

# ANNUAL REPORT 2022-2023

Australian Muslim Women's Centre for Human Rights



**Australian Muslim Women's  
Centre for Human Rights**  
*Equality without Exception*

## ACKNOWLEDGMENT

This report recognises that gender, race and religion intersect to create multiple forms of discrimination and violence against Muslim women. It also recognises that preventing prejudice in all forms is bound to the struggles of Aboriginal and Torres Strait Islander communities and before we can successfully tackle issues within our communities, we must address the ongoing impacts of colonisation, racism, and discrimination in this country.

The Australian Muslim Women's Centre for Human Rights (AMWCHR) acknowledges the Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the traditional custodians of the lands on which we work, and that sovereignty has never been ceded. We pay our respects to ancestors and Elders, past and present. AMWCHR is committed to honouring Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

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# Message from the Board & CEO

We have experienced another successful year for the Australian Muslim Women's Centre for Human Rights (AMWCHR) as we continue to grow our support services, research capabilities, advocacy, and drive impact in our communities. We have nonetheless felt the effects of rising costs along with the rest of Australia. It was particularly challenging for many in our communities who not only faced inflation, job insecurity and an affordable housing crisis; but also needed support with parenting, visa status, family violence, settlement, skills trainings, and mental health.



**Sahar Zaidi, Chair**

Despite these obstacles, AMWCHR has proven the vital role we play in bridging all these gaps and continued to provide necessary services and advocacy for our clients. The credit for this rests squarely with the AMWCHR team who work tirelessly behind the scenes.

On our Board, we farewelled board members Nafisa Yussf, Dr. Umber Rind, Jeanine Hourani, Adiba Islam, and Dr. Anisa Buckley, while welcoming new members, Dr. Shakira Hussein, Jeena Joyen and Alaa Karrar, who will be joined by Aliya Ahmad, Dr. Nuzhat Lotia, Nazia Ahmed, and Miran Hosny in the new year. We thank our departing board members for their service to AMWCHR over the years and welcome our new members to the team.

We also sadly bid farewell to our Chief Executive Officer, Diana Sayed. She drove a lot of our crisis response during the COVID-19 pandemic, and we experienced historical growth in our staffing, budget and impact during this period. Our increased visibility as a women's human rights organisation due to her advocacy meant that more Muslim women were able to access our services. We are so proud to have worked alongside her and wish only the best for her next phase of life.

It has been another year of investing in the organisation to set it up for sustainable growth. We moved offices to provide a new home for our growing team, set up a new client management system to more accurately capture the data of the women who are seeking our services and continued to support flexibility for our staff. Alongside this, we have run an impressive number of programs and case managed many women from our diverse Muslim communities. The annual report showcases the success of settlement, parenting and prevention of family violence groupwork programs, along with highlighting the complex needs facing Muslim women needing culturally specialised casework support. Furthermore, our work to develop and grow our research capabilities has seen us deliver necessary research into racism and Islamophobia in schools and informed the development of curriculum on affirmative consent for young women.

Our Annual Women's Iftar, which also coincided with our 32-year anniversary, brought



together some of our alumni staff and former board members to reflect on how far we've come as an organisation over the years.

I would like to take this opportunity to acknowledge my fellow board members: Marwa Khalaf, Dr. Shakira Hussein, Jeena Joyen, and Alaa Karrar who give their time and skills to provide strategic guidance to the organisation. I would also like to acknowledge and thank Diana for her staunch leadership – we will remain grateful for her unwavering commitment to the organisation during the last 4 years and her legacy will continue to live on at our organisation. We also wish to thank the team for all their hard work, compassion and dedication -- without which the incredible work and success of AMWCHR would not be possible.

Sahar Zaidi, Chair



**Diana Sayed, CEO**

On behalf of everyone that made this last year possible – a heartfelt thank you.

Our work alongside Muslim women, young women and their families has never been more vital in ensuring specialised and targeted support services like ours exist so that the unique lived and diverse experiences from our community are not only being heard but called on to inform important law and policies enacted to strengthen our safety.

We have continued to be part of highlighting emerging issues with key settlement service bodies, domestic and family violence peak bodies, women's

mental health alliances, youth advisory committees, partnered with Universities and other legal centres on research initiatives to ensure we are evidence-based in our data collection and drove local campaigns in our communities as well as advertised capacity building training programs we have developed that are now available for our sector.

We launched our newly revised Strategic Plan at the end of 2022 with a visual animation and circulated our objectives publicly for all stakeholders to see our organisational priorities for the next 5 years. As we grow and build our brand as an organisation that is a leading voice on issues pertaining to Muslim women, young women and their families we have needed to support this growth journey and this year we entered a new phase by moving to new headquarters where we hope to be able to host trainings, build greater collaboration among our teams and to eventually conduct safe and meaningful client outreach. We have also engaged pro bono legal services to improve our internal organisational policies to keep up with the changing work environment and make sure our staff are always feeling supported and safe to continue to engage in such complex work.

Part of maintaining the staunch role we play in speaking out on sensitive issues is to ensure that the 32-year legacy and history of our organisation continues – which we marked in style this year! Accordingly, we have been prioritising the creation of a more

sustainable long-term funding model to ensure our longevity and lasting impact. This year we hosted over 5 Ministers and their staffers to our new office and directly advocated for greater commitments to our work. We look forward to progressing this in the next year.

We proudly present the incredible impact that the dedicated team at the Australian Muslim Women's Centre for Human Rights have driven. It is truly an honour to lead this work alongside such a driven and determined team of women.

As you peruse our annual report, it is also important to note that I will be stepping down as the Chief Executive Officer in late December to pursue other opportunities. It has been one of the greatest honours to lead this organisation and I will be forever grateful to the support of the board who appointed such a (young) and green CEO to take the helms and carry on the incredible legacy of the giants who came before. I will never forget my time spent here and I won't be too far and without a doubt continue to witness the organisation go from strength to strength!

Diana Sayed, CEO

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# Our Vision

We work to achieve ***Equality without Exception.***

We contribute to public discourse on Muslim women's issues, advocating for the rights of Muslim women through our programs, casework, research, publications and consultancy.



# Our Purpose

Our purpose is driven by our unwavering commitment to work for the rights of Muslim Women in Australia. It is what drives our work and what we hope to continue to achieve for the future of our organisation.

We work for the rights of Muslim women in Australia by:

- Empowering women's self-determination
- Bringing a human rights approach to bear on issues of inequality and disadvantage
- Working with individuals, communities and government to advocate and educate for equality within an Australian context.



INTEGRITY

## Our People

RESPECT

Our staff reflects the richness and diversity of Muslim women in Australia and recognises the diversity and hybridity which exists within the broader Muslim community. Representing 12 differing ethnic groups, 10 language groups and 4 sectarian and religious groups, our team works to support Muslim women's freedom and agency within and outside of our communities.

Our work is focused on those who are most vulnerable in our community, and we ensure that our services are designed and delivered to meet the needs of those we seek to support. We have consulted with over 3000 women and young women through individual and group consultations over the past year to inform the design of new programs, publications and resources as well as directing our advocacy efforts.

COMPASSION



EQUALITY

LEADERSHIP

SOCIAL JUSTICE

# Our Approach

We believe that Muslim women must be the impetus for change in their own lives.

In realising our vision, we use a human rights framework to amplify the voices of Muslim women. We acknowledge the inherent agency that Muslim women have. Our work aims to build capacity and raise awareness, breaking down structural barriers that exist for Muslim women both within the Muslim community and in broader social and political contexts.

We take a non-religious, non-sectarian approach to our work. We resist versions of Islam used to justify any violations against women, and use a social justice lens to push back against harmful narratives. We embrace the diversity and plurality of Muslims that exists in Australia as a strength, ensuring our work is accessible and relevant to all Muslim women.

Our work strives to create spaces that elevate and amplify Muslim women's voices and knowledge, and which support their right to self-determine the direction of their own lives.

## Launch of our new Strategic Plan

In 2022 the Board and Executive Team worked with the Social Outcomes Lab to develop its new five-year Strategic Plan. The new plan builds upon successes from past years and highlights the organisations ongoing commitment to advocacy, research, sustainability and community led design. The revised strategic plan was developed alongside our organisational theory of change which outlines our model of practice and our approach to supporting Muslim women.

## AMWCHR Strategic Plan 2022-2026



Australian Muslim Women's  
Centre for Human Rights  
*Equality without Exception*

### About Us

The Australian Muslim Women's Centre for Human Rights (AMWCHR) is an organisation of Muslim women working to advance the rights and status of Muslim women in Australia. We are a non-religious organisation reflecting the sectarian, cultural and linguistic diversity within the Muslim community.

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

**The AMWCHR community portfolio works with individuals, groups and service providers in the following areas:**

- Casework, referrals, secondary consultation and outreach
- Advocacy
- Community-based programs and service delivery
- Capacity building
- Leadership development
- Policy development
- Partnership projects

**The AMWCHR undertakes:**

- Research
- Training development and delivery
- Publications
- Consultancy services





# Programs and Services

## Services for Women

Our casework services provide settlement support, specialist family violence support and prevention support for any Muslim woman in need. Our specialised team of caseworkers offer private and collaborative spaces for women to access support in a safe and trusted way.

Our team works to support women with immediate crisis response, advocacy or intensive case work to support longer term stability, healing, and recovery. Whether navigating settlement complexities or facing issues of domestic and family violence, our casework services provide a judgement free, culturally and religiously safe place to disclose, discuss, and create a plan to support women.

Our approach to casework enables women to unpack the complex interconnections of personal circumstance, culture, faith, identity, and life experiences. Women do this one on one with a caseworker who has shared language and culture, where possible, and the understanding of how political, racial, and social issues impact Muslim women in Australia. Whether it's addressing issues within community that hold Muslim women back or the systemic issues they face in accessing services and resources, clients can benefit from the advocacy and support of a caseworker.

**309**

Muslim women supported through individual services

**2434**

Muslim women participated in group capacity building programs

**435**

young Muslim women supported through our young people's programs





## CLIENT SPOTLIGHT: Amina's Story

When Amina was referred to the AMWCHR casework team, she was managing some significant life changes including her recent arrival to Australia, and giving birth to her first child. Amongst this, Amina was experiencing abuse from her husband.

Amina came to our services by way of referral from Child Protection, who raised concerns for her newborn baby. These concerns were tied to accusations from Amina's husband that Amina was abusive towards him, and at risk of harming their child.

Through our initial assessment, our casework team recognised this as a clear case of misidentification – meaning, Amina's husband had manipulated police and child protection to portray Amina as the abuser, when in reality it was the other way around. There were also other complexities to her case. For instance, Amina came to Australia on a spousal visa, so her residency status here was dependent on a continuing relationship with her husband. In addition, as a recent arrival to Australia and a new mother, Amina was not financially independent.

Our casework team identified that Amina required immediate support and assisted her with accessing financial assistance through Centrelink, food vouchers, and taxi vouchers to attend court and medical appointments. The team also facilitated access to free driving lessons, mental health services, and provided her with appropriate material aid and baby aid to support her through the waiting period before her Centrelink was approved. Concurrently, Amina required significant support with her ongoing legal issues, which included assault charges levelled by her husband, and child protection litigation.

Until she was referred to our services, Amina had not had anyone to advocate on her behalf or support her with navigating Australia's systems and services. Through continuous case management, legal support, and advocacy, The Magistrates Court dropped the assault charges, the IVO against her was lifted, and she received full custody of her newborn child. Amina was also able to secure stable housing.

Engagement with AMWCHR allowed Amina to be supported in a culturally responsive way. We recognised the many ways that the system had failed her, and we supported her to find her voice. Through this she was able to challenge her abusive husband and the systems he'd used to further that abuse.

## CLIENT SPOTLIGHT: Aliyah's Story

Aliyah was a young woman who attended our settlement program in 2022, after having arrived in Australia one year prior. Aliyah was full of aspirations, enthusiasm, and a sense of purpose. She was a very bright and driven person, and wished to apply these skills towards furthering her education. She believed that going back to school would also help her to develop her English language skills and settle into Australia more quickly.

Unfortunately, when Aliyah had attempted to enrol in school, she was rejected as her birth certificate was not available, and her visa documents incorrectly listed her age as 20. In reality, she was 17 years old. After facing many hurdles, Aliyah reached out to AMWCHR's Youth Coordinator for support in obtaining acceptance into a school.

Our Youth Coordinator connected with other service providers engaged in Aliyah's case to collaborate on achieving her goal of enrolment. Fortunately, Aliyah documentation issues were able to be resolved, and our Youth Mentor began setting up appointments for Aliyah and her parents at local secondary colleges. Although several schools rejected her application initially, eventually Aliyah was accepted into school and successfully commenced year 11. She was also referred to local services for further tutoring to support her with her studies.

Aliyah's story is an example of how AMWCHR is able to advocate for our clients and work collaboratively with other services, but it is also a demonstration of the commitment, perseverance, and strength that many young women in our community display in the face of barriers that are put in their way.



## Supporting the Settlement Journey

We have continued to deliver programs supporting Muslim migrant and refugee women to navigate their settlement in Australia. Our settlement programs are uniquely designed for Muslim women, by Muslim women, to respond to the challenges and issues facing Muslim women arriving and settling in Australia.

We recognise that many women arrive with experiences of trauma and conflict are often subject to complex forms of power and control as a result of engrained patriarchal structures and practices. In Australia women continue to endure significant disadvantage and hardship as a result of displacement, loss of community and support networks, impacts of discrimination and racism and limited language and economic literacy, which serves to further isolate and ostracise our most vulnerable community members.

Our specialised settlement programs are designed to provide culturally safe spaces for Muslim women to come together to be supported in unpacking these challenges, share their experiences and stories, and build new skills and capacity to support their settlement journey. Programs are offered to diverse groups of women and are delivered in-language to build awareness and develop skills including women's leadership programs, parenting support programs and family violence prevention programs, along with various information sessions to cover practical topics to support settlement.

*Young women participated in tailored youth Settlement programs which were delivered to suit the specific needs of newly arrived young people. These include young women's leadership programs, study skills and peer support sessions. Through these programs young women built knowledge and understanding of the systems and laws in Australia, were supported to challenge ideals about gender norms and stereotypes, explored education and employment opportunities and pathways, and set themselves goals and aspirations for their futures.*



## Preventing Family Violence

Supporting community to proactively engage in the prevention of gendered violence is a core area of our work to support women's safety and agency. Throughout the year we have delivered numerous primary prevention and early intervention initiatives to build knowledge of and resilience to domestic and family violence, raise awareness of women's rights in Australia, challenge stereotypes and patriarchal norms, and reframe the narrative around the position and role of women in our communities and society more broadly. This has included family violence primary prevention programs, along with programs focussed on building knowledge and awareness of forced marriage as a form of violence.

This work adopts our organisational model of practice and theory of change, which recognises that women must be the catalyst for change in their own lives. Our programs are therefore designed to increase knowledge, raise awareness, and build confidence to enable women to advocate for their own rights.

*For young women we implemented tailored early intervention and prevention programs which recognise the unique circumstances and challenges facing young Muslim women in Australia. Offering a culturally safe and respectful space, without fear of judgement, enabled our young participants to openly discuss their concerns and build resilience and knowledge to support their safety. Young women participated in workshops and programs to build resilience, awareness and understanding to prevent violence including on forced marriage, family violence and affirmative consent.*





# Supporting Employment and Education Pathways

Our Muslim women's leadership and economic empowerment programs adopt a strengths-based model, delivering tailored programs to support Muslim and migrant women to build confidence and skills to support their economic empowerment. Designed to cater to women with varying levels of literacy, confidence and capability, the program supports women to identify their goals and aspirations, build skills and capabilities and develop plans and pathways to achieve them.

To date, women who have participated in our program have reported great success and growth and have identified achievable aspirations and pathways towards achieving them, with many realising their personal goals.

*Economic empowerment programs for young women prioritised exploring social and cultural notions which prevent women from achieving economic independence, in particular those that reinforce gender inequalities. Programs were designed to support young women overcome these barriers to enable them to achieve their financial, educational and career goals and recognise the importance of financial security in preventing women from experiencing family violence. While other groups focussed on enhancing leadership skills and capacity to expand employment opportunities and to overcome barriers which limit women from achieving their full potential.*



Pictured: Client's catering business

## CLIENT SPOTLIGHT

Adiba wanted to develop a baking business. After completing AMWCHR's Planning for Success program in June 2022, she started a catering business. She wanted some support around business loans and raising the initial capital investment for her start up. The AMWCHR programs team assisted her by referring her to the relevant channels and resources.

By July 2022, she had developed a network of clients within her community. She primarily used WhatsApp to advertise her products and received positive feedback. Last year on Eid, Adiba secured several catering orders from the community including AMWCHR. She also engaged in volunteer work with local organisations to build her skillset and experience. These efforts are an interim income generating hustle for her as she has very young children. She hopes to find employment in it once her children reach school age.



## Supporting Mothers and Children

For many migrant and refugee women, parenting in a cross-cultural environment places significant challenges and barriers to the wellbeing of women and positive parenting relationships. At times Muslim women face those challenges alone because of limited access and awareness of parenting, health and educational support services.

Our work with mothers is focused on supporting mothers to develop positive parenting strategies to support the safety and wellbeing of their children as they navigate parenting between their cultural systems and the Australian environment. In this way we aim to foster meaningful, culturally respectful and positive relationships between mothers and their children.

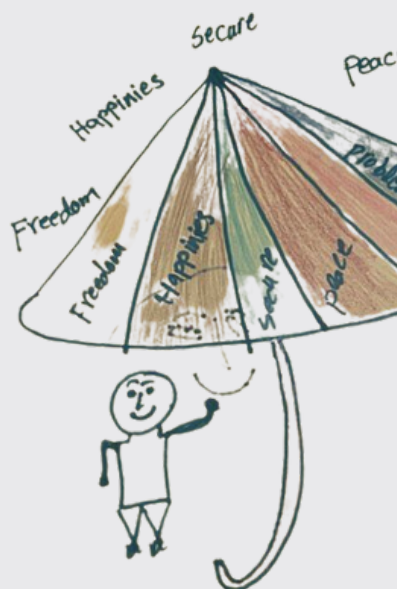
*“The group discussions helped me realise I am not the only one who is facing parenting challenges.”*

*“I learnt how to listen and give space to my children.”*

## Building Mental Health Awareness

Mental health and wellbeing remain as one of the key challenges facing Muslim women and young women. Furthermore, access to culturally sensitive support remains extremely limited and continues to present significant barriers for Muslim and migrant women seeking support for mental health concerns.

In responding to this our program delivered workshops and information to Muslim women and young women to increase awareness and understanding of mental health issues, challenge stigma and cultural interpretations of mental health, build capacity of women to recognise when additional support may be needed, and develop confidence to seek help. Through this program we continue to adopt our trauma-informed approach to ensure women felt supported and safe. What was evident was the significant impact that migration trauma has had and is having on many Muslim and migrant women and the lack of meaningful support available to those seeking support.





# Community Events

## Our Women's Iftar

This year's Annual Women's Iftar was held at Free to Feed, and centred around the incredible work and community the Australian Women's Centre for Human Rights has been part of. Our theme of the night – celebrating 30 years – recognised the organisations incredible achievements and celebrated the dedication and commitment of our community, past and current staff and Board members, and all those who have supported our work and advocated for change alongside us along the way.



## Social Events

Throughout the year we celebrated with our community through a number of events and social gatherings to support community networks and social connection. These events provide great opportunity for women to come together for social events and activities to build relationships, support networks, and reduce risks associated with isolation - in particular for those newly arrived in Australia.





# Strengthening Sector

## Sector Consultation & Advisory Service

Our consultancy services provide insight and information to organisations working with Muslim communities. We work alongside and in partnership with a wide range of sector organisations including schools, government, service providers, and peak bodies. We aim to support their understanding, response, and service delivery to Muslim women, young people and the wider Muslim community.

Our consultancy and advisory service offers organisations evidence-based guidance and advice on applying a strengths-based, trauma-informed approach to responding to the needs of Muslim communities. We provide secondary consultation to organisations to share our expertise around barriers and issues that impact Muslim women and can compound experiences of trauma and exclusion. Through this service we aim that Muslim women are able to have better experiences of engaging with services.

**We contribute our voice to discussions and projects which directly impact Muslim women through participation in round tables and advisory committees. In the past year this has included:**

- National Human Trafficking and Modern Slavery Roundtable
- Multicultural Women's Reference Group
- Road to Belonging Governance Group - Chair Research and Systems Change Group
- Safe at Home Advisory Committee
- Safe and Equal Senior Leadership Group
- Listen and Learn Roundtable – Power, intersectionality and gender equality in workplaces
- National Advocacy Group on Women on Temporary Visas Experiencing Violence
- Women's Mental Health Alliance.

## Sector Capacity Building Training

This year we continued to grow our training and capacity building training services for sector organisations. We focussed on raising awareness, building understanding, improving cultural literacy, and sharing insights.

Our training is developed through drawing on our insight and expertise in working alongside Muslim women in Australia for over 30 years. Our training packages and modules are designed to support organisations to build understanding and capacity to enhance service delivery to Muslim women, children and communities.

We provided specialised training briefings to schools and those working with young people. This training focussed on building awareness and understanding of Early and Forced Marriage to support improved response and support for young people.

In addition, cultural awareness training was provided to mental health professionals and service providers to build understanding and awareness of the challenges facing Muslim women in engaging with mental health support services. The training also provided practical advice on how services can ensure their practise is inclusive and culturally safe.

*Our Volunteers attended a very informative training session hosted by AMWCHR on responding to family violence in Muslim communities. We can't wait to implement and share what we have learned.*

# Research and Advocacy

## Launching our Research & Policy Agenda

Launching our new Research and Policy agenda is an exciting step out of Covid mentality that demanded so much operational and service delivery focus. As part of the overall strategic plan launch, we are demarcating our research and policy priority areas to elevate issues impacting Muslim women. Through our research we will gather a renewed evidence-base to support our work and advocacy agenda.

### Our Priority Research Areas



- Gendered Violence
- Services Sector Response
- Health
- Culture & Society
- Restorative Justice
- Housing & Homelessness
- Young People

### Research Projects

#### Mapping Social Services in Multicultural Societies (ARC Linkage)

We are proud to be one of the partners supporting Deakin University's 'Mapping Social Services in Multicultural Societies', funded through an Australian Research Council Linkage Grant. This research project sought to investigate the shift in service delivery from community-specific to mainstream organisations in the areas of health, social, and economic sectors. The project draws on the experiences of users of these services to highlight the likely impact of mainstreaming on diverse communities and society more broadly. This year marks the final year of this project with findings to be shared at a Symposium in October 2023. More information about the project is available at [www.multiculturalsocialservices.com](http://www.multiculturalsocialservices.com)



# Stand Out, Speak Up: Racism and Islamophobia in Victorian Schools

As part of our ongoing advocacy efforts to shed light on the state of racism and Islamophobia in Australia we delivered our Stand Out, Speak Up program, which aimed to promote action on and awareness of Muslim communities' experiences of racial and religious discrimination.

Through the program it was identified that schools remain a high-risk environment for experiences of racism for young people. Young women relayed stories of the racism and Islamophobia they experienced in the classroom, with some accounts including serious incidents of racial abuse and targeting from both peers and staff members, including teachers. Our research therefore sought to collect data through interviews with school staff members and professionals working in the school environment to gather further insight into the state of racism and Islamophobia in Victorian schools.

The combined perspectives of students and professionals working in the Victorian school environment have been collated and utilised to develop resources to promote proactivity towards combating racism. Findings have also informed recommendations for Government, and school leadership, and school staff to ensure the safety and wellbeing of students from diverse backgrounds

## Contributions to Policy and Reform

### Submissions

- Submission into the Early Years Strategy
- Submission into the National Principles to Address Coercive Control
- Submission into Australia's Humanitarian Program 2022-2023
- Submission into the Review of Divisions 270 and 271 of the Criminal Code Act 1995 (Cth).

### Panel Events

- International Women's Day Panel - Department of Health Mental Health and Wellbeing Division Event
- International Women's Day Panel - From the margins: Women Navigating Power Sydney Opera House
- Gender Equity Victoria Annual Conference
- Voices of Courage 16 Days of Activism Panel
- Healing and Recovery Conference
- Modern Slavery Conference Panel



# Publications

## Anti Racism Report



## Anti Racism poster



## Forced marriage brochure



## Visibility and Engagement Snapshot

80+

Social media posts

4,263

Social media followers

STOP  
GENDER  
BASED  
VIOLENCE

Call it Out



HOW TO BE AN  
ACTIVE BYSTANDER

### Support

If you see someone being racially targeted in public, a powerful symbol of support is to go and sit or stand next to them and check if they're ok.

### Record

It's also good to video the incident on your phone if you can.

### Report

You should always call the police on 000 if you think you or somebody else may be in danger. You can also phone the Australian Human Rights Commission on 1300 656 419 04 or (02) 9284 9600.



source: <https://itstopswithme.humanrights.gov.au/bystander-action>



# Our Donors

Paul Ramsay Foundation

Phyllis Connor

AFL Women

Attorney General's Office

Cameron Foundation

Darebin City Council

Migration Council of Australia

Department of Families, Fairness and Housing

Department of Home Affairs

Department of Jobs, Precincts and Regions

Department of Prime Minister and Cabinet

Department of Social Services

Settlement Council of Australia

Victorian Multicultural Commission



Australian Government  
Department of the  
Prime Minister and Cabinet



Jobs,  
Precincts  
and Regions



Australian Government  
Department of Home Affairs



Australian Government  
Attorney-General's Department



Australian Government  
Department of Social Services



Equity Trustees



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Families,  
Fairness  
and Housing



VICTORIAN  
multicultural  
commission



Cameron  
Foundation

paulramsay  
FOUNDATION

# Financials

The Australian Muslim Women's Centre for Human Rights ended the 2022/23 financial year with a modest surplus of \$25,607, reflecting our ongoing commitment to investing our funds into servicing our core programs and services to meet the needs of community.

Income increased in 2023 compared to last year due to increased funding from government and philanthropy, while staffing costs increased to support the delivery of new programs and initiatives along with new organisational investment in establishing its research agenda. Investment in organisational capacity building, infrastructure, and staff throughout the year saw an increase in training and office costs as we continue transition out of covid and into a new office space along with continuing to build internal capacity to support our staff.

## Income Statement Summary

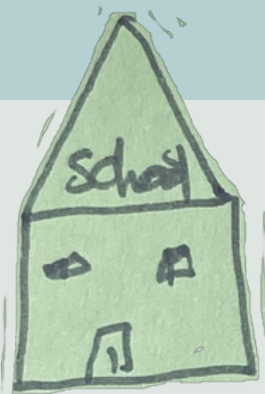
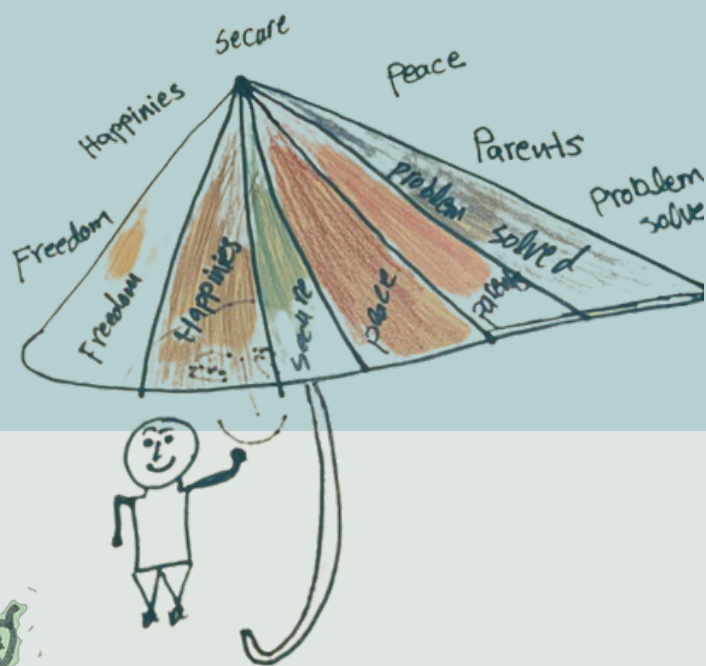
	<u>2023 (\$)</u>	<u>2022 (\$)</u>
<b><u>Income</u></b>		
Grant Income	2,434,889	2,039,706
Other income	245,234	205,676
<b>TOTAL INCOME</b>	<b>2,680,123</b>	<b>2,245,382</b>
<b><u>Expenditure</u></b>		
Staff salary, wages and oncosts	1,967,198	1,807,635
Program delivery expenses	465,366	431,962
Other operating expenses	221,952	183,093
<b>TOTAL EXPENDITURE</b>	<b>2,654,516</b>	<b>2,422,690</b>
<b>NET SURPLUS/(DEFICIT)</b>	<b>25,607</b>	<b>(177,308)</b>

## Financial Position Summary

	<u>2023 (\$)</u>	<u>2022 (\$)</u>
<b><u>Assets</u></b>		
Cash and cash equivalents	1,431,655	1,285,962
Trade and other receivables	31,481	15,750
Property, plant & equipment	48,277	60,024
<b>TOTAL ASSETS</b>	<b>1,511,413</b>	<b>1,361,736</b>
<b><u>Liabilities</u></b>		
Trade and other payables	213,157	241,082
Deferred income	759,539	598,335
Employee entitlement provisions	196,730	205,939
<b>TOTAL LIABILITIES</b>	<b>1,169,426</b>	<b>1,045,356</b>
<b>NET ASSETS</b>	<b>341,987</b>	<b>316,380</b>







Artwork by AMWCHR program participants