

IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION NSW INC.

# 25<sup>th</sup> Annual Report

## 2009-2010







## OBJECTIVES

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

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



# Contents:

Chairperson's Report.....	4
Executive Officer's Report.....	5
Our Work with Women Who Are Looking After Young Children .....	7
Casework and Advocacy.....	7
Community Development .....	12
Working with Networks and Other Community Organisations.....	14
Group Activities for Women Who Are Looking After Children.....	17
Rallying For Women's Rights.....	19
Community Education and Training.....	20
Developing Resources to Raise Community Awareness.....	23
Treasurer's Report.....	22
Audited Statement Report.....	23-25
Management Committee and Staff List.....	26
Photo Gallery.....	27-38
Membership Form.....	39

# Chairperson's Report

Chairperson: ANGELA ZHANG



**T**he Immigrant Women's Speakout Association was one of the co-organisers of the national forum of migrant and refugee women workers that was held in Sydney on the 16th of May

2010. This forum provided a space where all participants shared their stories on how they have coped and fought for their rights.

**Resilient immigrant and refugee women and resilient community.**

One of the workshops dealt with the experiences of migrant women with temporary work visa (457). There were two staff members from the Department of Immigration and Citizenship (DIAC) who presented the changes to the 457 visa and an overview of the role of the DIAC compliance unit. In this workshop the women on 457 visa described how they were exploited and bullied by their former employers. The women's testimonies showed their resilience and courage when they face challenges such as these. They stood up and fought for their rights with the assistance from various community organisations and service agencies. They have overcome the barriers to achieving justice, freedom from exploitation and oppression in their workplace.

The stories of the forum participants mirror the overall situation of the service recipients at IWSA on a different context. Those who migrate to Australia through the partner visa have the similar hardships in their work-

places. In the first two years of settlement, they are on provisional residency – this status puts them on inferior level in the eyes of the employer. In many cases, they are only offered casual and isolated workplaces.

The staff members at IWSA have shown competence in responding to needs of the immigrant and refugee women of New South Wales. They continue to upgrade and update their knowledge so that they could achieve the best outcomes for the service recipients and service providers who need assistance in the course of their service provision.

My colleagues at the IWSA Management Committee and the whole of the organisation have always put their support for the staff members. The MC members are fully aware of our role and responsibilities towards the staff and the whole of IWSA membership.

At this point I wish to thank the members of the staff, the Management Committee for the excellent work they done. I also thank our funding partners: the Department of Human Services - Community

Services, the Community Relations Commission, the New South Wales Office for Women's Policy, the Department of Corrective Services and the various clubs who have put funding into the various CDSE (Community Development Scheme Expenditure) of the different city councils such as Parramatta, Auburn and Holroyd.

I also thank our membership, our volunteers, and students in placement and to all whose efforts and energy have made our achievements possible.

# Executive Officer's Report

Executive Officer: JANE CORPUZ-BROCK



**T**hree members of the Immigrant Women's Speakout Association, together with Jackie Franks, Editor of the women's magazine "Marie Claire", Colette Dinnigan, one of the internationally renowned fashion designers, other women personalities climbed the Sydney Harbour Bridge on International Women's Day. The organiser of the event, the Women for Women International marked the International Women's Day by having a group of women from all walks of life, walk on bridges as a symbol of solidarity with women all over the world.

## Centenary of the International Women's Day

The IWSA is currently participating in the preparations for the celebrations of the Centenary of the International Women's Day that will be held in March 2011. We are also working closely with AIRWA (Alliance of Immigrant and Refugee Women of Australia) in preparing for the meaningful participation of immigrant and refugee women at the celebrations 2011. The focus of the activities that have been planned by AIRWA members is on the achievements of CALD (Culturally and Linguistically Diverse)/NESB (Non - English Speaking Background) women in key aspects of their lives with emphasis on employment and work conditions.

IWSA have been proactively participating in various forms of activities that are geared towards strengthening

our advocacy and community-building work. The following are the major activities where we participated.

## Working with other immigrant and refugee women's associations through alliance-building

The IWSA is one of the members of NIRWA National Council (Network of Immigrant and Refugee Women of Australia), which has assisted in preparing the ground-work for AIRWA (Alliance of Immigrant and Refugee women of Australia). NIRWA together with the FECCA Women's Committee (Federation of Ethnic Communities Council of Australia) and other organizations have formed AIRWA. NIRWA holds the contract with the federal Office for Women and together with AIRWA members will be responsible for alliance building.

## Conversations with service providers on NESB women, accommodation and housing

IWSA has collated the information and recommendations gathered from these activities. Also, IWSA has participated and assisted in holding some of these focus groups and forums on issues concerning access and equity on the social, economic and political status of immigrant and refugee women.

The major recommendations presented:

- Increase housing options for CALD women in family violence situations so safety can be achieved following initial assessment.
- Tax incentives for investors who make properties available to ease homelessness in particular CALD women who are escaping family violence
- Extend affordable housing services funding to include outreach and long-term support for young women and other young people from CALD communities.

## Harassment and intimidation toward NESB women at workplaces and in public spaces

At the National Forum of Migrant Women Workers that was organised by the Asian Women at Work and co-sponsored by NIRWA and the Immigrant Women's Speakout Association on 16 May 2010 in Sydney, bullying experienced by NESB women has been one of the

common issues presented by the participants. In the workshop facilitated by IWSA the participants shared the following concerns:

- Newly-arrived NESB migrant women who hold provisional residency under the Partner visa have often experienced vulnerability to violence in the form of bullying by employers and supervisors at workplaces. Many of these migrant women keep silent about their experience because they are afraid to be made redundant from their job.
- Verbal abuse, threats of deportation and physical aggression towards NESB women who are on temporary work visa (457). The cases that were reported have shown that some people in the community who have knowledge that a migrant woman is on 457 visa, had abused and threatened to report these NESB women to DIAC when the 457 visa holder tried to reason out and explain her side of the story during neighbourhood disputes.

**Strong immigrant and refugee women, strong communities.**

The Immigrant Women's Speakout Association has included the above issues in the action research that is currently being done with the CALD Women Studies Group.

### **Family Violence Provisions (FVP) of the Migrations Regulations**

Many service providers that the IWSA project officers had met throughout this year had shared anecdotal data about service recipients who had experienced hardships in accessing the current Family Violence and Domestic Violence Provisions of the Migration Regulations. The difficulties experienced by service recipients were:

- Negotiating with competent persons in completing the DIAC (Department of Immigration and Citizenship) Form 1040 as one of the pieces of evidence of family and domestic violence. Many NESB women have to go pay hundreds of dollars to privately and commercially practicing competent persons for filling up the DIAC 1040 form. These competent persons reason that they spend extra hours to do the forms.

- Negotiating time off from work so that they could prepare their evidence of the family violence they experienced and that they have to lodge at DIAC. The employment situation of many NESB women who are on provisional visas under the Partner Visa category is mostly on casual and temporary arrangements. Employers, who read the word "Provisional" on the visa of these women, do not offer them jobs that provide leave with pay. Most

of these women said that when they asked for leave to prepare documents for the DIAC in relation to their experience of family violence, the employers

have said: "Yes you can have leave, but you do not have to come back because there is no more employment for you".

The Immigrant Women's Speakout Association is currently undertaking an action research program on the impact of the Family Violence Provisions on CALD (Culturally and Linguistically Diverse) women's employment and the difficulties in preparing the evidence required in accessing FVP. The IWSA has formed the CALD Women Studies Group to undertake the action research program and will plan an advocacy campaign around this issue.

I wish to thank all the staff members, students in placement, volunteers, especially the Management Committee, IWSA wider membership, service recipients and service providers who have shared their thoughts and experiences in the context of better service provision for immigrant and refugee women. We also acknowledge the goodwill and support of The Hills, Holroyd and Parramatta Migrant Resource Centre for the use of their meeting rooms and the assistance of their staff members.

IWSA hopes to advance the cause of immigrant and refugee women by calling for changes to structural issues that would result in substantive outcomes and lasting social change.



# Our Work With Women Who Are Looking After Young Children

The past year has been one of the busiest years for the Immigrant Women's Speakout Association (IWSA). We have had the opportunity to have listening circles with migrant and refugee women from regional to city, to hear their thoughts on what IWSA can do better and what our policy makers can do better. IWSA has continued to convene the Non-English Speaking Background Domestic Violence Network (NESB DV Network); participate in inter-agency meetings, take on enormous numbers of clients, field information calls about support and resources for migrant women from all over New South Wales and some from the other states in Australia; participate at rallies and marches for women's rights, educate the community and develop resources.

Once again, IWSA has focused much effort in the area of casework, advocacy, strengthening networks with government and non-government service providers and the broader language communities across NSW. Our primary task was to provide direct service to the most disadvantaged and marginalised migrant and refugee women in domestic/family violence situations. The DV team has been actively involved with campaigns, support, advocacy and casework to assist our clients in domestic/family violence. Besides the major focus on casework and advocacy, the DV team presented training in the Family Violence Provisions and Cross Cultural Domestic Violence for community workers. Running sessions on awareness of

Domestic Violence and its impact on children, and accessible services for victims of DV for different community organisations and ethnic women's groups is another achievement of our teamwork activities this year.

The Immigrant Women's Speakout Association assists NESB women in many different ways. The DV team provides assistance to women holding temporary spouse visas in applying for permanent residency under the Family Violence Provisions (FVP). A vital part of this project includes referring clients to other relevant services to be assisted. Legal assistance, accommodation (refuges) and mental health (mid- and long-term counselling) are the main referral priorities for our clients. To do so, the DV Team has established and maintained a strong network among service providers. The DV Team has also focused its energies on running information sessions for women looking after young children. These sessions focus on different aspects of healthy parenting that aim to create an environment for migrant and refugee children to flourish. IWSA participated in research this year which indicated that healthy parenting was a concern for many migrant and refugee families who struggle to balance the parenting traditions and styles of their homeland and those of Australia. Issues of permissiveness and financial responsibility have been highlighted and IWSA plans to develop information sessions on these topics for next year.

## Casework and Advocacy

Over this period **IWSA Domestic and Family Violence Project Officers supported 101** ongoing service recipients from different ethnic backgrounds. The ethnic origins of service recipients are demonstrated in the following table.

## Ongoing Clients:

Country of Origin	No. of clients	Country of Origin	No. of clients	Country of Origin	No. of clients
Philippines	10	China	13	Sweden	1
Fiji	8	Bangladesh	2	Cambodia	1
India	16	Afghanistan	4	Korea	1
Lebanon	3	Vietnam	4	Ethiopia	2
Indonesia	5	Turkey	2	Sri Lanka	1
Syria	1	Sierra Leone	12	Burma	1
Chile	2	Cameroon	2	Thailand	4
Spain	1	Sudan	3	Kenya	1
Hungary	1	Eritrea	1	Macedonia	1
Hong Kong	1	Slovak Republic	1	Pakistan	1
South Africa	1	Morocco	1	Zambia	1
<b>TOTAL</b>	<b>109</b>				

The majority of our ongoing clients are victims of DV holding temporary spouse visas. They are not permanent residents and hence visa status is an issue for many of them. Because of this, the clients were given information on what the FVP is and how to apply for permanent residency. The clients were assisted in applying for the Family Violence Provision and referred to police and court for getting an AVO and to other organisations for regular counseling and support.

The project officers assisted the 101 service recipients who mostly have immigration issues (Temporary partner visa and the issue of DV and FV) and were provided with advocacy in accessing the Department of Immigration and Citizenship (DIAC). The DV Project Officers also assisted these women in communicating with refuges and Centrelink. Informing DIAC about the clients' changes of circumstances, helping them with their own statements and writing statutory declaration as competent persons were the major tasks of advocacy over this period. Much effort on advocacy to support the most disadvantaged and marginalised migrant women holding temporary partner visa was carried out with assistance from organisations such as Women's Legal Centres and Legal Aid and various women's refuges.

During the support period, clients received ongoing support to overcome the trauma of their domestic and family violence situations. The clients were provided with information about services available to them and other issues related to their situations. The clients who experienced financial hardship and were not eligible for Centrelink payment were referred to other charity organisations for support.

Almost **85%** of clients required intensive support and statutory declarations as well as crisis counseling. **22** clients were granted permanent visa under the family violence provisions and their files were closed. The remaining clients are in the process of review and assessment by DIAC and their cases are currently pending. The clients are provided with ongoing support and information through telephone and face-to-face sessions on a regular basis. During this time **408** face-to-face sessions and



**306** telephone sessions have been conducted with these ongoing clients. Interpreters were provided for **40** ongoing clients. **64** of these women had children aged **0-24** years, **3** clients were pregnant and **47** clients had no children.

### **One-off Clients**

In addition to the total **101** ongoing clients, approximately **3840** one-off clients were assisted during this period. The women were referred to IWSA from other community workers and service providers, such as AMES, Barnardos, CALD Communities ACLs, Centrelink, DOCS and hospital social workers, Domestic Violence Help Line, Legal Aid, migration agents, MRCs, refuge case workers, women's health centres, and other government and non-government organisations. These one-off clients were thoroughly counseled on DV, FVP and any other presenting issues, and were referred to appropriate services for further support.

**40% (1536 calls)** of these calls were from service providers requesting specific information about DV issues, FVP and how to prepare the statutory declaration form 1040. These organisations also referred clients to our service to receive other forms of assistance.

**60% (2304 calls)** of these calls were direct calls from clients experiencing DV seeking help and accommodation. These clients have been given relevant information, referral, face-to-face interviews and practical support. Almost **3/4** of the clients were provided with telephone crisis counseling, information and advice on DV and FVP and how to prepare their statements, how to get an AVO, and court procedures. Referral for legal issues and child custody was made to Legal Aid and child support agencies.

The one-off clients came from many different backgrounds. Table on the page 10 demonstrates the overall ethnic breakdown of our clients.

### **Issues Identified for Advocacy:**

- Sexual abuse (including marital rape) and emotional abuse are the most common forms of violence our clients have endured. These women have been left alone for weeks on end, deprived of social contact and communication, and left with no food or money. The women hesitate to disclose these abuses because of embarrassment and cultural values. Some believe that it is not thought of as domestic violence.
- Many DV clients experience difficulties when applying for Apprehended Violence Orders (AVO) due to lack of physical evidence. Too often, police and court do not recognise that social, verbal and psychological abuse is as serious as, or more serious than physical abuse. Victims are asked for doctor's reports and more "concrete" evidence and witness testimony.
- Women with tourist, student and bridging visas who are in de facto relationships for years, or who are married to Australian citizens and under another visa, or with no spouse application lodged have to suffer and continue living in the DV situation. These women are not entitled to apply for FVP and are forced to return to their country of origin by the perpetrators.

## Overall Ethnic Background of Clients: July 2009- June 2010

<b>No</b>	<b>Country of Origin</b>	<b>No. of ongoing clients</b>	<b>Ongoing Clients with children</b>	<b>No. of one-off clients</b>
1	<i>Philippines</i>	10	4	178
2	<i>Fiji</i>	8	3	92
3	<i>India</i>	16	5	170
4	<i>Lebanon</i>	3	3	54
5	<i>Indonesia</i>	5	4	95
6	<i>Syria</i>	1	1	26
7	<i>China</i>	13	8	750
8	<i>Bangladesh</i>	2	1	35
9	<i>Afghanistan</i>	4	2	35
10	<i>Turkey</i>	2	1	34
11	<i>Spain</i>	1	0	28
12	<i>Sweden</i>	1	1	8
13	<i>Cambodia</i>	1	0	20
14	<i>Sri Lanka</i>	1	0	39
15	<i>Ethiopia</i>	2	1	47
17	<i>Burma</i>	1	1	30
18	<i>Thailand</i>	4	2	146
19	<i>Cameroon</i>	2	2	10
20	<i>Sudan</i>	3	3	93
21	<i>Vietnam</i>	4	1	43
22	<i>Sierra Leone</i>	12	11	50
23	<i>Chile</i>	2	1	12
24	<i>Russia</i>	0	0	49
25	<i>Hungary</i>	1	0	10
26	<i>Eritrea</i>	1	1	10
27	<i>Macedonia</i>	1	1	10
28	<i>Hong Kong</i>	1	0	15
29	<i>Slovak Republic</i>	1	1	2
30	<i>Pakistan</i>	1	1	25
31	<i>South Africa</i>	1	1	3
32	<i>Morocco</i>	1	1	2
33	<i>Zambia</i>	1	1	5
34	<i>Korea</i>	1	1	25
35	<i>Kenya</i>	1	1	5
36	<i>Not Stated</i>			148
	<b>TOTAL</b>	<b>109</b>	<b>64</b>	<b>2304</b>

- Women with tourist, student and bridging visas who are in de facto relationships for years, or who are married to Australian citizens and under another visa, or with no spouse application lodged have to suffer and continue living in the DV situation. These women are not entitled to apply for FVP and are forced to return to their country of origin by the perpetrators.
- There are no services available for women holding bridging or student visas. As a result clients have to return to the violence or be deported to their country of origin.
- Others are brought here to Australia under the spouse visa are exploited and end up in slavery or slavery-like conditions, and as such, are forced to work against their will in a variety of industries to make money.
- Translation of clients' statutory declaration and the health check for permanent residency is prohibitively expensive. Clients cannot afford to pay it and there is no subsidy.
- DV clients are referred to Centrelink or other independent organisations for further assessment by DIAC. The assessment process is often drawn out and thus exacerbates depression and other mental health problems for clients. DV clients are frustrated by the interviews at Centrelink, which can be up to two hours long. They are forced to describe traumatic events in detail during these interviews despite having already told their story many times over.
- There is a protracted delay in both new and old cases at DIAC due to restructure of the new processing centres in Canberra and Melbourne.
- Clients' case process at DIAC takes longer and no explanations are given during follow-up calls and pursuance. Furthermore, documents sent to DIAC sometimes are lost or mixed up within the department during relocation to Canberra or Melbourne centres. It doubles our job to send them repeatedly and prolongs the process, causing much frustration in our clients.
- There is never enough accommodation for the victims of domestic violence. It is especially hard to get obtain places in refuges for clients with no income and clients with teenage children.
- The DV Help Line is referring clients who are in need of refuge or emergency accommodation to IWSA. Some other organisations also refer clients to IWSA for accommodation without first assisting the client at all, creating unnecessary extra workload for our two DV Project Officers.
- There have been many cases where clients are transferred from one case officer to another at DIAC and it is always difficult to obtain the direct numbers for these case officers in order to make follow-up calls.
- There are no resources to transport the client to refuges in severe cases. These severe cases involve clients who have newly arrived in Australia and do not know how they can travel to the refuge, have no money and no other form of support. These women may also be at risk of being harmed by the perpetrator if she travels by herself. There have also been occasions when other organisations leave clients at the IWSA office and the police are reluctant to help.

## **Recommendations and Actions:**

- Funds are needed to accommodate clients in a motel or other accommodation in case of emergencies.
- Funding is required for creating different art and entertainment activities for the ongoing clients to help combat isolation and depression.
- Advocacy is needed to reduce the two competent persons' statutory declarations required by DIAC. Instead only the assessment by a Centrelink social worker the independent assessor should be recommended.
- Identify volunteers who speak different languages to assist clients in translating documents. Paid translations are too expensive for a woman with no income.
- Other organisations need to be made aware that IWSA does not provide accommodation. This should be clearly discussed during interagency meetings.

## **Community Development**

Placing great emphasis on community development by working with IWSA members, establishing and resourcing immigrant and refugee women's groups and associations, attending meetings and developing the network with government and non-government organisations, working with grassroots migrant and refugee women from different emerging ethnic groups and community organisations (NOOR Association, Afghan Women's Network) is one of the outstanding achievements of IWSA. To work together in the area of DV awareness, and stopping DV in the family, a range of information sessions on IWSA services, Domestic violence, and Family Violence Provisions, AVO and Services available for the victims of domestic violence was provided for women's group over this period. During this period, women were also provided with issues specific to domestic violence including healthy relationships, legal and court procedures, Police and family law to enable them to gain a greater understanding of their rights to safety and security in and outside of their homes.

Community-building activities such as organising cultural events and excursions for the women with young children and the caring for young people were planned and organised. Information on getting some government funds for community school in the small and emerging community organisations was provided. The Shua community Language School was assisted to apply for funding in May 2010.

### **Women's Chat Room**

The ongoing "Women's Chat Room" at the IWSA empowers women and assist them in connecting with their extended families overseas through the use of the free internet access. The women who attend look after young children in their roles as mothers, aunts, grandmothers and family friends, so building the capacity of community groups such as Afghan women, Indian and Iranian women through the Women's Chat Room activities is another major outcome. Over this time, a number of activities such as sewing classes (the Quilt Project), English classes, and computer classes have been



initiated to improve their language skills and develop their skills in fine arts. It has provided the opportunity for refugee and migrant women to learn new skills, have fun and socialise in a healthy environment where they can build their support networks.

Sessions addressing a range of important issues and information concerning women were run throughout the year. Speakers were invited from various of organisations and government departments discussing and educating the women on significant issues such as Child Protection and Safety, Women's Health, Osteoporosis and Parenting Skills. These sessions assisted women to gain information and the confidence to become more educated and integrated into the diverse community more smoothly.

**A range of programs were developed for the Women's Chat Room, including:**

- English language and computer classes,
- The sewing class 'Quilt Project'
- Information sessions on health and services available for women
- Arranging excursions and picnics for older women and women who are looking after young children.
- Resource women with information and material to increase level of knowledge and better understanding about Violence against women, human trafficking and slavery.
- Resources for women with information in their own language (such as Dari/Persian) about issues they are interested in, for example, stress management, health and nutrition, cooking, parenting and articles about the status of women in other countries.
- Access to the internet for finding information and practicing their computer skills.
- Help with creating and updating resumes and job seeking.
- Assisting women with their computer-based TAFE assignments.
- Distribution of Dari/Persian material about women's rights, DV/FV and other relevant issues for group discussion and reading purposes.
- Establishing links with other ethnic communities (Lebanese, Korean, Indian, Iranian, Sri Lankan, etc) provided the opportunity for women in isolation to get together, know about each other's culture and share information. The participants gained different skills in reading, computer and English language to communicate. These ongoing debates and information exchanges have mobilised the women to take part in rallies, forums, public gatherings, and presenting speeches in community meetings. This opportunity has empowered and strengthened women's self-esteem and confidence.
- Translation and provision of resources in various community languages about DV and how to prevent domestic violence in the family.
- Disseminating useful Dari materials during the community gatherings and cultural celebrations.
- Providing guest speakers on different topics, such as fire safety, fall prevention, caring for people with disabilities, and preventing osteoporosis.
- Organising excursions and celebrating cultural events and occasions (excursion to Kurnell, International Women's Day, Equal Pay Rally 10th June 2010).
- Developing a Dari curriculum at Level One for Afghan Community Language Schools.
- IWD Excursion and Activities for women in Bankstown, 5th March 2010.

- Planning, monitoring and progress report of the sewing class 'Quilt Project'.
- Searching for possible funding applications for more activities for domestic violence clients and Women's Chat Room participants.

### **These programs have resulted in:**

- Increased level of knowledge and better understanding of violence against women, the impact of family violence on children, human trafficking and slavery, women's rights, and issues/news from Afghanistan and the status of women in other countries and health and nutrition.
- Migrant and refugee women developing new skills and shared their own knowledge in a supportive environment.
- Increased mobilisation of the women to take part in debates, rallies and public gathering, writing speeches and circulating the news among communities.
- Deeper understanding of the role of IWSA and opportunities for women to become more active members of IWSA.
- Opportunities for women to get together in an environment where they feel comfortable in discussing issues of concern to them.
- Assistance for emerging communities to maintain the positive aspects of their culture and practice their tradition within the Australian multicultural society.
- The establishment of excellent relationships with the other ethno-specific groups, such as Filipino, Indian, Iranian, Lebanese and Sri Lankan groups.
- Sharing and exchanging important information needed across these groups.
- Better understanding of different services in the area to help women actively participate in their activities and meetings, explore activities which benefit the children in their education, health and social inclusion such as homework help centres, free excursions and sport activities during school holidays
- Reduction in physical health problems such as arthritis and back pain through the Women's Swimming Program.
- Improved level in women's self-esteem and confidence.
- Development of the women's support and friendship network in a friendly space where they can have fun and relax.

## **Working with Networks and Other Community Organisations**

The Immigrant Women's Speakout Association and the MetWest Domestic Violence Forum worked together in preparing for the "Expect Respect: It's Everybody's Business" NESB Domestic Violence Forum that was held at Auburn RSL on the 12th November 2009. IWSA and the MetWest Domestic Violence Forum wish to thank all the people who have assisted in preparing and running the forum and in particular Maria Casbolt – CPO at the Department of Human Services – Community Services, who provided her insights and energies in propelling the success of the forum.

*The 2009 NESB DV Forum* was an enormous undertaking, which brought together 155 community workers who shared their ideas and experiences of working with NESB women who have experienced domestic and family violence. The following speakers shared their insights:

- Dr. Eman Sharobeem presented on 'FV in CALD Backgrounds'
- Fiona Buchanan spoke about her research into 'Domestic Violence and the Relationship between Mothers' detailing how traditional attachment theory developed without gender analysis and does not take into account domestic violence and its impact on mothers and their children.
- Carol Harding gave a presentation about 'Seen but not Heard', a kit about children and DV.
- Alicia Moore spoke about the 'Protective Behaviours Program' which teaches young people and carers about the impact of violence on young people and what they can do to keep themselves safe.
- A panel, facilitated by Amrit Versha, with Carol Harding (St Michael's Family Centre), Jane Brock (IWSA), Rukhshana Sarwar (IWSA), Indira Novic (STARTTS), Senior Constable Leah Collins (NSW Police), Teneh Kpaka.

All forum participants left with a memory stick-USB containing slides and summaries of the presentations of the day.

### **Sydney Feminist Conference – 'F the Conference'**

*Teacher's Federation Building, Surry Hills, 10th-11th April 2010*

- **Migrant Women's Workshop**  
The distinct lack of migrant women's voices at the conference prompted Jane Brock and our former Policy Officer Kyungja Jung to call for a workshop on day 2 of the conference aimed at addressing the concerns of migrant women. A diverse group collected, all with the interest in talking about their experiences working with, knowing or being migrant women. The 30 people gathered proceeded to discuss the work they have done with migrant women and the discrimination they have experienced or witnessed. The group also discussed how migrant women's voices and concerns could be given a platform in forums such as these and how the Conference could do so better next time.

### **Non-English Speaking Background DV Network**

IWSA convenes the NESB DV Network, which meets bi-monthly to discuss issues and concerns for migrant women experiencing domestic/family violence. At most meetings there are a guest speakers who address a particular issue that may have been raised at previous meetings and to help answer any questions about case-work.

- **'Human Trafficking and Slavery', Samaritan Accommodation**  
*The Benevolent Society, Campbelltown, 8th September 2009*  
Jenny Stanger from Samaritan Accommodation gave an overview of trafficking and slavery, presenting on how to identify victims, the Australian government's response, Samaritan Accommodation's service and how to make referrals. A truly enlightening presentation that dispelled common myths surrounding trafficking.
- **'Reflecting on 2009, Planning for 2010'**  
*Auburn Diversity Services, 9th March*  
Our March meeting was a chance to catch up, reflect on 2009 and plan for 2010. The consensus was that the presentations from 2009 were informative and useful, but our network needed to be more in touch with the other DV networks so that we can work together as we have common goals. Suggestions were made for speakers and presentations for the year.
- **'Start Safely Subsidy', Housing NSW**  
*Manly Community Centre, 11th May*  
Three Policy officers from Housing NSW presented on the 'Start Safely Subsidy', a program designed for

women who have experienced DV and who need assistance in paying for private rental accommodation. This subsidy is aimed at those who can afford to pay rent but just need some financial support to assist them through the transition period; for example, they may have a steady income but also need to meet mounting legal costs. The program comes with reviews at 3 months and 6 months, and then an exit plan is made at 9 months so that the client can pay rent independently after a maximum of 12 months on the subsidy.

- **‘Negotiating the safety of Children and Mothers in Family Law’**, Women’s Legal Services NSW  
*Muslim Women’s Association, Lakemba, 13th July*  
Workers expressed the need for more legal competence when it comes to issues surrounding the safety of children and mothers. Mari Vagg, a solicitor from WLS NSW spoke to the group about particularities of Family Law and how it interacts with AVOs. We discussed the problems associated with Family Relationship Centres and how clients can be exempted from Family Dispute Resolution. The group was able to present Mari with problematic cases involving family law and receive advice from her for how to progress these cases.
- **‘The Family Violence Provisions – Reform and Justice’**, Women and Reform of Migration and the FVP Campaign  
*‘Thomas and Rachel Moore Education Centre’, Liverpool Hospital, 14th September*  
Jennifer Burn will talk about FVP and human trafficking. This meeting will also be an opportunity to bring together a working party to work towards launching a campaign to reform FVP.
- **‘Demystifying Centrelink’**, Social Workers and Multicultural Services Officers from Liverpool Centrelink. *Bankstown, 9th November*

#### **Other interagency meetings and forums we have participated in:**

- The Afghan Australian NOOR Association to collaborate organising programs and activities for Afghan women (March 20th 2010)
- Australian Domestic Violence Clearinghouse Forum (10th March 2010)
- Bankstown Area Multicultural Network (BAMN) to arrange programs for the Afghan women’s group at Bankstown and apply for funding for the Community Language Centre (Saturdays 2009-2010)
  - ▲ BAMN Annual General meeting (10th December 2009)
  - ▲ BAMN meeting (29th April 2010)
- Blacktown Mt. Druitt Community Service Expo (27th October 2009)
- Blacktown Mt. Druitt Interagency meeting (26th March 2010)
- Centrelink Multicultural Conference (21 October 21st 2009)
- Cumberland Combined Services Meeting, Parramatta DOCS (27th August 2009)
- DoCS Ethnic Affairs Advisory Group meeting (5th November 2009)
- ‘Domestic Violence Shows’ research project
  - ▲ Participatory Action Research Group meetings – 11th December 2009, 7th April 2010
  - ▲ DV Team meeting with researchers - 14th April 2010
  - ▲ Stakeholders Workshop – 2nd June 2010
- Eastern Suburbs DV Network meeting, Maroubra (17th February 2010)
- Harris Park Community Interagency meeting (11th February 2010)
- Inner West DV Committee (21st October 2009)



- IWSA meetings
  - ▲ DV Team – fortnightly
  - ▲ IWSA Staff – monthly
  - ▲ Management Committee – staff representatives throughout 2009-2010
- Keep Them Safe (4th September, 30th October, 25th November 2009)
- MetWest Violence Prevention Network (1st June)
- MetWest DV Forum Planning Committee (2nd July, 30th July, 28th August, 25th September, 14th October, 2nd November 2009)
- NCOSS consultation for NSW Election 2011, Surry Hills (16th November 2009)
- NESB Housing Taskforce (16th February)
- NSW Ombudsman’s DV Community Stakeholders Forum (9th December 2009)
- OFW Consultation on DV (15th July 2009)
- Parramatta Holroyd Domestic Violence Committee (4th February 2010)
- Peak Women’s Organisations Meeting (23rd July 2009)
- Premier NSW State Plan (17th November 2009)
- Shua Dari Community School – met with the coordinator to assist her in how to use the online funding application and online data entry process (24th, 28th, 29th April 2010)
- Sydney West Multicultural meeting (25th June 2010)
- Sydney Alliance
  - ▲ Assembly (2nd December 2009)
  - ▲ Asset Based Community Development: ‘Imagine Bankstown’ training, Sydney Alliance (29th-30th June 2010)

## Group Activities for Women

### **Golden Women and Friends Outing and Listening Circle**

*Kurnell Peninsula, 24<sup>th</sup> March 2010*

Members of IWSA and their friends who are looking after young children were treated to a day out in Kurnell, a beautiful peninsula framed by great rocks carved by the ocean. The day started off with a bit of excitement, as a large black snake wound its way towards our group. All was well as the snake retreated into the trees and we continued on in our relaxing day out. After a day of walking, sunning, praying and eating, IWSA staff conducted an informal set of consultations with the women. We asked them about their concerns and we asked them what IWSA could do to help. The women were forthcoming and vocal about the problems in their lives and they offered up many suggestions for what IWSA could do for them. This was a great chance to hear directly from the women themselves and to be reacquainted with the problems they’re currently facing. The familiar themes of housing, employment, sponsoring family from overseas and health dominated the discussions. The ideas from this focus group discussion formed part of the demands list handed to political party representatives at our Pre-Election Forum in August.

According to one golden lady who attended, the women said they always looked forward to these outings as it “refreshed the spirit”. We hope to organise more of these for the months ahead.

### **Coffs Harbour Rural Immigrant and Refugee Women’s Listening Circle**

*Women’s Resource Centre, 10<sup>th</sup> May 2010*

IWSA visited Coffs Harbour to speak with rural women about their concerns. The women were gathered to help launch a new quilting project at the Women’s Resource Centre. After speaking to them about the work of Immigrant Women’s Speakout Association and the AMMORE study, they were invited to a discussion circle. Here, they could speak about their experiences after coming to Australia. We asked them to share their troubles and also their ideas about how they could be helped well. About 15 gathered with some coming and going throughout the discussion. The women took a little time to warm up, but soon the discussion became lively as they found commonalities in their experiences and shared information about services. The spoke about looking for work, learning English, family, mental health and isolation – at times the sharing came in a great outpouring, with some of the women struggling through intense emotions. The discussion circle ended with a lot of number swapping as they realised, in the absence of other help, they could help each other.

### **Pre-Election Forum**

*The Hills Holroyd Parramatta Migrant Resource Centre, 14<sup>th</sup> August 2010*

Local members from 3 political parties were grilled on their migrant and refugee policies. Julie Owens and Laurie Ferguson from the Australian Labor Party, Phil Bradley from the Greens and Dennis Doherty from the Communist Alliance met with a room full of migrant and refugee women who seized the opportunity to tell the politicians about their concerns and what they need. The women spoke about their worries surrounding their children’s education and the struggles with looking for work in order to support their families. The forum was also a chance for these women to learn more about each party’s policies on varying issues and to collect information on how to vote in their own languages.

IWSA prepared a list of ‘Election Demands from Migrant and Refugee Women’ to hand to the representatives. This list was prepared from the issues raised during various consultations held throughout the past several months. These demands came from a diverse range of women, whose ages ranged from 23 to 65 years old. These women have come from Afghanistan, India, Iran, Namibia, the Philippines, Turkey and Vietnam.

# Rallying For Women's Rights

## **Equal Pay Day Rally**

*Town Hall, 10<sup>th</sup> June 2010*

This was an invigorating rally and IWSA attendance was high. All our staff attended, except for Emina on account of her broken foot. Some students and ladies from our Wednesday morning English class also came along to shout slogans together, demanding equal pay for equal work. Along with 1500 others, we met at Town Hall and were treated to rousing speeches by union leaders and a special presentation about revolutionary women throughout history who have campaigned for women workers' rights.

Our Executive Officer, Jane, was selected to be part of a small ambassador's group which presented our demands to Employer's First after we congregated at their office and chanted, asking them to join our campaign. Women overwhelmingly make up the community sector and we still get paid less than government workers who do the same job. This was an important day for the campaign and IWSA was proud to be involved.

## **International Women's Day**

*Sydney, 6<sup>th</sup> March 2010*

International Women's Day was a colourful and lively event this year and IWSA and our members and friends were in attendance once again with our banner held high. IWSA had a friendly stall where we presented information about DV/FV and our services and provided membership forms. Culturally diverse entertainers treated everyone to great performances.

## **Other community events IWSA has participated in or held information stalls:**

- Afghan Australian NOOR Association Women's gathering, 19th March 2010
- Day of Action to demand Equal Pay, 7th August 2009
- Day for the Elimination of Violence Against Women, 25th November 2009
- New Year celebration for the Afghan Women Network, 21st March 2010
- Reclaim the Night, 29th October 2009

# Community Education and Training

## Family Violence Provisions

*IWSA Office, 13<sup>th</sup> August 2009 and AMWU Office Granville, 21<sup>st</sup> June 2010*

A group of 21 participants from different community organisations actively took part in IWSA's Family Violence Provisions (FVP) training. The participants were very keen to learn about the entire process of applying for FVP. The training went through how to apply and how to support clients in accessing this scheme. Topics included assessment of eligibility for FVP, first steps, how to write a letter of 'change of circumstance', criteria for a good statutory declaration, how to support a client in writing her own statement and referral to other services for further support. Writing strong and clear statutory declarations was discussed in detail and examples written by GPs and psychologists, which failed to satisfy case officers at DIAC were critiqued. The feedback from the evaluation was positive and encouraging, and comments are being considered for improvement of future trainings.

## Cross-Cultural Domestic Violence (CCDV)

*IWSA office, 17<sup>th</sup> November 2009, The Hills Holroyd Parramatta Migrant Resource Centre, 22<sup>nd</sup> June 2010*

A mixed group of workers participated in IWSA's CCDV training, each bringing their own specialties and ideas to the discussions. 16 women were gathered to learn and share about barriers to accessing support for migrant women experiencing DV, services available, cross-cultural communication, the correct way to interact in a client-interpreter situation and issues surrounding young migrant and refugee children being used as interpreters for their parents. IWSA is paying special attention to all the comments and suggestions from the evaluation forms so we can improve our training.

## Other training IWSA has provided:

- Domestic violence information sessions with Afghan women
- 11th February, 12 participants (8 women with children & 4 with no children)
- Providing domestic violence information for TAFE students conducting research on community organisations (2009-2010)
- Interpreting information session on osteoporosis for the Women's Chat Room participants
  - ▲ 22nd December 2009, 11 participants
- Information session with CASS - Extended awareness and disseminated basic knowledge about Domestic and Family Violence in Chinese community and widened the understanding on the impact of DV/FV on their children.
  - ▲ 8th October 2009, 15 participants
- Facilitating the research project on 'Harris Park Issues of Concern'
  - ▲ 12th November 2009, 11 participants

## Other training IWSA has participated in:

- DV Training, 18th May 2010
- First Aid training, 4th -5th February 2010
- Certificate 4 training for Policy Officer, continuing



# Developing Resources to Raise Community Awareness

## Domestic Violence Plays in Nine Community Languages

IWSA is gearing up to launch its newest resource: audio plays about domestic violence in nine languages. Funded by the Law and Justice Foundation, these three plays aim to provide information about domestic/family violence in a format that is easily understood for women who may not be literate in their own language. These plays will be broadcast over SBS language radio programs, reaching women who may not be able to read. They cover the following issues:

- Domestic Violence – What You Can Do About It
  - ▲ This play focuses on outlining what Apprehended Violence Orders (AVOs) are and the court support services that a woman can access when she applies for an AVO.
- What are the ‘Family Violence Provisions’ (FVP)?
  - ▲ The FVP play illustrates how women who have been sponsored to come to Australia by a spouse do not need to remain in a violent relationship with their sponsor for fear of their visa status. The play summarises the role of FVP and who can apply.
- What is the ‘Staying Home Leaving Violence’ (SHLV) program?
  - ▲ This play begins by outlining the concerns of a mother who is worried about the impact leaving home has had on her two small children. The SHLV play then aims to inform women experiencing DV/FV about the choice to stay in their own home and the comprehensive support available to do so safely.

Community workers throughout NSW have reviewed the scripts to ensure that the language used is culturally and linguistically appropriate, easy to understand and natural sounding. Through role-playing and multiple layers of editing, we hope that these plays can be well-understood by a greater audience of women. Women who speak Arabic, Dari, Dinka, Khmer, Krio, Mandarin, Somali, Sudanese Arabic and Vietnamese will be able to access information about what DV/FV is, how they can get help, support available to them and numbers to call. Voice actors at SBS recorded these plays and they will be launched at the AGM.

# Treasurer's Report

**Treasurer: YOUNGKYU KWON**

It is testimony to a great team at Immigrant Women's Speakout Association (IWSA) staff, volunteers and Management Committee members, that we have successfully managed our service provision. I extend my thanks to my co-committee members for their support to me as Treasurer. Of course, all our achievements are possible due not only to a great team of staff but also to sound management and support from a hardworking and dedicated Committee.

Many decisions and changes needed to be undertaken this past year and will flow on to the new financial year. We have also supported our Executive Officer, Jane Brock, IWSA's Executive Officer. The Management Committee and I would like to say to Jane, once again, great leadership and team work.

IWSA acknowledges our valuable partnerships with all the government and non-government agencies we work with both at State and Local Government levels. These partnerships are important to us in delivering our community programs. It enables us to continue to provide services and resources to immigrant and refugee women who have young children and families. This year IWSA undertook four new projects:

- Training Community Leaders in Accessing Services on Community Relations Crisis Management. Funding for this project was from the Community Relations Commission.
- Training Bicultural Support Workers with funding from the New South Wales Premier's Department - Office for Women's Policy
- Quilt Sewing Class – with funding from the Department of Corrective Services
- Domestic and Family Violence Radio Plays in 9 Community Languages funded by the Law and Justice Foundation

These four projects will be completed in the next financial year.

IWSA had wrapped up "Expect Respect" Family & Do-

mestic Violence Forum. The funding for this was from Community Development Scheme Expenditure (CDSE), the Auburn Council, Merrylands RSL and Parramatta Leagues Club. We also had completed a small project in which the Department of Aging, Disability and Homecare gave us a small amount of funds for an outing for senior women who are looking after young children in their families.

We continue with our two core and ongoing programs, the Domestic Violence Support Service for NESB Women, funded by Department of Human Services – Community Services and the Immigrant Women's Resource Centre, also funded by Department of Human Services – Community Services. We thank the support we receive from the Department of Community Services and this enables us to keep two very important programs running.

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

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

We present these format of Financial Reports for the year ended 30 June 2010.

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

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

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

To: The MEMBERS

SCOPE

I have audited the attached financial report of IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION INC. comprising Balance Sheet as at 30 June 2010 and Income and Expenditure Statements for the year then ended. The Committee is responsible for the preparation and presentation of the financial statements and the information contained therein. I have conducted an independent audit of the financial statements in order to express an opinion on them to the members.

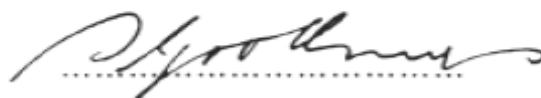
My audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial statements are free of material misstatement. My procedures included examination, on a test basis, of evidence supporting the amounts and other significant accounting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

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

AUDIT OPINION

In my opinion the financial report consisting Balance Sheet and Income and Expenditure Statement of IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION INC. presents fairly, in accordance with applicable Accounting Standards and other mandatory professional reporting requirements, the financial position as at 30 June 2010 and the results of its operations for the year then ended.

Dated at 26/11/2010



SANDRA GROULMUS  
Registered Company Auditor

**IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION OF NSW INC**  
**BALANCE SHEET FOR THE YEAR ENDED 30 JUNE 2010**

	<u>2010</u>	<u>2009</u>
<b><u>ASSETS</u></b>		
<b><u>CURRENT ASSETS</u></b>		
Petty Cash On Hand	\$ 150	\$ 150
Commonwealth Bank Operating Account	\$ 151,524	\$ 162,279
Rental Bond	\$ 6,671	\$ 8,035
Prepayments	\$ 10,445	\$ 11,236
Sundry Debtors	\$ 1,616	\$ 1,616
Income Receivable	\$ 6,900	\$ 6,968
GST Income Receivable	\$ 15,738	\$ 21,175
<b>Total Current Assets</b>	<b>\$ 193,044</b>	<b>\$ 211,459</b>
<b><u>NON-CURRENT ASSETS</u></b>		
Equipment at cost	\$ 3,150	\$ 3,150
Furniture at cost	\$ 757	\$ 757
Less Accumulated Depreciation	-\$ 3,907	-\$ 3,907
<b>Total Non-Current Assets</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL ASSETS</b>	<b>\$ 193,044</b>	<b>\$ 211,459</b>
<b><u>LIABILITIES</u></b>		
<b><u>CURRENT LIABILITIES</u></b>		
<b>Accrued Expenses</b>		
- GST	\$ -	\$ -
- Payroll Expenses	\$ 9,810	\$ 5,624
<b>Total Accrued Expenses</b>	<b>\$ 9,810</b>	<b>\$ 5,624</b>
<b>Provisions</b>		
Employment - Annual Leave/Sick Leave	\$ 15,499	\$ 13,601
- Long Service Leave	\$ 18,962	\$ 12,901
<b>Total Employment Provisions</b>	<b>\$ 34,461</b>	<b>\$ 26,502</b>
<b>Other</b>		
- Project Development	\$ 958	\$ 1,359
- OH&S Compliance	\$ -	\$ 5,955
- Provisions for Policies & Proc	\$ 5,000	\$ 5,000
- Staff Training & Devl - DV Proj	\$ 7,664	\$ 7,664
- Staff Training & Development	\$ 3,768	\$ 3,768
<b>Total Other Provision</b>	<b>\$ 17,390</b>	<b>\$ 23,746</b>
<b>Grants Received in advance/Unused Funds</b>		
Community Relations Com	\$ 8,783	\$ 9,100
Corrective Services	\$ 10,331	\$ 12,000
Bi-Cultural Support Worker	\$ 67,813	\$ 90,000
<b>Total Grants In Advance</b>	<b>\$ 86,927</b>	<b>\$ 111,100</b>
<b>TOTAL LIABILITIES</b>	<b>\$ 148,588</b>	<b>\$ 166,972</b>
<b>NET ASSETS</b>	<b>\$ 44,456</b>	<b>\$ 44,487</b>
<b>Accumulated Funds B/F</b>	<b>\$ 44,487</b>	<b>\$ 43,148</b>
<b>Deficit for the Year</b>	<b>(31)</b>	<b>1,339</b>
<b>Accumulated Funds C/F</b>	<b>\$ 44,456</b>	<b>\$ 44,487</b>

**IMMIGRANT WOMEN'S SPEAKOUT ASSOCIATION OF NSW INC CONSOLIDATED  
INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2010**

	<b>2010</b>	<b>2009</b>
Unutilised Funds Brought Forward	\$ -	\$ -
<b><u>INCOME</u></b>		
Grants Received	\$ 396,249	\$ 342,549
Project provision & transfers from Bal Sheet	\$ 5,955	\$ -
Lifeline Referrals	\$ 2,977	\$ 3,481
Donations	\$ 417	\$ 50
Bank Interest Received	\$ 83	\$ 364
Membership Fees	\$ 333	\$ 407
Rent & Admin support	\$ 17,123	\$ 8,300
Sundry Income	\$ 23	\$ 625
Workshop Collections	\$ 450	\$ 650
<b>Total Income</b>	<b>\$ 423,610</b>	<b>\$ 356,426</b>
Less		
<b><u>EXPENDITURE</u></b>		
<b>Staff Expenses</b>		
Salaries & Wages	\$ 269,260	\$ 235,004
Superannuation	\$ 22,217	\$ 19,489
Professional Development, Conferences	\$ 1,326	\$ 4,539
Provisions-Annual Leave	\$ 6,372	\$ -
Long Service Leave	\$ 6,061	\$ 2,098.00
Workers Compensation Insurance	\$ 6,390	\$ 6,065
<b>Other Expenses</b>	\$ -	
Accounting	\$ 7,719	\$ 9,186
Advertising-Staff	\$ -	\$ -
AGM, MC, Expenses	\$ 2,031	\$ 2,086
Amenities, Hospitality, Sundries	\$ 6,832	\$ -
Audit & Legal Fees & Bank Fees	\$ 2,391	\$ 4,552
Bank Charges	\$ 449	\$ -
Computer Support, Service & Equipment	\$ 4,556	\$ -
Electricity	\$ 1,304	\$ -
Furniture Equipment & Electricals	\$ 5,178	
General Insurance	\$ 6,826	\$ 5,209
Memberships & Subscriptions	\$ 2,730	\$ 545
Newsletter/Publications/Promotion	\$ 3,849	\$ 1,027
Postage, Printing & Photocopying, Stationery	\$ 6,362	\$ 6,917
Project Expenditure	\$ 5,004	\$ 18,872
Rent & Utilities	\$ 23,806	\$ 21,603
R & M, Security, Computer R & M	\$ 1,702	\$ 4,239
Telephone, Fax, Internet	\$ 11,008	\$ 13,270
Unused Funds Transferred to Bal Sheet	\$ 19,114	
Travel	\$ 1,154	\$ 386
<b>Total Expenses</b>	<b>\$ 423,641</b>	<b>\$ 355,087</b>
Unutilised Funds Carried Forward	(\$31)	\$1,339
<b>Statement of Accumulated Funds</b>		
Deficit for 2010	(\$31)	\$1,339
Accumulated Funds Brought Forward	\$ 44,487	\$ 43,148
Accumulated Funds As At Year End 2009	<b>\$44,456</b>	<b>\$ 44,487.00</b>



## IWSA MANAGEMENT COMMITTEE AND STAFF 2009-2010

### MANAGEMENT COMMITTEE:

Chairperson	Angela Zhang
Vice Chairperson	Neena Sinha
Treasurer	Youngkyu Kwon
Deputy Treasurer	Nurse Pasipandoya
Secretary	Myra Hechanova
Deputy Secretary	Jogette Sonter
Rural Representative	Shirley Atkin
Member	Maha Abass*

*\*IWSA dedicates our year's work to Maha Abass, who passed away on 25<sup>th</sup> July 2010.*

### STAFF:

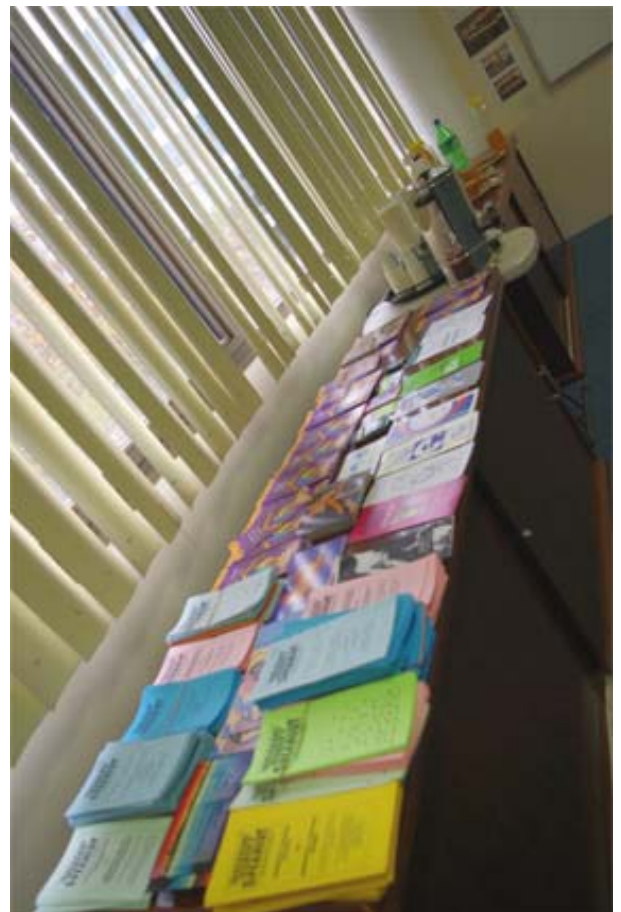
Executive Officer	Jane Corpuz - Brock
DV Policy Officers	Stephanie Phan Lin Zhao
DV Project Officers	Rukhshana Sarwar Mariam James
Project Officer	Maria Fortunata Bucud
Bookkeeper	Camille Moldrich
Admin Officer	Emina Kovac
Caretaker	Kawkab Jada

IWSA acknowledges the work of Samia Ahmed with the immigrant and refugee women who she assisted in seeking employment. We celebrate her life. Samia has passed away on 29th June 2010.



The Immigrant Women's Speakout Association staff and Management Committee members acknowledge the work and efforts of the following students in placement:

Angelina Dhali, Aruni Jayawardena, Lianne Caron, Nurul Nisha Sherif, Rukiye Toy and Sandy Brabin.





# Photo Gallery



Emina Kovac, Arijana Redzovic and Jane Corpuz-Brock had climbed the Sydney Harbour Bridge on the 8th of March to mark the International Women's Day 2010. The Bridge Climb is part of the "Join me on the Bridge" peace campaign of the Women for Women International – a grassroots-based organisation that provides assistance for women in war-torn countries. Some of the women who joined the Sydney Bridge Climb were Joanne Currie, an award winning Aboriginal artist, Collette Dinnigan, an Australian-based international fashion designer and Jackie Frank, Editor of the famous women's magazine "Marie Claire".





# Golden Women and Friends Outing



Kurnell Peninsula,  
24th March 2010



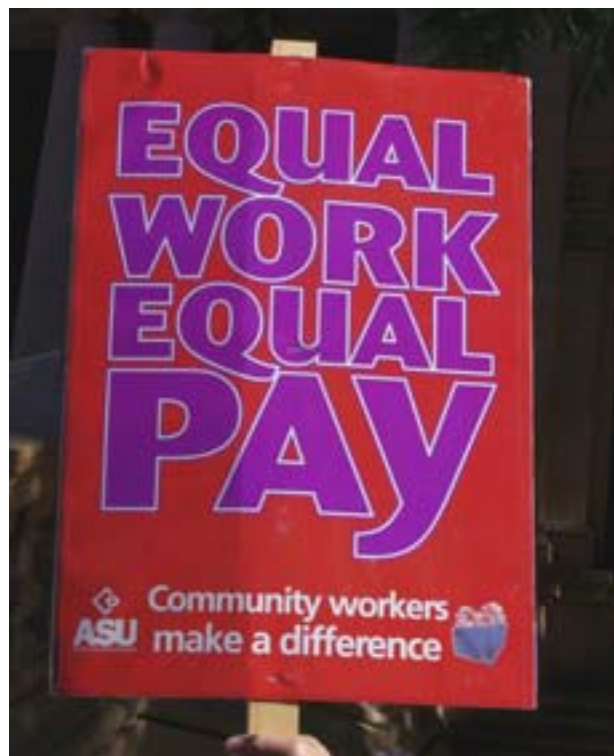


**Cross Cultural Domestic Violence Training**  
**22nd June 2010**

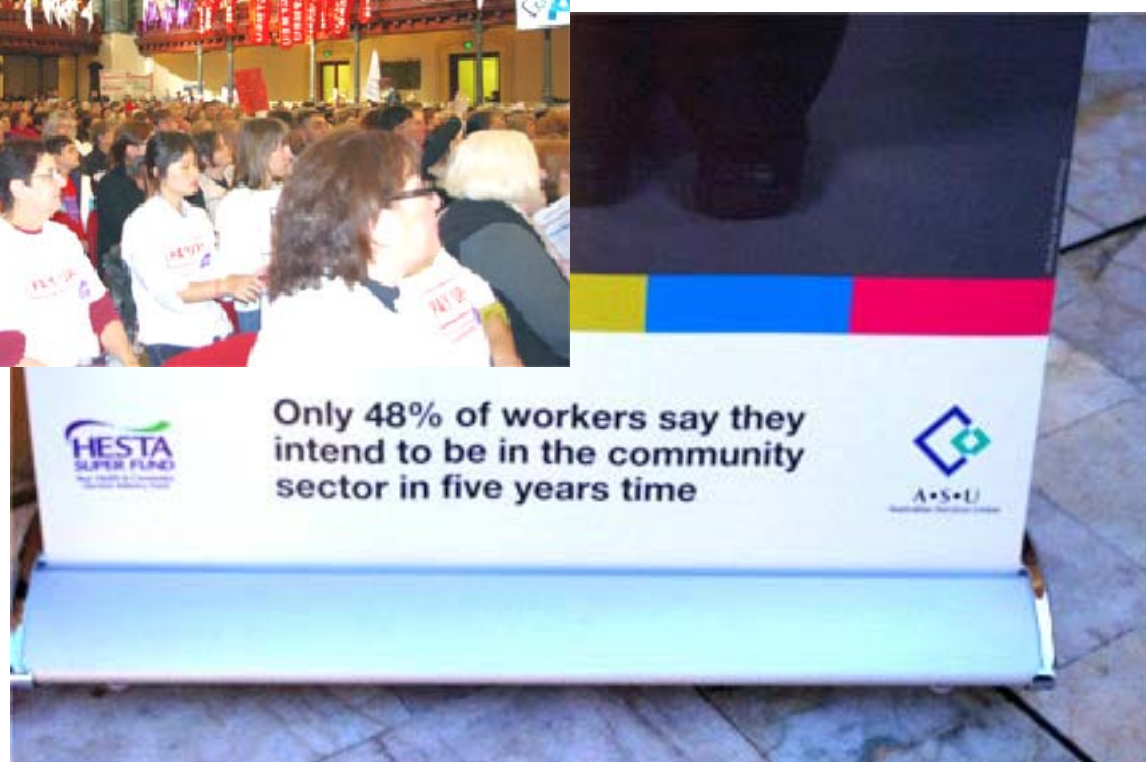
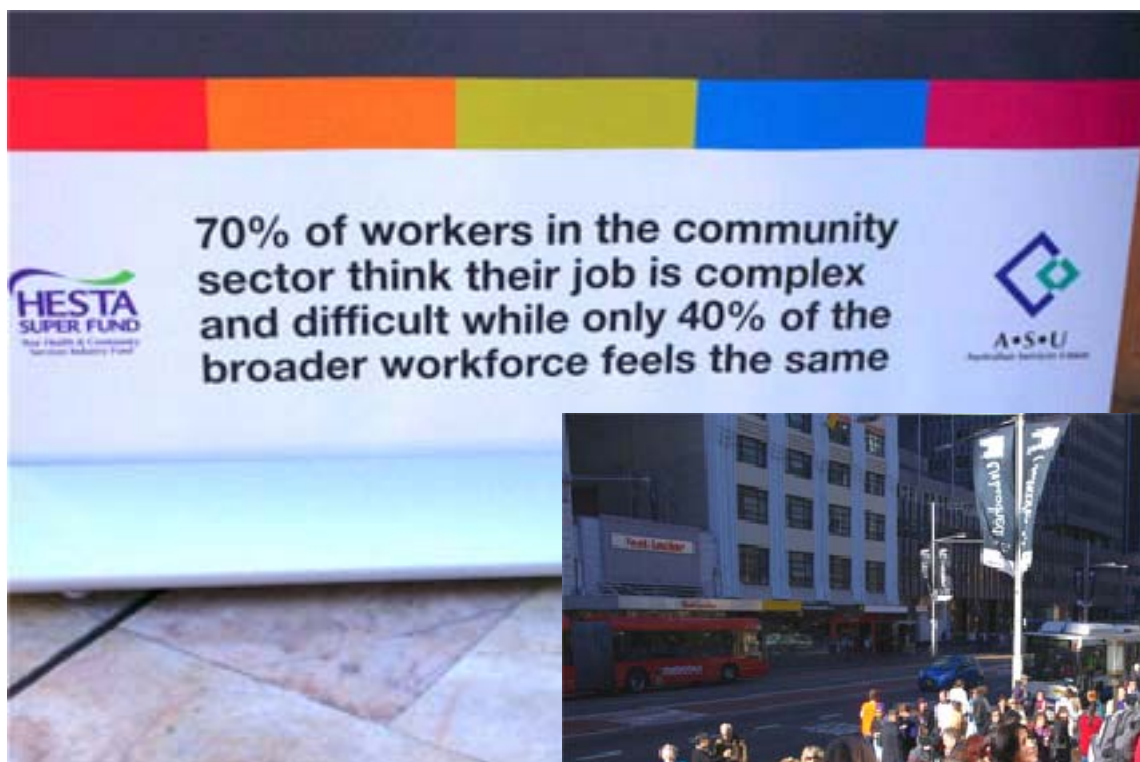


**Family Violence Provisions Training**  
**21st June 2010**

# Clean Start and Equal Pay Day









# International Women's Day 2010









# Speakout at Reclaim the Night





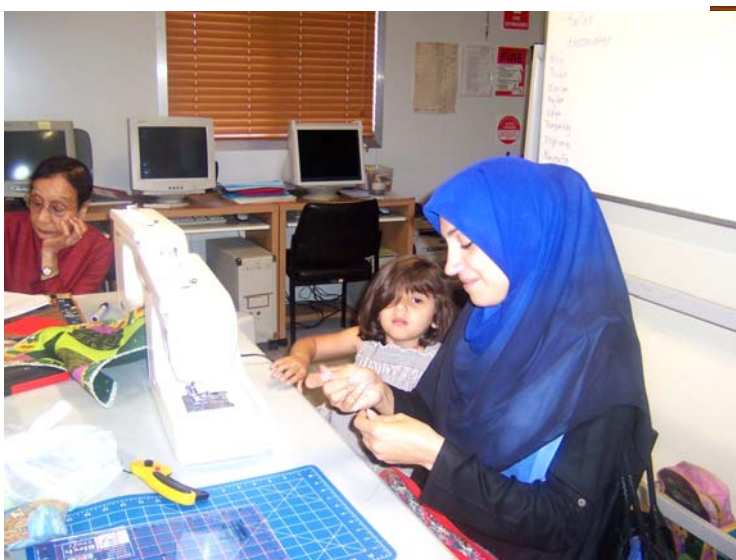


## Staff Bonding Day





**Women Participating in Speakout QUILT PROJECT**











# Speakout is on Facebook!

## Join us!

Navesja, Alexis and Claudine, students from St Agnes Catholic High School in Rooty Hill helped Speakout to establish the Facebook page during their 5 days student placement .

[Sign Up](#)
**Immigrant Women's Speakout Association NSW is on Facebook**  
 Sign up for Facebook to connect with Immigrant Women's Speakout Association NSW.

Immigrant and refugee women are welcome to join this group. We encourage you to share your ideas on women's rights, treat each other in this group with dignity and engage in respectful conversations with other women.

**Information**

Description:  
The Immigrant Women's Speakout Association NSW (IWSA) is the peak advocacy body, research, information and lobby body representing the issues and ideas of women of Non-English Speaking Background (NESB) in New South Wales.

The IWSA is a community based

**Immigrant Women's Speakout Association NSW** [Like](#)

[Wall](#) [Info](#) [Photos](#) [Discussions](#) [Boxes](#) [Links](#) [»](#)

Immigrant Women's Speakout Association NSW + Others
 

Just Immigrant Women's Speakout Association NSW

Just Others

**Immigrant Women's Speakout Association NSW** 16 Days of Activism to Stop Violence Against Women

**UNFPA - 16 Forms of Gender Violence & 16 Ways to Stop It**  
[www.unfpa.org](http://www.unfpa.org)  
 Violence against women takes many forms: beyond rape and sexual harassment, it also includes child marriage, wife beating, prostitution, female genital cutting/mutilation, dowry-related violence, trafficking, sexual violence during wars, femicide, 'honour' killings, forced sterilization, pornography

November 24 at 3:12pm • Like • Comment

**Immigrant Women's Speakout Association NSW**

**The Issue | Say NO - UNITE**  
[saynotoviolence.org](http://saynotoviolence.org)  
 Violence against women and girls is one of the most widespread violations of human rights. It can include physical, sexual, psychological and economic abuse, and it cuts across boundaries of age, race, culture, wealth and geography. It takes place in the home, on the streets, in schools, the workpla

November 24 at 3:11pm • Like • Comment



## 2010 – 2011 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):	
<input type="checkbox"/> Annual Income less than \$35 000pa	\$11(incl GST)
<input type="checkbox"/> Annual Income \$35 000pa – \$50 000pa	\$16.50 (incl GST)
<input type="checkbox"/> Annual Income more than \$50 000pa	\$27.50 (incl GST)

ORGANISATION MEMBERSHIP:

☐ New

☐ Renewal

<input type="checkbox"/> Less than 50 financial members	\$5.50 (incl GST)
<input type="checkbox"/> More than 50 financial members	\$11 (incl GST)
<input type="checkbox"/> Funded Organisations	\$22 (incl GST)

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"/>

### 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](mailto:women@speakout.org.au)



## **CONTACT US:**

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On 16th April 2010, some members of the Vietnam Women's Union visited the Immigrant Women's Speakout Association. Also, with the delegation were social workers of government services in Vietnam. The sharing and exchange has revolved around strategies in providing support for women who are escaping domestic and family violence.