

IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION NSW INC.

30th Annual Report

2014–2015





Who is Immigrant Women's Speakout Association of NSW?

Immigrant Women's Speakout Association of NSW (IWSA) is a key women's organisation which values and acknowledges the cultural and linguistic, multigenerational diversity of migrant and refugee women. It is an organisation that 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 Background (NESB)/Culturally and Linguistically Diverse (CALD) backgrounds in NSW.

IWSA represents the issues and ideas of migrant and refugee women to all levels of government, in the community services and industrial sectors, and to the media.

SpeakOut 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.

SpeakOut 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.

Contents:

Chairperson's Report.....	3
Executive Officer's Report.....	4
Treasurer's Report	5
Community Engagement.....	6
Collaborative Partnership.....	7
Community Skills Development.....	8
Mentoring and Leadership Training.....	9
Domestic and Family Violence and Homelessness.....	10
Support Service (HoMWISS) (from 2015).....	11
Success Stories.....	12
Radio Plays on Forced Marriage.....	14
Going Forward—Strategic Plan 2015—2018.....	15
SpeakOut's Prominent Women.....	16
Management Committee and Staff List.....	17
Membership Form.....	18
Photo Gallery.....	19



Chairperson's Report

Chairperson: LARA PALOMBO

Women of Courage and Resilience

Courage and resilience are the most appropriate values that describe the qualities of our service recipients – our so called “clients” or “consumers” – as well as our workers at Immigrant Women’s Speakout Association in the year that has passed. The final stage of transition for our clients in our NESB Domestic Violence (DV) Project has been a tough and difficult process.

The Management Committee, in particular the former Chairperson Aurelia Gallardo, my predecessor, had to do the most difficult job of managing risk for most of the transition stage. There are risks that might look very simple at the outset but once assessed these risks are more serious than they appear to be.

In my service with multicultural women at the Immigrant Women’s Speakout Association, my second appointment as Chairperson has been the toughest in terms of managing risks faced by an organization. We have the policy and the step by step guide, but one must also use a lens of analysis to connect the dots of the root causes of any risks and the various ways of managing them.

This year the Management Committee’s work has been focused on risk management while at the same time building the future prospects for the Immigrant Women’s Speakout Association. From November 2014 until January 2015 we have experienced a waiting period. It felt like an eternity to wait for the outcome of our funding application to deliver our proposed co-case management client-centred support service. In late January 2015, at last we got the good news that our funding application from the SSF (Service Support Fund) was successful. Our new project the Homeless Multicultural Women Integrated Support Service (HoMWISE) commenced in February 2015.

Our Strategic Planning process has been done with great enthusiasm and with the hope that Speakout will surpass all the challenges that come our way. One of the priorities of the Management Committee is to put into action the finer details of our operational plan. This will ensure that we will achieve the goals of the new Strategic Plan.

On that positive note, I say thank you to all the Speakout members, our clients (service recipients), community partners, funding partners – the NSW Department of Family and Community Services (FACS) and the Law and Justice Foundation, members of the Management Committee and Speakout staff, in particular our Executive Officer Jane Brock. I hope for Speakout to achieve excellence as a CALD women’s association and service provider.



Executive Officer's Report

Executive Officer: JANE BROCK

Champions for women's safety and well-being

It has been a remarkable sight to see communities, men, women and children, banding together in asserting our right to be safe wherever we are. The Immigrant Women's Speakout Association's membership and staff participated in various community actions to be in solidarity with families and supporters of women who were killed in different circumstances. Women and men have come out to be champions in calling for respectful and healthy relationships at home and in the community in the midst of their grieving for victims of domestic homicide.

We have strengthened our capacity to respond to the needs of immigrant and refugee women who are escaping domestic and family violence. We have fine-tuned our services by undertaking co-case management and working closely in collaboration with the housing sector especially in Western Sydney. Our new support service, the Homeless Multicultural Women Integrated Support Service funded by the Department of Family and Community Services, is a wrap-around service model that builds on the strengths of individual clients and works with focus on access and equity. The Speakout wrap-around approach has interagency and multi-discipline collaboration as one of the key processes to complete the package of support that is necessary in ensuring that a client has been provided with the right assistance to address the root causes of their homelessness.

Our collaboration with different support agencies and organisations has opened pathways to increased confidence for many of our clients. Confidence-building for women who have escaped domestic and family violence is a long process. Having support agencies that are client focused facilitates a better journey towards well-being.

As part of our internal and external consolidation Speakout has undertaken Strategic Planning covering the period 2015–2018. For the next three years Speakout puts its focus on increasing its resources to support the well-being of CALD women who are homeless and in a Domestic and Family Violence situation. We will also increase leadership in cultural competency and in service provision, and continue to advocate for enduring policies and programs that facilitate equity in the community and valuing and recognition of the contributions of immigrant and refugee women in the progress of the Australian society.

We will continue to work for excellence in our service provision and advocacy work. Our role in the community is being part of an effective collaboration to advance the cause of CALD women and the whole community.

The Immigrant Women's Speakout Association wishes to thank our membership, service recipients, Management Committee members, volunteers, students in placement, staff and all our community partners. We would like to thank Peter Prants, Director for Partnerships and Planning, FACS Western Sydney District and our FACS Community Project Officers Zeljka Josipovic and Toby Dobson for their support in particular during the establishment of our Homeless Multicultural Women Integrated Support Service.

Treasurer's Report

Treasurer: MARIAM HIL

New funding for service provision: homeless CALD women

The Immigrant Women's Speakout Association is delighted to announce that we are able to provide support for CALD women who are homeless and also those who are escaping domestic and family violence. FACS has provided funding for Speakout to assist CALD single women and those with children, through our Homeless Multicultural Women Integrated Support Service (HoMWISS). The service was established in February 2015.

Our membership and clients will be very happy to know that we were successful in our funding application for the Production of Radio Plays on Forced Marriage which will be recorded on Audio CD. The Radio Plays will be aired in community radios and also a link posted on our Facebook and website and other social media formats. The Law and Justice Foundation have provided funding to Speakout for the production of this educational Audio CD on the effects of Forced Marriage and where to seek assistance.

Speakout would like to say "thank you" to all who have supported us in our quest for continued funding. On behalf of Speakout I thank the community for signing our petition calling for continued funding for specialist service homeless CALD women. Thank you to those who made representation for us especially the members and supporters of WEL (Women's Electoral Lobby), NESB DV Network, Asian Women at Work, Afghan Women's Support Network, Philippines Australia Women's Association, Migrante Australia, Philippines Australia Community Services Inc, and the SOS (Save our Women's Services). There are also individuals that I have to acknowledge for their assistance: Jozefa Sobski (Women's Electoral Lobby), Roxanne McMurray (SOS [Save our Women's Services], Catherine Gander (NGO Consulting Group), Vivi Germanos-Koutsounadis of the Ethnic Community Services Cooperative, Wendy Bacon (honorary Professor at the Australian Centre for Independent Journalism) Lina Cabaero (Asian Women at Work), Jane Kenny (Law and Justice Foundation), Dr Geoff Lee, MP for Parramatta, Julia Finn MP for Granville, Phil Bradley from the Greens Parramatta, the Lord Mayor of Parramatta Scott Lloyd, Councillor James Shaw of the Parramatta City Council, Councillor Susai Benjamin of the Blacktown City Council and many more.

We also thank the former Minister for NSW Family and Community Services Gabrielle Upton and to NSW Premier Mike Baird for providing funding to Immigrant Women's Speakout Association's Homeless Multicultural Women Integrated Support Service. It is our hope that SpeakOut have continuing funding in providing specialist service for homeless CALD women.

I thank those who supported me in undertaking my role as Treasurer: Jane Brock – Executive Officer, Emina Kovac – Admin Officer and Mohan Pakianathan – our Accountant and to Sandra Grollmus – our Auditor. Our governance principles and good practice is regularly monitored by our team – the Management Committee with the assistance of Speakout staff with the leadership of Jane Brock.

As a whole, Speakout is a financially sound organisation and will have no problem paying its payables as and when they fall due. I present these short forms of Financial Reports for the year covering the period from 1 July 2014 until 30 June 2015.

Community Engagement

IWSA hosted community events including One Billion Rising events in Parramatta and Kogarah. One Billion Rising brings together the community to raise awareness on violence against women and to engage the public in discussion on how domestic and sexual violence can be addressed at the 'grassroots'.

For International Women's Day, IWSA hosted a Forum at the University of Technology, Sydney. Guest speaker April Pham spoke to attendees about issues on women, violence and displacement and the resulting local and global impacts. April works as the Gender Capacity Advisor supporting gender equality programming in the United Nations humanitarian system. IWSA Executive Officer Jane Brock also spoke regarding the experiences of services which deliver support to these women in NSW. Forum attendees were also invited to engage with the guest speaker at a Q&A panel.

The Multicultural Women's Day and Pre-election Forum was also run in Granville on March 13th where the event not only recognised the unique contributions of CALD women in the community, but also provided education and information on the upcoming state election in NSW. Local electorate candidates were invited to attend and speak at the event and IWSA had the pleasure of hosting Julia Finn for Granville and Phil Bradley for Parramatta. Candidates from the Liberal Party were invited but they declined due to hectic electoral campaign schedule.

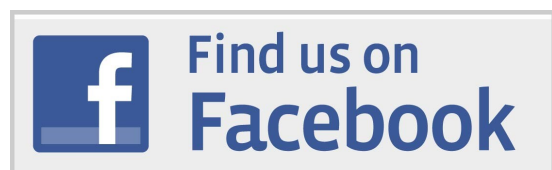
The Afghan Women's Support Network jointly hosted events with IWSA to celebrate Eid in August, 8th of 2014 and Nawroz (Afghan New Year) in April, 4th of 2015. The event was open to all members and women from CALD backgrounds. Performances at both events included cultural dances and singing, with the event co-organised by the Afghan Women's Support Network. IWSA in partnership with the Afghan Women's Support Network also organised a Mother's Day celebration in Granville in May, 8th of 2015. Over 100 CALD women attended to celebrate the important women in their lives and share home-made food at the festive and joyful event.

SPEAKOUT ON SOCIAL MEDIA

IWSA updates its followers and members to news and events through social media. Our Twitter and Facebook pages allow our members and followers to connect with the organisation as well as stay informed on issues and news related to Speakout and CALD women in general.

We encourage our members to like, share and follow our pages for the latest on IWSA and our partners.

Follow us on:



Collaborative Partnership

IWSA convenes the Non-English Speaking Domestic Violence (NESB DV) Network. This network meets bi-monthly to examine and act on issues related to CALD Domestic and Family Violence (DFV) and the network provides resources to support effective case management for CALD women and children.

This year the NESB DV Network hosted and facilitated information sessions regarding Elimination of Violence Against Women, The Criminal Procedure Amendment (Domestic Violence In Chief), and the Domestic Violence Disclosure Scheme. The NESB DV Network's Empty Shoes project, which raises awareness on domestic homicide, was hosted at different events during White Ribbon Day and 16 Days of Activism on Violence Against Women. The installation is available free for use at events by organisations and can be loaned from the IWSA offices in Harris Park.

The NESB DV Network's currently has representation from the following members: Barnardos, Cumberland Women's Health District, Liverpool Sexual Assault Services, Manly Community Centre, Migrant Resource Centres, Multicultural Disability Advocacy Association, Muslim Women's Association, NSW Police, Red Cross, Salvation Army, St Vincent De Paul, Western Sydney Local Health District, and Women and Girls Emergency Services.

IWSA attended and worked with networks and committees to address the issues and concerns of migrant and refugee women in NSW. IWSA provided advice and information regarding reviewing domestic violence legislation, prevention of forced marriage, and conducted workshops on 'Pathways to Safety'.

IWSA is also involved in the Western Sydney District Homelessness Implementation Group (DHIG) and District Homelessness Operations Group (DHOG). These networks contribute to the planning and delivery of wrap-around client services in Western Sydney. The groups are convened by the Department of Family and Community Services. At these meetings, IWSA advocates for the needs of CALD women and clients, particularly around the issue of DFV as a primary driver of homelessness for this client group.

The interagency networks with which IWSA works include: the Multicultural Advisory Forum, the Outer-West Domestic Violence Network, Blacktown Mount Druitt Interagency, the Apprehended Violence Orders Legal Issues Coordinating Committee (AVLICCC), NSW Women's Alliance, and NSW Forced Marriage Network, Combined Services Meeting,

Staff of IWSA also attended training run by the Department of Family and Community Services and Legal Aid NSW:

- Domestic Violence Information Sharing Part 13A of the crimes (Domestic and Personal Violence) Act 2007 and the information sharing protocol (protocol), May 2015
- Implementing GHSH for Practitioners, March 2015
- Trauma Informed Care, June 2015

Community Skills Development

English Conversation Course

Local Western Sydney residents from diverse non-English speaking backgrounds come to IWSA to practice and perfect their English skills at our weekly conversation course. The course has been running at the centre for almost 8 years and is provided free of charge on Wednesdays between 10am and 12pm. This year students covered topics including daily activities and creating plans for the near future. Students also learned how to fill basic forms like flight itineraries and Centrelink forms and worked on becoming confident in their writing and comprehension skills.

With 12 students from different backgrounds (including Afghan, Iranian, Pakistani, Sri Lankan, Indian and Turkish), the topic of food and the sharing of favourite recipes was also a class favourite. Students also shared information with one another about their own cultures, festivals or holidays.

The women who attend are keen to learn English so they can improve their everyday life and communication, including speaking on the phone and at appointments for medical or community services.

The following are some of the feedback of the participants in the English Conversation Course:

“English class has helped me to make friends from my own community and other women from different nationalities.”

“The English class has motivated me to learn computer and start writing English as well.”

“I am very glad that now I can book my doctor’s appointment myself. I had to ask my daughter or son to do it for me before. “

Sewing Groups

This year IWSA welcomed a new sewing group instructor Summera Hafeez who assists CALD women on their sewing and tailoring skills. Participants of IWSA’s sewing group often use the skills learned here for their home life or to start their own tailoring business.

Namisha has sewn a skirt and two tops during the classes and she is now more confident to work on projects using the sewing skills she has learned. Others have done alteration on different types of clothing as well as created their own pillowcases, saree blouses, and tops. Sewing groups are held at the IWSA office every second Friday.

Computer Skills Workshops

IWSA runs computer skills workshops for beginner and intermediate students on Wednesdays and Fridays each week. This year IWSA was able to upgrade its community hub computers to ensure participants were learning on the most up-to-date systems and software.

Students of the beginners class have covered the basics of computer use and an introduction to features in Microsoft Word, as well as using internet search engines to find information and services online. The intermediate group have been working towards proficiency in Microsoft Word, Publisher and PowerPoint.

“It’s very important for me to learn these skills for work and future employment,” says Tina from the Friday class. “I like to be able to do this on my own to be independent as well.”

Mentoring and Leadership Training

This year women have continued to come to IWSA to improve their skills and knowledge to better prepare them to navigate the NSW service system, get 'job ready', practice safe and respectful relationships, and understand tenancy rights and responsibilities. Mentoring provides CALD women with advice so they can be empowered to make informed decisions and choices in their day-to-day life. Building self-esteem and confidence is at the foundation of IWSA's support to ensure lasting and future success for all mentees.

The success of the mentoring sessions this year can be attributed to the preparedness of the mentees to take the mentoring journey with enthusiasm and an open mind. Our mentees this year were determined to achieve the outcomes they set for themselves and were deeply motivated to make a big leap in their lives. Our mentors provided a supportive atmosphere for the mentoring process to take place. The IWSA environment is an effective place for mentoring because its two core services have built-in structure that is guided by wrap-around service and follows a client-centred approach. We have held 10 mentoring sessions this year.

This year IWSA also ran two types of training which focused on governance and leadership. They were designed to respond to the needs of our volunteers and grassroots members. We ran four training courses over eight sessions: Strategic Planning, Review of Strategic Plan, Adaptive Leadership (Basic Introduction) and Managing Change in Community Organisations.

The knowledge and skills set that have been presented in trainings have a built-in "dry run" or practice sessions so participants are able to retain and use what they have learned. IWSA has facilitated its training using a full range of learning methods. One of the learning approaches that IWSA used was role play where every trainee was carefully assessed in her use of the knowledge and skills learned from the training sessions.

The IWSA community skills development programs and events are funded by the NSW Department of Family and Community Services. For more information on IWSA's classes, mentoring or upcoming events, contact the IWSA office.



Domestic and Family Violence and Homelessness: Prevention and Early Intervention

NESB DV Project (1990-2015)

The past year has been one of the busiest years for the IWSA staff due to the reforms in 2014. There has been a transition for clients through a new co-case management model, as well as changes to implementation and funding allocation for the different stages of services to clients who approach or are referred to IWSA for support.

The NESB DV Project supported and assisted 104 CALD women and their children over the period July 2014 to January 2015.

The NESB DV Project supported and assisted 104 CALD women and their children over the period July 2014 to January 2015. Over 80% of support periods delivered by IWSA were for clients who were homeless or at risk of being homeless due to domestic and family violence. DFV and homelessness continues to be a widespread and intensifying problem in Australia. The most disadvantaged clients identified by IWSA during this period were those who held temporary spouse visas. DFV victims who are on temporary visas are not eligible to receive appropriate services and legal advice due to their visa status. However supporting and assisting women and their children to live in a safe and healthy environment was our priority.

Aside from the 104 clients recorded in the SHS Client Information Management System (CIMS), IWSA has worked with 1560 low effort clients not formally recorded in CIMS this financial year. These additional clients were not recorded because of lack of information or refusal to provide consent to information collection and reporting. In spite of these constraints IWSA still provided information and advice relevant to their issues and provided low effort clients with numbers to call including: 000 in case of emergency (Police), Link2Home, Legal Aid, Law Access, Women's Domestic Violence Court Advocacy Service (WDVCAS), Domestic Violence Help Line, 1800RESPECT, etc. Most of these clients were at risk of homelessness.

IWSA project officers assisted and supported clients to access different services like, the Department of Immigration, Centrelink, and link them to those services providing accommodation through Link 2 Home and Bonnie Support Services. Besides providing this support, IWSA focused on additional important issues within the NESB DV Project:

- Prevention and Early Intervention
- Safe and healthy environment for women and their children
- Life skills and resilience training
- Empowering women and their children for a better future.

Homeless Multicultural Women Integrated Support Service (HoMWISS) (from 2015)

In February 2015, IWSA commenced its new program for assisting migrant and refugee CALD women in Western Sydney. This project provides co-case management and mentoring to support CALD women with or without children who are homeless or at risk of homelessness.

The leading cause of homelessness for the majority of IWSA's clients is domestic and family violence. HoMWISS provides women with information and support to ensure safety, and access to housing, financial support, and counselling. Our case workers are there from intake to successful achievement of each woman's self-determined action pathway. The service also provides referral to relevant services while working with Link2Home and SHS providers to deliver holistic, wrap-around service to those who are experiencing or at-risk of homelessness.

107 clients have been provided with co-case management between February and June 2015 by the HoMWISS project, with over 500 low effort assistance contacts in the same period. The project has received referrals from workers in both non-government and government agencies including Link2Home, NSW Police, Centrelink, Legal Aid NSW, Department of Immigration and Border Protection, Department of Family and Community Services, Ryde Family Service, Parramatta Mission, St George Housing Services, Mission Australia, Barnardos, Auburn Diversity Services and Western Sydney Family Referral Services. IWSA also had referrals from hospitals, healthcare workers, migration agents and law firms from the private sector, and from community and religious leaders. This was often due to the complex nature of the cases, particularly where they concerned extensive language or communication barriers or barriers to access due to citizenship, income or service sector gaps.

This Service Support Fund from the Department of Family and Community Services recognises IWSA's unique and important role in the sector as a specialist service for CALD women and children. It is our hope that IWSA will continue to be funded to provide expert and specialist support for CALD women who are homeless, including those escaping domestic and family violence or who have experienced trauma.

Partnership with Kingsgrove Community Aid Centre

From 21st to 28th April 2015, IWSA in partnership with Kingsgrove Community Aid Centre facilitated workshops on pathways to safety and respect and was titled "Reclaiming Confidence and Empowerment". The workshop aim was to ensure participants have the skills to identify the children under care who are at risk of being exposed to Domestic and Family Violence. They were taught skills in how to assist and support the mothers and children to be safe. The importance of child protection had been emphasised in group discussions. There were 15 participants and most are childcare workers and some community educators. The participants work with children and their families in the Day Care Centre. The workshop ran in six sessions from 9:00 am to 12:00 pm.

Promotion of equitable and respectful relationship between men and women was the primary focus in workshop sessions. The childcare workers who are mostly young women said in their feedback form that they have learned how to develop skills in how to maintain a respectful relationship. Participants acquired knowledge on how to support the mothers and carers who are experiencing domestic violence. The services for victims of domestic violence and their children were identified in their area. The participants' feedback was very inspiring.

Success Stories

SUPPORT TO ESCAPE DOMESTIC VIOLENCE

Today Angela is working full-time as a business manager and has found her own private rental unit. She continues to regain her self-esteem and lives independently and free from domestic violence.

Angela* is a domestic and family violence survivor. She had been with her abusive partner for four years before she finally realised she could no longer live with the fear and stress.

After finding the IWSA website, Angela contacted IWSA by email and was able to book an appointment to see a project officer. During her intake interview, Angela explained that she was still living with her partner but feared for her safety and well-being. She needed to escape, but felt threatened because her partner was also the sponsor to her visa and that he would cancel this sponsorship if she tried to leave.

IWSA provided Angela with information about domestic and family violence and her right to access the Family Violence Provisions (FVP) of the migration program which would allow her to apply for residency without having to remain with an abusive sponsor. The project worker also advised Angela to contact her medical practitioner and to go for counselling to ensure her health was a priority.

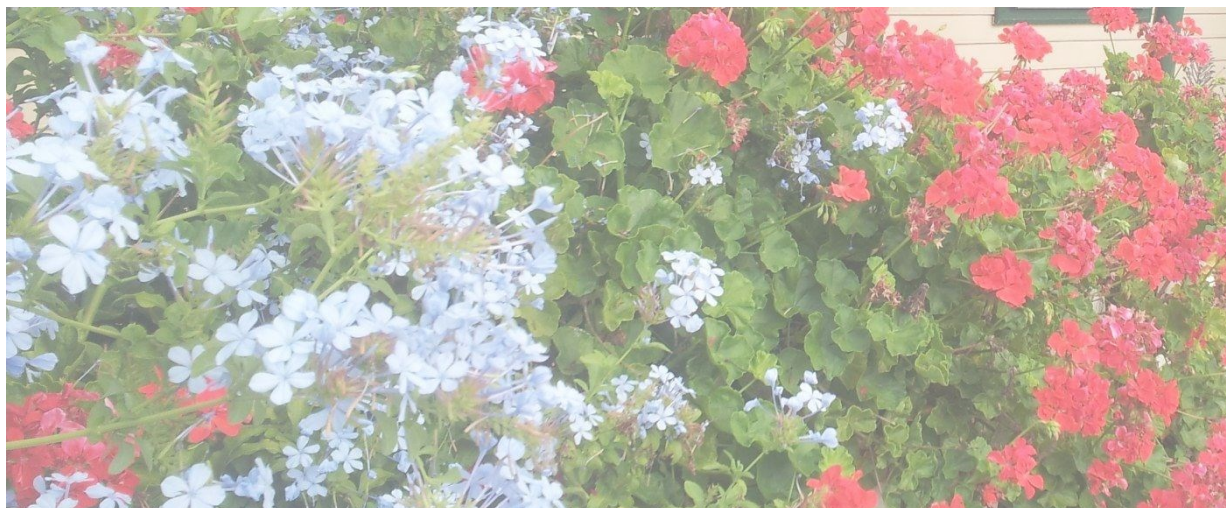
Following this advice, Angela felt more confident to leave her husband and sought temporary refuge at her friend's house. She informed her IWSA project officer that she had spoken with her doctor who had referred her to a psychologist for counselling on her situation. IWSA also referred her to the Women's Health Centre for additional support.

Angela worked with her project officer to develop an ongoing case plan to ensure her needs were fully identified and met. Angela also received mentoring from IWSA in self-care and design of a safety plan, recognising domestic violence, getting 'job ready', as well as tenancy rights and access to rental accommodation.

Today Angela is working full-time as a business manager and has found her own private rental unit. She continues to regain her self-esteem and lives independently and free from domestic violence.

*name changed





A NEW HOME, A NEW BEGINNING

Anita's rental bond loan was successful, and today she lives with her two children in a privately rented house. She has enrolled her children in their new schools and they have begun attending classes. Anita is continuing to develop her skills to enter full-time employment

When Anita*'s eldest son finally asked her to call the police to stop ongoing domestic violence against her, she knew she had to leave her husband of 25 years to ensure the safety of her children as well as her own. She, along with her two younger children, made the move from Queensland to New South Wales to escape the violence and start a new life after being referred to IWSA by the Immigrant Women's Support Service in Brisbane.

An IWSA project officer assisted Anita and her children to secure temporary accommodation in Sydney's Western suburbs, but was given a maximum of 7 days. When this time was up, however, no transitional accommodation or support had been arranged, so IWSA worked with Anita to search for private rental accommodation.

Her project officer called real estate agents to help Anita in booking a property inspection. Anita was assisted by IWSA during the inspection and was provided a support letter to assist in her applications. While waiting for the approval of her application on rental bond loan, IWSA mentored Anita in accessing temporary accommodation with Housing NSW. She also received mentoring in getting 'job ready' and tenancy rights.

Anita's rental bond loan was successful, and today she lives with her two children in a privately rented house. She has enrolled her children in their new schools and they have begun attending classes. Anita is continuing to develop her skills to enter full-time employment.

*name changed

Radio Plays on Forced Marriage

(Resource for Multi-Language Community Education)

This year IWSA will launch two radio plays on forced marriage in English and eight community languages with funding from the Law and Justice Foundation of NSW. The eight community languages are: Arabic, Punjabi, Pashto, Dari/Farsi, Hindi, Bengali, Persian and Urdu. The aim of this project is to raise the level of awareness and knowledge of identified CALD communities regarding the impact of forced marriages, and to educate listeners on the potential legal impacts concerning Australian law.

The project was developed as a result of community consultation with women from these communities who expressed concerns over the practice of forced marriage and who believed there was a need for information which was more easily accessible in alternative formats. This need was also noted during IWSA's casework with vulnerable CALD women who have presented as cases of domestic and family violence, and whose relationships also featured elements of a forced marriage.

The steering committee for this project involved women and leaders from the identified community language groups to ensure co-ownership of the key messages that would be delivered to their communities. These radio plays will be particularly important for those who are not literate in their native language. The two plays demonstrate different situations that may face victims of forced marriage.

Intended for use during community radio and for community workers, the radio plays will also be accompanied by training identified CALD leaders on forced marriage. These leaders will be given the opportunity to join training sessions and receive copies of the radio plays and will then be requested to pass this training and information on to their peers and communities. Community leaders will be requested to negotiate with community language programs to air the radio plays and be present at the radio station during the airing for possible interview.

With these radio plays, IWSA hopes to provide an additional link between communities and services that can assist those facing forced marriage. This project would not have been possible without the assistance of various workers and organisations. Special thanks to:

- Geoff Mulherin, Director, Law and Justice Foundation of NSW
- Jane Kenny, Grants Manager- Law and Justice Foundation
- Damien Cullen, the voice actors, translators, and production team at SBS In Language Unit

Steering Committee Members for their comment and advice:

- Ruth Pilkinton - Legal Aid NSW
- Jennifer Burn - Director - Anti Slavery Australia
- Joanne Wilton - Manager, Forced Marriage Project, Anti-Slavery Australia
- Marika Burgess, Red Cross
- Sarah Boyle, Salvation Army Trafficking and Slavery Safe House
- **Community representatives who assisted in reviewing and finalising the translated scripts:** Valan Dawood, Rubina Huq, Rukhshana Sarwar, Shikha Chowdhary, Safa Rahimi, Neetu and Summera Hafeez

Going Forward: Strategic Plan 2015-2018

The Strategic Plan was developed through input from client surveys and consultation, focus groups, and the staff and Management Committee Members of Immigrant Women's Speakout Association of NSW Inc (IWSA). The preliminary review of the previous Strategic Plan 2010-2015 was held on 27 June 2014 and has been considered in undertaking the Strategic Planning process.

An overview of identified key issues and questions, seeking views and guidance from staff and Management Committee members, were sent out and the responses were incorporated to shape and focus the development of this strategic plan. A one-day planning meeting was facilitated in Sydney with representation of all staff and Management Committee members.

The purpose of the plan is to unite the organisation through agreed and shared goals and objectives which can be measured and assessed in their progress and achievement. Additionally the strategic plan will adjust the organisation's path to respond to an evolving environment.

'The purpose of the plan is to unite the organisation through shared goals and objectives.'

IWSA's Strategic Goals for 2018

1. IWSA is well resourced to support the well-being of CALD women including those experiencing homelessness and Domestic and Family Violence (DFV)
2. IWSA's services and other services for CALD women in NSW are driven by evidence based principles and practices
3. IWSA provides 'go-to' expertise for cultural competency in service provision for the community sector
4. IWSA is a peak organisation providing vision and leadership for CALD women
5. IWSA engages, represents and promotes the interests of CALD women at a community, state, national and international level

The 2015-2018 Strategic Plan will be launched at the 2015 Annual General Meeting. Members and stakeholders will also be able to access the Strategic Plan at IWSA offices or request a copy by contacting the Administration Officer.

We would like to thank and acknowledge our clients, members and stakeholders who had input in developing this plan for IWSA's future direction.

'The Strategic Plan will guide SpeakOut's response to evolving internal and external environment of the organisation.'

SpeakOut's Prominent Women

IWSA members and staff wish to congratulate our members, partner organisations and individuals on their successes throughout the year. Special congratulations to:



Anjana Regmi – Management Committee (2013–current)

Edna Ryan Award for Community Activism 2015

This award is given for promoting feminist activity in the community. Anjana is a leading social movement advocate, human rights activist, and researcher. She volunteers and participates in activities to support social justice and the elimination of all forms of discrimination and violence against women. She is also a PhD candidate at the University of Technology Sydney (UTS) researching volunteering motivation, recruitment and retention strategies in non-western contexts.



Nalika Padmasena – Management Committee (2003–2007)

Premier's Multicultural Community Medal, the Stepan Kerkyasharian AO Harmony Award 2015

Nalika Padmasena arrived in Australia in 1995 and since then has worked to promote justice and human rights by providing forums for culturally diverse communities to discuss family and domestic violence issues. Nalika has held various positions within community organisations including Treasurer of the Toongabbie Legal Service, Management Committee member of the Immigrant Women's Speakout Association, and is currently Chairperson of Multicultural Services at Toongabbie and Treasurer of Toongabbie Legal Centre.



Vivi Germanos-Koutsounadis –Management Committee (current)
Human Rights Medal 1998

Vivi Germanos-Koutsounadis is the first chairperson of the Immigrant Women's Speakout Association. Vivi is currently the Executive Director of ECSC (Ethnic Community Services Cooperative). In recognition of her work in the community Vivi had been granted awards by different institutions. She has received awards including: Order of Australia Medal (1983), the Human Rights Medal (1998) and in 1999 and 2003 she received the UNSW Alumni Award. Vivi also was appointed as one of the People of Australia Ambassadors. Her work in advocating for the cause of the CALD (Culturally and Linguistically Diverse) communities in particular the women and children continues up to the present.

IWSA Management Committee and Staff 2014-2015

MANAGEMENT COMMITTEE:

Lara Palombo	Chairperson (November 2014 - July 2015)
Pallavi Sinha	Vice Chairperson (November 2014 - February 2015)
Anjana Regmi	Secretary (November 2014 - May 2015) Vice Chairperson (from May 2015)
Kamini Datta	Treasurer (November 2014 - April 2015)
Mariam Hii	Treasurer (from April 2015)
Vivi Germanos-	Chairperson (from August 2015)
Shirley Atkin	Rural Representative
Ronnie Wang	Member
Laurie Berg	Member (November 2014 - February 2015)
Annet Kade	Member (February 2015 - July 2015)
Lina Cabaero	Member (from August 2015)
Tabitha	Member (from August 2015)
Safa Rahimi	Member (from August 2015)

STAFF:

Jane Brock	Executive Officer
Mariam James	Project Officer
Marichu Gloria	Project Officer
Rukhshana Sarwar	Project Officer
Mohan Packianathan	Accountant
Emina Kovac	Admin Officer
Alexandra Tindick	Communication Officer
Summera Hafeez	Sewing Class Teacher
Kawkab Jada	Caretaker



VOLUNTEERS

We thank our students in placement and volunteers for the priceless contribution to SpeakOut:

Cyril Dumlao, Elvira Cortez, Kate Sammut, Marwah Hussein, Nadera Hakimi, Nadia Seddiqi, Ninney Koshaba, Rosario Navaro Cordova, Sarah Abdou, Shiren Aziz Mohamad, Stephanie Panovski, Terina Rahimi and Valan Dawood.



2015 – 2016 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 2015.

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

Photo Gallery

2014-2015



SpeakOut at 'Save our Local Community Services' rally on 4th March 2015



Dr Geoff Lee MP, visited SpeakOut on 13th March 2015



SpeakOut Staff Christmas Lunch in December 2015



Community Skills Development





Speakout AGM 2014





International Women's Day 2015 March



International Women's Day Forum

Mental Health Month - Laughter Yoga at Centennial Park



Project Officers Mariam James and Marichu Gloria practicing laughter yoga

Afghan Group Activities



MP for Granville, Julia Finn with participants in Multicultural Women's Night held on 13th March 2015 at Granville Town Hall.



One Billion Rising 2015



People of Speakout





CONTACT US:

Immigrant Women's Speakout Association of NSW

PO Box 9031, HARRIS PARK NSW 2150

Ph: (02) 9635 8022 Fax: (02) 9635 8176

Email: women@speakout.org.au

www.speakout.org.au