, Rahma Ibrahim, Ann Smith– Family Court of Australia, Chris Pierson– AMES, Rashed Keur, Mai Sarraj, Chris Carruthers– Victorian Police Multicultural Unit, Janet Kitcher– Family Court Dandenong, Hanady Touchan, Saime Karayilam– Meadow Heights Women's Association, Mesure Ozkaya, Meadow Heights Women's Association, Lousie Atherton– NMIT, Sultan Yalain, Nevin Yalain, Jenny Norvick– DIMIA, Sawat Bandan, Chris Jennings– Domestic Violence and Incest Resource Centre, Kaye Paton– Royal Women's Hospital, Ann Harley– Women's Health West, Wafa Ibrahim– Immigrant Women's Domestic Violence Service, Sehri Yalcin, Salma Al-Khudairi, Zohe Kaplan, Leila Alloush, Salma Afa, Manna Esharc– Werribee Islamic Centre, Nirvana Saad– Moreland CHS, Dakhylina Madkhul, Gulay Cengiz– Meadow Heights Turkish Women's Association, Greta Bird, Jackie Watts– VISTA, Pascale Alloley– Key Centre for Women's Health, Zainab Hosseini, Sat Duman, Leyla Genf, Nafa Jaber, Jehnal Gural, Jevim Cinar, Samar Turkan, Nadire Tuncer, Rabiye Cinar, Gul Erbas, Joumanah El Matrah, Sameena Ali, Fikriye Demirel, Sultan Cinar, Munira Mahmoud, Moona Ham-moud, Asha Bedar, Nuzhat Lotia.

Minutes of IWWCV's 2003 Annual General Meeting

1. Opening: 10.35am by Leila Alloush, who formally welcomed all members and guests to the meeting.
2. Apologies
3. Interpretation
4. Chairperson's Report: Leila Alloush
5. Confirmation of minutes from last AGM by Fikriye Demirel and Tasneem Moosajee.
6. Treasurer's Report was presented by Fikriye. Moved to be accepted by Rasheeda and Leila.
7. Appointment of Auditor: Pobjoy Mulhall and Associates were re-appointed as auditors for 2004.
8. Appointment of Public Officer: Hulya Akguner was re-appointed Public Officer for 2004.
9. Election of Year 2004 Committee of Management: Leila Alloush, Fikriye Demirel, Tasneem Moosajee, Hulya Akguner, Rasheeda Cooper, and Dakhylina Madkhul were elected to the Committee of Management for 2004. Maryam Clarkson stepped down. There are three vacancies available and members are invited to nominate themselves.
10. Interpretation: Interpretation to Turkish by Sultan Cinar and to Arabic by Leila Alloush.
11. Guest Speaker: Pascale Alloley, Senior Research Fellow, VicHealth Public Health Fellowship Scheme, Key Centre for Women's Health in Society, University of Melbourne.
12. Close of Formal Proceedings at 11.15am.

Performance: Rasheeda Cooper: 'West African Rhythms'.

Annual Review: Muslim Women's Identity and Expression. Session for young Muslim women only.

Leadership - Pascale Allotey

Pascale Allotey is a Senior Research Fellow, at the VicHealth Public Health Fellowship Scheme, Key Centre for Women's Health in Society, University of Melbourne. She delivered the following speech at IWWCV's AGM in 2003.

When I was invited, my first question was, but who would want to listen to me? My kids don't, and if they do it goes in one ear and out the next. My husband, don't get me started. I often get the feeling that I need to grow a few grey hairs, grow another six inches at least and put on another 50 kg to get the characteristic figure that defines African women. But this is me, and this is what God gave me.

But a few things have happened since then that have changed my perspective on this issue. And I would like to share two of them with you. The first my attending a focus group discussion with someone with whom I work quite a bit and for whom I have a lot of respect, Samia Baho. Most of you probably know her. We had been doing some data collection on a project to identify the needs of women around the question of safety. This particular focus group discussion we went to was with about 12 very strong but very frustrated young women who have been trying to find employment. These women were very well educated, most had completed tertiary education and they wanted to know from me what other courses they should be taking in order to improve their chances at getting jobs.

They did not need any more qualifications; these were highly intelligent women with a list of qualifications probably as long as my arm. So my advice to them was that they did not need any more qualifications and we sat down and we spoke about simple strategies, how one presents for interviews, the sort of background information about a workplace that gives an advantage when you answer questions, and how one engages with individuals on the interview panel. These are simple strategies that don't get taught on extra courses but that are invaluable; and for me, ones that I had learnt the hard way. The focus group provided the forum for a comfortable discussion for the women to talk about:

- the intensity of their frustration,
- how difficult it was not to give up,
- their perceptions about how racist the environment was,
- the barriers to them ever having a fair go.

For me, it presented the opportunity to talk about some of my experiences, both positive and negative and things that happen in the workplace, on public transport, at my children's school. But most importantly for me, it was in talking about these issues that I realised that without really knowing it, I had developed strategies to deal with barriers that I had come up against. Many of the experiences were hurtful and demoralising, but had served to thicken my skin. If in sharing the experiences with others, it could provide some shortcuts for them to avoid

some of the hurt, then that was a valuable thing.

The second thing I want to mention is a women-in-leadership program that I started two weeks ago at the University of Melbourne. Again it was one of those things that got me thinking that I have no interest in being a leader, I do not think of myself as a leader, but for whatever reason, I have been nominated to attend this program so I am happy to try it. It is quite an involved program that runs over the period of a year, and I have only just started. But what it has shown me thus far is that we all have the potential to be leaders. I am a middle child, I have an older sister and a younger brother and a lot of memories of growing up where I was forgotten, my sister got what she wanted because she was the eldest and my brother got what he wanted because he was the only boy. It didn't take me long to work out that I could get what I wanted by manipulating either my sister or my brother because I learnt what strategies worked for each one of them. It helped that the two of them did not get on and I got on with both of them and it was quite easy to push the right buttons, as long as I was happy to remain in the background. Small price to pay.

But back to the leadership program, we all have leadership qualities, the important thing is to recognise them and not be afraid to use them. I have been to hospitals here and been treated appallingly by staff, and have just sat down and taken it. But the last time I had to represent a woman who had been brought to one of the hospitals I was so upset that I pulled out all the stops and drew myself to my full 5 foot and a bit when the doctor wanted to know who I was and why I was asking so many questions. "My name is Dr... I said (taking on a very deep voice) and work with... and I am on the... committee. I am very interested in the process and I would like to know..." I kept my hand firmly in my pocket so they wouldn't see how nervous I was. But I was also furious. I got the information I wanted. In a perfect world, that should not happen— but reality check, this is not the perfect world so we really need to show some initiative and use the skills we have to get there.

For most of us here, the reality is that we have survived adversity that the average Australian goes to the movies to watch. Certainly many of the women I have spoken to in my research, life has been a lot more than going to school, and then to university, and getting the partner and worrying about mortgage repayments or whether to vote for John Howard or Kim Beazley. There is incredible strength and resilience in our communities, and in us as women. It came at a high price but it is still there and we need to own it and use it.

So where is all this going? I guess the lesson is that ultimately we need to continue to work towards the world that does not judge us on appearance. However until we get there, we need to find strategies that allow us to survive and get on in this imperfect one. For me it is things like doing business over the phone as much as possible so that by the time I meet the people, they have sufficient sense of what I am capable of and the appearance does not matter so much. It is being sufficiently proud and confident in myself and in what I have been given through the grace of God to use it to the advantage of others if I need to.

And for that reason, I am incredibly impressed with the leadership program that has been initiated by IWWCV and I sincerely hope that as many women as possible will

take advantage of it. One of the things I have found helpful about the women-in-leadership program that I am taking at the University of Melbourne is hearing the stories of other senior women at the university and the adversity they have to face as women within what remains a largely male-dominated environment. There is a lot of strength in knowing that there are support networks that we can draw on for any number of reasons.

So thank you for listening to me, thank you for inviting me and if you don't remember anything else I said, please remember that you don't have to be 'a somebody' to be heard. We all live and breathe and have just as much right as anybody else to be heard. We need to remember that and say our piece. Until we find that perfect world, who else will say it for us?



Pascale Allotey



Rasheeda, Fikriye, Pascale & Joumanah



Attendance at the 2003 AGM

Student Placement at IWWCV: Fiona Tischman

My student placement at IWWCV was spent predominantly being part of a community education project: Family Law and Violence in the Home. The project aimed to inform Muslim women on issues relating to Family Law. Additionally the program was part of IWWCV's holistic approach in providing Muslim women with information and knowledge of resources around issues that may impact on their lives and to enhance their ability to assist themselves and that of their community. Each session was run collaboratively, as the facilitators also aimed to find out what participants experiences of accessing services were and if there were any barriers. Barriers Muslim women experience in accessing mainstream services is another program that IWWCV is educating the service provider community as part of the broader program; the Citizenship and Anti-Violence Program.

IWWCV provided me with a fantastic opportunity to meet my student needs. In addition to the project mentioned above, I was able to do casework, which served to enhance my casework skills and knowledge of issues facing Muslim women in Victoria. It is unfortunate that affordable and accessible housing is difficult to find in Melbourne. For a Muslim woman with specific cultural needs, the limited available housing is not appropriate at all, and for some, that means remaining in unsuitable living conditions for lengthy times.

Working at IWWCV has given me a broad understanding of the issues Muslim women face in Victoria and a strong foundation to begin my social work career inclusive of a cross cultural framework. I am certain that I am better equipped to work with Muslim women in the social work environment wherever that takes me. Besides the amazing and wide learning opportunities I had at IWWCV, the women themselves are dedicated, resilient, intelligent, resourceful, kind, supportive, caring and overall fabulous! Most of all I would like to thank Sultan for being a great supervisor, who offered me ongoing support and wisdom garnered from her intensive community work experience.

Thank-you, beautiful women!

Fiona Tischmann

Facts & Figures 2004

Service Statistics

Casework support to women: 2,508
Group work participants: 2,098
Secondary Consultations: 560

Group work session to women: 166
Education / Training / Conference / Presentations: 38

Ethnic/Cultural Backgrounds of workers: Eritrean, Turkish, Lebanese, Syrian, Pakistani.

Languages: Turkish, Arabic, Tigrie, Tigrinya, Urdu, Punjabi and English.

Reference Groups and Committees:

- Centre for Civilization Dialogue and Global Governance
- Isma—Listen: National consultations on eliminating prejudice against Arab and Muslim Australians
- Reichstein Foundation— Sexual Offences Project
- Police and Community Multicultural Advisory Committee (PACMAC)
- Advisory Committee Crimes (Family Violence) Act, Victoria Law Reform Commission
- Project Respect Committee of Management
- Horn of Africa Network Reference Group
- Family Planning Victoria, Multicultural Health Support
- DIMIA Spousal Visa Working Group: Domestic Violence
- Western Region Family Violence Prevention Network
- Federation of Ethnic Communities Councils of Australia: Women's Steering Committee
- 3CR Community Radio: Arabic Youth Radio Committee

Partnerships

Afghan Women's Group , St. Albans
AMES
Anglican Care Plenty Vale
Anti Cancer council
Australian Arabic Council
Australian Lebanese Welfare Inc.
Australian Western Sahara Association
Banyule Community Health Service
Box Forest Secondary College
Broadmeadows Police – Multicultural Unit
Brunswick Employment Agency
Brunswick Secondary College
Carlton Baths
Carlton Local Agency Network
Carlton Residential Association
Centacare Catholic Family Services
Centre for Adolescent Health
Centre for Multicultural Youth Issues
Centrelink (Shepparton)
Church of All Nations
City of Yarra Financial Services
City of Melbourne
Co-Care Youth Health
Cobram Secondary College
Community Radio: 3ZZZ, 3CR & SBS Radio
Cutting Edge Youth Services (Shepparton and Cobram)
Darebin Community Health Centre
Darebin Youth Services
Deakin University: Department of Citizenship and Human Rights
Department of Human Services- Office of Housing
Department of Justice

Dianella Community Health Service
Doutta Galla Community Health Service
East Preston Islamic College
Ecumenical Migration Centre
Eritrean Community Group
Ethnic Council Shepparton
Family Planning Service Box Hill
Family Resource Centre
FARREP
Fitzroy Learning Centre
Gilmore Girls College
Hanover Housing Service
Hume Global Learning Centre
Immigrant Women's Domestic Violence Service
Iraqi Kurdish Group
Islamic Council of Victoria
Islamic Women's Group: Hoppers Crossing
Kealba Secondary College
Kildonan Family Service
Kingston City Council
Lalor Secondary College
LaTrobe University
LaTrobe University Centre for the Study of Mother's and Children's Health
Melbourne University
Mental Health Service North East
Merriland's Secondary College
Metrowest Housing service
Mill Park Secondary College
Moreland City College
Moreland City Council
Moreland Domestic Violence Network
Moreland Youth Services

MRC – Preston
MRC– Thomastown
Multicultural Juvenile Justice Network (North)
Murry Mallee Training: Swan Hill
National Ethnic and Multicultural Broadcasters Council
Nersin Tafe Kangan Moreland Campus
NMIT Collingwood TAFE
NMIT Preston
Noble Park Secondary College
North Richmond Community Health Centre
Palestinian Charitable Association Women's
Preston Girl's Secondary College
Project Respect
Robinson Reserve Neighbourhood House
RMIT University
Roxburgh Park Secondary College
Royal Women's Hospital
Salvation Army Social Housing Services
St. Vincent DePaul Broadmeadows
Strengthening Families
United Somali Women's Organisation
VICSEG
Victorian Arabic Social Services
Victorian Transcultural Psychiatry Unit
Western Young Persons Independent Network
Whittlesea Information Centre
Women's Circus
Women's Housing Ltd.
Working Women's Health
Yarra Community Health Centre

Auditor's Report

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

INDEPENDENT AUDIT REPORT

To the Members of Islamic Women's Welfare Council of Victoria Inc.

Scope

I have audited the attached financial statements, being a special purpose financial report, of Islamic Women's Welfare Council of Victoria Inc. for the year ended 30th June, 2004. The Committee of Management is responsible for the financial statements and have determined that the accounting policies used and described in Note 1 to the financial statements are appropriate to meet the requirements of the Associations Incorporation Act 1981 and the needs of the members. I have conducted an independent audit of the financial statements in order to express an opinion on them to the members of Islamic Women's Welfare Council of Victoria Inc. No opinion is expressed as to whether the accounting policies used are appropriate to the needs of the members.

The financial statements have been prepared for distribution to the members for the purpose of meeting the requirements of the constitution. I disclaim any assumption of responsibility for any reliance on this report or on the financial statements to which it relates to any person other than the members, or for any purpose other than for which it was prepared.

My audit has been conducted in accordance with Australian Auditing Standards. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with the accounting policies described in Note 1 to the financial statements. (These policies do not require the application of all Accounting Standards and UIG Consensus Views).

The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion

In my opinion the financial statements give a true and fair view, in accordance with the accounting policies described in the Notes to the financial statements and the requirements of the Associations Incorporation Act 1981, of the financial position of Islamic Women's Welfare Council of Victoria Inc. as at 30th June, 2004, and the results from operations for the year then ended.

Dated this 15th day of October, 2004

POBJOY MULHALL & ASSOCIATES
CERTIFIED PRACTISING ACCOUNTANTS



19-21 Argyle Place South
Carlton 3053

JOHN MULHALL
Registered Company Auditor

CPA

Audited Financial Statement

REG. NO. A0025162 S STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30TH JUNE, 2004

| <u>INCOME:</u> | <u>2004</u> | <u>2003</u> |
|---------------------------------------|------------------|--------------------|
| Grant - AMES 10,000 | - | |
| " - Aust. Arabic Council | 5,000 | - |
| " - Deakin University | 5,000 | - |
| " - Hume City Council | 2,000 | - |
| " - Invergowrie Foundation | 30,000 | - |
| " - Melbourne City Council | 5,000 | - |
| " - Myer Foundation | 12,000 | - |
| " - Dept. F & CS | 210,083 | 69,806 |
| " - DIMIA – 1 | 59,655 | 59,100 |
| " - DIMIA – 2 | 60,475 | 71,568 |
| " - DIMIA – 3 | 89,442 | 23,913 |
| " - Vic. Multicultural Comm. | 1,000 | 1,800 |
| " - City of Moreland | 750 | 1,500 |
| Interest Received 186 | 37 | |
| Membership Fees 201 | 300 | |
| Sundry Income 11,055 | 175 | |
| Consultancy Fees 2,241 | - | |
| Sale of Publications | 223 | 89 |
| Donation | 684 | 369 |
| Training 5,305 | 320 | |
| Centrecare – Donation | 4,750 | - |
| | <u>515,050</u> | <u>228,977</u> |
| <u>LESS EXPENDITURE:</u> | | |
| As per statement attached | <u>469,001</u> | <u>242,872</u> |
| <u>SURPLUS/(DEFICIT) FOR THE YEAR</u> | <u>\$ 46,049</u> | <u>\$ (13,895)</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>2004</u> | <u>2003</u> |
|--|-------------|-------------|
| Salaries 280,030 | 166,757 | |
| Workcover | 7,733 | 3,747 |
| Superannuation | 23,077 | 14,656 |
| Staff Travel | 4,303 | 2,503 |
| Audit Fees | 1,080 | 840 |
| Bank Charges | 410 | 352 |
| Book-Keeping/Payroll Fees | 3,436 | 2,900 |
| Capital Expenditure | 4,163 | 8,420 |
| Postage 1,096 | 343 | |
| Printing/Photocopy/Fax | 1,499 | 24 |
| Rent | 14,037 | 13,479 |
| Resources | 447 | 215 |
| Stationery | 10,334 | 2,618 |
| Sundries 11,664 | 4,754 | |
| Telephone | 3,479 | 1,728 |
| A.G.M. Costs | 4,495 | 1,427 |
| Insurance | 2,814 | 2,559 |
| Meetings | 1,260 | 956 |
| Training 310 | 750 | |
| Publications/Subscriptions/Memberships | 1,322 | 31 |
| Provision for Annual Leave | 1,199 | 5,175 |

Audited Financial Statement

| | | |
|----------------------------------|--------------------------|--------------------------|
| Provision for Long Service Leave | 700 | 500 |
| Consultancy | 6,090 | 7,276 |
| Supervision | 505 | 862 |
| Travel – Program | 1,087 | - |
| Conferences & Forums | 2,925 | - |
| Utilities 478 | - | - |
| Transfer to Project Balances | <u>79,028</u> | <u>-</u> |
| TOTAL EXPENDITURE: | <u>\$ 469,001</u> | <u>\$ 242,872</u> |

ISLAMIC WOMEN'S WELFARE COUNCIL OF VICTORIA INC. REG. NO. A0025162 S STATEMENT OF FINANCIAL POSITION AS AT 30TH JUNE, 2004

| <u>ASSETS</u> | <u>2004</u> | <u>2003</u> | |
|--|--------------|-------------------------|------------------------|
| Cash at Fitzroy Carlton Credit Co-op | - A/c 3385 | 107,705 | 189,232 |
| " " " " " | - A/c 3419 | <u>110,061</u> | <u>26,538</u> |
| | | 217,766 | 215,770 |
| <u>LESS LIABILITIES</u> | | | |
| Donation – Centrecare | - | 2,000 | |
| Grants in Advance | 61,250 | 192,110 | |
| Creditors & Accruals | 7,293 | 10,877 | |
| Project Balance - DIMIA 1 | 2,525 | - | |
| " " - DIMIA 2 (New) | 5,974 | - | |
| " " - Dept. F & CS | 77,594 | - | |
| Provision for Annual Leave | 11,909 | 6,311 | |
| Provision for Long Service Leave | <u>3,555</u> | <u>170,100</u> | <u>214,453</u> |
| <u>NET ASSETS</u> | | <u>\$ 47,666</u> | <u>\$ 1,617</u> |
| <u>ACCUMULATED SURPLUS</u> | | | |
| Balance 30th June 2003 | | 1,617 | 15,512 |
| Add Surplus/(Deficit) for the year | | <u>46,049</u> | <u>(13,895)</u> |
| <u>BALANCE AS AT 30TH JUNE 2004</u> | | <u>\$ 47,666</u> | <u>\$ 1,617</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, 2004

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.

I wish to order the following publications:

IWWCV's Resource Guide 2005

A directory of services relevant to Muslim women

Number of copies

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

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

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

-AN ORGANISATION ESTABLISHED by MUSLIM WOMEN for MUSLIM WOMEN-

AN ORGANISATION
ESTABLISHED *by* MUSLIM WOMEN
for MUSLIM WOMEN