IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION NSW INC.

Annual Report

2017-2018

About Us

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..... 4

Executive Officer's Report..... 5

Strategic Plan 2018 - 2021 6

Treasurer's Report 7

IWSA Working Group on Older Migrant and Refugee Women..... 8

Collaborative Partnership..... 9

Immigrant Women's Resource Centre 10

HoMWISS..... 12

Primary Prevention of DFV..... 13

Multicultural Women's Shelter..... 14

Success Story..... 15

Year in Numbers 16

Management Committee and Staff List..... 17

Membership Form..... 18

Chairperson's Report

Chairperson: AURELIA GALLARDO

The year 2017-2018 is a transition year for one of the Immigrant Women's Speakout Association's (SpeakOut) core services – the Immigrant Women's Resource Centre (IWRC). The FACS reform of its Community Builders and its other funding streams has brought into fore a sharply refocused strategy in delivering more targeted, integrated and client-centred service system – the TEI (Targeted Earlier Intervention Program). The SpeakOut had participated in the different stages of consultations, training and webinars conducted during the reform process. Our staff, membership, communities that we work with and my co-members of the Management Committee contributed in the TEI consultation process. With the TEI program reform SpeakOut looks forward to achieving outcomes with the clients and be able to undertake an evaluation on IWRC's effective response to CALD women and their families' needs.

The Management Committee has reviewed several policies and procedures in particular on SpeakOut's Purpose and Values. This particular policy and procedures has to be aligned with our new Strategic Plan for the period 2018-2021. The Management Committee, membership, clients, staff and other stakeholders are going to review and update other SpeakOut policies and procedures as planned. As well, we have to be compliant to the good practice guidelines of the peak bodies of the community sector and as agreed with state government which is the source of funding for our core services.

As one of the Management Committee members that has journeyed with the Immigrant Women's SpeakOut Association to the two reforms, which saw the organisation's sailing at first roughly and eventually smoothly and strongly, I say thank you to all of my colleagues at the Management Committee (past and present), all the staff members: Jane Brock-Executive Officer, Emina Kovac-Admin Officer, Rukhshana Sarwar Project Officer, Mariam James-Project Officer, Marichu Gloria-Project Officer, Kawkab Jada-Caretaker and Mohan Packianathan-Accountant. On behalf of SpeakOut I say thank you to our funding body, the New South Wales Family and Community Services' – Specialist Homelessness Services (SHS) and the Targeted Earlier Intervention (TEI) Program.

Executive Officer's Report

Executive Officer: JANE BROCK

This year's achievements culminated with reviewing, preparing and drafting the Immigrant Women's Speakout Association's Strategic Plan for 2018-2021. SpeakOut says thank you to all its members, partners, the Management Committee and staff for having contributed their ideas at the strategic planning process.

The SpeakOut's Strategic Plan 2018-2021 is focused on building stronger cooperative collaboration between migrant and refugee women and with the larger community; and solid organisational foundation. We are in the course of studying personal well-being index as one of the ways of measuring outcomes in different areas of our work.

We participated in different platforms on local, state and national levels in Primary Prevention on Domestic and Family Violence. The councils of Parramatta and Cumberland convened a forum in this area of work and SpeakOut has participated in this undertaking. We have facilitated the first meeting of the CALD Working Group on Primary Prevention on Domestic and Family Violence (DFV).

This year SpeakOut has joined the Linker Network. The Linker Network as working together model targets to achieve the following (excerpt from the Linker Network Website):

- Improved access to clients' services via Linker Network referral pathways
- Improved outcomes for vulnerable people by working within a linked network of service
- More effective and efficient use of resources through collaboration and collective impact

Service providers are part of a sector-wide approach that is supported within a new environment

SpeakOut is aligning our policy and procedures with Linker Network's referral processes, welcoming clients, client intake and initial assessment to attain higher level of achieving client outcomes. Linker Network is one of the spaces wherein we can do wrap around service and clients feel they are being cared for by the whole community sector service system.

The centrepiece of the Linker Network model is better service delivery. SpeakOut being part of the community sector, have to collaborate with other service providers and community organisations, and vigorously pool together our resources and efforts in achieving better client outcomes.

Speakout has been proactively participating at the CALD Community of Practice being convened by the Homelessness Sector Development - a partnership between Domestic Violence NSW, Yfoundations and Homelessness NSW. The CALD Community of Practice is a space to meet with colleagues to discuss issues, share information and gain new knowledge and expertise. Based on priorities the CALD Community of Practice members share experiences, resources, tools and ways of working, case studies, research or evaluations. From these we discussed good practice in working with CALD clients.

With these highlights of SpeakOut's work and achievements, I thank the Management Committee, staff members, volunteers and our community partners. We look forward to more and meaningful outcomes for our service recipients and the larger population of migrant and refugee women. SpeakOut is also in gratitude to the following FACS (Family and Community Services) staff members in Western Sydney and Nepean Blue Mountains District: Toby Dobson – Senior Project Officer of SHS (Specialist Homelessness Services)– FACS, Commissioning and Planning officer Ozen Cemali.

Strategic Plan 2018-2021

Vision

We dream of a society that values the diverse contributions of immigrant and refugee women and where the government provides access to resources so that they can live independently, free of violence, oppression, exploitation and discrimination.

Values

Social justice, gender equity and equitable distribution of the world's wealth.

Just remuneration for the work of women in funded services, government and in profit-making workplaces.

Recognition of women and their contribution in society and in public life

Solidarity with marginalised and vulnerable immigrants and refugees and find ways to support them with fairness.

Statement of Purpose

Immigrant Women's Speakout Association is a migrant and refugee women's key organization, which values and acknowledges the cultural and linguistic, multigenerational diversity of migrant women and refugee women. It is an organisation that empowers migrant and refugee women to achieve gender equality in all areas of their lives.

Goal 1

Achieve high financial outcome in order to have essential resources to support the well-being of CALD women including those escaping DFV.

Goal 2

Stronger position in building capability of Speakout with focus on leadership in the community on areas such as speaking out issues and concerns, quality service provision, good practice, partnering and engagement, and innovation

Goal 3

Solid organizational foundation is built in cooperative collaboration among migrant and refugee women.

Goal 4

Enhanced governance level

Goal 5

CALD (Culturally and Linguistically Diverse) women are valued in their contribution to the different aspects of growth and progress in the Australian society and world-wide.

Treasurer's Report

Treasurer: LINA CABAERO

With my role as Treasurer and on behalf of the Management Committee I present to you the 2017-2018 audited Financial Report of the Immigrant Women's Speakout Association NSW, Inc. The inflows and outflows of funds have been recorded, managed and monitored by Mr Mohan Packianathan – SpeakOut accountant, Ms Emina Kovac – Admin Officer and with Jane Brock – Executive Officer. This great team provided leadership in ensuring SpeakOut has followed good practice standards in the usage of grants and donations to provide much needed services for CALD women. I thank them and Ms Sandra Grollmus – SpeakOut auditor for preparing this report.

The NSW Family and Community Services continues to provide funding for the SpeakOut core services: the HoMWISS (Homeless Multicultural Women Integrated Support Service) funded under the Specialist Homelessness Services (SHS) and the Immigrant Women's Resource Centre (IWRC) which is funded by Targeted Earlier Intervention Program. This partnership with NSW government shows how we can effectively use taxpayers' money in achieving the best outcomes for CALD women seeking assistance. SpeakOut thanks FACS for this partnership.

SpeakOut also says thank you to trade union members that gave donation for SpeakOut's recently established Multicultural Women's Shelter (MWS). This donation has been done through the Unions NSW's Domestic and Family Violence Prevention campaign in November 2017.

Our achievement in being compliant with SpeakOut's financial accountability and in seeking for more funding is made possible with the sound management and support by my co-Management Committee members and I am in deep gratitude to all of you.

SpeakOut Working Group on Older Migrant and Refugee Women

The Immigrant Women's Speakout Association has formed a Working Group on Older Migrant and Refugee Women on the 11th of October 2017 at the conclusion of its Roundtable on Older CALD Women. The roundtable has been co-organised with the Asian Women at Work, Afghan Women's Support Network, Gabriela NSW, Multicultural Disability Advocacy Association, Ethnic Community Services Cooperative and the Philippine-Australian Community Services Inc. There were over 45 participants from different ethnic backgrounds such as Chinese, Vietnamese, Afghan, Filipino, Indian, Latin American and Bosnian. One of the recommendations that came out of the Roundtable was to hold a Forum on the Rights of Older Migrant and Refugee Women.On the 8th of May 2018

Nalika Padmasena speaking at Forum on the Rights of Older Migrant and Refugee Women

Forum on the Rights of Older Migrant and Refugee Women was held at the Granville Town Hall. There were 100 participants from different ethnic backgrounds. Ms Nalika Padmasena, Senior Solicitor-Senior Rights Services was the speaker. Nalika presented the Human Rights Framework as a lens to view the rights of older persons as a whole, the different legislations and its provisions in Australia and the work of Senior Rights Service. On her presentation she emphasises the barriers in reporting older persons abuse among the CALD (Culturally and Linguistically Diverse) communities.

Other major barriers for older CALD women that stop them from reporting abuse and experience of violence are: shame that would flow from reporting the abuse, stigma attached in disclosing abuse to services or outsiders, lack of awareness of rights and where to go for assistance, blaming themselves or feeling responsible for the perpetrator's actions, isolation and dependace on the perpetrator for care and companionship, a desire to preserve family relationships and have restricted mobility.

The Question and Answer time has been very insightful. Nalika has almost no time to breath as she answered questions that are mostly of financial issues. We had allocated more time for the Q & A because there were many participants who need interpreting.

Overall the participants' feedback gave almost a 100% satisfaction on Nalika's presentation and the running of the forum. The urgent action from the Forum was for SpeakOut to hold different forums that are ethno-specific. SpeakOut is partnering with ethno-specific community organisations in holding the next series of events on the Rights of Older Migrant and Refugee Women.

Collaborative Partnership

Service Integration and Sector Development

Our collaborative partnership with other service providers has become key to achieving the goals and target outcomes of our clients in getting out of homelessness trap.

The Immigrant Women's Speakout Association has collaborated with SHS (Specialist Homelessness Services) service provides and non-SHS service providers in addressing the needs of CALD women who are seeking assistance. With HoMWISS we provided service to migrant and refugee women who are in imminent risk of homelessness and those who are homeless and are escaping domestic and family violence. This year we collaborated with services that provide education, training and employment assistance. With "Fitted for Work Australia" in Parramatta our clients were supported in getting ready for job, such as preparing for job interview and providing suitable attire.

Our collaborative partnership with other service providers has become key to achieving the goals and target outcomes of our clients in getting out of homelessness trap. It is imperative for SpeakOut to document and write protocols that promote collaboration within the broader homelessness service system to end the root causes of homelessness.

In the early 2018, SpeakOut held Roundtable Conversations. These conversations brought about good practice ideas on community engagement strategy, in particular working with culturally diverse communities, groups, organisations and networks.

SpeakOut/IWSA participates at the WSNBM DHEG (Western Sydney Nepean and Blue Mountain District Executive Group. WSNBM DHEG was formed in February 2018. Through DHEG key services in the district pool together our efforts in improving approaches in prevention and early intervention to reduce homelessness.

SpeakOut/IWSA is involved in the following platforms for service integration and sector development: Outer West Domestic Violence Committee, MetWest Violence Prevention Network, Parramatta-Cumberland Family and Domestic Violence Prevention Committee and the NESB DV Network – this we convene and provide secretariat support.

Immigrant Women's Resource Centre

Community Skills Development

The Immigrant Women's SpeakOut Association (IWSA) has put proactive participation as one of its key approaches in Community Skills Development for Culturally and Linguistically Diverse (CALD) women. Speakout has provided a positive learning environment by using appropriate resources. Our group activities with CALD women put great emphasis on learning and seeking knowledge. One of the participants said: "a person has to have daily interaction and keep searching for learning, even crossing oceans and even continents if necessary".

One of the main activities in the Community Skills Development program is the English Conversation Class, which has been running for more than 13 years at the Immigrant Women's Resource Centre (IWRC). Women from different backgrounds, Afghan, Iranian, Pakistani, Sri Lankan and Indian attended classes. Apart from English communication practice they also built strong friendships in supporting each other.

The English conversation class runs on Wednesdays from 10:00am – 12:00pm throughout the year. Women who have been participating for several years are more confident in communicating with different social services. The class atmosphere is relaxed, and participants feel free to engage in English to share ideas. This year we selected topics that have a focus on daily living.

Next year we will explore role-playing. Previous English conversation classes showed that role play is effective, especially with shy students, even though the exercise is initially challenging. The plan is to create interesting scenarios where students can get creative in their role play, such as a doctor's interaction with a medical patient who is confused.

Another English practice method that proved popular was participants explaining and sharing favourite recipes in English. Part of that exercise was participants exchanging recipes and cooking a dish from a different culture. The class provided a warm and familiar environment to practice speaking English. Favourite discussion topics this year were occasions such as Eid Alfeter, International Women's Day, Stop Violence Against Women, Refugee Crisis, and One Billion Rising. The participants not only learned about these events and celebrations but also participated in them. These sessions also helped participants gain more confidence to participate in social and cultural gatherings.

The following are feedbacks from participants:

"I attend two other English classes during the week, however, I feel very comfortable in expressing my thoughts and sharing it with participants at the SpeakOut English class".

"English class has helped me make friends with other women participating in classes"
"The pleasure of learning is felt when I am here with other women sharing my thoughts and speaking English with women from different backgrounds."

"I was feeling very anxious when I first came here with the baggage of different hardships in my life. Now, I have made some friends who helped me to relax, so I feel happy and better now."

The SpeakOut's Immigrant Women's Resource Centre runs a Sewing Class as part of the Community Skills Development activities. This year there were 52 Sewing Class sessions held and many participants enrolled, and they were excited to learn sewing. After the introduction to sewing session, the participants and the sewing class teacher had mapped out their Annual Sewing Class Plan. The students had put their best efforts in making fabric covers for sewing machines. Although they were new in sewing they were able to follow the sewing teacher's instructions and had produced beautiful fabric covers for sewing machines. They also showed the same great effort in sewing covers for chair, considering the fabric was quite difficult to sew.

"Sewing can develop patience in every person"

At the conclusion of the Sewing Class this year participants produced: 4 covers for sewing machine, 2 covers for lounge chairs, 1 curtain for a kitchen, 1 curtain for a wash room and cushions/throw pillows in different styles.

After achieving the key activities on the Sewing Class' Annual Workplan 2017-2018, the participants have done extra work in mastering how to make a pattern, cut the fabric and stitching techniques. As a result, they have sewn their favourite skirts, shirts and Hijab caps. The Sewing Class teacher and participants were very happy with their achievements this year. They look forward to having more sewing classes next year.

Women attending Speakout's Computer, Sewing and English Classes

HoMWISS

Homeless Multicultural Women Integrated Support Service

HoMWISS project's priority is to provide wrap around support and assist women and their children to live in a safe and healthy environment.

This year is characterised by another increase in client numbers. Based on the last year's clients total number there is an increase of 23%. Clients were provided with support and assistance through direct service delivery in the form of client-centred case management and co-case management. We have many clients that were referred by some SHS services and other Non-SHS Services. Referrals were made at different stages by services or clients themselves.

The HoMWISS project supported and assisted 252 CALD women and their children over this period July 2017 to June 2018. Of that 252 clients, 74 were homeless and 178 were at risk of homelessness. Over 90% of the support periods delivered by the HoMWISS Project were clients who were homeless and at risk of being homeless due to Domestic and Family Violence. Last year (2016-2017) we have had 204 clients.

Domestic and Family Violence continues to be the top reason for homelessness of this year's HoMWISS clients. The most disadvantaged are women and children, and mainly those who were holding temporary partner visas. These women are not entitled to access many services due to the type of visas they hold which has temporary residency condition. Through IWSA's support and assistance, single women without children were provided temporary accommodation through the SpeakOut/IWSA's Multicultural Women's Shelter that opened its doors in January 2017. Women with children were referred to SHS services for crisis accommodation and we made arrangement to have co-case management to address their other needs.

Aside from the 252 clients recorded in the SHS Client Information Management System (CIMS), SpeakOut/IWSA has worked with 1,500 low effort clients not formally recorded in CIMS this financial year. These additional clients were not recorded because of lack of information or had refused to provide consent to data collection and reporting. IWSA provided information and advice relevant to their issues and provided support to low effort clients with numbers to call including: 000 in case of emergency (Police), Link2Home, Legal Aid, Law Access, WDVCAS, Domestic Violence Help Line, 1800RESPECT, etc. Most of these clients were at risk of homelessness.

HoMWISS project's priority is to provide wrap around support and assist women and their children to live in a safe and healthy environment. SpeakOut's project officers assisted and supported clients to access different services such as Centrelink.

One of the persistently re-emerging issues raised in many DV committee meetings was the issue of women with no income. The immigration status of women experiencing domestic and family violence (DFV) has a significant impact in making their decision to leave a violent relationship. These women have no source of income and most of them have no right to study and cannot access services available for the Australian permanent residents.

Also, CALD women in this situation have hardships in getting employment due to language barrier, social isolation and trauma. It was decided to form a working group which is now being convened and hosted by DV NSW. The Working Group is vigorously campaigning for changes in government policy so that women who have no access to income and are experiencing DFV are not disadvantaged and left out.

Primary Prevention of Domestic and Family Violence

This year the Immigrant Women's Speakout Association (SpeakOut/IWSA) participated in many activities on Domestic and Family Violence Primary Prevention. Together with members of the NESB (Non-English Speaking Background) DV Network we have put our focus on campaign calling to end domestic and family violence using a whole-of-community approach. This year we have put our efforts on family violence and migration and violence in the workplace such as bullying and sexual harassment. The SpeakOut has participated at the Unions New South Wales campaign to end violence against women. In November 2017, SpeakOut spoke at a gathering of over 300 construction workers in Sydney. 98% of workers were male. It is very heartwarming to have the 300 construction workers chanting, "The workers united can end violence against women." We thank the UnionsNSW for including SpeakOut in this partnership on DFV primary prevention.

Another DFV Primary Prevention activity is One Billion rising 2018. From a campaign to end violence against women, One Billion Rising is growing and goes beyond just opposing the effects of patriarchy and physical and sexual violence to women. The campaign calls for removing the structural causes of violence against women such as gender inequality and global oppression and exploitation.

One Billion Rising - creating a new kind of consciousness where violence will be resisted until it is unthinkable

On 14 February 2018, Sydney erupted in dance as hundreds of Sydney feminists, activists, unionists and community members joined the One Billion Rising (OBR) dance mass action at Hyde Park yesterday, Valentine's Day. There were 650 risers from Bankstown, Parramatta and Sydney CBD. The One Billion Rising 2018 co-drivers: Immigrant Women's Speakout Association, Asian Women at Work Inc, Mums4Refugees, UnionsNSW, United Against Domestic Violence (UADV), We Can Be Sheroes and Women's March Sydney.

The event featured the joyful and rhythmic sounds of the Sydney Women's Frame Drum Group, the powerful welcome to country by Aunty Millie Ingram, the beautiful and spiritual dance of the Waradjuri sisters Rayma and Kerry Johnson and the booming "Rise Up Strong" chant led by Mignon Lee-Warden.

Dancing to "Break the Chain", the One Billion Rising anthem, the Risers unleashed a collective almost tangible energy of solidarity and strength to show that despite the relentless attack on women, they remain committed, ever strong, ever resilient to build a world where violence on women is not tolerated and perpetuated. As One Billion Rising Sydney emcee Zoe Carides said, *"dancing is liberating and empowering, it is a way of discarding fear and shame, a disruptive, joyful and artistic way of resistance*".

In 2019, the One Billion Rising heightens its rising against all forms of violence on women with focus on resisting the systems that cause other forms of violence such as fascism, racism and economic rationalism. We will also reflect and present the interconnectedness of these issues.

Multicultural Women's Shelter

The Immigrant Women's Speakout Association's (SpeakOut/IWSA) Multicultural Women's Shelter (MWS) continues to provide a safe and pleasant place that accommodates single CALD women without children when they are escaping domestic and family violence. In 2017-2018 we provided 1616 bed nights to homeless migrant and refugee women.

This year MWS provided migrant women fleeing violence with the support services that will assist them make their journey to a life free of abuse. The MWS' Woman to Woman Support Program's (WWSP) volunteers had liaised with service providers in the community to assist MWS transients and ensured that they have counselling support and attain higher level of personal well-being.

The WWSP volunteers of the MWS also provided emotional support at court processes, negotiation with Centrelink, information and referrals to other services that clients needed such as legal, financial, medical and application for public housing. They assisted the clients in negotiations with real estate agents in securing a private rental accommodation.

Quotes from the feedback by the Multicultural Women's Shelter (MWS) transients -

Everyone said "Thank you…"

"I reclaimed my self-worth and I am not afraid anymore."

"Now, I know where to start. I have goals and a plan and I am very happy to have accommodation at SpeakOut's Multicultural Women's Shelter."

"I saw a light at the end of the tunnel when I arrived at SpeakOut's Multicultural Women's Shelter. After 18 weeks, I moved to a private rental accommodation. I felt sad because I was leaving a very secured and safe place that provided almost all the services I needed but I also feel liberated and look forward to full independent living."

"I was nurtured at SpeakOut's Multicultural Women's Shelter. I felt that everyone at SpeakOut's Multicultural Women's Shelter was embracing me with sisterly love."

"I wish I could stay forever at SpeakOut's Multicultural Women's Shelter but I have to move on to live independently."

Success Story

Wrap around and client-centred service by:

Immigrant Women's Speakout Association (SpeakOut/IWSA) services –
- HoMWISS (Homeless Multicultural Women Integrated Support Service)
- IWRC (Immigrant Women's Resource Centre)
- MWS (Multicultural Women's Shelter)

Marita came to Australia on Partner visa 309 (Temporary resident) as she was married to an Australian citizen. After 10 months from her arrival, in many instances her husband shouted at her and demanded she follows his rules or she has to leave the house.

Marita did her best to cope with fear until one day her husband came home very drunk and told her that if she would not leave his house, he would kill her. She called her friend and told her that her husband was threatening to kill her. Her friend called the Police that came to assist her immediately. The Police interviewed Marita's husband. Her husband told the police that he wants Marita to leave the house or else he would harm her. Marita left the house with the help of the Police. The Police referred Marita to Link2Home that found a temporary accommodation for a week. After that period Link2Home referred Marita to Immigrant Women's Speakout Association's HoMWISS (Homeless Multicultural Women Integrated Support Service) for case management on safety, self-care, getting job ready, success in job search and acquiring permanent residency under Family Violence Provisions of the Migration Regulations. For crisis accommodation she was assisted by the Immigrant Women's Speakout Association's Multicultural Women's Shelter (MWS).

The SpeakOut Project officer encouraged Marita to look for a job. Through SpeakOut's Immigrant Women's Resource Centre (IWRC) she learned how to use the computer and surf the Internet. The Computer Class teacher assisted Marita in searching for information on the Internet about writing her resume and applying for jobs. After 5 months, Marita was successful in getting a full-time job at a cleaning company. Marita and one of her workmates were able to rent in a shared accommodation. Then, she moved out of the Immigrant Women's Speakout Association's Multicultural Women's Shelter (MWS).

Marita's application for Permanent residency under the Family Violence Provisions of the Migration Regulations has been successful. After her Permanent Resident visa was granted, she visited her parents in her country of origin. Marita is happily settled in a long term-accommodation and living independently. Marita has referred five distressed women to the Immigrant Women's Speakout Association for support.

Year in Numbers

Number of women supported through HOMWISS

245

Number of clients provided with information and advice

476

Number of people attended our Events

502

Number of bed nights provided to homeless migrant and refugee women

1616

Number of attendances for English, Computer and Sewing Classes

663

IWSA Management Committee and Staff 2017-2018

MANAGEMENT COMMITTEE:	
Aurelia Gallardo	Chairperson
Tabitha D. Ponnambalam	Vice Chairperson
Lina Cabaero	Treasurer
Safa Rahimi	Secretary
Shirley Atkin	Rural Representative
Bich Thuy Pham	Member
Myra Hechanova	Member
Rosalin Kuriype	Member

STAFF:	
Jane Brock	Executive Officer
Mariam James	Project Officer
Marichu Gloria	Project Officer
Rukhshana Sarwar	Project Officer
Mohan Packianathan	Accountant
Emina Kovac	Admin Officer
Summera Hafeez	Sewing Class Teacher
Kawkab Jada	Caretaker
Sheila Osias	MWS Worker

IN GRATITUDE

Thank you to our members and partners in the community sector!

Volunteers

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

Ancheta Villanueva, Anthony Montebello, Cyril Dumlao, Edwin Subijano, Ernel Joseph Dela Cruz, Evelyn Alejandro, Gerard Mirana, Gloria Gumagay, Manuel Rosario, Maria Buluran, Marie Banbayrel, Marilex Lopez, Mary Grace Vasquez, Muhammad Atteq Ur Rehman, Nadera Hakimi, Nadia Trinidad, Nadya Vahedi, Natividad Millarez, Nedzad Trcic, Nelia Sumcad, Peter Geoffrey Brock, Prima West, Rey Alejandro, Ruby Toniza, Sheila Osias, Shiela Bien.

Staff

The Management Committee commends and says thank you to the Speakout staff members:
Jane Brock, Emina Kovac, Rukhshana Sarwar, Mariam James, Marichu Gloria, Summera Hafeez, Mohan Packianathan and Kawkab Jada.

FACS

For assistance and support to IWSA, thank you to FACS staff:

Toby Dobson – Senior Project Officer of SHS (Specialist Homelessness Services)– FACS, Commissioning and Planning officer Ozen Cemali.

IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION NSW

2018 – 2019 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.
For EFT payments: Account Name: Immigrant Women's Speakout Association of NSW BSB: 062-194 Account No: 0090 4014		

INDIVIDUAL MEMBERSHIP: ☐ New ☐ Renewal

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

ORGANISATION MEMBERSHIP: ☐ New ☐ Renewal

○ Unfunded Organisations	Free	
○ Funded Organisations	$22 (incl GST)	
○ Reciprocal Membership	☐Yes	☐ No

Your Organisation is (please tick all applicable):

Ethno-specific Organisation	☐	Multi-ethnic Organisation	☐
Women's Service	☐		
Domestic Violence Service	☐	Other	☐

Membership payment should be made from 1st July 2018.

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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Email: women@speakout.org.au

IMMIGRANT
WOMEN'S
SPEAKOUT
ASSOCIATION NSW INC

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IMMIGRANT
WOMEN'S
SPEAKOUT
ASSOCIATION NSW INC
Migrant and refugee wo
speaking out for 35 y
and counting...

WOMEN'S SPEAKO
CIATION NSW INC

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