

IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION NSW INC.



# 27<sup>th</sup> Annual Report 2011-2012





# Who is Immigrant Women's Speakout Association of NSW?

Immigrant Women's Speakout Association (IWSA) is the NSW peak advocacy body representing immigrant and refugee women of culturally and linguistically diverse backgrounds. It empowers these women to achieve gender equality in all areas of their lives. IWSA provides education, information, and other direct services to women of non-English speaking backgrounds in NSW.

IWSA is an independent advocate representing the issues and ideas of immigrant and refugee women at all levels of government, in community services and industrial sectors, and to the media.

IWSA hopes to create and sustain lasting change by:

- Giving women the tools and confidence to achieve complete political, social, and economic autonomy,
- Creating awareness of the issues that face our clients and their communities through policy research and advocacy, consultation groups, and training programs,
- Educating and protecting immigrant and refugee women who want to live free from domestic and family violence, and
- Providing a forum and opportunity for these women to have their voices heard.

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# Chairperson's Report

**Chairperson: NURSE PASIPANODYA**



**S**peakout is 30 years old and continues to make a difference with migrant and refugee women. This year is very significant for all of us because that we are building inroads to the policy areas that we need to change.

Our dialogue with the Federal government's Department of Immigration is a big step towards migrant women reporting family violence and their access to the migration regulations. But the most important aspect of this process is the support system that we build for CALD women who are in family violence. Speakout support workers ensure that appropriate and timely assistance is in place.

On behalf of Immigrant Women's Speakout Association I salute the CALD women who have to seek assistance and bravely face adversities while they tell their stories and document their experiences of all forms of violence in their lives. Many of them have to face their perpetrator

in court to obtain an AVO (Apprehended Violence Order).

Speakout has also provided pathways for CALD women to support and link with each other. Through Speakout gatherings CALD women have gained new knowledge and skills on women's rights especially those who are accessing the Australian legal system. There are those who are discovering the ways to achieving equity in remuneration in their workplaces as well as standing up for a safe and healthy workplace environment.

Speakout would like to take this opportunity to thank our Funding Partners: the New South Wales Department of Family and Community Services, Zeljka Josipovic - our Community Program Officer (CPO) for Community Builders and Specialist Homelessness Services, Peter Prants the A/c Director for Partnerships and Planning, the Holroyd City Council for having provided funding for our Healthy Women Project in Holroyd Local Government Area and for the grant from the New South Wales Office for Women for the Training Bicultural Support Workers project .

Speakout would also like to thank our Speakout staff members: Jane Corpuz-Brock – Executive Officer, Emina Kovac – Admin Officer, the Project Officers Mariam James, Charity Danquah, Gayathri Dharmagesan, Marichu Gloria, Alexandra Tindick, our Policy Officer, Stephanie Phan, our new accountant Krishna Mohanarajah from M Nathan Accounting and Associates and Caretaker Kawkab Jada. Speakout extends its gratitude to our Auditor – Sandra Grollmus.

Speakout want to express my appreciation to my Co-Management Committee members: Aurelia Gallardo, Laurie Berg, Pallavi Sinha, Myra Hechanova, Jorgette Sonter, Shirley Atkin, Kyungja Jung and Bich Thuy Pham. There are also other volunteers and student in placement who have assisted us in running activities at the Speakout Centre and I thank Jillian Kempton, student in placement of the University of Technology Sydney.

Speakout also say thank you to the organisations and individuals who worked with us in effecting change on the Family Violence Provisions of the Migration Regulations: St George Migrant Resource Centre, Muslim Women's Association, Greenvale Valley Liverpool DV Service,

Multicultural Disability Advocacy Association, Samaritan Accommodation-The Salvation Army, Women's Legal Services, Red Cross, Transcultural Mental Health Centre – Parramatta,

Metro Migrant Resource Centre, Asian Women at Work, Philippines-Australia Community Services Inc., PAWA (Philippines Australia Women's Association), Jillian Kempton, student – University of Technology Sydney, Lara Palombo, Lecturer, Macquarie University, Laurie Berg, Lecturer - University of Technology Sydney and the affiliates of the NESB Domestic Violence Network.

Speakout informs you that Camille Moldrich, our former accountant has passed away. Camille's contribution to Speakout is priceless. There is no word that can encompass the depth of work that Camille has done for Speakout and she is deeply missed.

# Executive Officer's Report

Executive Officer: JANE CORPUZ-BROCK



## 30 years....Where are we?

This year marks 30 years of achievements for Speakout in advocating for the rights of migrant and refugee women. We are celebrating our courage in speaking out. This year we look back on 30 years of working with migrant and refugee women in finding pathways to full participation and in seeking social justice through the Australian welfare and justice systems.

Immigrant Women's Speakout Association has two core funding sources from the New South Wales Department of Family and Community Services. Our transition from CSGP (Community Services Grant Program) to Community Builders (CB) and the SAAP (Supported Accommodation Assistance Program) to Specialist Homelessness (SHS) funding schemes affirmed the principles that guide Speakout in fulfilling its goals – *"to do whatever is necessary to break down barriers that prevent NESB immigrant and refugee women from full participation in Australian society."* (Policy and Procedures Manual, Immigrant Women's Speakout Association 2010).

Our experience in assisting and supporting those who seek help at our centre has provided Speakout with anecdotal evidence around the complexities of the situations for CALD (Culturally and Linguistically Diverse) women at their workplaces, and their challenges of accessing the Australian legal system. This brings to mind the report recommendations outlined in the documents "Quarter Way to Equal", "Creating Pathways to Access" and the "Long Way to Equal". Speakout has been addressing the issue of developing and distributing information on aspects of the Australian legal system by using appropriate forms of communication, with the consideration that many CALD women have low levels of literacy in their first language. Staff members also recognise that we regularly need training to update our knowledge and skills around the Australian legal system. Speakout workers undergo specialist training in information dissemination to newly-arrived migrant and refugee women, in particular those coming from non-English speaking countries. Speakout will continue to build our working relationship with ethnic media, especially ethnic radio.

As we celebrate the past we also celebrate the future – our hopes and dreams. Our interactions with CALD working women have made us think about the recommendation from the 1992 Speakout conference – "The Politics of Speaking Out" – to lobby for the establishment of an employment rights advocacy centre catering specifically to the needs of NESB women. This recommendation was partly accomplished with the setting up and running of the NSW Women's Centre and Asian Women at Work (one of the member organisations of Speakout). However in 2005, the Working Women's Centre was defunded by the Howard Government and Asian Women at Work receives no core funding up to this day.

The 1992 Speakout conference outlined the functions of the NESB women's employment rights advocacy centre as:

- *Providing an advocacy service for NESB women who felt they had been discriminated against in employment. This would involve culturally sensitive information and referral to legal services or legal officers at the Anti-Discrimination Board;*
- *Conducting conciliation in some cases;*
- *The possible establishment of a specialist workers compensation services;*
- *Running education/training programs for employers, community-based workers, and NESB women.*

It is also envisaged that the work of the Centre would help to identify changes needed to state and federal laws and their administration in the area of employment rights, particularly for NESB women.

In addition to the employment issue, one of the challenges that Speakout is considering is one of the recommendations from the review done by the Violence Against Women Specialist Unit in 2004, where Speakout was further called to "affirm and strengthen its leadership role in supporting and promoting ethnic community networks used by women via:

- *Holding regular consultations with migrant and refugee women's groups and workers to identify access and equity issues. A significant part of this consultation will be in relation to access to legal services.*

- *Convening an interagency meeting on a half yearly basis of the agencies undertaking to implement Quarter Way to Equal recommendations to follow up on identified issues and to monitor the implementation of these recommendations.*
- *IWSA to take a lead role in training rural WDVCSs (Women's Domestic Violence Court Assistance Scheme) on working with NESB women in rural and remote regions, with funding and assistance from LAC (Legal Aid Commission).*

This process of taking stock of what we have accomplished, 30 years after our founding, puts us in a position where we feel we have not fully worked toward some of the responses to on-going issues and concerns of migrant and refugee women. We ask ourselves why we have missed out on undertaking the actions as stated on the recommendations. We can only say that we need more resources to implement the actions from the CALD conference. Speakout will endeavour to seek funding to work towards the above recommendations.

## Treasurer's Report

**Treasurer: PALLAVI SINHA**



**T**he Immigrant Women's Speakout Association presents these short form Financial Reports for the financial year ending 30 June 2012. 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 payables when they fall due.

In addition, I state that Speakout continues our work in the community as a peak organisation and the past 30 years of achievement have been a testament to the great work we do in advocating for and responding to the needs of migrant and refugee women.

The New South Wales Department of Family and Community Services is our partner and source of renewable funding for our two core programs, the Support Service for NESB Women (who are escaping Domestic Violence) and the Immigrant Women's Resource Centre. Speakout highly values the support we receive from the Department of Family and Community Services.

We acknowledge our valuable partnership with all the government agencies we work with, both at State and Local Government levels. This year we have also received funding from the Holroyd City Council for a short term/one-off project providing information sessions and group activities such as yoga, line dancing and Zumba .

The Training Bicultural Support Workers project has been completed this year. Speakout sends our thank you to the New South Wales Office for Women in providing financial support for this project.

I thank our hardworking and dedicated co-Management Committee members for the sound management of our association. Of course all our achievements are only possible with a great team of staff and Executive Officer working as a team. I thank Jane Brock, our Executive Officer, for her effective leadership.

On behalf of Speakout, we also thank our former accountant Camille Moldrich, our Admin Officer Emina Kovac and our external Auditor Sandra Grollmus.

SANDRA D. GROLLMUS  
*Registered Company Auditor*  
*Registered Tax Agent*

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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 2012 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.

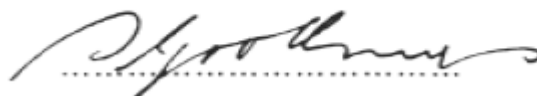
My audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial statements are free of material misstatement. My procedures included examination, on a test basis, of evidence supporting the amounts and other significant accounting 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 2012 and the results of its operations for the year then ended.

Dated at 26/10/2012



SANDRA GROULMUS  
Registered Company Auditor  
Registered No. 1254



**IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION OF NSW INC**  
**BALANCE SHEET FOR THE YEAR ENDED 30 JUNE 2012**

	Year End 2012	Year End 2011
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Petty Cash On Hand	\$ 150	\$ 150
Commonwealth Bank Operating Account	\$ 157,521	\$ 191,135
Rental Bond	\$ 5,002	\$ 5,002
Prepayments	\$ -	\$ 5,936
Sundry Debtors	\$ -	\$ -
Income Receivable	\$ -	\$ -
GST Income Receivable	\$ -	\$ 9,609
<b>Total Current Assets</b>	<b>\$ 162,673</b>	<b>\$ 211,832</b>
<b>NON-CURRENT ASSETS</b>		
Equipment at cost	\$ 12,489	\$ 11,277
Less: Accumulated Depreciation	-\$ 4,783	-\$ 439
<b>Total Non-Current Assets</b>	<b>\$ 7,706</b>	<b>\$ 10,838</b>
<b>TOTAL ASSETS</b>	<b>\$ 170,379</b>	<b>\$ 222,670</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
<b>Accrued Expenses</b>		
- GST	\$ 7,346	\$ -
- Payroll Expenses	\$ 20,807	\$ 13,449
<b>Total Accrued Expenses</b>	<b>\$ 28,153</b>	<b>\$ 13,449</b>
<b>Provisions</b>		
Employment - Annual Leave/Sick Leave	\$ 22,262	\$ 23,746
Employment - Long Service Leave	\$ 22,606	\$ 23,238
<b>Total Employment Provisions</b>	<b>\$ 44,868</b>	<b>\$ 46,984</b>
<b>Other</b>		
- Project Development	\$ 958	\$ 958
- OH&S Compliance	\$ 8,844	\$ 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	\$ 3,944	\$ 7,000
<b>Total Other Provision</b>	<b>\$ 30,178</b>	<b>\$ 33,234</b>
<b>Grants Received in advance/Unused Funds</b>		
Holroyd City Council Grant	\$ 4,319	\$ -
Bi-Cultural Support Worker	\$ 3,498	\$ 42,401
In House Projects	\$ 11,441	\$ 20,295
DoC's One Off Grant	\$ 3,057	\$ 21,442
<b>Total Grants In Advance</b>	<b>\$ 22,315</b>	<b>\$ 84,138</b>
<b>TOTAL LIABILITIES</b>	<b>\$ 125,514</b>	<b>\$ 177,805</b>
<b>NET ASSETS</b>	<b>\$ 44,865</b>	<b>\$ 44,865</b>
<b>Accumulated Funds B/F</b>	<b>\$ 44,865</b>	<b>\$ 44,456</b>
<b>Surplus for the Year</b>	<b>\$ -</b>	<b>409</b>
<b>Accumulated Funds C/F</b>	<b>\$ 44,865</b>	<b>\$ 44,865</b>

**IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION OF NSW INC CONSOLIDATED  
INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2012**

	2012	2011
Unutilised Funds Brought Forward	\$ 82,469	\$ 86,928
<b>INCOME</b>		
Grants Received	\$ 381,428	\$ 413,154
Project provision & transfers from Balance Sheet	\$ -	\$ -
Lifeline Referrals	\$ -	\$ 455
Donations	\$ 78	\$ 470
Bank Interest Received	\$ 100	\$ 107
Membership Fees	\$ 331	\$ 228
Sundry Income	\$ 545	\$ 2,394
Workshop Collections	\$ 573	\$ 1,925
<b>Total Income</b>	<b>\$ 465,522</b>	<b>\$ 505,661</b>
Less		
<b>EXPENDITURE</b>		
<b>Staff Expenses</b>		
Salaries & Wages	\$ 296,726	\$ 252,399
Superannuation	\$ 25,928	\$ 21,331
Professional Development, Conferences	\$ 2,314	\$ 1,731
Provisions-Annual Leave	-\$ 1,484	\$ 8,247
Provisions- Long Service Leave	-\$ 632	\$ 4,275
Workers Compensation Insurance	\$ 8,791	\$ 7,659
<b>Other Expenses</b>	\$ -	\$ -
Admin Support	\$ 10,654	\$ 1,616
Accounting	\$ 2,561	\$ 4,439
AGM, MC, Expenses	\$ 2,935	\$ 2,519
Amenities, Hospitality, Sundries	\$ 4,016	\$ 3,204
Audit & Legal Fees & Bank Fees	\$ 2,970	\$ 2,750
Bank Charges	\$ 214	\$ 443
Computer Support, Service & Equipment	\$ 648	\$ 1,211
Depreciation	\$ 4,344	\$ 439
Donations	\$ -	\$ 399
Electricity	\$ 2,177	\$ 2,240
Furniture Equipment & Electricals	\$ -	\$ 7,173
General Insurance	\$ 5,282	\$ 5,098
Memberships & Subscriptions	\$ 2,943	\$ 2,260
Newsletter/Publications/Promotion	\$ 3,997	\$ 3,267
Postage, Printing & Photocopying, Stationery	\$ 13,629	\$ 11,299
Project Expenditure	\$ 24,114	\$ 39,820
Rent & Utilities	\$ 21,743	\$ 29,764
R & M , Security, Computer R & M	\$ 2,078	\$ 1,117
Telephone, Fax, Internet	\$ 7,107	\$ 6,675
Unused Funds Transferred to Balance Sheet	\$ 20,754	\$ 82,469
Travel	\$ 1,714	\$ 1,408
<b>Total Expenses</b>	<b>\$ 465,522</b>	<b>\$ 505,252</b>
Unutilised Funds Carried Forward	\$ 0	\$ 409
<b>Statement of Accumulated Funds</b>		
Surplus for 2012	\$ -	\$ 409
Accumulated Funds Brought Forward	\$ 44,865	\$ 44,456
Accumulated Funds As At Year End 2012	<b>\$ 44,865</b>	<b>\$ 44,865</b>



# Women are Resilient and Safe

2011/2012 highlights the successes and continued efforts of women and girls in achieving a safer and more resilient community. As part of our commitment to building a safe and caring community, Speakout will continue our efforts tirelessly. The project focuses on the following:

*Empowering women and girls for a safer tomorrow*

*Women and girls as powerful agents of change*

*A resilient and gender-sensitive community*

In order to build a sustainable society and resilient communities, steps need to be taken to ensure that women have the ability to prepare for, cope with, and recover from violent events – which can come in many shapes and forms.

How does a woman ensure her own safety? Almost 200 of our clients are caught unprepared. Immigrant Women's Speakout believes that it is important to be prepared for any situation. Thus it is our aim to educate, to empower and to advocate for migrant and refugee women.

Case management is a vital service for our clients because they commonly have difficulties managing the myriad of issues facing them. Project officers always begin by working on pressing issues facing clients. Because homelessness is intimately linked with education, family, self-esteem and residency status, we can only fully support homeless women if we work to resolve their other life problems, therefore, the need for stable shelter may not be at the top of the client's needs. This often requires the case manager to advocate on the client's behalf.

A small percentage of Speakout's clients are in Australia on bridging visas or student visas. They are among the most vulnerable women, however not many services are available to them. Women who have children need to be even more extensively involved with community resources, including the school system, proper housing, and children's protective services. Some of our clients cannot access these services because they are on temporary visas. We believe that new services are needed to fill in those essential gaps. For example, CALD women who have experienced DV, and who hold prospective marriage visas cannot access any financial support from Centrelink and women's refuges frequently refuse to take these women in because they do not have the necessary source of income, to accommodate these women.

Apart from accommodation concerns we need to address other aspects of safety important to our clients. Our project officers assist clients in developing safety plans which outline steps they can take should there be fear of violence. It is important for women to live in safe and secure environments. However, our clients often have a hard time getting their Apprehended Violence Orders (AVOs) due to language barriers, inadequate Police support and inadequate women's legal support. Also, perpetrators often bring lawyers in to the proceedings, which can intimidate many clients.

# Women Trained in Leadership

Speakout is the NSW representative for migrant and refugee women under the auspices of the Network of Immigrant and Refugee Women's Australia (NIRWA). This year Speakout assisted NIRWA in training young CALD women for roles of leadership in NSW. The two-day training aimed to build young women's confidence as well as introduce them to lobbying and campaigning on issues affecting other CALD women. Speakout will be working with these women to expand the training and work on future campaigns for young migrant and refugee women.

Speakout has continued to encourage women enrolled in our Bicultural Support Workers program by involving them in events and activities, training and mentoring. Many of the young women who participated in our program have gone on to do work with Speakout, gaining valuable practical experience and knowledge.

We acknowledge the dedication, diligence and hardwork of the following BSWs in Coffs Harbour: Sakuna Black, Sheba Waasdorp, Dewi S. Tedjokusumo, Norma M. Peterkin, Noveroche Ryan, Gabriela Pacak, Rosa Natividad, Talita Schmidt, Elena Sercombe, Elvira Robbins and Virginie Armour. Then in Sydney: Sahar A. Yousif, Ramatulai Daramy, Maria Carolina Correa Garcia, Worood Jamil Jabar, Mee Squee, Mia Park, Yi "Annie" Wang, Seung Oak Gu, Xiao Xia Liang, Aiki Ngar Kei Ho, Ya-Mei "Michelle" Tsai, Xinru Huang, Amna Amna, Brankica Stojanovikj, Nagat Abdalla, Genevieve Woods, Alexandra Tindick, Aminata Koroma, Goma Lama, Rong "Ronnie" Wang and Isheeka Goswami.

The project, Training Bicultural Support Worker has been completed this year and we thank the New South Wales Office for Women for the financial support. It is a highly valuable project and 80% of the participants have undergone mentoring and paid work experience. Many of them had been accepted as support workers in paid and volunteer capacity.

## Provision of Policy Advice to Partner Organisations

Speakout has continued to work with partner organisations to agitate for policy changes that will better the lives of migrant and refugee women. 2012 has seen Speakout more determined than ever to make changes to the Family Violence Provisions (FVP). Many of the women who have come through our doors need assistance with accessing FVP, so our caseworkers know firsthand the difficulties they face. Speakout met with the Minister for Immigration and Citizenship, Chris Bowen, on two occasions to discuss the challenges women face when they access FVP. Drawing from years of experience and from the involvement of women from our networks, Speakout and the DV Team successfully advocated for changes to evidence requirements for FVP (due to come into effect on 24th November, 2012). These changes are one small step in the right direction, but Speakout will keep working with our partners to make FVP fair, accessible and survivor-centric.

Working with government and non-government partners, Speakout has also worked on the following campaigns and policy submissions:

- NSW Domestic Violence Framework and the recent CALD consultations
- CRC temporary visa holders briefing paper, advocating for the rights of international students and 457 visa dependents who experience domestic violence
- Forced and servile marriage briefing paper, and putting pressure on the government to consider a survivor-centric philosophy in forced marriage legislation

# Women Connected to Community

## Networking with other women's organisations

Speakout firmly believes in creating strong networks with other women's organisations in order to build greater support networks for our clients. The NESB DV Network is convened by Speakout and is a site for discussion, information sharing, worker updates, the Empty Shoes project (an art installation which aims to educate communities about DV via talking about DV homicide), advocacy and input for policy submissions. Speakout has also participated in the following networks and committees: Domestic Violence Education and Support Project, Met West Violence Prevention Network, Mt Druitt New and Emerging Communities Network, Parramatta/Holroyd Domestic and Family Violence Prevention Committee and Sydney Alliance.

## Classes and activities

Throughout the year, Speakout has continued to run English conversation, basic computer skills, and sewing classes for migrant and refugee women. The classes and workshops are free of charge to attendees who come to build their skills and knowledge, as well as meet other women of culturally and linguistically diverse backgrounds.

The women have enjoyed activities such as: moon-cake baking at St George Migrant Resource Centre, self-esteem workshop (with Cumberland Women's Health Centre), beauty and health workshops, a Mother's Day gathering with over 200 women, and presentations from other community organisations and services.

Speakout's Soapbox Festival, held as part of International Women's Day celebrations, was a great success with many women sharing their stories behind the microphone. The festival also featured a band, and singing and dancing by CALD women.

## Social networking

This year Immigrant Women's Speakout joined the social networking site Twitter and we have also grown our presence on Facebook. Both networks have been used to update followers and supporters on our events, campaigns, and information regarding domestic violence and women's issues. Twitter has been used to connect CALD women and other CALD services with our work in advocacy and policy, as well as the numerous events we have hosted throughout the year; from our Soapbox Festival to the Migrant Women Worker's Forum. Our Facebook page has similarly facilitated a 'noticeboard' where women can comment and share their pictures and thoughts with one another.

The recent growth of online communities has meant a greater reach for the organisation and better ongoing contact with CALD users. Through social networks like Twitter and Facebook, members, clients and the public are able to interact with us to receive and share information that helps combat isolation and lack of awareness.

To date, the number of Speakout's social network supporters is almost 400 strong!

You can join IWSA on Twitter at [www.twitter.com/IWSAwomen](http://www.twitter.com/IWSAwomen) or on Facebook at <http://www.facebook.com/pages/Immigrant-Womens-Speakout-Association-NSW/140148022680863>.





#### THIS YEAR ON @IWSAwomen:

- 239 followers including Muslim Women's Association, the Australian Domestic Violence Clearinghouse, Minister for Immigration Chris Bowen, the National Immigrant and Refugee Women's Alliance, Australian Women Against Violence Alliance, Anti-Slavery Australia, and more!
- Our campaign for migrant worker's rights, especially vulnerable women on temporary visas. We provided information on our forum, sexual harassment in the workplace, and services that can assist women.
- Current affairs, news and reports relevant to migrant and refugee women – those on temporary visas, some who have experienced domestic violence, and education and training programs.
- Our advocacy and policy work including our submission to the NSW domestic violence parliamentary inquiry and our successful lobbying for changes to the Family Violence Provision of the Migration Act.

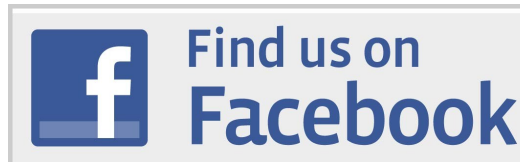
#### THIS YEAR ON OUR FACEBOOK PAGE:

- 180 likes
- Invitations for our clients, supporters, and the public to the Empty Shoes domestic violence installation, the Soapbox Festival, the International Women's Day March, the Migrant Women Workers Forum, and our AGM!

"Hats off to all the women there for the great contribution to our world... salute to you all." – Vineil

"Congrats on the marvellous work you are doing!" – Om Get Togethers

- Images from us and attendees at our events.
- Public messages or 'noticeboard' posts from our supporters and other services on their own work and achievements throughout the year.



# 30 Years of Service

This year marked Immigrant Women's Speakout Association's 30th Anniversary. Founded in 1982, the organisation has continued to serve local migrant women and their families through support and advocacy.

To celebrate this milestone, IWSA held several events throughout the year to commemorate all the achievements and successes of CALD women:

- The Women's Soapbox Festival  
A chance for local migrant and refugee women to come and speak about their hopes, dreams, and achievements. The event at Parramatta's Church St Mall attracted over 100 participants and passers-by.
- The Migrant Women Workers Speakout Forum  
Migrant workers, unions, and Speakout came together to discuss the issues facing temporary residents, especially with regard to employment and worker's rights.
- The 30th Anniversary IWSA Reunion  
The reunion is an end-of-year event to commemorate the achievements of the organisation from the last 30 years. It is a chance for past Management Committee, staff and friends of Speakout to catch up and celebrate. In November, IWSA will present the quilt project of our sewing students and launch a book of thirty women's stories about their settlement and migration experiences.

## Speakout Tribute to Camille Moldrich

29 July 2012

I am here to pay tribute to Camille on behalf of the Immigrant Women's Speakout Association. Speakout is honored to be part of this memorial and for being part of Camille's life. I thank Camille's family and friends for having given us the privilege of sharing our thoughts about Camille.

Camille was very passionate about social justice, fairness and equality. This is what drove her in doing work with Immigrant Women's Speakout Association. The first time I met Camille, she talked about the situation of refugees and how she supported the campaign against temporary protection visas. In that year, Speakout launched its campaign calling for the abolition of the temporary protection visa.

Women's rights were at the core of her work with the community till the end. Camille was one of the members of the International Women's Day Committee in the 1990s, a body responsible for running the annual International Women's Day celebrations in March.

Behind the seemingly disciplined approach to compliance with the statutory obligations of Speakout such as generating financial reports, auditing annual leave of staff, payroll and budget – Camille was a “fashionista”. Every time she picked up work at Speakout, there was always something new in the way she dressed or how she did her hair. Several times she came to Speakout with her hair dyed in the shades of the rainbow. She matched this with a red bag and a pair of purple croc slippers. One time she came to Speakout with feathers in rainbow colours tucked into her hair.



Camille brightened up the Speakout team every time she visited us at our centre in Harris Park. One time as she entered the door, she said: “Girls, it’s really very difficult for me to balance my body weight while walking”. Then she went to the room of the Project officers and said: “Mariam, tell me how could I balance my body weight. Do you notice the way I walk? I always feel like I am going to tumble forward.” Mariam asked why? Camille responded, “my boobs are so heavy and these make my body lean forward!” Then she went to the Reception Room and said to Emina, “I need your help. May I give you some of my boobs so that I can walk properly?” By then she had the whole staff laughing.

There are many things she wanted to do for Speakout: Camille was planning to have a Speakout fundraising dinner. She said we had to consider making the Speakout 30th Anniversary Reunion as fund-raising dinner. Her idea was to use the funds for activities that will we hardly get funding for, for example employing a researcher.

Camille was a person of grace and goodness. She faced many life challenges but she always found ways to see the good side of those moments.

There were times where Camille was very meticulous in auditing every aspect of Speakout transactions and statutory obligations. And I will say that those were necessary steps to ensure sustainability for Speakout. Her accountability was based on fairness, but she was also very flexible in finding solutions. She always said to me: “Jane, don’t worry, we will find a way to solve this issue”.

Camille leaves a legacy to Speakout: generosity of spirit, strong sense of fairness, strong community pride and ever-ready humour.

On behalf of Speakout, I say thank you Camille. We will be missing you. To the family of Camille, thank you.



## IWSA MANAGEMENT COMMITTEE AND STAFF 2011-2012

### MANAGEMENT COMMITTEE:

Chairperson	Nurse Pasipanodya
Vice Chairperson	Aurelia Gallardo
Treasurer	Pallavi Sinha
Deputy Treasurer	Jorgette Sonter
Secretary	Laurie Berg
Deputy Secretary	Myra Hechanova
Members:	Shirley Atkin
	Kyungja Jung
	Bich Thuy Pham

### STAFF:

Executive Officer	Jane Corpuz - Brock
DV Policy Officer	Stephanie Phan
DV Project Officers	Gayathri Dharmagesan
	Charity Danquah
	Marichu Gloria
Project Officers	Alexandra Tindick
Bookkeeper	<u>Camille Moldrich</u>
	Krishna Mohanarajah
Admin Officer	Emina Kovac
Caretaker	Kawkab Jada





## 2012 – 2013 MEMBERSHIP FORM

HAPPY 30<sup>TH</sup> ANNIVERSARY SPEAKOUT!

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 1<sup>st</sup> July 2012.**

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

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