



ANNUAL REPORT 2024-2025

Australian Muslim Women's Centre for Human Rights

ACKNOWLEDGMENT

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.

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.

Published by: **Australian Muslim Women's Centre for Human Rights**

Telephone: (03) 9481 3000

Email: reception@amwchr.org.au

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Artwork: Front and back page art by Amani Haydar, titled, "*Hajji and Her Daughters*"

Client Privacy and De-Identification

All case studies presented in this report have been fully de-identified to safeguard client privacy. Any names, locations, dates, or other potentially identifiable details have been altered or removed.





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CEO Statement

I am deeply grateful for the continued commitment, resilience and dedication demonstrated by the incredible women who make up the AMWCHR team, who have unequivocally stood alongside Muslim women and communities to realise our vision of *equality without exception*.

In the face of a world scarred by violence and injustice, where genocide continues unrestrained, and the lives of Muslim women, men and children are reduced to insignificance, we stood resolutely while we carried the weight of devastation and heartbreak for our peoples. Our voices became louder, our defiance stronger and our responsibility deeper. We stood with women as they wept for their families, and we advocated when systems pushed them away, we created spaces of safety for women, men and young people to grieve, to express fears and to reimagine their futures.

This context of apathy and intolerance resulting in the emboldening of hate, and leading to a rise in anti-Muslim, anti-Arab, anti-migrant and anti-black sentiment, makes our work at AMWCHR and our voice even more relevant and necessary. Critically, the impact on women and girls is inextricably intertwined, and the associated resistance and outright rejection of gender equality, inclusion and women's rights means that our voices as Muslim women leaders is not only important but central to shaping our way forward.



As a diaspora of rich diversity, we continued to find strength in the Australian Muslim community, working collaboratively and in partnership, and lending our voice to collective efforts to push back against harmful narratives, systems and policies which seek to harm us. We supported community initiatives and stood alongside emerging and existing leaders to amplify community voices.

AMWCHR's trusted and deeply embedded work provided much needed spaces for Muslim women, men and young people to safely explore the impacts of this global context, and of rising hate in Australia.

Our community-based programs provided meaningful opportunities for collective learning and shared strength, storytelling and personal growth, and support for individuals to build new knowledge, harness agency and develop tools and resources to support their dreams. Alongside this, our one-to-one services delivered critical support to address Muslim women and children's safety and stability, working alongside women to find safety, access systems, and disrupt cycles of disadvantage to achieve their goals.

Our work with women, young women and communities informed our advocacy and this year we delivered key research projects to support sector understanding, inform practice and highlight systems inequity.

Looking back on the past year I am deeply proud of the work that we have achieved to strengthen AMWCHR for the future. We have engaged new communities, reaching a record number of Muslim women and young women, delivered our first program supporting Muslim men, advocated strongly for systems change, invested in partnerships to share our expertise and knowledge, and raised our voice boldly on critical issues impacting Muslim women and children. I am grateful to lead such an incredible organisation and pleased to share our 2024-25 annual report.



Nesreen Bottriell
Chief Executive Officer

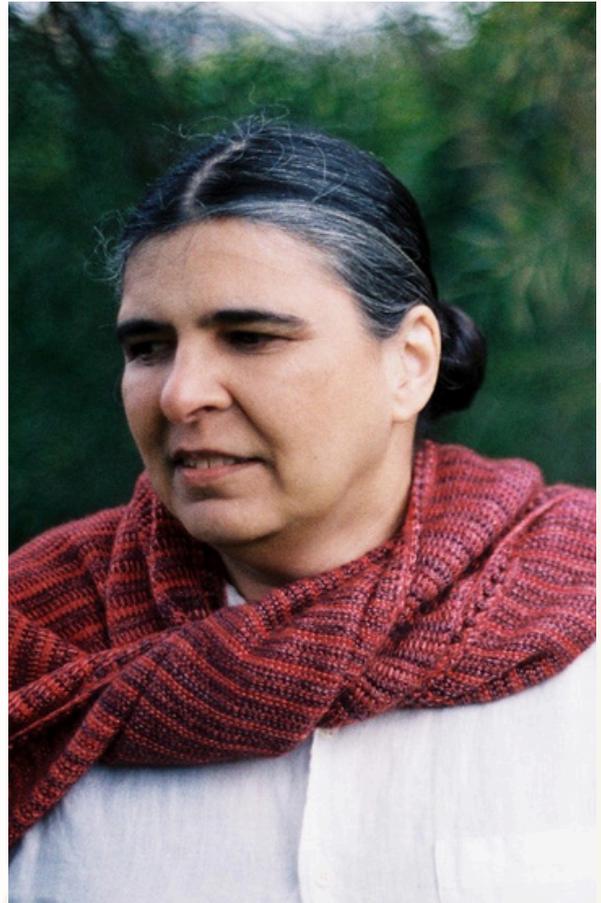
Chair Statement

As a researcher and advocate on the issues of gendered violence and racism, I have long admired the fearless and groundbreaking work undertaken by the Australian Muslim Women's Centre for Human Rights. I was therefore hugely honoured to join the AMWCHR board in 2023 and take on the role of Chair at the beginning of 2025.

It has been a pleasure and an inspiration to get to know the staff led by CEO Nesreen Bottriell as they put the AMWCHR ethos of 'equality without exception' into action.

That ethos has become ever-more important as we face the challenges of rising Islamophobia in Australia and genocidal conflicts overseas. Organisations like AMWCHR play a vital role in amplifying the voices of Muslim women against the onslaught of hate-speech, as well as delivering vital services and programs that provide support in day-to-day living. We can be particularly proud of our settlement services, which provide those who have come across the seas from conflict zones around the world with the resources that they need to thrive in their new and unfamiliar environment.

Even during these challenging times, AMWCHR has been able to create space for joy and celebration. I had the privilege of attending the organisation's Eid al Fitr celebrations, which saw staff and clients gather to enjoy music, dance, and of course food (eaten during daylight hours!) The camaraderie between staff and clients was a pleasure to behold, illustrating the depth and breadth of AMWCHR's outreach.



AMWCHR enters the final year of our current strategic plan as a stronger and more stable organisation than ever before. We have provided submissions to government on issues impacting Muslim women and children, delivered community programs, provided critical casework services, and undertaken groundbreaking research including on engaging Muslim communities in the prevention of family violence. We embark on our strategic plan for 2027-30 conscious of our responsibility to Muslim women and girls both in Australia and around the world, as well as of our privilege in living and working on unceded First Nations land.

AMWCHR could not function without the generous support of our supporters, funders, partners and donors. We thank them all for their contribution and look forward to future shared endeavours.

I also thank my fellow board members, in particular my predecessor as Chair and current Secretary Sahar Zaidi. We farewelled board members Aliya Ahmed, Jeena Joyan and Marwa Khalaf and wish them all the best for the

future but have been fortunate enough to welcome new board members Rabea Khan and Indira Kulafi.

Above all of course, I thank our staff and in particular our CEO Nesreen Bottriell. Your dedication and commitment are a daily inspiration to me and I'm sure to AMWCHR's clients, stakeholders and even casual observers. We embark on our next strategic plan confident that you will steer us through whatever difficulties and opportunities may lie ahead.



Dr. Shakira Hussein

Chair

About Us

The Australian Muslim Women's Centre for Human Rights (AMWCHR) is a national organisation led by Muslim women, driving change to advance their rights and status in Australia.

We believe that Muslim women themselves must be central to shaping the change they seek. Guided by a human rights framework, we amplify the voices, experiences, and leadership of Muslim women, recognising their inherent agency and capacity to influence social, political, and cultural transformation.

Our work focuses on building capacity, raising awareness, and addressing the structural barriers that impact Muslim women, both within Muslim communities and in the wider Australian context.

Our approach is non-religious and non-sectarian. 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 to elevate and amplify Muslim women's voices, learnings and supports their rights to self-determine the direction of their own lives.





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 grounded in an unwavering commitment to advancing the rights of Muslim women in Australia. This commitment shapes everything we do, guiding our actions today and inspiring the vision we hold for the future.

We work for the rights of Muslim women by:

- Empowering self-determination and supporting Muslim women to lead and define their own futures.
- Applying a human rights lens which addresses inequality and disadvantage through a rights-based approach.
- Driving advocacy and education through engaging individuals, communities, and governments to build equality within the Australian context.

Our Values

Equity

We strive for true equality, realised through real equity. Adequate access for Muslim women in every space, system, and stage of life without compromise and without conditions.

Integrity

We work to represent the integrity of Muslim women, and all we do must reflect this, through honesty, accountability, quality and the courage to speak out.

Respect

We honour the diverse identities, choices, and experiences of Muslim women and work to ensure they lead their own narratives and futures.

Leadership through Lived Experience

We believe Muslim women's experiences qualify their expertise and capacity to lead the most meaningful change, from grassroots relationships to systemic transformation.

Social Justice

We challenge inequality seeking to strengthen the realisation of universal rights to safety, equity, and justice for all.

Compassion

We experience compassion as a unifying and transformative force, it is central to how we engage, support, partner, and lead.



2024-2025 Impact Highlights

436

Women accessed casework services

588

Program sessions

5,000+

Social media followers

326

Women seeking support for DFV

2,446

Individuals attended programs

450%

Increase with social media content interactions and reach

50

Consultations provided to sector practitioners

1,308

Referrals made to connect Muslim women & children to wider support services

13,000+

Website visits

400

Sector practitioners received training

5

Research papers, publications & submissions written

There's so much uncertainty but knowing that others share the same concerns helps. I feel like we're in this together and have support available.



Supporting Palestinian Communities



50+

Palestinian families supported with immediate settlement needs



\$130K

Provided in financial and material aid

As the devastation abroad continues, newly arrived Palestinians in Australia face new challenges. With uncertain visa status limiting long term prospects, most Palestinians are still working to establish stability while monitoring the safety of families remaining in Gaza and continuing to confront the challenges of settlement, alongside processing the grief of the violent loss of their homes and loved ones.

Throughout this AMWCHR has continued providing specialised programs and services to Palestinian communities in Victoria. Delivering in-language community programs and activities for women, men and young people, and tailored one-to-one support for individuals and families, we have worked in consultation with Palestinian communities to ensure our services meet their most pressing needs.

Through accessing culturally sensitive and specialist services, Palestinian women were able to process their experiences in a supported environment, which recognised their ongoing trauma. Communities continued to be confronted with significant barriers which undermined their sense of belonging in Australia. Palestinian women participating in AMWCHR programs were able to connect with fellow community members who shared an understanding of their unique challenges. Discussions that took place within these supportive spaces helped participants gain awareness of available resources, opportunities, and services to assist them in navigating the difficulties of resettlement..

“I’m really worried about what’s going to happen with our visas. Talking about it here made me realise I’m not the only one who’s stressed, but it also made me realise we need more information and support.”

These interactions fostered a sense of connection within the broader community and contributed to an emerging sense of possibility and belonging.

For young people, many who were previously university students in Gaza and now faced significant challenges in pursuing their planned pathways due to visa limitations, the result was a deep sense of loss and despair. Our programs supported young people to identify alternative learning and income earning pathways to pursue while they navigated visa challenges, while younger Palestinian students were connected with peers through our facilitated youth hangout sessions that supported young people to explore strategies to manage challenges and support their growing sense of belonging and connection.

Our services extended to providing tailored case management for women and families arriving from Gaza.



AMWCHR expanded its existing case management services to provide in-language intensive support to 54 Palestinian women, accompanied by 65 children throughout the year. Focusing on immediate relief, support and stabilisation, this approach opened capacity for individuals to identify and explore pathways towards long-term wellbeing. Our work therefore sought to address immediate needs of families, to lay the foundation for women to begin work towards longer term goals, including stable housing, education and employment pathways. Our case managers adopted an experienced, in-language, trauma-informed approach, and worked with individuals to overcome barriers and build capacity. This included providing public transport support to assist women to attend appointments and access services independently, support to complete English language testing (IELTS), opening pathways to employment and higher education opportunities, and supporting driving lessons and assistance to obtain an Australian driver's licences, increasing independence and improving long-term prospects.

Alongside direct services and programs, AMWCHR has continued to advocate for improved service access, raised awareness and advocated for the need for visa stability, supported local Palestinian women and organisations, and implemented ethical sourcing practices.

We have persisted with our firm advocacy, both publicly and in our discussions with government stakeholders, to urge the Australian government to take an active role in ending the genocide in Gaza and take decisive action against illegal settlements and the ongoing oppression of the Palestinian people.

Our work to support Palestinian communities will continue and we look forward to releasing our research highlighting the lived realities of newly arrived Palestinians arriving in Australia in the coming months. We will continue to provide grassroots programs and services and work collaboratively with other community organisations to provide necessary support and contribute to joint advocacy.



ALONGSIDE OTHER COUNTRIES AROUND THE WORLD, AUSTRALIA HAS MADE A SUBTLE SHIFT IN ITS NARRATIVE SURROUNDING THE GENOCIDE IN GAZA. AFTER 600 DAYS OF SILENCE, DEFLECTION, AND JUSTIFICATION, POLITICIANS ARE BEGINNING—HOWEVER HESITANTLY—TO ACKNOWLEDGE THE SCALE AND SEVERITY OF ISRAEL'S WAR CRIMES.

MAJOR MEDIA OUTLETS, ONCE CONTENT TO PRESENT "BOTH SIDES" OF A ONE-SIDED MASSACRE, ARE NOW STARTING TO REPORT MORE HONESTLY ON THE ATROCITIES THAT ARE BEING INFLICTED ON THE PALESTINIAN PEOPLE.

LET US BE CLEAR: YOU ARE 600 DAYS TOO LATE. THE TIME FOR STATEMENTS HAS LONG PASSED, IT IS TIME FOR AUSTRALIA TO STAND UP AND TAKE DECISIVE ACTION TO PREVENT FURTHER DEVASTATION.

SPOTLIGHT: Fatima's Story

Fatima, a 34-year-old woman from Gaza, arrived in Australia in 2024 with her husband and three children after being displaced by the war. Prior to this, Fatima was an independent working woman who managed a small business. Her forced displacement led to the devastating loss of her livelihood, financial independence, and overall sense of stability. She was referred to AMWCHR by a local community organisation after concerns were raised about her mental health. Fatima was experiencing deep personal grief and collective trauma due to the extensive loss and devastation within her community.

Through AMWCHR's case management support, Fatima was able to find a safe space where she could openly express her grief and loss. She was linked with mental health services to help her build coping strategies and resilience. Over time, Fatima began to achieve meaningful personal milestones that significantly improved her quality of life.

One of the key goals in her support plan was to help her regain a sense of independence and mobility so she could better meet her family's needs. With encouragement and practical support from her case manager, Fatima learned to drive—a transformative step that enhanced her autonomy, improved her access to services, and boosted her confidence.

To support this achievement, AMWCHR covered one month's rent, allowing Fatima to use those savings as a car deposit. The remaining balance was placed on a manageable payment plan, making the purchase of a vehicle possible. The car has since become an invaluable tool, enabling Fatima to maintain family stability, rebuild her independence, and re-engage with her community both socially and economically. Fatima is currently working part-time as a teacher's aide in an Islamic school and looking for further study opportunities.

SPOTLIGHT: Khadija's Story

Khadija, an elderly Palestinian woman, fled to Australia on a visitor visa in 2024 to live with her son Omar after tragically losing her two eldest children in the war. Before arriving in Australia, Khadija had undergone surgery in Palestine and was scheduled to have additional surgery. However, due to the ongoing genocide, the second procedure was never completed. Upon her arrival, her son—who has four young dependents of his own—was unable to provide for her ongoing medical needs and referred her to AMWCHR for case management support.

Due to her visitor visa status and lack of health insurance, Khadija's essential healthcare needs were initially neglected. However, through AMWCHR's strong advocacy and case management support, she was connected with the Asylum Seeker Resource Centre (ASRC) and a local specialist health service. An interpreter was present throughout the process to ensure she fully understood her treatment and felt supported at every step.

Thanks to AMWCHR's dedicated case management advocacy and ongoing partnership with ASRC, Khadija was approved for free surgery. She was provided with transport support to attend the surgery and return home, as well as assistance with pharmacy vouchers to cover her post-surgery care requirements. Without a dedicated case manager to invest significant hours of advocacy to support Khadija, this outcome would not have been possible.



Women's Community Programs

Our community-based programs are informed by consultations with Muslim women which shape program design and priorities to ensure our work responds to community needs. Our multilingual team conducted 30 consultations over the year across diverse communities of Muslim women and young women throughout metropolitan Melbourne.

Our ability to engage with the ethnically and religiously diverse Muslim communities, across broad geographic locations, hinges on our network of deeply connected community liaisons and AMWCHR staff who represent those same communities. This evidence backed approach to our work enables us to connect with women in ways which are relatable, culturally relevant, and which seek to overcome the barriers they may face, which can often inhibit participation.

Our approach sees us deliver programs using a group-based model, engaging with women over a series of sessions, allowing us to build safety, trust and confidence, and providing spaces for sharing stories and collective healing to support resilience, knowledge attainment and skills building, and to facilitate community connections.

In this way our community programs are critical, to supporting Muslim women, particularly those who experience high levels of disadvantage, vulnerability and isolation, to build confidence and capacity, engage with available support services, and establish local peer and community networks.

Prevention programs

AMWCHR is dedicated to addressing the drivers of gender inequality and gender-based violence in all its forms, and importantly that tailored prevention initiatives are delivered to ensure that Muslim women and communities can participate in these important conversations.

Over the past year AMWCHR has delivered various family violence prevention programs to Muslim women to build knowledge and understanding of affirmative consent, and domestic, family and sexual violence, including early and forced marriage. As with all our work, these programs commence with establishing cultural safety and building trust, before engaging in deeper discussion to build knowledge and raise awareness of women's rights, safety, and various forms of family violence. Through our programs we supported groups of women to consider the impact of traditional gender roles and norms, challenge harmful attitudes, and explore the importance of choice and consent, while outlining options for support.

“These sessions have taught us that change starts from within the home.”

What our programs highlighted was that Muslim women had varying levels of knowledge on family violence but had a high interest in understanding affirmative consent and learning more about the various forms of family violence. Women were strong advocates, taking their learnings and acting as leaders within their own communities, supporting other women and sharing their knowledge. We heard that women were keen for prevention programs to continue and to be expanded to include initiatives specifically focused on young boys and men in their communities.

AMWCHR proudly launched the 'Framework on Engaging Muslim Men in the Prevention of FV' during the year, an initiative which was informed by research and AMWCHR's years of working in FV prevention with women and young people. This project recognised the critical need to include Muslim men and boys as active contributors to the prevention of family violence and AMWCHR will continue to explore opportunities for the model to be realised to support wider community understanding and engagement.



Women's Settlement and Leadership programs

The settlement experience is complex and protracted and can be a traumatic and isolating time for many migrants. For women, the challenges are often compounded, as they often carry the burden of family health and wellbeing, supporting children's settlement and navigating changing family dynamics and gender roles, without extended family and community support networks, placing families under stress and leaving women feeling alone with these challenges. Muslim migrant women face even greater challenges, as their experience of settlement is often marred by stigma and bias, systems which engage with a lack of cultural and religious understanding, and experiences of overt and covert racism and discrimination when accessing systems and services.

Our programs for migrant and refugee Muslim women are therefore designed to respond to the varying needs of our diverse communities and included introductory topics to build an understanding of Australian systems and laws, support parents to adapt their parenting to a new environment, offer English conversation circles to build confidence with the practical use of a new language, and build confidence and capacity of women to navigate the complexities of resettlement.

AMWCHR's programs also addressed mental health needs, recognising the impacts of migration and displacement journeys on mental health and wellbeing.

Through our community consultations, mental health emerged as a key concern with women experiencing persistent sleep difficulties, anxiety and symptoms of depression, often related to uncertainty about their future and their families' wellbeing.

Through our culturally tailored programs Muslim women were supported to understand and destigmatise concepts of mental health, were provided tools to support emotional and physical wellbeing, were supported to build connections and provided information on where to seek support. Women came away with increased awareness of mental health, demonstrating positive shifts in motivation and lifestyle habits, increased community engagement, reduced feelings of isolation, and greater confidence in seeking mental health support.

I feel anxious about the future and the impact of these changes but having guidance on where to get information makes me feel less alone.

Other settlement programs were focussed on identifying strengths and harnessing leadership potential and women's agency to identify aspirations and support their attainment. This included goal setting and planning, leadership and communication skills, financial literacy and economic independence, strengthening English language skills, and exploring education and employment pathways.



Community Eid Event

In April 2025, AMWCHR hosted its annual women's community Eid event bringing together over 110 women from diverse backgrounds including Afghan, Syrian, Palestinian, Indian, Pakistani, Eritrean and Somali.

Themed around the notion of Gratitude, the Eid event supported community connection – strengthening belonging and community spirit. Women celebrated Eid by sharing stories and food, engaging in activities to learn about each other's culture, and enjoying music and dance from around the world, celebrating our diverse cultural backgrounds.

Children and Families' programs

Navigating parenting across cultures can place significant strain on positive parenting relationships and can present challenges and barriers to the wellbeing of mothers and children. Often migrant Muslim women face these challenges alone because of limited access and awareness of available support services.

“This session felt like a safe space where I could talk openly about my concerns without being judged. It's so important to have a place where we can support each other as parents.”

AMWCHR's parenting workshops were provided to diverse groups of Muslim women with children across varying ages, from early childhood settings to primary school, and extending to older teens and youth. These programs provide a supported space for mothers to connect, share their parenting challenges, and build mutual support networks. Mothers participated in facilitated sessions to explore culturally sensitive strategies and practical tools to build parenting resources and confidence to support positive parenting approaches.

Mothers raised many challenges and concerns including difficulties reconciling cultural expectations within an Australian context, managing peer pressure and responding to bullying, advocating for their children's needs, and recognising children's varied developmental needs. Through these programs mothers were supported to identifying strengths within both cultures and encouraged to adopt adaptive approaches that support their children's development. Women were provided practical strategies and tools to set boundaries and establish healthy routines, manage separation anxiety of young children, explore healthy discipline strategies and build effective communication techniques to build strong, open and healthy relationships with their children. Parents were encouraged to recognise the impact of their emotional wellbeing on their children and were provided with strategies to enhance personal resilience and self-care practices.

Combatting Islamophobia programs

In response to the rise in anti-Muslim and anti-Arab sentiment, alongside a spike in incidents of Islamophobia, AMWCHR responded by delivering programs and developing community resources to raise awareness and address the impacts of Islamophobia on community safety and wellbeing.

Our programs focussed on building understanding of various forms of racism and discrimination, anti-discrimination laws in Australia, and sharing available support services alongside exploring ways for women to respond, report and become active bystanders. Importantly these programs also offered safe spaces for women to share experiences of racism, express frustrations and fears, and build confidence to advocate for their own safety and report their experiences.

Women shared with us their fears and concerns around safety and the repercussion of the ongoing genocide in Gaza on Muslims and pro Palestine supporters in Australia. They expressed feeling unsafe going out and worried for their communities' safety following Islamophobic attacks on communities. Women expressed deep disappointment and lack of trust in political and government systems that failed to condemn these attacks which subsequently reinforced a lack of trust in government systems.



Carer's program

Muslim women who take on direct and indirect carer responsibilities for members of their family often view this responsibility as a natural obligation to care for a disabled family member. The AMWCHR carer's program sought to provide a supported space for Muslim women carers to share their challenges and experience as supporters and explore ways that they too can be supported in their roles.

Women who attended the program saw their carer responsibilities as the priority above their own wellbeing, often neglecting their own self-care and becoming isolated as a result.

The program sought to therefore highlight the importance of self-care as an enabler to supporting the wellbeing of others and foster connection with other carers leading to observable changes in perceptions and opening spaces for women to build support networks and identify their own self-development needs and goals.

Many women were unaware of the available resources – such as NDIS or home care packages. Those who were linked under NDIS were not aware of the extent of services they could access from the scheme and through their provider. Through the program women were supported to expand their service utilisation to best meet the needs of their dependant.

Taiba's Story

Taiba is in her late twenties and arrived in Australia on a refugee visa a year ago with her husband and his family. She is the primary carer for her mother-in-law and her teenage sister-in-law, who has a serious disability. She also supports her father-in-law and husband with all household responsibilities. Recently, her husband was hospitalised due to health issues, which added further stress to her caregiving role.

Taiba shared that attending AMWCHR's carers program was a turning point for her. She enjoyed learning about services that can support her. She learnt about the importance of her own wellbeing. Before this, her life's purpose was to fulfill her family's expectations. She struggled with exhaustion being the family's bedrock. She couldn't complain as she felt it was disrespectful and ungrateful. She felt resentful yet guilty. She felt she gave in to everyone's needs and spared little time for herself.

From the program, she learnt that it's ok to talk about her struggles and it's essential to care for herself. She learnt to craft her own identity beyond that of a caregiver. She was inspired to explore pursuing her own passions and goals as she began to unpack who she is as a person. After the program, Taiba expressed a strong desire to improve her English and learn driving so that she could be more independent and contribute more confidently to her family's life in Australia. She was also keen to see how she could develop her own self confidence and opportunities further.

The program connected Taiba to other women carers in her area and she realised that she was not alone and that her struggles and challenges were a normal part of caregiving. From the experiences of others, she also realised that it was ok to receive support. It was the first time she found a group of women that she could connect with since her arrival in the country. The program gave her the confidence to connect with others and contribute her ideas and share her experiences. Taiba also joined a social community event where Muslim carers came together for a picnic and mutual exchange of experiences across cultures, including Afghan, Pakistani, Syrian, Lebanese and Palestinian women. This helped Taiba expand her social networks within the carers circle.



Young Women's Programs

Young Muslim women are an incredibly important voice in shaping our work both today and into the future. This year we launched our inaugural Youth Advisory Group made up of diverse young women to share with us their experiences and expertise and to guide our work with young people. Our programs are also informed by our broad consultations with diverse young women across Melbourne.

Young Muslims have continued to take up proactive roles in advocating for their rights and the rights of their communities. They have experienced rising levels of racism, Islamophobia and discrimination, and are often subject to high degrees of scrutiny, with young Muslim women often underestimated and stereotyped. Despite this, young Muslims have demonstrated their incredible strength and resilience, their eagerness for learning and growth, their capacity for compassion and healing, and their willingness to be voices for change.

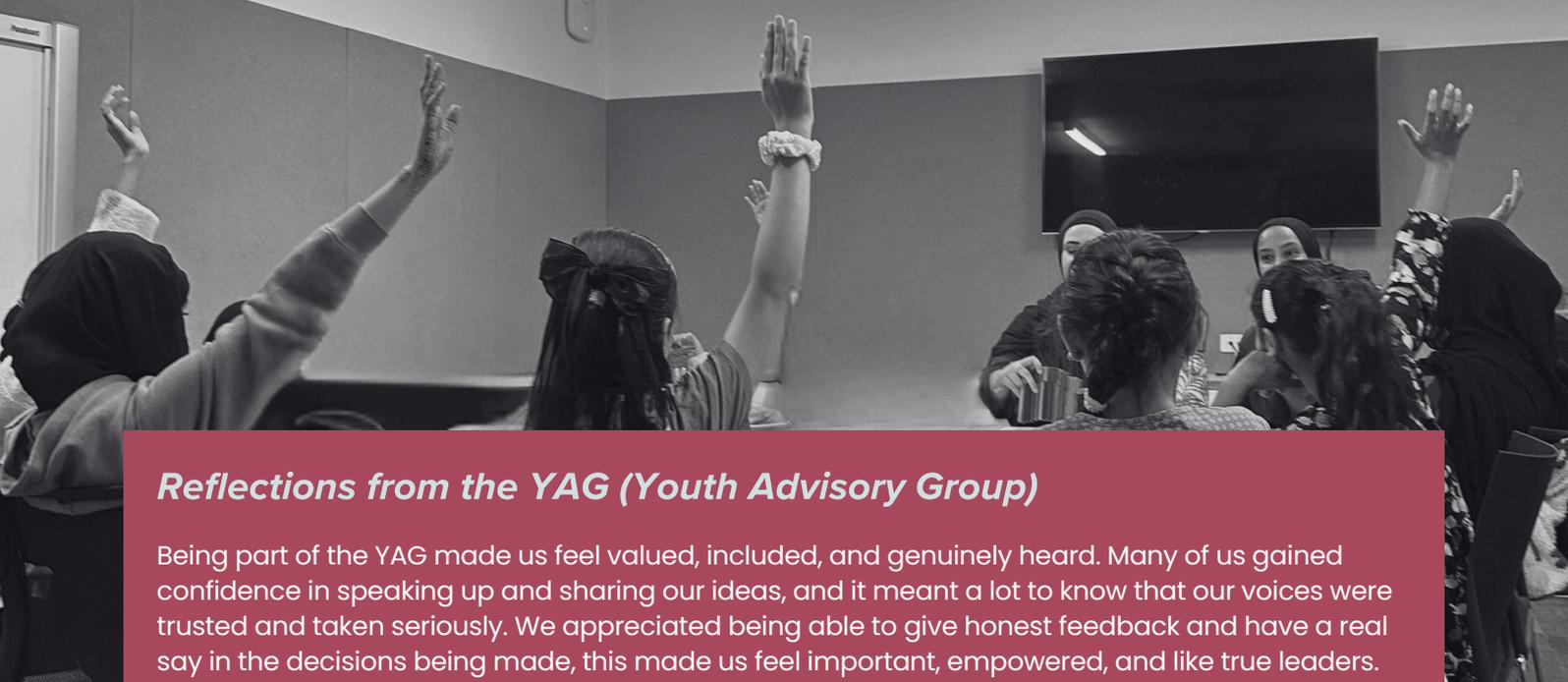
“Before today, I didn't really think about what I want to do with my life. Now I realise I have the power to choose my own path.”

AMWCHR's programs with young women prioritise creating engaging and safe spaces for young people to explore identity, connection and confidence and to realise their strengths and achieve their goals and aspirations.

This year we tackled complex topics to explore social issues such as gendered violence, affirmative consent, healthy relationships and building skills and confidence to support young women's decision making and agency. We fostered fun and open spaces for young Muslims to discuss experiences of racism and Islamophobia, peer pressure and bullying, relationship red flags and mental health issues.

“I never thought about how forced marriage affects mental health, but it makes sense now. It's not just about the wedding, it's about your whole life.”

Working in partnership with local schools and communities, AMWCHR delivered youth programs to build confidence and capacity of young Muslim women leaders, including young Palestinians, to support goal setting, resilience and support emerging advocates.



Reflections from the YAG (Youth Advisory Group)

Being part of the YAG made us feel valued, included, and genuinely heard. Many of us gained confidence in speaking up and sharing our ideas, and it meant a lot to know that our voices were trusted and taken seriously. We appreciated being able to give honest feedback and have a real say in the decisions being made, this made us feel important, empowered, and like true leaders.

The group also opened our eyes to concepts we hadn't understood before, like CALD and CARM, and helped us reflect on how our identities, behaviours, and choices shape our communities. Sharing our cultural perspectives and discussing topics like consent, relationships, identity, racism, and safety made the space feel meaningful and impactful.

We loved how inclusive and supportive the YAG was. Our program leaders always made us feel comfortable, respected and never embarrassed to ask questions or clarify things. The kindness within the group made every meeting a safe place to be ourselves.

Being part of the YAG also helped us understand how much thought and work goes into creating programs for young people, especially Youth Connect. It gave us a new appreciation for what happens behind the scenes. We feel proud knowing that what we shared will help shape better programs and create change for the next generation of girls.

Student experience

I thoroughly enjoyed my placement at AMWCHR, where I was able to learn from different sectors of the organisation, primarily in research and also programs, and casework. Through research, I was able to contribute to meaningful and groundbreaking research on Muslim women's experiences of different social issues, such as child protection, sexual violence, and experiences of Palestinian women on tourist and or humanitarian visas. I was taught many valuable skills, such as survey writing, literature reviews, transcription, and research interviews. These research projects gave me insight into the daily experiences of Muslim women and informed my future practice as a social worker. Furthermore, through shadowing a parenting program in the Southeast of Metropolitan Melbourne, I was able to learn about the struggles Muslim mothers face while raising their children in a Western society, while teaching their children about culture and religion. I was also able to shadow a family violence caseworker, who demonstrated the importance of advocating for her clients when they are at one of the lowest points in life. For me, I learnt how caseworkers can help Muslim women build resilience and positive coping mechanisms for those who have experienced family violence and or settlement issues. I was always in awe of the resilience of Muslim women while I was on placement. Lastly, for the first time in a while, I felt like I belonged in a place, so I thank the whole AMWCHR staff for being so kind and welcoming to me as a social work student.



Women's Support Services



 *Country of Origin of Our Women's Services Clients*

AMWCHR delivers statewide individual support to Muslim women and their families through dedicated case management services. Our practitioners deliver this work with a deep commitment to our strengths-based, trauma informed model of practice that seeks to meet every individual where they are at, providing intake, assessment, case planning and safety planning to meet achievable goals.

Our phone-based services offer a service option which recognises and overcomes access and mobility challenges that many of our community's face, including improving access for Muslim women living regionally and rurally. This approach provides Muslim women access to a service that can address some of their diverse challenges and needs, bringing cultural safety and support which embraces the role of faith, identity and culture in a woman's life. Women and families commonly seek support in recovery from traumatic displacement and migration including detention, from family

separation and loss, from experiences of severe poverty and homelessness as well as from various forms of gendered violence.

Our casework practice engages with the foundational human rights of each and every woman, providing care, validation and advocacy across people's intersecting needs. We provide support across settlement journeys, early and brief interventions to prevent the escalation or occurrence of family violence, high-risk family and sexual violence circumstances and with women who move toward stabilisation and recovery. Caseworkers utilise their trained skills and experience to lean into intuitive, intersectional practice, identifying what systemic harm and barriers a person is or has faced interlaced with the impacts on their personal stories, experiences and challenges. This practice is essential if we are to support women to create the change they want and need in their lives and the lives of their family and community around them.

Prevention in casework

We know many women in their early years of settlement may not have capacity to leave a violent relationship, but we also know important preventative work can be done with women during this time to build knowledge, confidence and independent living skills to support decision making and parenting that prioritises safety and wellbeing in the long term. Many women express a desire for greater independence when accessing our services, often seeking opportunities to learn new skills such as driving, to enhance their mobility and participation.

Caseworkers utilise available funds where possible to support these requests; however, access remains limited for many women. Acknowledging these resource constraints, we adopt a strengths-based, capacity-building approach, using the limited resources strategically within individualised case planning and goal setting. This approach aims to build women's financial knowledge, confidence, and capability to overcome their circumstances, and to lay the foundations for long-term stability and sustainability.

“What I appreciate most is her unwavering consistency and kindness. She never judged me or made me feel rushed. She gave me space to process, helped me regain confidence, and stood by me through every step of the journey. Even on the days I felt lost, she was steady, grounding, and always reminded me of my own strength.”

Our family violence response, risk management, and safety planning approach centres women's self-assessment, agency, and choice, recognising them as experts in their own circumstances. Caseworkers utilise professional judgment, system knowledge, advocacy, and available resources to support women in leading interventions that are effective and sustainable over the long term.

This approach ensures that women are actively involved in decisions about their safety while receiving guidance and support tailored to their unique needs.

Housing for women and children

Housing and accommodation continue to be one of the most significant challenges across all clients. Whilst crisis brokerage funding is an incredible resource to support women in urgent need, too often it is a very short-term relief for the ongoing crushing nature of the housing crisis and risk of homelessness that many women face when they are leaving violent relationships or as new migrants supporting families. Refuge access for women on temporary visas is increasingly challenging with fewer places for women who do not have exit options due to visa instability and lack of access to income support and services. Many women, trying to recover from experiences of family violence and other crisis, are being directed into private rental which is often unsustainable either due to lack of income or taking tenancies in locations that lack connection to people, places and services that support their lives.

The private rental response to the housing needs is causing women to live in poverty or inevitability being made homeless and re-presenting for support.

Caseworkers seek safer accommodation options for women through various housing and accommodation services. This often requires tireless advocacy to ensure women do not fall through the gaps due to systemic barriers. Acknowledging the critical role of stable housing in women's pathways to safety, caseworkers dedicate significant time and effort to applying for and following up on public and community housing applications, advocating with front-door services, and navigating multiple avenues to prevent housing breakdowns. They also support women in entering new rental agreements through bond and rent assistance advocacy, ensuring a smoother transition into safe and sustainable housing.



Who is accessing our services

Young people are increasingly accessing our services particularly 17–18yr olds, seeking support for FV in the context of intergenerational conflict, for these young people proper supports and accommodation are a challenge. We are observing an increased number of Arabic-speaking clients, often comprising large families where one or two members have a physical or mental health impairment.

These health challenges significantly impact daily living and quality of life, particularly when it comes to accessing education and employment opportunities. In many cases, parents or carers are unable to work due to their caring responsibilities, especially for children with additional needs, with NDIS access and application presenting a significant barrier for many families desperately in need of support.

We are also seeing more families being initially settled in regional areas who then wish to relocate to Melbourne after completing their mandatory regional settlement period. Feedback from families indicates they often feel unsupported in regional areas due to limited access to appropriate services. This lack of support leads to feelings of isolation and disconnection from their community, which otherwise could provide an important layer of informal support.

“Our case worker has always been available, whether over the phone or in person, to listen to us, understand our needs, and even hear our concerns. We never felt unloved, unimportant, or discriminated against for who we are.”

Palestinians arriving in Victoria since the start of the genocide in Gaza have demonstrated incredible determination, utilising all of their experience in education and employment to carve out a sustainable existence here, against all odds and the continued loss of life and safety for family and community that have remained.

“I’ve been able to rebuild my stability, access the right resources, and start healing. She didn’t just assist me — she empowered me.”

Batool's Story

Batool is a young Muslim woman who willingly agreed to an arranged marriage to an Australian citizen, at the age of 20 in her country of origin. After waiting for over a year to travel to live with him and her parents-in-law, she arrived in Adelaide on a partner visa.

Upon arrival, she experienced her husband as disengaged from their relationship and when they did spend time together, he was verbally and physically violent towards her. Batool's parents in law, with whom she spent most of her time, were also highly abusive toward her, enforcing domestic servitude conditions, controlling and limiting her movements and social interactions. Batool wasn't allowed to have independent connections outside the home, nor study English language to develop her sense of connection to her new life in Australia and its possibilities.

Due to a violent assault, Batool was hospitalised where she disclosed to hospital staff that she was experiencing family violence, she was willing to engage with police and for her safety she was relocated to a Melbourne refuge. The refuge contacted AMWCHR for support to seek an Islamic divorce. During the process of intake and assessment various components of her circumstance presented risk. Batool's case manager worked with her over the next 12 months advocating for fair and reasonable treatment through the challenging process of religious divorce, engaging with various religious leaders to demand accountability and acknowledgement of her right to religious divorce. Ultimately the risk and process of religious divorce failed to give Batool a satisfactory outcome. Her case manager shifted to focus on an alternative pathway, referring Batool to legal support for a civil divorce. This process held less risk and paved the way for an easier religious divorce but required further advocacy and support to access community legal services and interpreters to support form completion given language and literacy barriers present.

This intensive work was guided by Batool's determination to not take the blame and shame from family and community for the end of her marriage and for the lack of safety and care she experienced. The case manager held firm commitment to listen and support Batool toward her goals which extended beyond divorce and into securing priority long-term housing, which required pushing for access to the local housing services. Long term secure housing significantly reduces the risk of returning to the person and people using violence and stable housing can allow for deeper healing, recovery and capacity building which for Batool, included accessing the Adult Migrant English Program (AMEP), referral to GPs who provide services in her language, material aid, access support for Centrelink income as well as safe and supportive community connections.

Sara's Story

Sara was referred to AMWCHR from a community hub for generalist settlement support including food vouchers and material aid. After intake, Sara was allocated to a settlement case manager who undertook an initial assessment to identify her needs. During this assessment, it became clear that Sara was facing significant challenges – she was homeless, staying with friends, and struggling to find a safe, stable place to live. Despite having been referred to a housing service, no follow-up had been done, and Sara assumed that this was not a possible option for her. Discussing the impact of homelessness on her well-being and her future, Sara revealed to her new case manager that despite having limited education she held a deep hope to study a course in Community Services and positively impact the lives of others.

Understanding the importance of addressing homelessness in order to open Sara up to her own potential and opportunities, her case manager began the work of relentless advocacy that took six months of phone calls, referrals, and committed work. Engaging with Sara, they discussed alternative living arrangements, including shared temporary accommodation with no success, advocated with her local housing service that also failed to provide a positive outcome, it was very disheartening, all the while Sara's personal dreams were on hold. Finally, the case manager referred Sara to a Community Housing provider and maintained persistent follow-up until Sara was finally offered a safe and permanent home.

This secure accommodation was a turning point, as we know, with a stable foundation beneath her, Sara could now shift her focus toward the future. She began preparing to enroll in a Community Services course, driven by the hope of not only rebuilding her own life but also working towards the capacity to support and give hope to others.

What began as a journey marked by uncertainty and instability, with little options other than continuing to stay with friends ended in hope and new beginnings. The shared commitment between Sara and her case manager – Sara's trust in sharing her hopes as well as her need for a home, created a plan that they worked towards slowly and determinedly to create a different trajectory for Sara. This kind of intervention can prevent newly arrived migrant and refugee women becoming locked in an ongoing cycle of poverty and dependence.

Advocating for Communities



Presentations and Media

Throughout 2024-25 AMWCHR has been proud to continue to share our expertise and insights into the experiences of Muslim women and communities to raise awareness and support our advocacy agenda.

We have presented at national and local forums, media and sector events on domestic, family and sexual violence, forced marriage, prevention and the inclusion of men and boys, Muslim women's access and experience in refuge, and the importance and varied role of advocacy in advancing Muslim women's rights.

We have used our platforms to amplify the issues impacting Muslim women, young people and communities, advocating for change, raising awareness, prompting thought and standing in solidarity to support diverse communities and to champion human rights.

Our website continues to provide a space for us to share evidence, resources and information, and receive referrals, to support sector, practitioners and service providers to strengthen their response to Muslim communities.

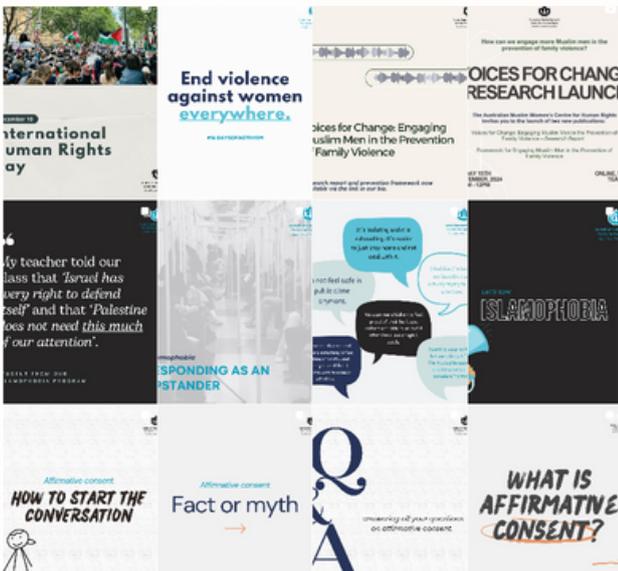
Social Media

This year marked a significant step forward in our advocacy efforts, with our social media presence playing a key role in our growing impact. What began as a space to share updates and raise awareness has evolved into a community of engaged supporters, amplifying our message far beyond our initial reach.

As an organisation, we remain deeply committed to using our platforms responsibly and purposefully. We recognise the importance of sharing messages that raise awareness, challenge harmful attitudes, and call out injustices wherever they arise. Our role includes contributing boldly to collective action for change and amplifying the issues impacting Muslim women, young people, and our wider communities. This commitment guides the way we communicate and the conversations we choose to lead and elevate.

Our social media platforms have become a space that connects our work with individuals who may not otherwise have encountered our message, helping us bridge gaps and reach new audiences. As we look ahead, we aim to continue building momentum by refining our social media strategy and fostering deeper, two-way communication with our audience. Social media remains a powerful tool for awareness, connection, and collective action.

Our online community has been invaluable in advancing our advocacy, and we are proud of the progress made throughout the year.



Research & Policy

Research and policy form a key component of AMWCHR's evidence-based practice. In 2024-25 we continued this work delivering research projects, contributing to the development of internal and external policy, and building new partnerships with community organisations, universities, and experts. As our research capacity continues to grow, we welcome collaborations with like-minded, and values aligned research institutions.

This year we completed our Voices for Change primary prevention research, and our Mapping Social Services Provision for Diverse Communities research partnership project.



Voices for Change Research and Framework

AMWCHR undertook research to identify and outline the barriers inhibiting Muslim men's engagement in FV prevention, and to identify the ways in which these barriers can be overcome. The study obtained insights from Muslim men, women, young men, young women, male community leaders, and specialist family violence case managers representing various community groups.

The results showed that there are some knowledge gaps within Muslim communities related to men's knowledge and understanding of the drivers of FV. Participants spoke of the impacts of patriarchal expectations, masculinities, and gendered family roles, and that like in Australian society broadly, patriarchy and ideas surrounding masculinity were seen to be limiting women's equality and placing rigid expectations upon men too. Yet participants also stated that these issues were not widely recognised as contributing to FV.

Findings also suggested that men are not yet contributing to the prevention of FV to the degree that is required to achieve widespread change. There were several barriers inhibiting involvement in formal and informal prevention initiatives. These barriers were structural, cultural, and individual. The structural barriers included the lack of culturally conscious, safe, and strengths-based educational initiatives for Muslim men, financial pressures and everyday responsibilities which diminish men's capacity to engage, and ongoing impacts of discrimination and stereotyping of Muslim men which prevents engagement or contributes to disengagement.

There were also elements of masculinity impacting men's willingness to engage, indicating that, as in Australian society broadly, many men remain resistant to taking accountability for their role and responsibility in the prevention of FV. Programs and initiatives that address these barriers and which draw on community values will galvanise men, including those who are already contributing to FV prevention in individual and unofficial ways.

Participants believed that one of the most impactful ways that FV can be prevented in Muslim communities is if young men and boys are widely engaged and exposed to prevention initiatives. Men and boys must be provided with appropriate information, role models, and social supports to grow their understanding of underlying drivers of FV and become active allies and participants in promoting community values of equality, wellbeing, and women's rights. At the same time, to effect generational shifts, parents must be widely engaged in parenting programs to build capacity around gender-equal parenting, and address any biases that may be perpetuating gendered roles which favour boys and young men.

From the findings of this research, we developed a Framework for Engaging Muslim Men in the Prevention of Family Violence. This Framework is intended for use by community workers and/or services considering, or already engaging Muslim men in family violence prevention work.

In 2024 we launched the research and framework at an online public event attended by over 70 people across community, the FV sector, and government. We also shared findings through presentations at a number of stakeholder and sector meetings. We have utilised the findings within our advocacy activities, pushing for increased focus and resourcing to fill program and support gaps with community-driven prevention initiatives for Muslim men and boys. This work will continue going forward.

It has been widely recognised that to achieve effective and sustained prevention of FV, it is critical to engage men and boys – as parents, partners, community/religious leaders, and individuals. We know that there are many elements of culture and faith which can be brought into FV prevention initiatives, and our research and framework highlights how organisations can incorporate these elements into practice. As one research participant aptly stated,

It is very obvious that culture and religion plays a crucial role in preventing FV – especially culture, which is a combination of values, language, norms, regulations that exist within our relationships and our communities... In our culture it is recognised that disrespect is very bad – that is something that would impact the children of the family too. And in our religion, Islam is always recognising the prevention of family violence and it's never allowing anyone to disrespect and violate each other's rights.

– Male community leader



To access the final research report and framework, head to www.amwchr.org.au/research.

Mapping Social Services Provision for Diverse Communities Research

This year we launched our Mapping Social Services Provision for Diverse Communities research, which was an Australian Research Council (ARC) funded project delivered in partnership with Deakin University, Victorian Multicultural Commission (VMC), and the Ethnic Communities' Council of Victoria (ECCV). This project aimed to investigate the perceived impact and the ideological and political drivers motivating a shift in service delivery from community specific to mainstream organisations. Often described as the 'mainstreaming' of services, mainstream organisations are being increasingly characterised as best placed to cater to the needs of migrant communities, and community-specific service providers are seen as economically inefficient and a barrier to social integration.

This project involved a mixed-methods research design that combined qualitative and quantitative sociological methods to map and examine the impact of mainstreaming of social services. The research found that a majority of participants considered multicultural services to be crucial for their communities, and, for many participants, their sense of wellbeing and inclusion in Australian society are strengthened through such access. However, findings also showed that many multicultural services are under-funded and under-resourced, despite the high quality of services they provide to both newly arrived and established multicultural communities.

In November of 2024, the partners hosted a public launch of the research which was attended by a number of stakeholders, researchers, and politicians. Our CEO, Nesreen Bottriell, spoke at the event alongside Farah Farouque, CEO of ECCV, and Vivienne Nguyen AM, Chairperson of VMC. This report continues to be a key advocacy tool for AMWCHR, demonstrating the high quality of our work and the strong impact we have in the community. It also provides evidence to government of the importance and value of investing in community-led, ethno-specific services.

If you would like to read the final report, you can access a copy here: www.amwchr.org.au/research.

Ongoing research projects

In addition to our completed research projects, AMWCHR is conducting ongoing research including:

- Safer Systems, Safer Families: Addressing systemic disadvantage for Muslim communities during child protection interventions;
- Why Yes Matters: Understanding Muslim communities' knowledge and needs surrounding affirmative consent;
- Stable Ground: Newly arrived Palestinian communities' experiences of settlement and service access; and
- Working Together: Muslim communities' understanding of sexual violence and barriers to help seeking.



We look forward to sharing more information about the above projects in the months to come.

Consultation services and supporting external research

This year we also contributed to external research projects through participating in interviews and focus groups, supporting participant recruitment, and providing advice through research advisory groups. In addition, we provided consultancy services to external agencies to support their research including through:

- Conducting interviews with victim-survivors of forced marriage for the Attorney-General's Department consultations on enhancing civil protections and remedies for forced marriage.
- Convening community focus group discussions on behalf of the Australian Human Rights Commission and the Victorian Equal Opportunity and Human Rights Commission for their Seen and Heard project.
- Consultations towards the development of a VicHealth Racism and Health Research Translation Centre.

Contributions to Government Policy

In 2024-25 we contributed to the shaping and development of policy and reforms on issues impacting Muslim women, children, and families through our government submissions. The recommendations within our submissions were developed through consultations across AMWCHR teams and individual staff who have direct insight into emerging issues on the ground. We also drew from the many community consultations we held this year across our research and programs activities, as well as existing evidence and data from our 35 years of experience working with Muslim communities.

We provided feedback to government through the following submissions in 2024-25:

- Submission into Forced Marriage Civil Protections
- Submission into Victoria's Anti-Vilification Legislation Changes
- Submission to the Review of Children and Parenting Support (CaPS) Programs

Sector Engagement & Training

Sector Engagement

All our staff continued to contribute to numerous network meetings, communities of practice, sector consultations, roundtables and briefings across a range of sectors and topics to advocate for the needs of Muslim women, children and communities. Our role in these spaces is to raise awareness, challenge stereotypes and bias, and offer insight to support improved and culturally safe practice, policy and systems strengthening the inclusion of Muslim women and children. The following are just a small snapshot of the groups:

- National Advocacy Group for Women on Temporary Protection Visas
- National Women's Safety Alliance Gender Based Violence Working Group
- Women's Mental Health Alliance
- Road to Belonging Research Working Group
- Department of Home Affairs Multicultural Women's Reference Group
- Victoria Police Multicultural Priority Reference Group
- Settlement CEO Leadership Forum
- Safe & Equal CEO and Leadership Forums
- National Roundtable on Human Trafficking and Slavery

Working Together Partnerships

This year we celebrate the second round of the Working Together initiative. AMWCHR will lead two partnership projects engaging with mainstream services to further build sector's collaborative capacity. We will develop working relationships that make space for our expertise and experience and centre our common goals of improving Muslim women's access of meaningful support services.

Strengthening Responses to Muslim Women's Experiences of Sexual Assault

This partnership with the Northern Centre Against Sexual Assault (NCASA) came out of concerns Muslim women were not accessing their sexual assault services in numbers that reflect the communities living in NCASA's catchment of Darebin, Banyule, Whittlesea, and Nillumbik. Our partnership will explore Muslim women's knowledge and understanding of sexual assault and the support services they feel they need as well as those that are available to them. The project will build capacity in both organisations to better respond to the needs of Muslim women and work more collaboratively through consultation and referral. Over the next two years our partnership with NCASA will bring together community consultation, community education programs, training and sector practice groups, research and an evaluation of the project.

Strengthening Inclusive Practice in the Family Violence Sector

This partnership project between the Orange Door (TOD) and AMWCHR is focused on supporting TOD FV practitioners in their collaborative practice and cultural awareness to improve the outcomes and safety for Muslim women. This project will build both organisations capacity to work collaboratively embedding a Cultural advisor role in various TOD locations and the development of a consultation booking system to enable consistent and timely engagement on cases that involve Muslim victim survivors and their families. As part of this partnership to build the working relationship, AMWCHR will deliver tailored training and capacity building to TODs focused on engaging Muslim victim survivors, working with Muslim children and youth and supporting people using violence.



Training & Capacity Building

AMWCHR's training and capacity-building work remains a cornerstone of our impact, driving systemic change across sectors that engage with Muslim women, children, and communities. Over the 2024-25 period, we delivered 13 external training sessions to a wide range of organisations, reaching over 350 professionals across Victoria. Participants included school wellbeing staff, multicultural education aides, family violence practitioners, allied health professionals, police officers, court staff, local council officers, and other frontline workers.

Through tailored modules and grounded facilitation, our training builds sector capacity to engage Muslim communities with respect, understanding and care. Each session unpacks the complex intersections of gender, faith, culture, trauma, and migration, equipping professionals with the practical tools and frameworks to challenge systemic bias and foster safer engagement with Muslim communities.

Our three core modules include:

- Working with Muslim and Migrant Communities
- Responding to Family Violence in Muslim Communities
- Recognising and Responding to Forced Marriage

These modules draw upon years of frontline experience through our community programs and services and are enriched by current research and sector insights.

They gently challenge current models of service delivery and prompt critical reflection around

institutional power, personal biases, and trust-building with Muslim communities. Participants are encouraged to examine their professional positioning, the assumptions built into their frameworks, and the institutional structures that shape outcomes for Muslim clients.

Many of our sessions were embedded within broader organisational reform strategies, such as school wellbeing plans, cross-sector partnership development, or local government inclusion frameworks. This alignment enables long-term impact beyond the training room. Our facilitators foster an environment where professionals can engage in thoughtful and respectful ways. As one participant shared:

This was honestly the best cultural competency training I've ever done. It made me reflect deeply on my own assumptions and will impact how I approach my clients from now on.

Participants consistently praised the facilitators' ability to deliver complex, often confronting material in a way that was accessible, practically informed, and action oriented. Several commented that it was the first time their assumptions were challenged in a safe yet rigorous learning space.

Others echoed the value of having language to describe institutional racism and the normalised gaps in practice:

This training has changed how I approach clients – I now stop to think about the power dynamics I bring into the room, and how I can make my work safer.

Our Supporters

The Australian Muslim Women's Centre for Human Rights would like to acknowledge government departments, philanthropists and organisations who have supported our work throughout the year.

Attorney-General's Department
Carer's Victoria
Department of Families, Fairness & Housing
Department of Health and Ageing
Department of Home Affairs

Department of Premier and Cabinet
Department of Social Services
Paul Ramsay Foundation
The Cameron Foundation
The Social Policy Group
Victorian Legal Services Board + Commissioner



Australian Government
Attorney-General's Department



Australian Government
Department of the Prime Minister and Cabinet



Australian Government
Department of Social Services



Australian Government

**Department of Health,
Disability and Ageing**



Australian Government
Department of Home Affairs



Victorian Legal Services
BOARD + COMMISSIONER

2024-2025 Financial Summary

Income Statement Summary

	<u>2024/25 (\$)</u>	<u>2023/24 (\$)</u>
<u>Income</u>		
Grant Income	3,897,359	2,610,787
Other income	127,961	87,334
TOTAL INCOME	4,025,320	2,698,121
<u>Expenditure</u>		
Staff salary, wages and oncosts	2,465,519	1,886,647
Program delivery expenses	923,171	538,347
Other operating expenses	354,802	195,280
TOTAL EXPENDITURE	3,743,492	2,620,274
NET SURPLUS/(DEFICIT)	281,828	77,847

Financial Position Summary

	<u>2024/25 (\$)</u>	<u>2023/24 (\$)</u>
<u>Assets</u>		
Cash and cash equivalents	2,376,980	1,999,668
Trade and other receivables	47,796	27,518
Property, plant & equipment	28,880	47,543
TOTAL ASSETS	2,453,656	2,074,729
<u>Liabilities</u>		
Trade and other payables	283,475	265,272
Deferred income	1,237,800	1,205,942
Employee entitlement provisions	230,719	183,681
TOTAL LIABILITIES	1,751,994	1,654,895
NET ASSETS	701,662	419,834

