

IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION NSW INC.



28th Annual Report 2012-2013





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: PALLAVI SINHA

It always amazes me how much women, and in particular immigrant women can do. My parents migrated to Australia from India over 30 years ago. Whenever a person migrates to a new country, there are various challenges such as settling and adjusting to a different way of living and acquiring information about the systems and resources. As women are usually the primary caregiver, they may also be juggling raising children and/or working and/or managing the household and/or poverty or other distressing circumstances. They may be isolated, unaware of their rights and/or unable to stand up for themselves. Immigrant Women's Speakout Association (IWSA) aims to address such challenges by providing appropriate services and assisting 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. IWSA has performed a number of functions and conducted numerous activities to support these objectives, including:

Community hub for Culturally and Linguistically Diverse (CALD) women in Western Sydney

As a community-based peak body for immigrant and refugee women, IWSA has brought together community and self-help groups such as the Afghan Women's Support Network, Philippines-Australia Women's Association/Gabriela, Asian Women at Work and other groups to work towards increased community capacity-building. For example:

- *On 15 March 2013, a film entitled "Migrante" was screened in Blacktown for the Filipino Diaspora. This film starred Filipino women and other non-Filipino participants having talking circles on CALD women's resilience and showed the importance of communities working in supporting each other in times of adversity.*
- *On 22 March 2013, we held a local Women's Day celebration at Granville Town Hall that brought together Afghan and Filipino women sharing a meal, dance and singing.*
- *Participation in alliances such as the NSW Women's Alliance and also the Sydney Alliance. In working with these alliances and other networks we contributed in facilitating better service coordination and delivery of community services as demonstrated below:*

Sydney Alliance Western Sydney Diversity Forum (an example of working with an alliance)

22 August 2012, Parramatta

- * Forum to discuss the benefits of diversity in Sydney's West
- * It provided an insight into CALD client's issues and perspectives about services provided in Western Sydney services

Harris Park Community Forum (an example of networking and better service coordination)

8 October 2012, Harris Park

- * IWSA project officer did networking with local services, community groups and organisations
- * IWSA project officer presented to the forum IWSA services and group activities (English Conversation class, Sewing class, Computer Literacy class, Internet/Email class, etc), distributed flyers and answered questions on service delivery as well as policy and advocacy work
- *Sustained and increased CALD women's group activities* that resulted in increased connectedness amongst participants - they are more resourceful, trusting and respectful with one another and participating at a higher level in community gatherings
 - Group activities with individual CALD women (which illustrates how we bring together CALD women)
 - * English Conversation classes
 - * Sewing classes
 - * Computer Literacy classes
 - * Internet/Email classes

Prevention of domestic and family violence

We undertake many activities to contribute to the prevention of domestic and family violence (DFV). Examples are outlined below.

- *Participation in an Information Session with Navitas English College, Auburn, 19 March 2013.* We presented separately to men and women students at the English college on DFV and community issues. We covered languages such as: Arabic, Persian, Mandarin, Hindi, Nepali, Turkish, Tamil, and Burmese. IWSA engaged interpreters for the majority language groups. Flyers were also distributed on DFV and IWSA services
- *Empty Shoes – community education campaign on domestic violence homicide of women and children, Church St Mall, Parramatta, 18 December 2012.* IWSA hosted a public installation titled “Empty Shoes” highlighting domestic violence homicide of women and children. IWSA service brochures were distributed and advice was provided to individuals. IWSA also engaged with members of the public on the issues of CALD women in DFV through one on one discussions.
- *International Women's Day March and One Billion Rising Flash Mob dance, Sydney, CBD, 9 March 2013.* Continuing active community networking, IWSA distributed flyers in community languages on DFV and IWSA services. Our Executive Officer, Jane Brock, was one of the speakers and she presented about the difficult work conditions that many Subclass 457 visa holders experience, in particular women in the health and community care industry. Bullying and underpayment of wages are very urgent issues that unions and government agency such as Fair Work Australia must investigate and take measures to stop malpractices. IWSA members initiated and led a flash-mob dance “One Billion Rising” – a community action calling on communities to have respectful and safe relationships.

Supporting CALD women escaping and ending violence in their lives

We have conducted a cursory internal review of our non-English speaking background (NESB) DV Project which is funded from the Specialist Homelessness Services of the NSW Department of Family and Community Services. The review result had shown that the IWSA's capacity on cultural competence is recognised externally in the sector. This competence arises from our years of practice of client-centred approach. It is the legacy of our long engagement with immigrant and refugee women, their communities and families. It also reflects the product of systematic review and improvement of all aspects of our organisation, our policies, procedures and practice in light of experience and engagement with our clients and constituency.

Racism & Women Symposium at NSW Parliament House and law reform

This was an unprecedented initiative driven by me and was extremely successful. On 17 October 2013, a full house of women, heads of community and non-government organisations and members of the community were given the opportunity to hear speeches from and discuss important issues with federal and state politicians and the President of the Australian Human Rights Commission and the President of the Anti-Discrimination Board of NSW. The Symposium was widely reported in the media including on ABC, SBC and ethnic newspapers. Recommendations to improve government policies, programs and the law will be presented to the Federal and State Government.

A personal highlight for me was working with the IWSA and the former Minister for Immigration and Citizenship, the Honourable Chris Bowen, on reforms to family violence provisions in migration policy. The Honourable Chris Bowen publicly acknowledged the role of IWSA in implementing these changes. I delivered presentations about reforms required to the Subclass 457 visa, particularly in the area of family violence at two conferences: the Australia-India Institute Conference in September 2013 in Melbourne, and the Pravasi Bhartiya Divas Convention at the Sydney Convention and Exhibition Centre in November 2013. This is an area of law reform in relation which we will be lobbying the Minister for Immigration and Border Protection.

Facebook and Twitter

I am pleased to note that under my leadership, IWSA has become more active on Facebook and Twitter. The number of people who like our Facebook page has increased significantly. IWSA actively keeps the public aware about a wide variety of women's issues through Facebook and Twitter.

Future steps service delivery

We are flexible in the implementation of each case plan and overall service delivery. IWSA has been doing Outreach in the past. There are IWSA partners that have requested us to do Outreach. If resourced adequately, we are capable of doing this in many and different community service districts.

Thanks

I thank the following funding bodies that provided financial support to IWSA: the NSW Family and Community Services (Community Builders Scheme and Specialist Homelessness Services), Holroyd City Council and the Department of Corrective Services.

I also thank my colleagues in the IWSA Management Committee, our membership, volunteers and partners and network who support us in providing services and holding community activities I am also grateful to IWSA staff members, especially to Jane Brock, IWSA Executive Officer.

I wish everyone a happy 2013 and I look forward to an ongoing high standard of service delivery by IWSA for immigrant and refugee women.

Executive Officer's Report



Executive Officer: JANE CORPUZ-BROCK

The year 2012-2013 is characterised by celebration and forward-looking perspective with a view of reaching higher level of achievements in all our endeavours. The recent reforms in various grants that impact on the community sector have affected the Speakout/IWSA in one of its core services – the NESB Women DV Project. Our hope is that Speakout/IWSA will be one of the organisations that will continue to be funded under the reformed funding scheme, considering our track record of more than 25 years of service delivery.

Policy forum on rights of migrant women workers

We held the Migrant Women Workers' Forum with Asian Women at Work and Unions NSW. The aim was to develop strategies for the workplace with the focus on the elimination of discrimination, workplace bullying and violence in the community. The forum has been attended by over 120 participants from the community and trade unions. It was held on the 14th of October 2012 at the Seniors Community Hall in Bankstown. The forum participants came up with key recommendations to stop workplace violence and also called on the government to include assistance to 457 visa holders (temporary work visas) who are experiencing family and domestic violence.

Community Cabinet Meeting with Prime Minister and CALD Women accessing services

This year our contribution to law reform in relation to family violence and immigration issues has been at the core of our advocacy work and also linked to early intervention and post-crisis service delivery. One aspect of our advocacy work is assisting CALD women who hold partner visa or have temporary residency, who are experiencing family violence, to access community services. The process of accessing community services can be fully realised if they hold permanent residency. It is therefore imperative that CALD women in this type of situation be assisted in taking the first step of informing the Department of Immigration and Border Protection of the family violence and accessing the Family Violence Provisions (FVP). Within the FVP framework, provision of evidence is very tough as the concerned CALD woman has to undergo interviews by different professionals who are considered "competent persons". This happens when the concerned woman has decided not to report the violence experienced and also did not attend court to request an AVO (Apprehended Violence Order). This is the context for why Speakout/IWSA and its partner organisations and service agencies pursued the reform of the FVP evidentiary requirements. Most CALD women have said that they felt deep and repeated trauma as they undergo series' of interviews. The changes to FVP came into effect on the 24th of November 2012.

The precursor to these changes began with the Parramatta Federal Community Cabinet meeting in early 2012. This forum was instrumental in starting the conversation with the former Gillard government on the reform of the FVP. Speakout/IWSA being one of the participants in that Community Cabinet meeting raised our hands and the former Prime Minister Julia Gillard called on IWSA to speak and present our question to her and to her Cabinet. IWSA pre-

sented the cases of CALD women in forced and servile marriages who are accessing the government assistance. Then, Speakout/IWSA asked what strategies the government used to address the issues of forced and servile marriages. It was there that former Prime Minister Julia Gillard requested the former Minister for Immigration to respond to the question. Speakout/IWSA staff members made an appointment to discuss further the strategies in assisting women in forced and servile marriages and are experiencing family violence provisions.

Speakout/IWSA will continue to monitor the implementation of the changes to the Family Violence Provisions evidentiary changes. The purpose of the changes is to prevent and reduce the trauma being experienced by CALD women who are accessing the FVP.

Raising community awareness on respectful and safe relationship: “One Billion Rising”

On 14th February, over 250 women and men joined “One Billion Rising” in Parramatta to call for an end to violence against women around the world. IWSA and other local groups and individuals came together to protest against the pattern of abuse which is captured in the statistics that say: 1 in 3 women will be beaten or raped in her lifetime. The crowd assembled outside Parramatta Town Hall to dance to ‘Isang Bilyon’ the One Billion Rising song of the Philippines. The song urged women and men to break free of violence and rise up from the ground to stand in solidarity with all those who say No to violence against women and children. Participants said that through the flash-mob dance they bring the message to the community: “Now is the time for women and men to take action and demand an end to violence and rape against women and children. The events in New Delhi, India, and Steubenville, Ohio and other places are an alarming reflection of the statistics and it’s time for us to challenge laws, institutions, and individuals who allow or commit violence against women.” “One Billion Rising” is about recognising these struggles and working for change so women and children will be safe.

There were 50 high school students from the Arthur Phillip High School in Parramatta who joined the flash-mob dance. Community workers from women’s services in Western Sydney, employees of the Parramatta City Council, NSW Attorney-General’s Department, Legal Aid Commission, women’s organisations, such as Asian Women at Work, Turkish Women’s Group, other organisations and bystanders stepped in and swayed their arms and stomped their feet with the music.

Using structural mechanism to prevent violence in workplaces: Campaign for Australian Ratification of the Migrant Workers Convention

Speakout/IWSA with NIRWA and Asian Women at Work has been holding activities to promote the Australian ratification of the Migrant Workers Convention. Included in the discussions about the convention is the issue on equity and access to services in particular for migrant workers who are temporary residents and are on 457 visas, and are experiencing family and domestic violence. The campaign has used postcards printed with the text: “215 Million reasons to support migrant workers’ rights” and a letter in plain language printed on the back of the postcard urging the Prime Minister and government to sign and ratify the convention.

The campaign was launched in New South Wales on 17th June 2013 at the Bankstown Roundhouse jointly organised by Immigrant Women’s Speakout Association and Asian Women at Work. On that day immigrant and refugee women and their families attended the launch and enjoyed face-painting and balloon sculpturing for the kids and a nutritious meal.

Vote of thanks

On behalf of Speakout/IWSA I wish to thank my co-workers, volunteers, students in placement, members of Speakout/IWSA Management Committee, our membership, and community partners such as migrant resource centres, domestic violence committees, peak bodies, community organisations, individuals who have been supporting our work. Our gratitude also goes to our funding partners the NSW Department of Community Services, Holroyd City Council and the Community Relations Commission for the financial support. Thank you to Zeljka Josipovic, our CPO (Community Program Officer) and Peter Prants, A/Director Partnerships & Planning at the Western Sydney District, NSW Department of Community Services for this support and timely assistance.

Treasurer's Report

Treasurer: MYRA HECHANOVA

The Immigrant Women's Speakout Association is a financially sound organisation and will have no problem paying its payables when they fall due. I present these short forms of Financial Reports for the year ended 30 June 2013. They are a true and accurate view of Speakout/IWSA's financial standing.

Throughout the year 2012-2013 IWSA continues our work in responding to the needs of CALD (Culturally and Linguistically Diverse) women from immigrant and refugee backgrounds. We are advocating with immigrant and refugee women in making reforms to government policies and programs to make these more responsive and culturally appropriate.

Our partnership with the New South Wales Department of Family and Community Services is ongoing and we hope that we will continue to be their partner in the implementation of the reformed response to homelessness, the Going Home Staying Home Scheme. CALD women who come to seek assistance at IWSA appreciate the support of the NSW government to our work. The 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 are all from the Department of Family and Community Services.

This year we have completed the project "Strong Diverse Women Training in Healthy Living" – a short term/one-off project that had provided information sessions and group activities such as Yoga, Line Dancing and Zumba – dance exercises for women. IWSA thanks the Holroyd City Council for the financial support of this project.

I thank my co-Management Committee members for their dedication and hard work in managing our association. I also say thank you to the great team of staff members with the effective leadership of Jane Brock, Executive Officer. On behalf of IWSA, I also thank our accountants Mohan Packianathan and Krishna Mohanarajah, our Admin Officer Emina Kovac and our external Auditor Sandra Grollmus.

Domestic and Family Violence: Prevention and Client Support

Domestic and Family Violence (DFV) and homelessness continues to be a widespread and intensifying problem in Australia. Once again, IWSA has continued its efforts to support and assist women and their children in their battles against DFV and supported them to live in a safe and healthy environment. In working with clients, IWSA always focuses on the following:

- Prevention and Early Intervention
- Safe and healthy environment for women and their children
- Empowering women and their children for a better future

DFV can present in many forms but is commonly found in the form of psychological abuse. The psychological effects are as serious as physical effects of violence in most cases seen by IWSA. Women exposed to domestic violence develop a range of health problems. If not dealt with accordingly, these would undermine the sustainability of society and resilience of community.

How can domestic and family violence and homelessness be prevented? Community awareness is very important. Certain strategies are needed in order to raise community awareness around the issues and impact of domestic violence on women and their families. Initiatives are also required to support women at risk points of DFV. IWSA DFV project officers worked for increased awareness of domestic and family violence in the community delivering presentations and information sessions in places such as TAFE, English colleges such as Navitas, and at community gatherings for women and their families.

DFV IWSA caseworkers provide support and assistance to CALD women and their children to overcome their traumatic experiences. They continuously develop strategies to maximise support that are available. Caseworkers are guided by IWSA's client-centred approach to case management and response to needs of those seeking our support. Case plans are managed to ensure that these suit each individual client. Clients are key stakeholders in mapping their case plans and in some situations other service providers are involved if client has agreed. It is also IWSA's aim to educate our clients to get them to understand all issues that face them.

The DFV project continued in developing and strengthening relationships with other services and participated in relevant networks such as inter-agencies, housing forums, participating in community development strategies, which directly benefited the client base.

For the year 2012-2013, IWSA intensively supported and assisted 193 clients and advised over 500 one-off clients. Over 75% of support periods delivered by IWSA were for clients escaping domestic and family violence or facing homelessness. Most of these clients presented family violence and migration issues. These clients are highly vulnerable considering their visa status. Often their sponsors have taken advantage of the clients' insecure situation due to the condition of the partner visa. CALD women who are on partner visa and still on two-year waiting period are prone to be controlled and manipulated by their sponsors. IWSA caseworkers assisted and supported them to access different services like the Department of Immigration, Centrelink, Housing NSW and others.

The safety of IWSA's clients including their children is the first and foremost concern of IWSA project officers on the case plans. It is very important for CALD women and children who come to our service to live in a safe and healthy environment. Due to their cultural backgrounds and other barriers some have been hesitant to report the physical abuse to the police. Others who reported physical assault had difficulties in getting final Apprehended Domestic Violence Orders (AVO) because of a lack of financial or legal support. Many CALD women who are on temporary visas are not eligible for legal aid assistance due to their temporary visa status.

DFV victims are hoping that there will be a review of policies and programs which affect them and others in similar situations. They request the government to study the difficulties that bridging or temporary visa holders have in accessing vital assistance when they escape violence.

Policy and Social Change

IWSA is regarded by service providers from government and non-government agencies as the specialist CALD organisation in NSW concerned with domestic and family violence. This acknowledgement of our work has been repeatedly expressed on face to face, telephone and written conversations with stakeholders as well. Our partners, members, and various organisations that have referred clients to us always say to them: “go to IWSA”.

Using this expertise and the feedback from other organisations who work with CALD women as well as its own clients, IWSA has sought to develop and contribute to policies and frameworks both in NSW and nationally. In all policy forums we emphasise the struggles of migrant and refugee women and present recommendations as informed by practice and rooted in the issues. In 2012-2013, IWSA contributed to:

- The NSW Domestic and Family Violence reforms, through consultation and submissions
- The Community Relations Commission (CRC) inquiry into trafficking and forced marriage, through private consultation and submission
- Providing response to the Department of Immigration and Border Protection (formerly: DIAC) in the wording of information packets relating to the Family Violence Provisions (FVP) of the Migration Act
- Updating knowledge of members and partners on the changes to the FVP, and monitoring how the changes are affecting CALD victims of DFV
- The National Centre for Excellence (NCE) DFV consultations, through submission to the online surveys and attending consultation on behalf of CALD victims in Melbourne
- and ongoing independent research and academic studies.

IWSA also continues to represent its members and clients on various networks and committees, and currently convenes the NESB DV Network. The NESB DVN addresses issues specific to NESB victims of domestic violence, including the prevalence of cultural and language barriers to access services as well as the differences in the types of family and domestic violence perpetrators. In 2012-2013, meetings were held in Parramatta, North Parramatta and Liverpool.

Community and Working Together

Networking with other women's organisations

IWSA continues to build its networks and capacity by linking with women's organisations to ensure our clients have the full benefit of a well-rounded and connected support system. IWSA convenes the NESB DV Network which aims to provide a forum for discussion of the concerns of community and government workers and victims around issues of DFV in CALD communities. During 2012-2013, IWSA also participated in the following networks and committees: Domestic Violence Education and Support Project, Settlement Services Coalition, Sydney Alliance, Multicultural Affairs Advisory Group, NSW Women's Alliance and the Forum of Non-Government Agencies.

IWSA presented or delivered informal training on CALD communities, DFV and accessing the Family Violence Provisions in Harris Park, Parramatta and Auburn.

Classes and activities

IWSA runs ongoing community development programs from its centre in Harris Park for migrant and refugee women, free of charge. Classes include English conversation – both advanced and beginner levels – as well as basic computer skills, and sewing workshops. The women who attended classes through the year have enjoyed learning new skills or building on existing ones. A large part of these activities is also meeting and socialising with other women of various backgrounds.

- English Conversation: This year students practised their conversation skills as well as discussing basic legal issues in Australia, discrimination and racism, and health. Feedback from the classes –
“We love to come here and learn English. [IWSA] is always helpful and we always learn new things every week. It's good for practise.”
“It's very difficult for us to learn, but here it is always friendly and [IWSA] help us.”
- Computer Skills: Students learned how to use the internet, including browsing and searching the web as well as downloading documents, and were able to set up and learn the basics of their own email accounts. Participants said these skills were important in helping them stay in contact with family overseas and to stay connected to the community and news. They are looking forward to learning how to use chat and Skype in future lessons.
- Sewing Workshops: For IWSA's 30th Anniversary, the students completed a quilt displayed at the end of year celebration. Students worked over several months to design and then create the quilt – with great results! In 2013, they have continued to work on individual projects such as drawing and cutting patterns, sewing clothes and alterations. Several students have begun small home businesses to assist people with clothes alteration.

CALD women have also enjoyed activities run by IWSA, such as: One Billion Rising flash mob dance in Parramatta to raise awareness about violence against women internationally, a Mother and Women's Day celebration in Granville Town Hall, a film screening and various information sessions.

Mentoring and Leadership

Mentoring takes many forms and is one of the pathways to positive changes in the lives of many CALD women. IWSA's mentoring program assists CALD women in making connections, problem-solving and setting long-term personal goals. IWSA mentored not only students who underwent workplace training in our organisation but also groups of people and individual clients as well. IWSA supported them in strengthening their skills and helped encourage inde-

pendence and self-reliance. IWSA has focused its mentoring in three areas: life skills, getting job ready and communication and negotiating access to services.

'Life skills' mentoring was delivered within 16 sessions to various individuals. We helped them understand and manage their own personal affairs such as the use of the library, travelling on public transport, how to use the internet, how to deal with other people in the community and other activities. They developed their self-esteem and became independent in particular aspects of their lives. They learned to overcome their fears and become more resilient.

'Job ready' mentoring was delivered to 27 attendees over the year. In this program they learned how to prepare their own resume/curriculum vitae and how to look for a job online and from newspaper advertisements.

We also introduced mentees to the different government services that they can avail of like Centrelink, Housing NSW, Legal Aid and many more. They gained knowledge of the different services which they are able to access. In this program we had 7 sessions and a total of 23 attendances for all sessions.

Connecting the Community to Information

IWSA has had a great year on social media, connecting with its diverse range of followers – from parliamentary ministers, to non-government organisations, and individuals committed to understanding and advocating for CALD women's rights.

The Speakout Twitter and Facebook pages have updated its followers and the general public on events run by the organisation, as well as informing them of relevant news and issues facing victims of DFV, and migrants and refugees in general. The Facebook page provided women with an outlet for their own concerns and also served as a space to congratulate and share their own achievements with the community. IWSA also posted relevant information on contacting community services in the areas of DFV and emergency services.

The growth of the online networks has meant a greater reach for the organisation and better ongoing contact with the community.

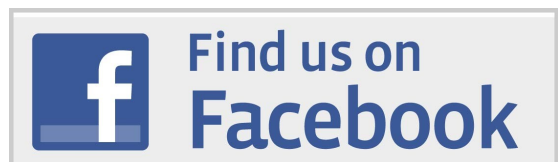
To date, the number of Speakout's social network supporters is over 700 strong.

THIS YEAR ON @IWSAwomen:

- 375 followers
- Our campaign for CALD women's rights, particularly in combating incidence of racism and discrimination.
- Current affairs, news and reports relevant to migrant and refugee women – on racism, migrant worker's rights, violence against women and news shared by other organisations

THIS YEAR ON OUR FACEBOOK PAGE:

- 328 likes
- Invitations for our clients, supporters, and the public to join One Billion Rising in Parramatta/Western Sydney, the Empty Shoes art installation to raise awareness about domestic homicide, the Women and Racism Symposium, and our AGM!
- Images from us and the participants at our events.
- Public messages or 'noticeboard' posts from our supporters and other services on their own work and achievements throughout the year.



IWSA MANAGEMENT COMMITTEE AND STAFF 2012-2013

MANAGEMENT COMMITTEE:

Chairperson	Pallavi Sinha
Vice Chairperson	Aurelia Gallardo
Treasurer	Myra Hechanova
Rural Representative	Vivian Jones
Members	Laurie Berg
	Kyungja Jung
	Vivian Jones
	Pilar McGechan
	Ronnie Wang

STAFF:

Executive Officer	Jane Corpuz - Brock
DV Policy Officers	Alexandra Tindick
	Marichu Gloria
	Stephanie Phan
DV Project Officers	Rukhshana Sarwar
	Mariam James
	Gayathri Dharmagesan
	Charity Danquah
Accountants	Mohan Packianathan
	Krishna Mohanarajah
Admin Officer	Emina Kovac
Caretaker	Kawkab Jada

Farewell and thank you

The Immigrant Women's Speakout Association sends our farewell and thank you to the following:

- Staff members who have moved to other career pathways: Gayathri Dharmagesan, Stephanie Phan and Charity Danquah
- Volunteers from Sydney: Florence Nkala, Worood Jamil Jabar, Yi "Annie" Wang, Xinru Huang
- Volunteers in Mid-North Coast: Sakuna Black, Sheba Waasdorp, Dewi S. Tedjokusumo, Norma M. Peterkin, Noveroche Ryan, Gabriela Pacak, Rosa Natividad, Talita Schmidt, Elena Sercombe, Elvira Robbins, Virginie Armour
- Students in placement: Christal Seung Oak Gu, Mi ae Park, Yi "Annie" Wang, Maria Ria Soriano, Aiki Ngar Kei Ho, Hivi Mohammed Salih, Caterina Lopez, Kathleen Fimognari and Charlotte Pak



Photo Gallery

2012-2013



Community Mother's Day Celebration



EO Jane Brock addresses the Sydney IWD crowd

Classes at Speakout





Empty Shoes Parramatta

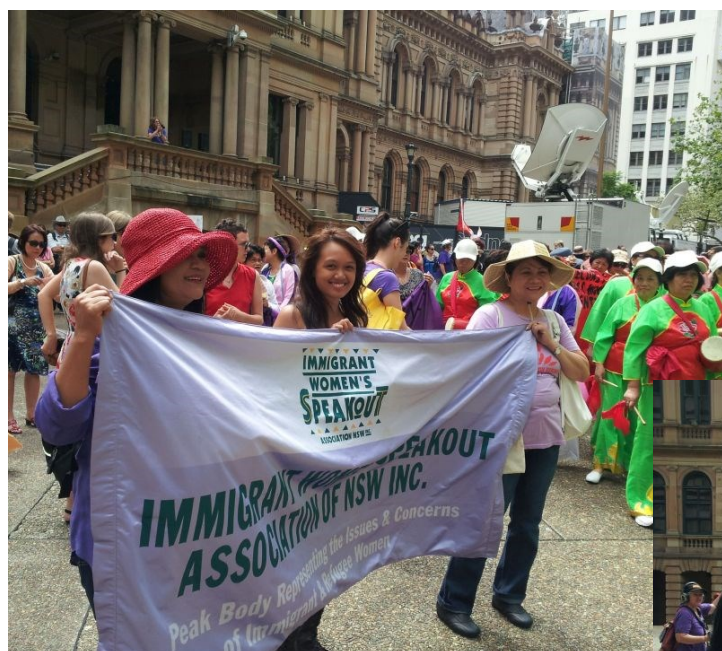


“Empty Shoes” represents women and children who have been killed in domestic violence homicide. Their confronting and true stories feature in this art installation to engage locals and give them more information about how to get help for themselves or others.



Senator Lee Rhiannon and Senator Matt Thistlewaite visited IWSA in 2013 to discuss our work within the community





Speakout rallies for Sydney
International Women's Day 2013



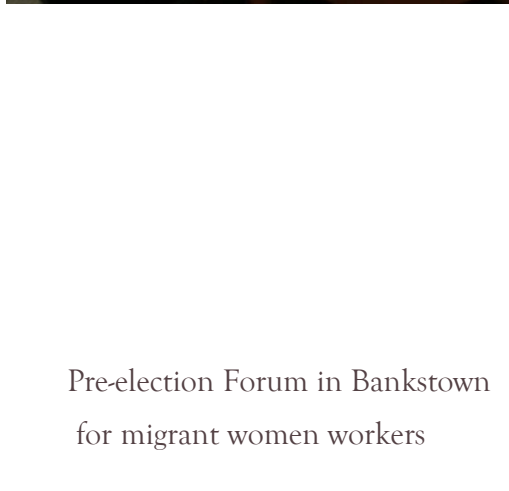
Members, staff and MC joined the march
in the city for women's rights and recognition



2011/2012 IWSA Annual General Meeting



IWSA hosts the NESB DV Network meeting in Harris Park



Pre-election Forum in Bankstown for migrant women workers





One Billion Rising in Parramatta



Over 200 participants from Sydney's west joined us for the One Billion Rising event to raise awareness of violence against women



One Billion Rising in Sydney CBD





November 2012, IWSA 30th Anniversary





'Speak Out' book launch with Julie Owens MP

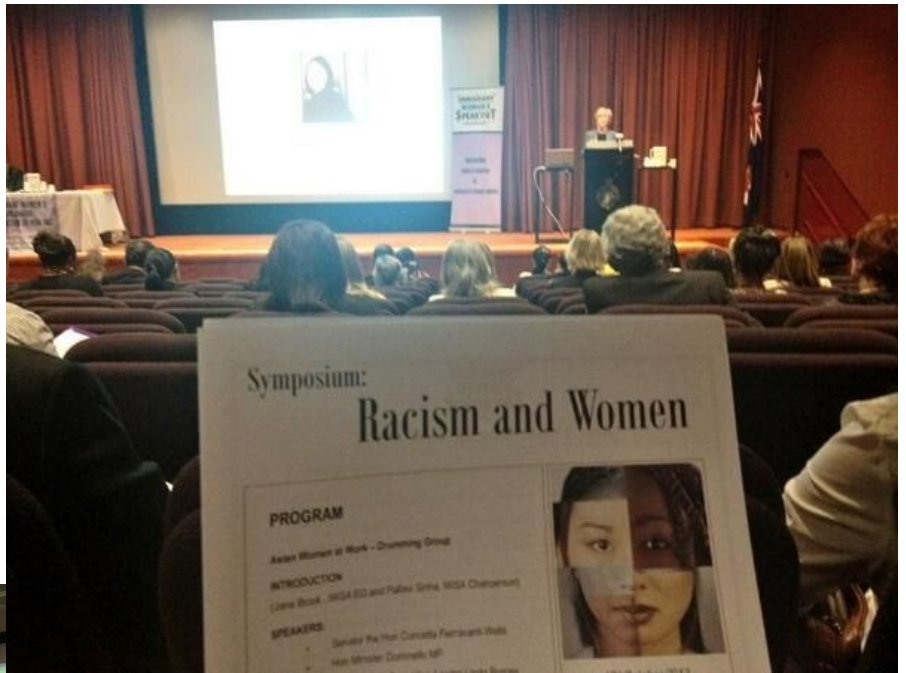


'Speak Out' illustrator, Sadami Konchi, with IWSA staff and story tellers

Congratulations to EO Jane Brock, 10 years of services
for migrant and refugee women in NSW



Racism and Women Symposium at NSW Parliament House



Over 100 participants came to the forum to hear about the trends and issues involving CALD women and discrimination.





2013 – 2014 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 2013.

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: _____

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