

IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION NSW INC.



26th Annual Report 2010-2011

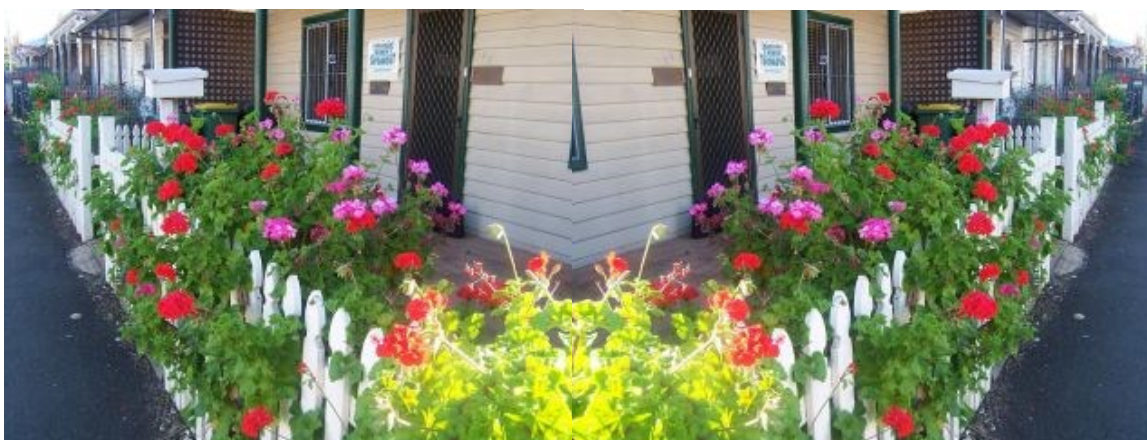




OBJECTIVES

The Association is a non-profit, benevolent and empowering organisation whose aims and objectives are as follows:

- a) To alleviate the poverty and distress of migrant and refugee women
- b) To provide appropriate services to immigrant and refugee women in need, particularly those without any other avenues of assistance, those who are isolated, and those at risk of homelessness, abuse and ill health.
- c) To assist immigrant and refugee women to achieve equal participation in society and the opportunity to express their own economic, political, social, religious, cultural and sexual identity.



Contents:

Chairperson's Report.....	4
Executive Officer's Report.....	7
Strong and Resilient CALD Women	8
Young Women - Building Strong Communities	13
CALD Women Gathering in English Conversations and Coffee.....	14
Family Law Reform: Family Violence and Migration.....	15
Thousands of CALD Women's Stories	16
Networking and Partnerships.....	17
Community Education and Training.....	20
Rallying For Women's Rights.....	21
Developing Resources to Raise Community Awareness.....	22
Treasurer's Report.....	23
Audited Statement Report.....	24-26
Management Committee and Staff List.....	27
Photo Gallery.....	28
Membership Form.....	28

Chairperson's Report

Chairperson: NEENA SINHA



It has been a very busy and productive year for IWSA. We have participated in various activities and continue to involve ourselves with various networks and organisations. By doing so, we aim to be a part of a movement for social change. While we contribute to the work of alliance-building for positive difference in the Australian society, we also hold ongoing conversations and listening activities with our grassroots membership, especially those who are isolated and who otherwise have no participation in community processes for community action.

Our alliance work with AIRWA (Australian Immigrant and Refugee Women's Alliance) and other women's organisations, as well as other peak bodies, such as FECCA (Federal Ethnic Communities Council of Australia) serves as the wider avenue in which we are able to present issues and course of actions. It is also a pathway to dialogues with government and non-government agencies that need to know the issues and recommendations of immigrant and refugee women.

The year 2011 started with our participation in the Zest Awards organised by Greater Western Sydney Community Services. The ceremony was held at Ho-

tel Sebel, Parramatta, on 9 February, 2011. IWSA was proud to be one of the finalists in the category of "Outstanding Project in a Culturally & Linguistically Diverse Group/Organisation". This occasion also gave us the opportunity to network with other organisations.

Speakout took an active part in International Women's Day March held on Saturday, 12 March, at Sydney Town Hall Square, to mark the 100th anniversary of International Women's Day. The staff and I represented Speakout in full strength and marched from Sydney Town Hall Square. The whole atmosphere was carnival-like and very inspiring for all of us who felt proud to be associated with this significant day for women.

Speakout is a member of NIRWA (Network of Immigrant and Refugee Women-Australia) and AIRWA (Australian Immigrant and Refugee Women's Alliance). Together with all NIRWA and AIRWA partners in various states, we are joined as one voice in bring up issues and recommendations from immigrant and refugee women. One of these events was through the Roundtable on Multiculturalism that was held in Canberra this year. We were also part of the NIRWA and AIRWA partners that implemented the project on the 100 years of International Women's Day. Speakout conceptualised a short documentary which was produced to mark the celebration of 100 years of International Women's Day. This documentary acknowledges the achievements of Immigrant and Refugee Women in fighting for their rights in workplaces. This DVD shows the progress of migrant women in various workplace situations in the last 100 years. It focuses on the challenges faced by 3 migrant women at their workplace and the ways in which they overcame bullying, unfair work conditions and deception in work contracts. This DVD also includes some footage of the 2011 International Women's Day March and celebration and it can be accessed through YouTube. I feel very proud to be associated with this project.

In a joint event with Afghan Women Support Network, on behalf of IWSA, I had the honour as chairperson, to launch the DVD “100 years of Immigrant and Refugee Women’s work, How far have we gone?” I expressed our hope that all who watch this film will gain some insight into the achievements of Women in the last 100 years. It also gave us an opportunity to emphasise the fact that the work of women will continue to achieve full equity, in particular for women with disability and from migrant and refugee background. This event was combined with the celebration of Mother’s Day by the Afghan Women’s Network at Granville Town Hall on 13 May, 2011. I would like to acknowledge the contribution of all staff of IWSA, particularly Jane Corpuz-Brock, for their hard work in the production of this documentary.

Immigrant Women’s Speakout Association held its Strategic Planning Day on the 21 June, 2011. The process started with consultations and focus groups in 2010. Some of the issues that were discussed during this planning day were housing, domestic violence support groups, employment and education. Dialogue and conversations have continued with CALD grassroots women in NSW. Housing continues to remain an issue for CALD women. As a result of consultation and focus group participants have called on Speakout as a peak and advocacy body to put this as one of the priority issues on the Strategic Plan. Another point of discussion was the need for support groups for CALD women who have experienced Family and Domestic Violence. Some interest has been expressed amongst Speakout’s service users for this type of group activity. Many clients and caseworkers have expressed that they’d like to see IWSA offer more education and employment-related services. Women have reported they need assistance with a number of work-related problems, like resume writing and preparing for interviews. Further training in workplace operations and qualification recognition needs to be included.

Immigrant Women’s Speakout Association’s Strategic Plan is being released today, the 14 December, 2011, at our Annual General Meeting.

Being a member of the Sydney Alliance, the Immigrant Women’s Speakout Association attended the Alliance Founding Assembly held at Sydney Town Hall on 15 September, 2011. The Sydney Alliance is comprised of unions, community organisations, religious groups and institutions, which are based in Sydney and are hoping to make social changes by uniting as one advocacy body and representing Sydney to local government and politicians. At the Sydney Alliance Founding Assembly, IWSA had representatives from the Management Committee, staff, and members. Since 2008, the Immigrant Women’s Speakout Association and its members have participated in the Alliance Leadership Training, Listening Campaigns, and District Meetings as a part of the process in mapping the ‘Agenda for the Common Good’, especially with regards to social inclusion, community care, and transport. During the Founding Assembly, I presented Speakout’s perspective on being a Sydney Alliance Member and our commitment towards it to the 2,000 attendees. Jane Corpuz-Brock, our Executive Officer, spoke about the reasons for the birth of the Sydney Alliance in 2007 in response to the search for better ways to bring the communities of Sydney together. She also spoke about how the foundations were laid for the formation of Sydney Alliance.

After the Sydney Alliance Founding Assembly, some of our new members participated in the Alliance Building Institute held in Parramatta. We have also participated in the Sydney Alliance Transport Assembly held in Penrith. For this event, a Speakout contingent accompanied Geoff Lee, MP for Parramatta, on a train to the assembly. At the assembly participants called for making public transport available within 400 metres from each stop, at 15 minutes frequency and to ensure that it is safe, clean, accessible, and affordable.

I would like to take this opportunity to thank our Funding Partners: the Department of Family and Community Services, our former Community Program Officer (CPO) Maria Casbolt, to our current CPO Barbara Bates for our programs funding under the CSGP (Community Services

Grants), which is now called the “Community Builders”, Peter Prants the A/Director for Partnerships and Planning, Faith Walker – CPO for our program under the Specialist Homelessness Scheme (SHS), Jillian Ferguson – Director for the NSW Office for Women’s Policy, Stephan Kerkyasharian – CEO and Chairperson of the Community Relations Commission (CRC), and Jaya Chivukula – Grants Officer of the CRC, who provided funding for the training of young CALD Women as Community Youth Ambassadors.

I would also like to thank our Speakout staff members – Jane Corpuz-Brock – Executive Officer, Emina Kovac – Admin Officer, the Project Officers: Mariam James, Rukshana Sarwar, Charity Danquah, Gayanthri Gesan, Maria Bucud, Alexandra Tindick, and our Policy Officer, Stephanie Phan, our Accountant – Camille Moldrich and Caretaker – Kawkab Jida. Speakout extends its gratitude to our Auditor – Sandra Grollmus.

I want to express my appreciation to my Co-Management Committee members: YoungKyu Kwon – Vice Chairperson, Nurse Pasipanodya – Secretary, Angela Zhang – Treasurer, Myra Hechanova – Deputy Secretary, Jorgette Sonter – Deputy Treasurer and Shirley Atkin – Rural Representative.

Above all, I would like to express our gratitude to

our Guest Speaker Senator Lee Rhiannon of the Federal Parliament, all our members, partner organisations, supporters, friends, and service users. We would not have been able to complete our tasks without their continuing trust and belief in us. IWSA looks forward to happy association, continued involvement and cooperation in the future with all stakeholders.

I am proud to announce that IWSA will be celebrating the big milestone of its 30th Founding Anniversary next year in March, 2012. We hope to see you all then.

I would like to conclude by saying that I have thoroughly enjoyed the last four years of working on the Management Committee of IWSA. I have been Vice-Chairperson for two years and have spent this last one as Chairperson. I wish Speakout well in future endeavours.

Executive Officer's Report

Executive Officer: JANE CORPUZ-BROCK



The strengths and achievements of migrant and refugee women are highlights of this year. We look at these strengths within the context of marking the 100 years of celebrating the International Women's Day in March 2011. Many are encouraged to look at points of equity and access for CALD women in the community for inspiration.

Young CALD Women

As we celebrate the achievements of CALD women in the light of the 100 years of International Women's Day, our work this year had a focus on training and mentoring young CALD women. In these trainings we addressed the concern about safety in the community and in families, including partner relationships. It is time for Speakout to pass knowledge and skills on to the next generation of future community leaders and service providers. These trainings will continue for the next five years within the Speakout Strategic Plan.

Co-Building Alliances

Building strong and extensive connections with other organisations, groups and service providers was the aim of Speakout when we joined the Sydney Alliance. This aim has been achieved and had been acknowledged at the Sydney Alliance Founding Assembly. After the assembly, Speakout continues building

stronger and deeper relationships with the members of Sydney Alliance.

Speakout also made contributions in getting together CALD women to build the AIRWA (Australian Immigrant and Refugee Women's Alliance). We have worked with other AIRWA members such as Asian Women at Work, Metro Migrant Resource Centre and the Ethnic Communities Council – New South Wales. AIRWA had done campaigns on CALD women's safety and training of young CALD women in leadership roles.

Support for CALD women with complex cases

Speakout had looked at the quality and level of support we provide to our service recipients. Many cases where we provide ongoing support are complex. We have studied the complex cases that we dealt with this year and realised that many service providers have passed a significant number of complex cases onto us. Speakout held a case management conference on three of these cases. After the conference a decision was made to handover the cases to Speakout. After these processes we concluded that Speakout would document the service provision system that we have used in assisting the service recipients with complex cases.

Negotiating for change in policy and program

The pressures from government policy and programs are at the centre of CALD women's concerns, in particular those who have partner visas. Since 1991, these pressures heightened and continue to become more complex. In 2010, Speakout began a process of listening and talking to focus groups and the first phase peaked in June 2011. Service recipients and services providers put their focus on immigration law and family violence.

Speakout has written a policy submission to the Australian Law Reform Commission on the government inquiry into Immigration Law and Family Violence. The submission recommended changing the required types of evidence that clients have to provide to DIAC to prove their experience of family violence.

Linking with other services provider at national level

Speakout is a member of WESNET (Women's Services Network). Through WESNET we have learned about the best practice principles from different service institutions. We also have shared our own experiences of service provision. This year Speakout and WESNET ran a workshop in the National Homelessness Conference held in Brisbane in late 2010.

Thank you

I wish to thank all our partners, especially those who have funded Speakout; our membership, the Manage-

ment Committee, staff members, volunteers, and students in placement.

I also have to thank our service recipients who have shared with us stories of their lives – happy and joyful; sad and lonely; fearful and afraid then eventually successful and feeling like a champion.

Celebration continues

We have celebrated the 100 years of IWD and Speakout continues the celebration on our 30th Founding Anniversary. Yes, Speakout will be 30 years old in March 2012. To mark the Speakout 30th Birthday, in various days - we will have the Women's Soapbox Festival, Symposium and the possibility of reunion of former members of staff, Management Committee, volunteers and other people who have been a part of Speakout.

Strong and resilient CALD Women

This has been one of the most intense years for Immigrant Women's Speakout Association. Speakout endeavours to provide consistent and holistic interventions because all service recipients deserve to receive high quality and support.

Speakout workers endeavour to upgrade our knowledge and skills in assisting CALD women who are escaping family and domestic violence. In particular we do our best in improving our understanding and application of family law, immigration and child protection legislations. We constantly review best practice guidelines and risk management frameworks in undertaking the casework process. This is demonstrated in our advice sessions and group work with Speakout service recipients.

Casework and Advocacy

For this program Speakout's aim is to support CALD women who are in the process of ending family and domestic violence in their lives. We provide different forms of assistance within the framework of access and equity and social justice.

Speakout's casework and advocacy for service recipients this year included a significant number of complex cases. The team has learned many lessons from these cases. We will undertake case studies, document these, and use them for our future political engagement to improve community service systems.

This year Speakout project officers supported 117 ongoing service recipients from various ethnic backgrounds. See Table 1 for more information on 'Ongoing Clients' from various countries of origin.

Table 1: General Profile

CALD Women				
Country of origin	Number			
	Women affected by domestic/family violence with accompanying children	Women affected by domestic/family violence without accompanying children	Accompanying children affected by domestic/family violence	Transgender/ Intersex
Bangladesh		4		
Bosnia	1	1		
Brazil	1		1	
Canada		1		
China	10	5	7	
Cameroon		1		
Ethiopia	2	2		
Fiji	5	2	4	
Germany	1		1	
Hungary		2		
India	6	7	3	
Indonesia	5	1	6	
Iran	4	1	5	
Iraq	1	1	1	
Japan		1		
Kenya	1	1		
Korea	4	1	3	
Lebanon	6		7	
Pakistan		1		
Palestine	1		3	
Peru	1	1		
Philippines	7	2	9	1
Poland		1		
Russia	1	1	1	
Sierra Leone	1	2		
Somalia	1		1	
Sudan	2	2	1	
Sri Lanka		1		
Thailand	1		1	
Turkey	1	1	1	
USA	1	1		
Venezuela		1		
Viet Nam	4	3	1	
Zimbabwe		1		
Total	68	49		

Table 2: One-off clients

CALD Women one-off clients				
Country of origin	Number			
	Women affected by domestic/family violence with accompanying children	Women affected by domestic/family violence without accompanying children	Accompanying children affected by domestic/family violence	Transgender/ Intersex
Australia		1		
Bangladesh		3		
China		3		
England	1	1	2	
India	1	2	1	
Iran		3		
Lebanon	1		4	
Malaysia		2		
Nepal		2		
Philippines	3	2	4	
Russia		1		
Singapore	1		1	
South Africa	1		2	

Table 3: Origin by suburbs

Local Government Areas	Number of clients
Ashfield	2
Auburn	9
Bankstown	8
Baulkham Hills	2
Blacktown	10
Burwood	3
Campbelltown	3
Canterbury	5
Canada Bay	2
Fairfield	9
Gosford	1
Hawkesbury	3
Holroyd	11
Hurstville	2
Hornsby	1
Kogarah	1
Ku-rin-gai	4
Leichhardt	1
Liverpool	6
Marrickville	5
Newcastle	2
Parramatta	16
Ryde	2
Randwick	1
Rockdale	1
Strathfield	2
Sydney	4
Willoughby	1
Total	117

Most of our clients (90%) are holders of partner visas and are temporary residents. One of our most important tasks is to provide direct support services to CALD women and make referrals for their children. Our overall casework involves addressing gender and power issues underlying family and domestic violence on both personal and social levels, facilitating women and children's access to wide range of resources, enabling women to make informed decisions, advice and group work with women.

Our service recipients presented with experiences of a range of abusive behaviours, including physical, sexual, psychological, emotional, social and financial abuse.

Therefore the clients were given information on what the family violence provisions (FVP) are and, if eligible, how they can continue their application for permanent residency under FVP. The clients were assisted in accessing the family violence provisions or referred to other organisations.

The project officers supported clients by: assisting in writing statutory declarations, advocacy, completion of DIAC forms, writing support letters, and writing statements, referrals to professional counsellors, psychologist, health services, legal services, accommodation, Centrelink for financial assistance, employment, education and training services, and also referring clients to their community groups, if they request.

Speakout gives priority to the safety and wellbeing of women and children. This can involve developing a safety plan and accessing women's refuges. Speakout also raises clients' awareness of family and domestic violence, equipping them with information on domestic violence and responding to questions and concerns.

Staff support

All staff receive monthly supervisions with our supervisor, and day to day support is also available as needed. We have done team building activities by working together on projects, weekly team meetings and annual fun team building events.

Issues identified for advocacy

Our advocacy work focuses on situations that keep CALD women trapped in abusive relationship such as bonded-like environments, for example, being financially dependent, migration sponsorship; stress, a perceived lack of confidentiality and stigma attached to the public disclosure of violence, lack of transport, poor communication skills and language, lack of understanding of the Australian legal system, limited social support, and the pressures from their religious organisations.

Accommodation is often a critical factor in women's decisions about whether to leave a violent relationship and often they find difficulties accessing accommodation. CALD women who experienced domestic violence did not have money to find accommodation. Some of them were with the dependent children, some were pregnant, and some were with elderly parents.

Another major issue was the FVP process such as writing the Statutory Declaration to prove their allegations in experiencing FV and DV. Many service users do not understand the DIAC process. Money is a crucial issue in accessing other migration processes, in particular the fees for the Migration Review Tribunal.

Some of the mainstream organisations lack knowledge and skills in providing support to clients with complex cases. Most often this is due to language and cultural barriers. Some of these cases are problems with interpreters. There were many cases where the client had lost their application for AVO.

Speakout actions

- We studied the role of religion and culture in raising awareness of family and domestic violence.
- Community education to promote victim safety, respectful and healthy relationship at home and in the community.
- Held ongoing discussions to find better ways to support women who are victims of DV from CALD backgrounds, in particular, migrants on 457 visas, student visas and 300 visas who have not married.

In the next period, Speakout will:

- Undertake research into the nature and extent of domestic violence, particularly in vulnerable communities and address the issues of housing and support and needs of CALD women affected by family violence, long-term support, and what works for CALD women affected by DV and FV
- Research on the specific needs of CALD older women affected by violence
- Hold meetings with local police to enforce intervention orders more effectively
- Raise awareness of what refuges can offer to clients in terms of support services; more options for women seeking refuge
- Find the better financial support for women leaving DV situations who are on work, student and fiancé visas.

Young Women - Building Strong Communities

In June 2011, Immigrant Women's Speakout developed a program to train and nurture leadership in young women. One of the projects in this program is the Community Youth Ambassadors Training. The Community Relations Commission funded the project. The training equips young women to identify conflicts and access services that can assist in resolving these.

The first school to participate in the program was Blacktown Girls High School. A group of Year 11 students were invited to the day-long workshop to prepare them for future leadership roles in their school, and in the wider community. The young women were given the opportunity to discuss recent world and local events that demonstrated high levels of conflict – the 9/11 tragedy, the Cronulla Riots, and others – and express their opinions on the root causes of these conflicts, the impact on Australian society, how they were dealt with, and how these affected the international landscape and rippled down to affect ethnic communities. By taking time to analyse these events and conflicts, the students developed insight into how future conflicts may arise, and understand what their part in reacting to it could mean for their communities.

Participants were taught how to recognise the different levels of conflict, how a local conflict could be de-escalated, and who to contact in the event of a conflict that could not be addressed by the individual. By learning how to identify low, medium, and high level conflicts, and their symptoms, students were able to respond to scenarios derived from past conflicts of all three levels. One activity involved role playing scenarios which students might face in their peer groups. This put the theory they had learned into a practical context. A scenario involving a text message to come to a “rumble” (similar to those sent out prior to the Cronulla riots) saw the students figure out what the

better response would be if they were to receive invitations to violence, or know others who might be or become involved.

Another scenario asked students to react to a fight breaking out in the street involving people they might know or recognise. The students applied the concepts of personal safety, negotiation skills, and the method of contacting authorities in each conflict scenario. A debrief with psychologists or counselors was also presented as a post-conflict step that could be taken by the students. Cultural difference and identity were discussed as factors which might contribute to conflicts that these young women might come across. The program hoped to instill understanding of individual choice within a group context and how the actions of one student could create a very different outcome, if not for others, than for themselves.

The local Multicultural Liaison Officer (MCLO) and Youth Liaison Officer of the Blacktown NSW Police Service assisted Speakout by making presentations on the role of the police and civilian officers in the conflict resolution process. They helped to emphasise the message that often the most important and crucial aspect of assisting in a conflict situation was to alert authorities and provide them with any relevant information to help keep young people safe. The students were able to ask questions relevant to Speakout's program and directly to these services, which provided a well-rounded training session.

There was unanimous positive feedback from all who participated and instructed, and Speakout looks forward to fine-tuning the program and continuing to train young women to become Community Youth Ambassadors.

What is the role of a community youth ambassador?

- Spread the message of respect, equity and harmony in the community
- Inform, inspire and support young people and their families in spreading the message of respect, equity and harmony in the community
- Support IWSA education campaigns and other programs about respect and harmony in the community
- Monitor and report (to appropriate agencies) issues about respect, equity and community harmony in the community
- Share success stories that show values of respect and harmony in the community through social networking on Facebook, Twitter, and the IWSA website.

Speakout hopes that young women who have been trained as Community Youth Ambassadors will also be able to contribute to the work of the organisation in the future. Speakout is committed to working with, and teaching young women about access and equity, social justice, and harmony.

CALD Women Gathering in English Conversations and Coffee

Speakout holds weekly English Conversation Classes for immigrant and refugee women. The classes are held on Wednesday mornings at the Speakout premises, for two hours a session. This year there was a strong presence from the Afghan Women's Group who come to improve their English and learn more over coffee and tea. The topics of conversation have ranged from 'striking up conversations with strangers', to 'job interviews', and 'using public transport'. All conversation classes have had a focus on building vocabulary and fine-tuning grammar, while practising the skills these women already possess. In the last few months, the class has also turned to writing English passages, to help improve their sentence structure and meaning. Specific sessions were also held to broaden the women's knowledge about health and nutrition, and fire safety, in the context of learning English.

The conversation classes provide practical lessons that can be applied in the women's everyday life, and teach them how to communicate these things in another language. Speakout's services for domestic vio-

lence, women's rights, and our events, also featured in several classes. Discussions about domestic violence involving older women helped to educate some of the women about their rights and how they might help themselves or others in violent situations. Celebrating the International Women's Day Centenary this year, the class also read up and studied a little of the history of this day. They shared, in English, stories and opinions about the importance of days like this in marking the achievements and roles of women both in their native countries and in Australia.

The English class students also participated in a reflexology seminar, where they learnt about massages and had the massages done on them. We hope to have many more seminars from healthcare, legal, or other specialists to provide a dual learning experience for the participants. The women have made excellent progress this year and we look forward to continuing the classes next year.

The English Conversation Classes run every Wednesday from 10am to midday at the Speakout office. All are welcome.

Family Law Reform:

Family Violence and Migration

Speakout held a roundtable on 15 March 2011 at the premises of the Australian Human Rights Commission. We sought the assistance of our members such as United Muslims Women's Association, PAWA (Philippines-Australia Women's Association), Asian Women at Work and also other community organisations - St George Migrant Resource Centre, Sydney West Multicultural Support, Multicultural Disability Advocacy Association, Samaritan Accommodation - The Salvation Army, PACSI (Philippines-Australia Community Services, Inc), Asylum Seeker Assistance Scheme, Women's Legal Services, Green Valley Liverpool Domestic Violence Service, and two observers who are staff members from the AHRC (Australian Human Rights Commission) and Lara Palambo from the Macquarie University.

- **Family Violence Provisions Roundtable facilitated by IWSA**

15 March 2011, Australian Human Rights Commission, Piccadilly Centre - 20 participants

- **Family Violence Provisions Roundtable facilitated by IWSA**

04 May 2011, IWSA Office - 34 participants

The roundtable discussed the following:

The challenges faced by women who have accessed or made attempts to access the Family Violence Provisions (FVP)

Accommodation: All those who are accessing FVP said that they are expected to separate from the partner/sponsor immediately. In cases where there is no vacancy in a women's refuge, these CALD woman become homeless.

Financial hardship: Almost all of the women who have accessed FVP and who are not employed are dependent on their sponsor for income before they leave the relationship.

CALD women preparing evidence and proving one's experience of DV/FV as requirement in accessing FVP have the following issues -

Isolation: Those who are on partner visa, have tem-

porary residency and who live in rural areas, most often do not have information about the FVP.

Stigma: The process of preparing written evidence required by the FVP is very intense. The steps they have to take in retelling their stories to community workers and other professionals cause distress and lead to stigma.

Assurance of support: Those who have left their husband-sponsor worry about receiving the crisis payment from Centrelink because they think that the assurance of support from the husband sponsor will be used for the crisis payment. The CALD woman accessing FVP will hesitate to access crisis payment if the money will be sourced from the assurance of support paid by their partner sponsor when she applied for partner residency visa.

The challenges faced by community workers who have provided support for CALD women accessing FVP -

Assisting CALD women whose cases have to be assessed by Centrelink social workers who are independent experts: The following is the summary of comments and observations by community workers who have assisted applicants who were assessed by Centrelink social workers (independent experts):

- The assessment session with Centrelink social workers (independent experts) is too long. The average duration is 3-4 hours. This long, drawn out process of telling personal experience of FV is very draining and applicants always seek support-counseling sessions with community workers after the assessment.
- All Speakout service recipients who have been required to have an assessment session with the independent expert said that they have experienced high level of distress before, during and after assessment.

Comments that have been presented at the consultation with the Australian Law Reform Commission:

Issues of community workers assisting CALD wom-

en accessing FVP:

- Community workers who provide assistance to CALD women accessing FVP are under high levels of stress.
- Most community workers have to build up a complex support system, which appears to be convoluted and difficult for a victim to navigate.
- Community workers do not have enough time for debriefing in between sessions of support, and funding allocation is not enough to cover the cost of a proper debriefing and external counselling.
- Community workers need to understand the context of FV and how to assist a CALD woman in completing the DIAC prescribed Statutory Form 1040.
- Community workers are concerned about competent persons' understanding of their role. The competent persons need information

about their role and training in completing the DIAC Statutory Declaration Form 1040.

- There are institutions and service providers which have members of staff who can be competent persons. These community workers have to be trained well in their role as a competent person.

All the points that had been discussed and recommendations made at the Roundtable were presented at the ALRC Consultation organised by the Immigrant Women's Speakout Association on 4th May 2011. ALRC Legal officers Mr Khan Hoang and Amanda Alford facilitated the consultation. There was strong support for the cancellation of competent persons in providing evidence for FVP. Participants said that competent persons should be replaced by a panel of independent assessors.

Speakout lodged a submission on the public inquiry ran by the ALRC, on Family Violence and Commonwealth Law.

Thousands of CALD Women's Stories – only 30 for now

This year has seen Speakout working with several students of varying ages, backgrounds, and cultures. Aside from the Community Youth Ambassadors programs, which engaged high school students, we have been working with TAFE students to interview women to create a commemorative book for next year's 30th anniversary.

Students from Granville TAFE have been meeting and interviewing past clients and women who have worked with Speakout, to continue a project designed by previous university student interns. The project is to create a 30th Anniversary celebratory book, highlighting the success and triumph of women by sharing their stories with each other and the community. In showing the struggles of ordinary women and their abilities to overcome those obstacles, the book hopes to encourage and empower other women who may find themselves in similar situations.

The TAFE students were given briefings on how to interview and speak to women, with attention to the sensitivity and personal nature of sharing life-stories and events. Those collected interviews were

then framed in a third-person non-fiction narrative, to convey the feeling and sentiment expressed in those interviews. The students described the process as challenging, but moving, especially when it gave them the opportunity to speak with women who have overcome many of the trials that the students' future clients might face. It gave them hope and a good marker for achievements, no matter how small or large, when it came to women's issues.

Being able to speak to women of different cultural or linguistic backgrounds also served as practical experience in putting their Bicultural Support Worker training to the test. The students were required to conduct the interviews independently, write up the transcripts, and then research supporting statistics or facts that might be relevant to the woman's story.

Speakout staff provided guidance throughout the interview and writing processes. The interviews and story collecting will continue into early 2012 in order to complete the book for release at the 30th Anniversary celebrations.

Networking and Partnerships

Participating in interagency meetings is one of the ways in which Immigrant Women's Speakout undertakes its advocacy role. Networking across agencies continues to be a vital pathway through which we can advocate strongly on behalf of our clients and members. IWSA regularly attends meetings and forums, as well as working with newly emerging ethnic organisations and community groups. 2010 to 2011 has been a full-packed networking year for Speakout. Throughout this year we have engaged with a very proactive network of government and non-government organisations furthering the cause of immigrant and refugee women. The Family Violence Provisions Roundtable, which was facilitated by IWSA and attended by many community agencies, is an example of the multilateral collaboration that brought to light the challenges of the FVP and the necessary policy changes that are crucial to women accessing the provisions.

It is essential that agencies work together and communicate effectively when tackling issues in the community. This networking effort gave us a chance to look at specific projects, addressing service gaps, lobbying and taking on an active role in developing innovative projects. These opportunities provided us for learning about new resources, discussing current issues, and keeping up to date on existing services. This enhances best practice and we can ensure our clients are getting the best service. This has also led to an increase in awareness of domestic and family violence in the communities we work with and has helped us to further develop our service provision.

Australian Tamil Congress Information Day

18.10.10, Church St Mall, Parramatta

TRAN has recently put in place an information session on resettlement, rights of women and children, and domestic violence, counseling and other services by the providers for new arrivals in the society in Sydney. The information session was a big hit with more than ten new arrivals. In addition to that members of

TRAN and 4 guest speakers from different organisations including Immigrant Women's Speakout Association joined TRAN to make this event a very exciting day of discussions and presentations. The new arrivals to the Society gathered in the TRAN office.

The speech contained the history of IWSA, its vision, objectives, 2010 programs and projects, future recommendations, membership and future projects and various services available to CALD women. There was a mention of the healthy family relationship, domestic violence issues and the rights and responsibilities of women and children

Election Forum

3.03.11, Parliament House NSW

IWSA collaborated with the Women's Electoral Lobby and 11 other women's organisations to organise the Election Forum. The former Minister for Women Jodi McKay, the former shadow minister Pru Goward and Green's MP Cate Faehrmann participated in the Forum. Each speaker was given a 5 minute speech time and at the end of all the speeches a Q&A session followed. Each organisation was given the chance to ask one question each to the panel.

The forum provided a significant opportunity for all the organisations involved to bring awareness to important issues affecting women within the community; from DV, women's representations in top-tier companies, to women in prisons. The end of the forum provided ample opportunities to network with other women's organisations.

Harmony Day

29.03.11, Church Street Mall, Parramatta

IWSA held a stall as part of Harmony Day celebrations. Information pamphlets about IWSA's services, domestic and family violence, legal information and more were given out in a multitude of languages. Contacts were also made with other organisations.

International Women's Day Breakfast

08.03.11, Cumberland Women's Health Centre

Workers from homelessness services, refuges and other women's groups attended the IWD Breakfast.

Non-English Speaking Background DV Network

As part of Speakout's commitment to foster collaboration and to nurture strong ties amongst community workers and their respective NESB service providers, Speakout convenes the bi-monthly NESB DV Network meetings to discuss issues and concerns for migrant women experiencing domestic and family violence. The meetings consist of guest speakers addressing specific issues raised during previous meetings to help facilitate further discussion about casework and advocacy. The topics include:

- **'Working the Law'**

13.07.10, Muslim Women's Association

The legal focus of this meeting included updates and advice from Women's Legal Services (Mari Vagg) on how to better assist and advocate for clients with legal issues. Pamphlets and factsheets from IWSA and WLS about DV and the law were given out to participants.

- **'The Family Violence Campaign – Reform for Justice'**

14.09.10, The Thomas & Rachel Moore Education Centre, Liverpool Hospital

Jennifer Burn presented information on trafficking of women and slavery in Australia. It was also an opportunity to talk about establishing a working party to reform the Family Violence Provisions.

- **'Demystifying Centrelink'**

09.11.10, Mary's Place women's refuge

Lauren Hawkins, a social worker from Centrelink,

presented on eligibility for financial assistance and how to maximise access to services for clients. A set of detailed Centrelink information packs were also given out to participants.

- **'Planning, International Women's Day, FVP Campaign'**

08.03.11, the Hills Holroyd Parramatta Migrant Resource Centre

- **'Family Violence Provisions Information Session – DIAC & Centrelink'**

10.05.11, Department of Immigration & Citizenship, City

NESB DV Network opened up the bi-monthly meeting for a unique information session by DIAC and Centrelink. Expert presentations were followed by Q&A sessions and case studies. Presentations:

- ◇ Family Violence Provisions: General overview

- * Megan Scott, DIAC Family Section

- ◇ Role of the independent Expert

- * Kathryne Payne, Senior Social Worker, Centrelink

- * Cheryl Jenkins, Social Work Business Manager, Centrelink

- ◇ Stop DV Day posters were distributed.

Meeting with Jodi Mackay

29.09.10, Governor Macquarie Tower, Sydney CBD

Jodi Mackay presented the NSW government plan for action to end violence against women. IWSA presented their work and their recommendations for improving gaps in the plan.

National Family Week

18.05.11, Mt Druitt, Centrelink

Speakout participated in the lively 'National Family Week' event at Mt Druitt and gave out brochures about our services.

Office for Women – International Women's Day 'Woman of the Year' award

8.03.11, Parliament House NSW

The IWD woman of the year award is held every year by the Office for Women in recognition for women and their achievement and excellence in their chosen field. The award is attended by all reputable women's organisations. 150 were invited to attend the ceremony.

Other interagency meetings and forums our DV Team participated in:

- African Women Conference (03.09.10, Anglicare Parramatta)
- Apprehended Violence Legal Issues Coordinating Committee (AVLICC) (07.07.11, Criminal Law Review, Department of Justice and the Attorney General)
- Blacktown Mt. Druitt Interagency Meeting
 - ◊ 20.10.10, Bowman Hall, Mt. Druitt
 - ◊ 29.04.11, SYD West Multicultural Centre
- Family and DV Networking Forum, Inner West DV Liaison Committee (24.08.10, Auburn Town Hall)
- Launching of the Law and You Legal Information for African communities (28.10.10, Justice and Attorney General, NSW Parliament House Theatre)
- Met West Violence Prevention Network
 - ◊ 05.10.10, Springwood Community Health Centre
 - ◊ 15.02.11, Springwood Community Health Centre
 - ◊ 07.06.11, Springwood Community Health Centre
- Met-West Violence Prevention Network Fo-

rum (04.11.10, Springwood Sports Club, Springwood)

- NCOSS Conference, Fairness in NSW (05.08.10, Sydney Mechanic's School of Arts)
- Parramatta/Holroyd Domestic and Family Violence Prevention Committee
 - ◊ 03.02.11, Cumberland Women's Health Centre, Harris Park
- Participatory Action Research Group – 'Domestic Violence Shows' (21.07.10 – The Hills Holroyd Parramatta Migrant Resource Centre)
- Project Bantu meeting (14.06.11, IWSA office)
- Tamil Senior's Network (16.10.11, Homebush Boy's High School, Homebush)

Community Education and Training

Speakout continues to educate workers and members of the community by running training, giving presentations and talks and by engaging with other service providers. Speakout seeks to keep improving our training by refreshing our teaching approach. We always strive to make our training interactive, stimulating, collaborative and practical.

Cultural Awareness Learning Day

07.10.10, Sutherland Shire Multicultural Network
TAFE Loftus Campus

Speakout travelled to Sutherland to present on CALD domestic and family violence. This event was well attended and was an effective networking opportunity.

Cross-Cultural Domestic Violence

10.11.10, Nirimba TAFE College

25.05.11, St Marys

18 participants from a range of services participated in the one day training.

22.06.11, Anglicare

21 participants from various TAFEs and universities participated in this training. The students were able to learn about domestic and family violence and the barriers for CALD women in a spirited atmosphere of group work and open discussion.

It's Time to Talk

10.05.11, Bankstown Trotting Club

'It's Time to Talk' is a specialised training night aimed at educating doctors about domestic and family violence.

IWSA presented on the Family Violence Provisions and emphasised the importance of the support of GPs in assisting migrant women experiencing domestic and family violence.

Rural DV & FV Training Trip and Project Launches

18.05.11: Double launch - International Women's

Day DVD & Radio Plays launch

- Workers asked for copies of the IWD DVD
- 11 copies of the radio plays were taken at the launch

18.05.11: Training update and consultation for Community Workers

- Workers from Warrina Women's Refuge and Coffs Harbour Women's Resource and Information Centre attended this session to learn more about the Family Violence Provisions. This session was also a chance to gather their ideas and experiences in assisting clients so that a rural voice can be heard in our submission for the ALRC inquiry.
- Many of the workers did not know that IWSA does free casework for women accessing FVP. Workers expressed that it is a great help knowing they can refer clients to us, or ask for assistance with their FVP casework.

19.05.11 – 21.05.11: Bicultural Support Worker and Refugee Worker Training

- This 3 day training covered:
 1. Support & advocacy in a human rights framework
 - * Understanding women's rights within an international and national laws
 - * Domestic Violence
 2. Cross-cultural Domestic Violence
 3. The Family Violence Provisions

TAFE Information Session

24.05.11, Ultimo TAFE

20 students attended Speakout's presentation about the Family Violence Provisions.

TRAN – Tamil Refugees Network meeting

16.04.11, Pendle Hill

Presentation for newly-arrived refugees about domestic violence and Speakout's services.

Responding to Lesbians and Gay Men who experience Domestic Violence

16.11.10 – 17.11.10, Cumberland Hospital, North Parramatta

Speakout participated in this two-day training to learn more about the experiences of lesbians and gay men in domestic violence situations. Speakout was able to draw parallels between these barriers and the barriers facing CALD women. The training renewed talks about more solidarity between marginalised communities – CALD women and lesbian and queer women.

Rallying for Women's Rights

International Women's Day March

12.03.11, Town Hall to Martin Place

To mark the 100th anniversary of International Women's Day, Speakout marched under our banner for women's rights, along with over 2000 other participants. The themes of the day were based around the Equal Pay campaign. Eva Cox opened the proceedings, while the end of the march was followed by speeches from the head of the ASU, Sally McManus from the Equal Pay campaign, as well as workers from Asian Women at Work, including former Speakout MC member Lina Cabaero.

White Ribbon Day

25.11.10, Parramatta Mall

The White Ribbon Day event in Parramatta was a success, with many people passing by and stopping to talk about women's safety.

Women's Soapbox Festival – Celebrating Strengths

23.03.11, Church Street Mall, Parramatta

To celebrate the centenary of International Women's Day, Speakout held a 'Women's Soapbox Festival'. The festival was a celebration of women's strength. Community workers, clients and ordinary women passing by were invited to the 'open mic soapbox' to tell their stories on stage in order to celebrate their struggles and victories.

There were musical performances from multicultural acts, community singing and dancing, including performances by:

- Burundi Choir
- Yasmin Musical Project

There were also presentations and talks by:

- Parramatta Council
- Cumberland Women's Health Centre
- Immigrant Women's Speakout Association
- Screening of IWSA's International Women's Day DVD

Developing Resources to Raise Community Awareness

Speakout's reputation as the peak body for services for CALD women has seen an increase in inquiries for resources, information and help from other workers. We continue to provide written, visual and audio resources in our support of other organisations and their efforts to provide the best information for their CALD clients.

Domestic Violence Plays in Nine Community Languages

Speakout's Radio Plays were launched at the 2010 AGM. Since their launch, the plays have been sent to workers, collectives, libraries other listeners throughout Australia, far exceeding Speakout's expectations. Orders have come in from other domestic violence services, community agencies, radio stations, libraries, hospitals, TAFEs and a vast cross-section of other organisations interested in resources for CALD women. The plays were broadcast on SBS radio and other language specific radio stations. Speakout also participated in a radio interview, talking about the plays and about domestic violence in our communities. This interview was a great chance to talk about an important theme that permeates Speakout's work - dispelling myths about domestic violence in CALD communities.

Speakout continues to receive feedback and comments about the plays. This feedback will be vital in developing new sets of plays in the future.



Treasurer's Report

Treasurer: ANGELA ZHANG

Another financial year has ended very successfully. Many thank you are due to you our members, supporters, and partners and to the hardworking and dedicated Management Committee.

This year Speakout completed a project funded by the Community Relations Commission: "Training Community Youth Ambassadors". Speakout also completed the production and the distribution of radio plays on Audio CD in 9 community languages on Domestic and Family Violence. This project was funded by the Law and Justice Foundation.

The New South Wales Office for Women gave us funding to train Bicultural Support Workers. This project is nearing completion and will be finalised in the new financial year.

At the same time we continued with our two core programs, the Domestic Violence Support Service for NESB Women, funded by the Department of Family and Community Services (formerly called as DoCS-Department of Community Services) and the other program is the Immigrant Women's Resource Centre, also funded by the Department of Family and Community Services.

We continued the sewing classes funded by the Department of Corrective Services and this project will be completed next year.

Thank you to the Department of Family and Community Services, who gave us a one off grant of \$20,000, which will be allocated to the purchase of new office furniture and other upgrades as part of effectively managing Speakout's Occupational, Health and Safety strategies in the next financial year.

It is testimony to a great team at Speakout that members of staff, Management Committee and volunteers have successfully managed our programs with our level of funding. We are always looking for ways to run our finances responsibly. For example this year we invested in a new colour photocopier, thereby reducing our colour printing costs. We also replaced all our office computers and other electronic equipment as we had planned. These items were well over 5 years old and we managed to finance the pur-

chase from our running budget.

So to you all we say a very big thank you for your hard work and support, especially to our membership and the rest of the community. To Jane Brock, Speakout's Executive Officer and all the staff members, once again great leadership and team work and a very big thank you.

Speakout acknowledges our valuable partnerships with all the government agencies we work with both at State and Local Government levels. Most of all we value the support we receive from the Department of Family and Community Services. The funding we receive from the Department of Family and Community Services enables us to keep two very important core programs running.

Speakout continues its work in the community as a peak organisation and is further committed to seeking funding for new services.

Finally, I give my thank you to my co-committee members for their support to me as Treasurer. Of course all our achievements are possible due not only to a great team of staff but also to sound management and support from a hardworking and dedicated Committee.

On behalf of the Speakout, we also say thank you to Camille Moldrich, our Accountant, Emina Kovac, our Admin Officer and Sandra Grollmus, our external Auditor.

So once again it is with immense satisfaction that we present the statements of our financial performance on the following pages. They are a true and accurate view of Speakout's financial position. I further state that Speakout is a sound organisation financially and will have no problem paying its debts when they fall due.

Speakout presents these short form Financial Reports for the year ended 30 June 2011.

SANDRA D. GROLLMUS
Registered Company Auditor
Registered Tax Agent

7 BURRANEER CLOSE
ALLAWAH NSW 2218
TELEPHONE: 9546 7366
FAX: 9546 2267

INDEPENDENT AUDITOR'S REPORT TO THRE MEMBERS OF
IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION INC.

To: The MEMBERS

SCOPE

I have audited the attached financial report of IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION INC. comprising Balance Sheet as at 30 June 2011 and Income and Expenditure Statements for the year then ended. The Committee is responsible for the preparation and presentation of the financial statements and the information contained therein. I have conducted an independent audit of the financial statements in order to express an opinion on them to the members.

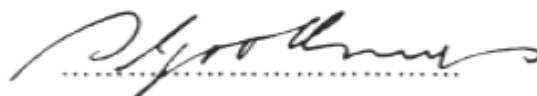
My audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial statements are free of material misstatement. My procedures included examination, on a test basis, of evidence supporting the amounts and other significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial report is presented fairly in accordance with the requirements of Australian Accounting Standards and other mandatory professional reporting requirements so as to present a view of the Organisation which is consistent with my understanding of its financial position and the results of its operations.

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

AUDIT OPINION

In my opinion the financial report consisting Balance Sheet and Income and Expenditure Statement of IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION INC. presents fairly, in accordance with applicable Accounting Standards and other mandatory professional reporting requirements, the financial position as at 30 June 2011 and the results of its operations for the year then ended.

Dated at 01/12/2011



SANDRA GROULMUS
Registered Company Auditor

IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION OF NSW INC
BALANCE SHEET FOR THE YEAR ENDED 30 JUNE 2011

	Year End 2011	Year End 2010
ASSETS		
CURRENT ASSETS		
Petty Cash On Hand	\$ 150	\$ 150
Commonwealth Bank Operating Account	\$ 191,135	\$ 151,524
Rental Bond	\$ 5,002	\$ 6,671
Prepayments	\$ 5,936	\$ 10,445
Sundry Debtors	\$ -	\$ 1,616
Income Receivable	\$ -	\$ 6,900
GST Income Receivable	\$ 9,609	\$ 15,738
Total Current Assets	\$ 211,832	\$ 193,044
NON-CURRENT ASSETS		
Equipment at cost	\$ 11,277	\$ 3,150
Furniture at cost	\$ -	\$ 757
Less Accumulated Depreciation	-\$ 439	-\$ 3,907
Total Non-Current Assets	\$ 10,838	\$ -
TOTAL ASSETS	\$ 222,670	\$ 193,044
LIABILITIES		
CURRENT LIABILITIES		
Accrued Expenses		
- GST	\$ -	\$ -
- Payroll Expenses	\$ 13,449	\$ 9,810
Total Accrued Expenses	\$ 13,449	\$ 9,810
Provisions		
Employment - Annual Leave/Sick Leave	\$ 23,746	\$ 15,499
- Long Service Leave	\$ 23,238	\$ 18,962
Total Employment Provisions	\$ 46,984	\$ 34,461
Other		
- Project Development	\$ 958	\$ 958
- OH&S Compliance	\$ 8,844	\$ -
- Provisions for Policies & Proc	\$ 5,000	\$ 5,000
- Staff Training & Devl - DV Proj	\$ 7,664	\$ 7,664
- Staff Training & Development	\$ 3,768	\$ 3,768
=Furniture & Equipment	\$ 7,000	
Total Other Provision	\$ 33,234	\$ 17,390
Grants Received in advance/Unused Funds		
Community Relations Com	\$ -	\$ 8,783
Corrective Services	\$ -	\$ 10,331
Bi-Cultural Support Worker	\$ 42,401	\$ 67,813
In House Projects	\$ 20,295	
DoC's One Off Grant	\$ 21,442	
Total Grants In Advance	\$ 84,138	\$ 86,927
TOTAL LIABILITIES	\$ 177,805	\$ 148,588
NET ASSETS	\$ 44,865	\$ 44,456
Accumulated Funds B/F	\$ 44,456	\$ 44,487
Surplus for the Year	409	(31)
Accumulated Funds C/F	\$ 44,865	\$ 44,456

**IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION OF NSW INC CONSOLIDATED
INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2011**

	2011	2010
Unutilised Funds Brought Forward	\$ 86,928	\$ -
INCOME		
Grants Received	\$ 413,154	\$ 396,249
Project provision & transfers from Bal Sheet		\$ 5,955
Lifeline Referrals	\$ 455	\$ 2,977
Donations	\$ 470	\$ 417
Bank Interest Received	\$ 107	\$ 83
Membership Fees	\$ 228	\$ 333
Sundry Income	\$ 2,394	\$ 23
Workshop Collections	\$ 1,925	\$ 450
Total Income	\$ 505,661	\$ 406,487
Less		
EXPENDITURE		
Staff Expenses		
Salaries & Wages	\$ 252,399	\$ 269,260
Superannuation	\$ 21,331	\$ 22,217
Professional Development, Conferences	\$ 1,731	\$ 1,326
Provisions-Annual Leave	\$ 8,247	\$ 6,372
Long Service Leave	\$ 4,275	\$ 6,061
Workers Compensation Insurance	\$ 7,659	\$ 6,390
Other Expenses	\$ -	\$ -
Admin Support	\$ 1,616	
Accounting	\$ 4,439	\$ 7,719
AGM, MC, Expenses	\$ 2,519	\$ 2,031
Amenities, Hospitality, Sundries	\$ 3,204	\$ 6,832
Audit & Legal Fees & Bank Fees	\$ 2,750	\$ 2,391
Bank Charges	\$ 443	\$ 449
Computer Support, Service & Equipment	\$ 1,211	\$ 4,556
Depreciation	\$ 439	\$ -
Donations	\$ 399	\$ -
Electricity	\$ 2,240	\$ 1,304
Furniture Equipment & Electricals	\$ 7,173	\$ 5,178
General Insurance	\$ 5,098	\$ 6,826
Memberships & Subscriptions	\$ 2,260	\$ 2,730
Newsletter/Publications/Promotion	\$ 3,267	\$ 3,849
Postage, Printing & Photocopying, Stationery	\$ 11,299	\$ 6,362
Project Expenditure	\$ 39,820	\$ 5,004
Rent & Utilities	\$ 29,764	\$ 23,806
R & M, Security, Computer R & M	\$ 1,117	\$ 1,702
Telephone, Fax, Internet	\$ 6,675	\$ 11,008
Unused Funds Transferred to Bal Sheet	\$ 82,469	\$ 19,114
Travel	\$ 1,408	\$ 1,154
Total Expenses	\$ 505,252	\$ 423,641
Unutilised Funds Carried Forward	\$409	(\$17,154)
Statement of Accumulated Funds		
Surplus for 2011	\$409	(\$31)
Accumulated Funds Brought Forward	\$ 44,456	\$ 44,487
Accumulated Funds As At Year End 2011	\$44,865	\$44,456

IWSA MANAGEMENT COMMITTEE AND STAFF 2010-2011

MANAGEMENT COMMITTEE:

Chairperson	Neena Sinha
Vice Chairperson	Youngkyu Kwon
Treasurer	Angela Zhang
Deputy Treasurer	Jorgette Sonter
Secretary	Nurse Pasipandoya
Deputy Secretary	Myra Hechanova
Rural Representative	Shirley Atkin

STAFF:

Executive Officer	Jane Corpuz - Brock
DV Policy Officer	Stephanie Phan
DV Project Officers	Rukhshana Sarwar
	Mariam James
	Gayathri Dharmahesan
	Charity Danquah
Project Officers	Maria Fortunata Bucud
	Alexandra Tindick
Bookkeeper	Camille Moldrich
Admin Officer	Emina Kovac
Caretaker	Kawkab Jada



Photo Gallery





Proud nominees for “Outstanding Project in a Culturally and Linguistically Diverse Group/Organisation” at the ZEST awards



IWSA staff with Parramatta PM Geoff Lee at the Sydney Alliance Transport Assembly

IWSA EO, Jane Corpuz-Brock, at the 100th Anniversary IWD march with government MP Tanya Plibersek



Bicultural Support Worker Training: A room full of potential



Jane Brock with students from Blacktown Girls High School for the Community Youth Ambassadors Training



All in: Reforming the Family Violence Provisions



IWSA staff members and TAFE students at the Sydney Alliance Founding Assembly



Women's Soapbox Festival



NESB DV Network - "Empty Shoes: DV Homicide Installation" - taking DV awareness to the streets



Learning about Reflexology in the English conversation class



In-house training for Bicultural Support Workers



TAFE students visiting a model women's centre: Speakout



The NESB DV Network planning the "Empty Shoes" project



The Speakout ladies make sure no birthday goes uncelebrated!





Reclaiming the Night!



Generations of feminists march under Speakout's banner for International Women's Day



Raising our fists for women's rights!



2011 – 2012 MEMBERSHIP FORM

Name/Organisation:	
Contact Person:	
Address:	
Telephone: (H)..... (W)..... (M).....	
Fax:	Email:
Language/s Spoken:	
Enclosed is a cheque/money order for \$..... being payment of membership.	

INDIVIDUAL MEMBERSHIP: ☐ New ☐ Renewal

Individual membership (unwaged):	Free
Individual membership (waged):	
o Annual Income less than \$35 000pa	\$11 (incl GST)
o Annual Income \$35 000pa – \$50 000pa	\$16.50 (incl GST)
o Annual Income more than \$50 000pa	\$27.50 (incl GST)

ORGANISATION MEMBERSHIP: ☐ New ☐ Renewal

o Unfunded Organisations	Free	
o Funded Organisations	\$22 (incl GST)	
o Reciprocal Membership	<input type="checkbox"/> Yes	<input type="checkbox"/> No

Your Organisation is (please tick all applicable):

Ethno-specific Organisation	<input type="checkbox"/>	Multi-ethnic Organisation	<input type="checkbox"/>
Women's Service	<input type="checkbox"/>		
Domestic Violence Service	<input type="checkbox"/>	Other	<input type="checkbox"/>

Membership payment should be made from 1st July 2011.

DONATION

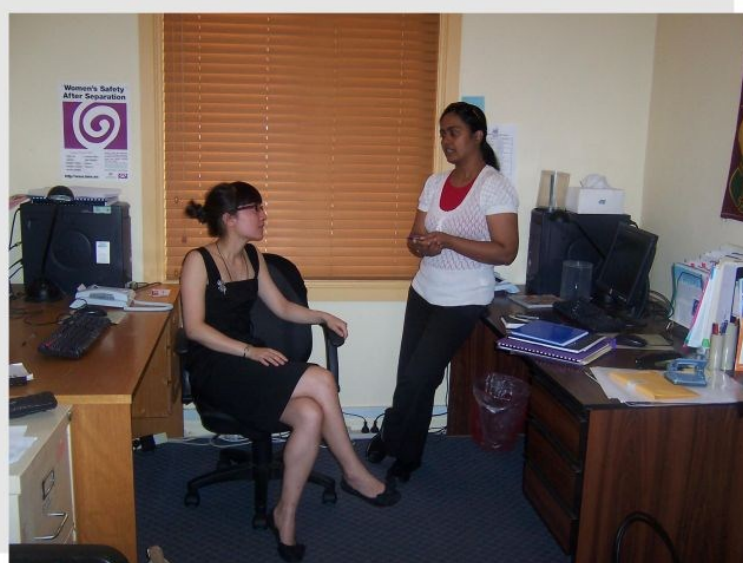
Amount:

THANK YOU FOR YOUR SUPPORT

I agree to abide by the aims and objectives of Immigrant Women's Speakout Association Inc.

Signed: _____ Date: _____

PO Box 9031, Harris Park NSW 2150
Telephone (02) 9635 8022 ▲ Fax (02) 9635 8176
Email: women@speakout.org.au



CONTACT US:

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