

AUSTRALIAN MUSLIM WOMEN'S CENTRE FOR HUMAN RIGHTS
Equality without Exception

Annual Report 2015–2016

Published by:

Australian Muslim Women's Centre for Human Rights

Telephone: (03) 9481 3000

Facsimile: (03) 9481 3001

Email: reception@muslimwomenscentre.org.au

Copyright Information

©2016 Australian Muslim Women's Centre for Human Rights.
This material cannot be reproduced without expressed permission
of AMWCHR.

ISBN 978-0-9872963-2-0

Designed by: Savanah Design



AUSTRALIAN MUSLIM WOMEN'S CENTRE FOR HUMAN RIGHTS
Equality without Exception

Executive Committee

Tasneem Chopra
Chairperson

Yasmin Karaata
Vice Chairperson

Rasheeda Cooper
Treasurer

Hena Kalam
Secretary

Committee Members

Anisa Buckley

Iman Riman

Randa Abdel-Fatah

Sarah Malik

Staff and Volunteers

Joumanah El Matrah
Chief Executive Officer

Dr. Dalal Smiley
Chief Operations Officer

**Dr. Nuzhat Lotia (2015) and
Ambreen Mirza (2016)**
Programs Manager

Heidi Abdel Raouf
Casework Supervisor

Gabrielle Fakhri
*Sector Development and
Capacity Building Project
Worker*

Dr. Asha Bedar
*Research, Training and
Development Worker*

Jaweria Khalid
*Senior Groupwork
Facilitator*

**Zohal Yusuf (2015) and
Nadine Atia (2016)**
Casework Coordinator

**Munira Yusuf and
Feriya Gaidous**
*Young Women's
Program Facilitator*

Caitlin O'Gorman
Office Manager

Imman Saaoud
Volunteer

Sakire Saban
Volunteer

Zuhaira Ahmed
Student Volunteer

AUSTRALIAN MUSLIM WOMEN'S CENTRE FOR HUMAN RIGHTS

Equality without Exception

About Us

In 1991 the Islamic Women's Welfare Council of Victoria (The Council) was established by Muslim women for Muslim women. The Council was founded on the belief that meaningful change to the status of Muslim women could be achieved through the improved situation of Muslim women individually and by building their collective capacity.

In December 2012, the Council's name was changed to the Australian Muslim Women's Centre for Human Rights to better reflect the Council's significant role as a human rights defender. This change recognises the singularity of our voice and work on Muslim women's human rights across Australia.

As advocates of Muslim women's rights, we are in chorus with a multitude of Muslims all over the world supporting a vision of Islam at its most progressive, immediate and pertinent to the challenges Muslim women face. Our work in Australia contributes to the already substantial work on Muslim women's human rights taking place across the world in Muslim and non-Muslim majority countries.

How do we see the world?

For the most part, Muslim women who migrated to Australia did so as heirs of a rich, pluralistic tradition, but also as bearers of significant disadvantage, discrimination and, at times, violence. In the context of our history, Islam has been both a liberating and oppressive force in the lives of women, influenced by the vision and limitations of patriarchal society.

Historicising how Islam was understood and brought to bear on the status of women testifies to the diversity and plurality of tradition and practice: there has not been one Islam in which all Muslims have participated, but a multiplicity of Islamic interpretations in which many people have lived.

The pursuit of justice and equality for Muslim women has been present to varying degrees in all historical periods and across all cultures and societies. While this pursuit has not always resulted in structural and institutional change, it has nonetheless featured as part of Muslim women's history. Today, all over the world, Muslim women are working and mobilising for change.

This global movement for parity is relevant to Australian Muslim women, whether immigrants or daughters of immigrants, because it brings us closer to the challenge of equality in our Australian context. We seek equality not only with Muslim men but with all Australian citizens.

How does our world view influence our work?

We take a non-religious, non-sectarian approach to our work and adopt a social justice lens to Islam when it is used to justify any infringement against women. This allows us to work with all Muslim women. We believe that there is not one view of Islam that represents all Muslims in Australia and, further, that the diversity of Muslims in Australia is a strength.

Our Strategic Intent

The Australian Muslim Women's Centre for Human Rights (AMWCHR) is an organisation of Muslim women working to advance the rights and status of Muslim women in Australia.

We believe Muslim women must be the impetus for change in their status as citizens.

The Australian Muslim community is characterised by diversity and hybridity, and not by a binding vision of Islam or what it means to be Muslim. We are therefore a non-religious organisation reflecting the sectarian, cultural and linguistic diversity within the Muslim community.

As an organisation committed to Muslim women and human rights, we will intervene when Islam is used to undermine the status of Muslim women with facts and informed analysis.

Our framework of understanding is the international Muslim women's movement for equality and dignity but our action and concern is focused on the local communities in Australia where Muslim women live.

We work for the rights of Muslim women by:

- empowering women's self-determination
- bringing a human rights approach to bear on issues of inequality and disadvantage
- working with individuals, the community, and government to advocate for equality within the Australian context

We aim to inspire positive action by others and aspire to continuously enhance the quality, impact and effectiveness of our work.

What are the core areas of work we undertake?

We prioritise practical assistance for women to improve their lives in tangible and measurable ways. We work with individuals, groups and service providers in the following areas:

- case work, referrals, secondary consultation and outreach
- advocacy
- community-based programs and service delivery
- capacity building
- leadership development
- policy development
- partnership projects

We have recently established the Australian Institute for Minority Women (the Institute) to operate as the research and consultancy arm of AMWCHR. The experience of Muslim women as a minority has much in common with women's experiences from other minority groups. The Institute was created because, we believe, the expertise we formed working with Muslim women could be useful to all minority women. As well as providing an insight into the conditions and situations of minorities in Australia generally, the Institute seeks to build an alliance with other minority women in Australia as a gesture of solidarity. The Institute undertakes the following activities:

- research
- training development and delivery
- publications
- consultancy services

Chairperson and Chief Executive Officer's Report

It has been a dynamic year for the AMWCHR. We have managed to build upon our internal capacity while continuing to be responsive to the increasingly complex and uncertain environment for Muslims living in Australia.

The impact of international conflicts continues to bear down heavily on the lives of Muslim women in Australia. Primarily, this is in the form of racism and other forms of vilification. For some Muslim women, this reality is an additional burden to the already substantial challenges they face - such as poverty, unemployment, and homelessness and, in addition for those who are newly-arrived, the process of settling into Australia.

In recognition of this, the AMWCHR has increased its advocacy work and invested in developing more tailored programs and services for Muslim women and their families.

An important highlight of this role for us this year has been our presentation at a special one-day sitting of the Victorian Parliament

on family violence; it was a great honour for us to be there among our fellow activists-against-violence. We also testified at the Royal Commission into Family Violence and contributed to the development of the Third National Action Plan to Reduce Violence against Women for the coming year.

On a practical level, we have continued to do our vital work with women by providing one-on-one support as they face homelessness, poverty and violence – the three major issues in the lives of the Muslim women who come to see us.

Our support for women also continues in different group work settings. Our aim is to provide the key tools to further empower women, this entail providing basic information they need to navigate their settlement into Australia, or more complex group work training that facilitates self-confidence, self-agency and self-determination.





This year we provided support to more than 1283 to Muslim women on a one-on-one basis, 2333 services to women in a group work setting and well over 1516 services to sector organisations. We continue to receive valuable positive feedback from women which reinforces our belief that the best form of intervention is one that is guided by women themselves and that the best form of community work is one that is characterised by time spent at the grassroots level with women working on the issues that are most important to them.

Partnerships and the work with our sector colleagues have also continued to grow, and we are now regularly providing training across Victoria and NSW. Organisations that provide support to Muslim women do so in the increasingly demanding environment in which Muslim women live. This requires services to adapt to an ever-changing environment and in line with this, the AMWCHR has substantially increased its level of training, organisational support, partnerships and secondary consultation.

We wish to say a special thank you to all our sister and community organisations for their collaboration and support this year, and a

special thanks, too, to our sector colleagues who are always crucial to our work. We have formalised our working partnerships with a significant number of organisations and this has been an amazing process. We believe that developing and coordinating our specialised services so that they complement the work of mainstream services has been important not only for our organisation but for our partners as well.

Fundamental to our work is the support of our donors. We would also like to send a special thanks to Department of Social Services, Victorian Department of Premier and Cabinet, Office of Multicultural Affairs and Citizenship, Victorian Multicultural Commission, the Lord Mayor's Charitable Foundation, Sidney Myer Fund, Scanlon Foundation, John Wallis Foundation, R.E Ross Trust and the Matana Foundation.

Finally, and most importantly, a big thank you to our staff and the Board of Management for their amazing work and productivity! Congratulations and farewell to an amazing year!

Tasneem Chopra
Chairperson

Joumanah El Matrah
Executive Director

Major Programs

Cornerstones – Parenting Program

Parenting can be both a rewarding and challenging experience. For Muslim mothers from migrant and refugee backgrounds, parenting in a cross-cultural environment can pose even more challenges and barriers. Often times mothers with young children experience isolation and a lack of social, practical and emotional support. This is further compounded by the increasing expectations from schools for mothers to participate in their children's education and socialization, which mothers often feel that they lack the confidence and skills to participate in a meaningful way.

The Cornerstones program is a parenting program geared towards Muslim women who have children under the age of 12. This program for mothers aims to provide a safe space for women to increase their personal well-being and development, reflect on their parenting, increase their understanding of child development and behaviour to respond to the developmental needs of their children, negotiate cultural differences in parenting, and build their communication skills to improve their relationships with their children and partners.

We utilise a groupwork format to foster a stronger sense of community and connectedness for mothers to provide a support system that increases their

overall confidence and well-being and reduces their isolation and vulnerability.

In the last year, we were able to provide parenting programs to 306 women from across Victoria in the City of Hume, Greater Dandenong, City of Yarra, City of Melbourne, City of La Trobe, City of Greater Geelong, and the City of Moonee Valley.

We worked with a diverse range of Muslim mothers from Afghan, Iraqi, Syrian, Pakistani, Indian, Lebanese, Moroccan, Eritrean, Ethiopian, Somali, Malaysian and Indonesian backgrounds. While a few of our group work sessions were conducted with women we have worked with in the past, the majority of groups were from communities we had not previously worked with. This was to ensure that our services are reaching Muslim mothers that may be vulnerable and have had limited or no access to parenting support services. This strategy allows us to build on the work with mothers from more disadvantaged backgrounds who have attended our sessions previously, providing reinforcement and continuity in improving their parenting skills and family relationships, as well as to seek out new mothers and groups who have not had access to our parenting support services.

Feedback from mothers participating in the group work

"After coming to these sessions, I think my children trust me more, they are happier."

"I have an improved relationship with my kids, it is much friendlier than before. I have more patience with them, and I even admit my mistakes."

"I am more self-confident, I know that I can at least try to apply what I learn in the sessions and can improve my relationships with my family."

"Every time I attend a session here I go home and share with my husband. He says that I must attend these sessions regularly, and that I learn many helpful things for our children."

"I used to think my children were always wrong and parents were always right. Now I know I can make mistakes and that we have to learn more."

"I manage my anger much better after attending the sessions."

"I have learned so much from these sessions, and I look back to how I raised my older children and I know where I failed before. I'm trying to bring about improvements with them now."

"We continue to meet as a group even outside these sessions. We have become a group of friends who support each other like sisters."



Major Programs

Casework Support and Advocacy Program

The AMWCHR's casework and advocacy program provides one-to-one support and assistance to Muslim women living in Victoria for a range of settlement-related issues. The program works from a client-centred and empowerment framework that reflects the AMWCHR approach to all its work with Muslim women.

The casework program seeks to build the capacity of women through the provision of information relevant to their rights and well-being, and to give women the tools and skills to navigate Australian systems and, at times, society.

The program provided individual support and referral services across a range of issues affecting newly-arrived Muslim women. The most common issues women sought assistance for include:

- Homelessness and accommodation issues
- Poverty, financial aid, and material needs
- Family Violence
- Immigration-related issues
- Family breakdown and divorce
- Early and forced marriage

Whilst the vast majority of women sought assistance for settlement-related issues, a significant number of women presented with mental health issues such as anxiety, depression and post-traumatic stress.

This year the program recorded an increase in the number of complex cases involving family violence, family breakdown, early and forced marriage, and poverty. The program also recorded an increase in the number of women seeking support to access family mediation and counselling services.

Whilst primarily providing practical information and referrals to women, we have also focused on women's well-being to assist them to access services. This involved developing a working relationship with women, coaching them as they sought to access counselling and therapeutic support services. The focus on women's well-being has allowed them to increase their confidence and self-efficacy.

The casework and advocacy program has helped women to develop their independence. We have seen how the benefits of our program has assisted women to create a better quality of life and how this improvement in their life has benefited their families and those around them.



Major Programs

The Settlement Parenting Information and Groupwork Support Program

Parenting in a new cultural environment can significantly challenge the health and wellbeing of women and their children and the capacity for positive parenting relationships. Unfortunately, it is not unusual for Muslim women to face those challenges alone and without access to parenting, health and educational support services to facilitate the settlement of both child and parent into their new country.

This Parenting program seeks to support Muslim women to meet the challenges of settling in Australia by providing them with the necessary information and skills primarily through groupwork that focuses on the very practical aspects of settlement and integration.

The information provision and skill development facilitated in sessions this year covered a broad range of areas including: child development and understanding children's abilities and reactions to the world around them, working with schools on key behavioural and educational issues for children, regulating children's time and creating routines for children as they settle into a new country, racism, laws on early and forced marriage, role of police in home safety, health and well-being for women and their children, and the role of parents in the Australian cultural context.

Feedback from women about these workshops and groupwork programs is that the information and support allows women to feel more confident as parents, especially in meeting the challenges that living in a new country creates. Women especially value the opportunity, otherwise not available, to learn specific strategies to contend with children's behavioural issues or indeed to support children with the challenges that they themselves might have to meet in Australian society. Women's developing confidence translates to a capacity to meet their needs, such as approaching schools and other services in their area whenever the need arises. This also means increased independence, such as asking for interpreters at appointments with school or when accessing other services.

This year the program provided groupwork information and information support sessions to women living in Hampton Park, Dandenong, Whittlesea, Fawkner, Flemington, St. Alban's, Mildura and Shepparton.

Women who had migrated and are newly-arrived from Afghanistan, Iraq, Indonesia, Iran, Pakistan, and Syria attended our sessions, as well as Kurdish women from some of these countries. We feel these groups were important for the women who attended.



Major Programs

Peer Support – Mothers Group

In partnership with Dandenong North Primary School, peer support sessions were held for women who had recently arrived to Australia and were supporting children in their adjustment to the Australian school system.

While the peer support groups are designed to give women information to support them to settle into their new country, the focus is far more on using women's own strengths and knowledge with a great emphasis on strengths-based learning. Hence, women could acquire new information from each other as well as from external presenters invited to assist women in specific areas of learning, which women identified themselves. Mothers were able to use the information and strategies discussed and were more confident to use healthy disciplining techniques and to report their

concerns to school such as racism and bullying. They understood the importance of mental health and that they can seek support for themselves or their children, and the importance of school programs such as swimming (especially if mothers were reluctant to let their daughters attend), as well as gender issues and how they can make changes in their home and involve fathers in parenting.

Feedback received from the women indicated that they were also able to better understand themselves, their needs and to reflect on their emotional health. They were very happy to learn about the importance of healthy relationships with their children and reported that after using these strategies their relationship with their children improved considerably.

Capacity Building – Leadership Development

The AMWCHR held a range of leadership groupwork programs across Melbourne, Shepparton, and Mildura on a broad range of issues including modelling parenting in a new country and across cultures, the role of mothers in Australia, the Australian school system, and child protection.

The sessions were attended by women from a range of backgrounds including Afghan,

Burmese, Oromo, Pakistani, Iraqi, Egyptian, Syrian and Lebanese.

These sessions focused on building the capacity of the newly-arrived Muslim women through awareness raising and skill building so they can support others within their community as well as navigate their own settlement in Australia.



Major Programs

Young Women's Program

The AMWCHR's Young Women's program seeks to support young adolescent women who come from socially marginalised groups, and to develop their capacity to respond to issues that arise from this experience. The program undertakes this work through the delivery of innovative sessions and workshops to groups of young Muslim women in the high-school environment.

The sessions provided this year had a shift in focus from previous years. In addition to addressing intersecting concerns of adolescence and resettlement in a new country, the program also focused on the impact of early and forced marriage on young women's lives.

Our program supported young women to build their skills and capacity to identify and address the challenges that arise in their lives, such as building self-esteem, intergenerational conflict, racism and the need for healthy relationships at home and at school. In one way or another these topics adversely affect young women's mental health and as a result, our workshops seek to strengthen resilience and build their understanding of mental health and wellbeing. The sessions encouraged participants to identify and discuss the varied

and intersecting identities they have as young Muslim women and strengthened the support among their peer group to address issues related to their lived experience as Muslim women in Australia.

We provided workshops for young women on a broad range of skills and challenges including skills for meaningful engagement with family and relationships, pathways to leadership, including mentoring and leadership opportunities within and outside of school.

We were very proud to have, at one particular school, a young woman who previously completed the AMWCHR's leadership program to co-facilitate leadership sessions with young women. We found this mentor-mentee connectedness was very successful in building the skills and confidence of these young women as leaders and it also encouraged young women to build their own support networks.

This year we have worked creatively and flexibly to deliver relevant and informative content for our workshops and have used evidence such as the AMWCHR's research into early and forced marriage to inform the development of all the work we do.



Major Programs

North Geelong Secondary College

The North Geelong Secondary College Young Women's Project was designed to respond to concerns raised by young women and teachers at North Geelong Secondary College about the impact of cultural and familial pressures on young women's freedom of expression as well as the limiting of their education and career goals. Some young women faced pressure from their families and cultural community to marry young, and were encouraged and often expected to refrain from pursuing higher education. Ultimately, teachers were concerned that young women may be at risk of becoming disengaged and leaving school early.

This event developed from discussions and consultations with young people from a variety of ethnic backgrounds, including Afghani, Iranian, Iraqi, Pakistani and Somali and their teachers at North Geelong Secondary College.

Twenty young Muslim women between the ages of 17 and 19 years participated in the program, which ran from February 2016 to June 2016 and consisted of six workshops followed by an event showcasing activities organised by workshop participants.

The design and content of sessions responded to the concerns and issues raised by young women and their teachers in consultations and aimed to improve educational outcomes for participants, to build their confidence and self-esteem, and

to also increase their awareness of Australian laws and service structures.

Workshops focused on developing students' capacity and confidence to negotiate the competing and complex challenges faced by young Muslim women, such as the interaction between familial, cultural and gender expectations and pressures.

Workshops listed below reflect the breadth of discussion and work undertaken with young women:

- Leadership skills: including understanding values, leadership qualities and styles.
- Goal setting: including setting short, medium and long-term goals and identifying and overcoming barriers to achieving one's goals.
- Communication and conflict resolution: including developing communication skills, assertiveness, managing and resolving conflict, particularly within the family.
- Human Rights: including an introduction to human rights, particularly in relation to young people and how a human rights framework affects community and individual rights and responsibilities.
- Gender issues, including women's rights and violence against women, Australian laws related to gender, and an exploration of early and forced marriage.

At the conclusion of the workshops, young women developed an event, a Ramadan information and celebration night for the school community, involving workshops, talks and information sharing sessions with parents and teachers at North Geelong Secondary College.

The event sought to build the skills and confidence of the young Muslim women by creating the opportunity to showcase their leadership skills as well as model their capacity to take agency over the representation of their cultures to their community.



Major Programs

Education and Training: Gender, Migration, Settlement and Islam

What Islam says, who Muslims are and what they believe are all questions that continue to be asked in Australia. Muslims have a long and diverse history in this country, and yet people's understanding of Islam is limited to stereotypes and media representations and, at times, misrepresentations.

The AMWCHR has a long history of delivering education and training sessions to organisations seeking to provide services to the Muslim community in Victoria, and increasingly across the country. Since September 11th 2001, however, there has been a more urgent need within the community generally to tackle the mythology surrounding Islam. Hence for the past 15 years, while the AMWCHR has prioritised the training needs of service providers, we have also provided sessions to the broader community as a way of fostering understanding.

This year, there has been an increase in the number of sessions, particularly to service providers working with Muslim communities. The increase in demand is, in part, a result of increasing tensions in

Australia over Muslims, which has meant that service providers need to take this environment into consideration in their service provision and in some instances provide additional support to Muslims communities in this context. Our training schedule has taken us from Melbourne to Geelong, Mildura and Bendigo.

For the 2015–2016 working year, we have delivered training to over 1322 participants in this financial year.

Evaluations received from all the workshops were extremely positive with participants particularly pleased with the Q&A time allocated at each session to give them an opportunity to ask the “hard” questions. Many participants said the value of these sessions meant they were better able to assist their Muslim clients.

Some of the comments made by participants include:

“Very useful and insightful. Helped iron out my fears and my racist tendencies.”

“Enlightened me to look at my workplace practice.”



“Great to challenge views/images that are portrayed in media/society and normalise Muslims as people.”

As with Islam, this year early and forced marriage has received a great deal of government, service and media coverage. Many communities and service providers are still unaware of the reality of early and forced marriage and its impact on the lives of young women, families and the community. The criminalisation of early and forced marriage as a federal crime is also relatively new and many communities remain unaware of this reality and service providers may also not be aware of how the law operates. Hence our training has been in high demand both in Victoria and New South Wales and this

year we provided training to government departments and service providers in Geelong, Shepparton, Mildura and Melbourne. Feedback from all the sessions has been very positive.

Some of the comments made by participants include:

“Good clarification of religious and cultural expectations and beliefs.”

“It has extended my understanding and made me more equipped to deal with cases such as these.”

“Great to hear more about and understand Islam the religion.”

Media

Geelong's Muslim girls share Ramadan learning with schoolmates

Geelong Advertiser

Tasneem Chopra: community not muscle will stop radical Muslims

The Australian

Geelong Islam forum seeks to set the record straight

Geelong Islam forum seeks to set the record straight

Courtney Crane, Geelong Advertiser
October 26, 2015 10:26am

MUSLIMS are being abused in Geelong for wearing the hijab, according to a Diversitat worker who is promoting an upcoming forum about Islam.

Geelong Advertiser

The Power of Advocacy

VCOSS Insight

Beyond Burqas, Bombs and Bogeysmen: Australian Muslims and the Media

Griffith Journal of Law and Human Dignity

MOCAfest 2015: Tasneem Chopra on authentic Muslim narratives to combat Islamophobia

Aquila Style

Q&A recap: Syria, ISIS, conscription, immigration, Reclaim Australia

News.com.au



Tasneem Chopra to speak out against racism at City of Darebin's Molly Hadfield Social Justice Oration in Preston

Preston Leader

Twitter reaction highlights the case for a new conversation on Islam

Sydney Morning Herald

Temporary visas for Syrians 'a slap in the face'

ABC News

Abbott's summit to prevent Muslim extremism was missing one ingredient – input from Muslims

Sydney Morning Herald

At a Glance

Services provided 2015–2016

Individual support to women 1283

Secondary consultations 129

Groupwork sessions 48

Participants 600

Peer support sessions 11

Participants 120

Leadership workshop sessions 64

Participants 622

Education/training/presentations 30

Participants 1322

Community consultations 13

Participants 174

Information sessions 19

Participants 237

Study skills sessions 11

Participants 180

Community Events 2

Participants 400

Networking meetings 65

Publications 1



Advisory Committees, Network and Consultations

1. The Annual National Roundtable on Human Trafficking and Slavery, Australian Government Attorney General's Department
2. Advisory Committee, PNG Family and Sexual Violence Case Management Centre
3. Analysing Safety and Place in Immigrant and Refugee Experience Project (ASPIRE), Multicultural Centre for Women's Health & University of Melbourne
4. Darebin Ethnic Communities Council
5. Department of Social Services Multicultural Action Committee
6. Goulburn Valley Settlement Planning Committee
7. Hume Multicultural Workers Network
8. Inner West Settlement Planning Committee
9. Muslim Community Leaders Network Meeting
10. North East Region Settlement Planning Committee
11. Parenting Education Network
12. South East Region Settlement Planning Committee
13. The National Plan to Reduce Violence against Women and their Children, Australian Government Department of Social Services
14. The **Royal Commission** into Institutional Responses to Child Sexual Abuse, Australian Government
15. Victorian Forced Marriage Network
16. Western Region Settlement Network
17. Whittlesea Settlement Planning Committee

Special Thanks

Our donors

Department of Social Services (DSS)

Australian Attorney-General's Department

Department of Premier and Cabinet

Lord Mayor's Charitable Foundation

City of Greater Geelong

City of Yarra

John Wallis Foundation

Matana Foundation

R E Ross Trust

Sidney Myer Fund

Scanlon Foundation

Victorian Multicultural Commission (VMC)

Our collaborating organisations

Action on Disability within
Ethnic Communities

Adult Multicultural Education
Service (AMES)

Afghan Program SBS Radio

Afghan Women's Association

African Women Australia
(AWAU)

African Women's Council of
Australia (AWCoA)

Anti-Slavery Australia,
University of Technology
Sydney

Arabic Program SBS Radio

Arabic Welfare Inc.

Asylum Seeker Resource
Centre (ASRC)

Australian Catholic Religious
Against Trafficking in Humans
(ACRATH)

Australian International
Academy (AIA)

Ballarat Community Health
Service

Ballarat Regional Multicultural
Council

Bendigo Health

Benevolence Australia

CatholicCare Dandenong

Centrelink

Child FIRST (DHS)

Child Protection (DHHS)

Chisholm Institute

City of Darebin

Coolaroo South Primary
School

Dandenong High School

Dandenong North Primary
School

Dandenong South Primary
School

Dandenong West Primary
School

Darebin Community Health
Centre (DCH)

Deakin University

Dianella Community Health

Diversitat

East Preston Islamic College
(EPIC)

Ethnic Communities Council
of Victoria (ECCV)

Ethnic Council of Shepparton
and District

Family and Reproductive
Rights Education Program
(FARREP)

Family Day Care service
(through Mildura Rural City
Council)

Family Relationship Centre Broadmeadows
 Federation University Australia
 Foundation House
 Free Debate
 Gippsland Multicultural Services
 Goulburn Ovens Institute of TAFE (GOTAFE) Shepparton
 Headspace
 Heritage Hill Dandenong
 HomeGround Services
 Hume Central Secondary College
 Hume Interfaith Network
 InTouch Multicultural Centre Against Family Violence
 Islamic Council of Victoria (ICV)
 Keilor Downs Secondary College
 Kildonan Uniting Care Shepparton
 Plenty Valley Community Health
 Launch Housing
 Lentara UnitingCare
 Life Without Barriers
 Lyndale Greens Primary School
 Lyndale Secondary College
 Mallee Family Care (MFC)

Marhaba Melbourne
 Maternal and Child Health service (through Mildura Rural City Council)
 McGuire College
 Media and Communications, University of Wollongong
 Men's Health Project Austin Hospital
 Merri Community Health Services
 Mildura English Language Centre
 Mildura Rural City Council
 Mt Alexander College
 Multicultural Centre for Women's Health (MCWH)
 Myriad Consultants
 Narre Warren South P-12
 Neami National
 New Hope Foundation (NHF)
 Noble Park English Language School
 NSW Department of Family and Community Services
 NSW Education Program on Female Genital Mutilation (FGM)
 Oxygen Youth Mental Health
 Pascoe Vale Girls College
 Phoenix Australia: Centre for Posttraumatic Mental Health
 Reach Foundation

Reservoir High School
 Roxburgh College
 Salvation Army
 Settlement Council of Australia
 Southern Migrant Resource Centre
 Spectrum Migrant Resource Centre (MRC) Broadmeadows
 Spectrum Migrant Resource Centre (MRC) Preston
 Sunraysia Community Health Centre (SCHS)
 Sunraysia Mallee Ethnic Communities Council (SMECC)
 Swinburne Institute for Social Research, Swinburne University
 Syrian Resettlement Roundtable
 United Muslim Sisters of La Trobe Valley
 Uniting Care Cutting Edge Shepparton
 Victorian Cooperative on Children's Services for Ethnic Groups (VICSEG)
 Whittlesea Community Connections (WCC)
 Women's Health West
 Yarra Community Housing

Income and Expenditure statement for the year ended 30 June 2016

	2016 \$	2015 \$
Income		
Grant Income	716,544	637,151
Project Management & Admin. Reimbursements	–	50,475
Donations	30	369
Interest received	5,966	6,870
Melbourne University Service Fees	–	1,531
Membership Fees	20	405
Sundry Income	27,672	–
Training	9,370	1,671
Total Income	759,602	698,473
Expenditure		
Staff Salaries, Wages & Oncost		
Salaries & Wages	479,043	370,712
Superannuation Contributions	66,268	33,968
Employee Leave Entitlements - Annual Leave	17,188	199
Employee Leave Entitlements - Long Service Leave	4,193	9,931
	566,691	414,811
Premises Expenses		
Rent & Rates	29,950	28,494
Cleaning	–	59
Utilities Costs	8,944	1,094
Office Relocation	850	14,906
	39,743	44,553
Staff Related Expenses		
Catering	12,101	6,898
Conferences & Forums Other Employment Costs	10,669	1,150
Recruitment	2,000	–
Staff Amenities	1,379	1,022
Staff Travel	31,359	26,633
Training Costs	3,155	1,820
	60,662	37,524
Communications Expenses		
Telephone	–	6,728
	–	6,728

Income and Expenditure statement for the year ended 30 June 2016

	2016 \$	2015 \$
Office Overhead Expenses		
AGM Expenses	4,735	388
IT & Software Costs	8,833	2,656
Office Expenses	6,960	3,165
Postage	–	100
Printing/Photocopy/Fax	–	24,870
	20,528	31,178
Insurance	19,402	26,793
Finance, Audit & Accounting Fees		
Accounting & Audit Fees	15,894	17,897
Bank Charges	261	115
	16,155	18,012
Memberships, Resources & Subscriptions		
Publications/Subscriptions/Membership	–	362
Resources	2,200	–
	2,200	362
Programming and Planning		
Childcare	2,041	–
Evaluation Expenses	5,000	13,500
Interpreting & Translation Costs	1,000	1,000
Maintenance	–	2,024
Marketing & Promotions	3,972	996
Project Management Costs	45,228	50,832
Sessional Expenses	9,673	10,444
Venue Hire	8,633	5,102
	75,547	83,899
Depreciation and Amortisation Expenses	598	380
Total Expenditure	801,527	664,239
Net Surplus/ (deficit) attributable to the association	(41,925)	34,233

Statement of Financial Position as at 30 June 2016

	2016 \$	2015 \$
Current Assets		
Cash and Cash Equivalents		
Cash at Bank	458,323	233,179
Term Deposit	260,944	255,751
	719,267	488,930
Trade and Other Receivables		
Accounts Receivable	1,400	–
Security Bond	10,001	5,000
	11,401	5,000
Total Current Assets	730,668	493,930
Non-Current Assets		
Property, Plant and Equipment		
Office Equipment - at Cost	15,367	13,542
Less: Provision for Depreciation	(9,908)	(9,311)
	5,459	4,231
Total Non-Current Assets	5,459	4,231
Total Assets	736,127	498,161
Current Liabilities		
Trade and Other Payable		
Accounts Payable	14,775	102
Accrued Expenses	1,452	4,060
GST Payable	45,919	7,875
PAYG Withholding Tax Payable	5,886	5,869
Superannuation Payable	13,692	4,218
	81,724	22,124

Statement of Financial Position as at 30 June 2016

	2016 \$	2015 \$
Deferred Income		
Grants Received in Advance	297,640	98,730
	<u>297,640</u>	<u>98,730</u>
Employment Entitlement Provisions		
Provision for Annual Leave	57,007	39,819
Provision for Long Service Leave	68,695	64,503
	<u>125,703</u>	<u>104,322</u>
Total Current Liabilities	<u>505,067</u>	<u>225,176</u>
Non-Current Liabilities		
Employment Entitlement Provisions		
Provision for Long Service Leave	-	-
Total Non-Current Liabilities	-	-
Total Liabilities	<u>505,067</u>	<u>225,176</u>
Net Assets	<u>231,060</u>	<u>272,985</u>
Equity		
Accumulated Members Funds	231,060	272,985
	<u>231,060</u>	<u>272,985</u>

Notes to the financial statements for the year ended 30 June 2015

Note 1: Statement of Significant Accounting Policies

This financial report includes the financial statements and notes of Australian Muslim Women's Centre for Human Rights Inc., a incorporated association, which is incorporated in Victoria under the Associations Incorporation Reform Act 2012.

Policies Basis of preparation

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Reform Act (Victoria 2012). The board has determined that the association is not a reporting entity.

The financial report has been prepared on an accruals basis and is based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

The following is a summary of the material accounting policies adopted by the company in the preparation of the general purpose financial report. The accounting policies have been consistently applied, unless otherwise stated.

Accounting Policies

a. Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment losses.

Plant and Equipment

Plant and Equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on

the basis of the expected net cash flows that will be received from the assets' employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Depreciation

The depreciable amount of all fixed assets are depreciated over the useful lives of the assets commencing from the time the asset is held ready for use.

The asset's residual values and useful lives are reviewed and adjusted, if appropriate, at each balance date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the income statement.

b. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

c. Revenue

Revenue is measured at the fair value of the consideration received or receivable.

Grants are recognised at fair value where there is reasonable assurance that the grant will be received and all grant conditions will be met. Grants relating to expense items are recognised as income over the periods necessary to match the grant to the costs they are compensating.

Grants received for specific programs are recognised as income only to the extent of work completed on those projects when the terms of the grants stipulate that any unexpended funds are to be returned to the sponsor if the program is not completed. In those circumstances the funds attributable to work still to be completed are carried.

Revenue from the sale of goods is recognised at the point of delivery as this corresponds to the transfer of significant risks and rewards of ownership of the goods and the cessation of all involvement in those goods.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets. Revenue from the rendering of a service is recognised upon the delivery of the service to the customers.

All revenue is stated net of the amount of goods and services tax (GST).

d. Income Tax

By virtue of its aims as set out in the constitution, the Association qualifies as an organisation specifically exempt from income tax under Section 50-45 of the Income Tax Assessment Act, 1997.

e. Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense. Receivables and payables in the Balance Sheet are shown inclusive

f. Employment Entitlements

Provision is made for the Association's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits that are expected to be settled within one year have been measured at the amount expected to be paid when the liability is settled.

Contributions are made by the association to employee superannuation fund and are charged as expenses when incurred.

g. Provisions

Provisions are recognised when the Association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

Independent Auditor's Report to the Members

Report on the Financial Report

I have audited the accompanying financial report of Australian Muslim Women's Centre for Human Rights Inc., which comprises the balance sheet as at 30 June 2016, and the income statement, statement of changes in equity and cash flow statement for the year ended on that date, a summary of significant accounting policies and other explanatory notes and the statement by the members of the Board.

Board's Responsibility for the Financial Report

The Board of the Association are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the Associations Incorporation Reform Act (Victoria 2012). This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

My responsibility is to express an opinion on the financial report based on my audit. I conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Independence

In conducting my audit, I have complied with the independence requirements of the Australian professional ethical pronouncement.

Auditor's Opinion

In my opinion, the financial report of Australian Muslim Women's Centre for Human Rights Inc. (the Association) is in accordance with the *Associations Incorporation Reform Act (Victoria 2012)*, including

- i. giving a true and fair view of the Association's financial position as at 30 June 2016 and of its performance for the year ended; and
- ii. complying with Australian Accounting Standards as per Note 1 and the *Associations Incorporation Reform Act (Victoria 2012)*.

Basis of Accounting and Restriction on Distribution

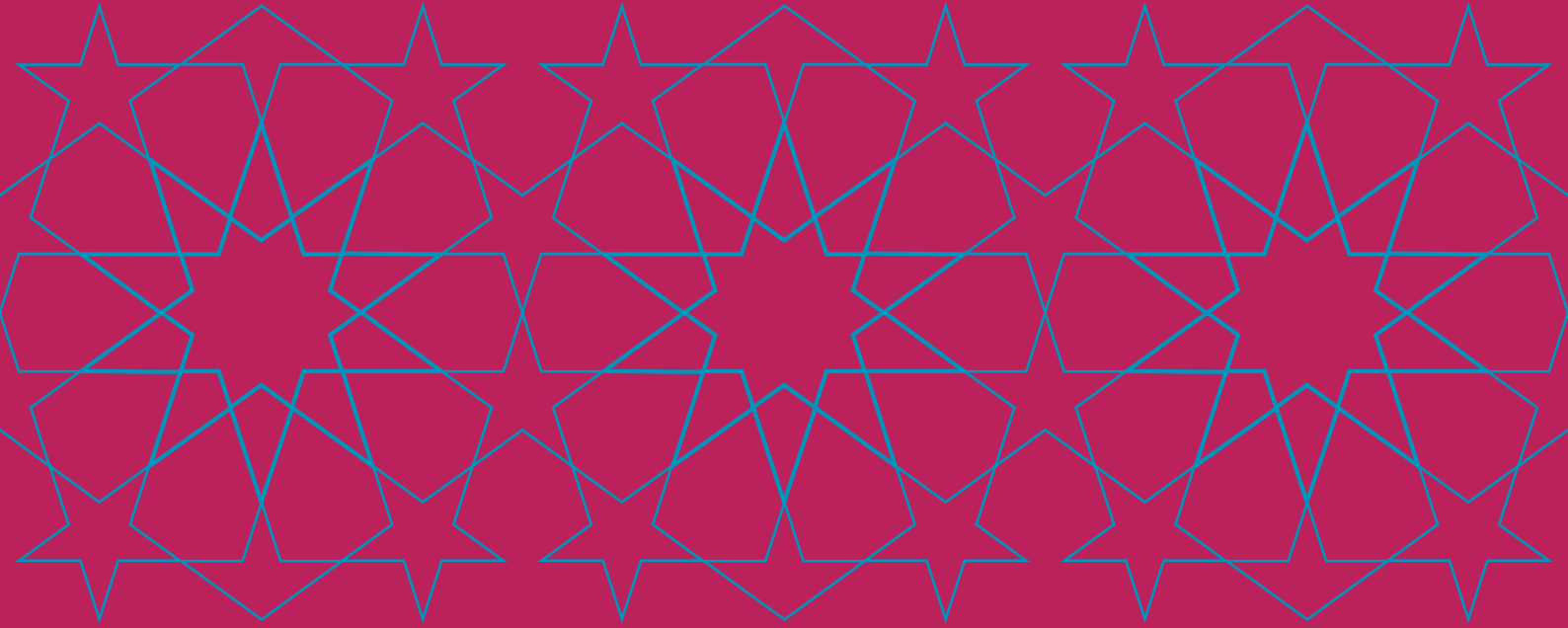
Without modifying my opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Australian Muslim Women's Centre for Human Rights Inc. to meet the requirements of the *Associations Incorporation Reform Act (Victoria 2012)*. As a result, the financial report may not be suitable for another purpose.

A handwritten signature in black ink, consisting of a stylized 'R' and 'E' followed by a long horizontal line. To the right of the signature, the letters 'CA' are written in a simple, sans-serif font.

Frederik R. L. Eksteen

Collins & Co
127 Paisley Street
Footscray VIC 3011

Date: 20 December 2016



AUSTRALIAN MUSLIM WOMEN'S CENTRE FOR HUMAN RIGHTS
Equality without Exception

Telephone 03 9481 3000

Facsimile: 03 9481 3001

Email: reception@muslimwomenscentre.org.au

www.ausmuslimwomenscentre.org.au