Audit of Muslim women's projects

As part of its Muslim Women's Project 2006, the Human Rights and Equal Opportunity Commission (HREOC) conducted an audit of recent and current initiatives aimed at addressing discrimination and prejudice against Muslim women. The audit aimed to identify all projects in this area including research projects, programs, procedures, strategies, materials, initiatives and events at a local, state and federal level across Australia and some international projects.

This audit was used to further define HREOC's Muslim Women's project, help generate ideas and materials for the project and ensure that we did not duplicate other projects. The audit is a working document which may be developed further.

While the following list is not exhaustive it provides a useful overview of projects and initiatives in this area.

The following version of the audit has been confined to initiatives which are aimed at addressing prejudice against Muslim women specifically, rather than initiatives which target other sections of Muslim communities, or which provide best practice examples of projects involving ethnic communities. However, as these other initiatives may prove relevant and useful to the Muslim Women's Project and other projects, it is envisaged that these initiatives will also be collated for use in the future.

	Agency	Project	Description	Duration
	National			
1	Women's Rights Action Network Australia (WRANA)			2001

	Agency	Project	Description	Duration
			 Indigenous Rights, Prisoner's Rights, Housing Rights, Domestic Violence, Sexuality Rights, Forced sterilisation of women with disabilities, Outworkers issues, Older women's issues. For more information see: http://www.wrana.org.au/ 	
	NSW			
2	Affinity Intercultural Foundation (AIS)	Affinity educational services	 Affinity educational services offer courses on Islam, Islamic history and culture, interfaith dialogue and the Australian Muslim community. Affinity offers a number of courses including the following: Personal Leadership for Ladies only is a 6 week course on the topics of: self evaluation, how to lead oneself, changing habits, finding a direction for life and how to maintain successful human relationships at home, in the workplace and society. Islam in the Modern World is a 6 week course which provides information about the faith and practice of Islam. Some topics include: women in Islam, Islam and democracy, terrorism vs. Islam, concept of jihad, Muslim response to modernity, history and future directions. For more information see: http://www.affinity.org.au/html/education/overview.php 	October 2004 – ongoing

	Agency	Project	Description	Duration
3	Al Zahra Muslim Women's Association	Leadership Program	 The Al Zahra Muslim Association established the Al Zahra Muslim Women's Association in 1987 under which the following programs are run with specific attention to the needs of women including young women. A Leadership Program for young Muslim women in conjunction with the Multicultural Education Unit at TAFE A joint project with Shopfront (UTS) which produced a video entitled 'What's up with Santa in the veil?' The project engaged young women in the production of a video based on role plays they devised about their experiences of stereotyping and discrimination as a result of their choice to wear the veil. A radio technique workshop in which young men and women produced a radio play to help de-bunk myths about Muslim young people. 	2004-2006
	Board NSW and St	Information session for women from Middle-Eastern backgrounds	An information session about rights under discrimination law was presented to a group of elderly women from Middle Eastern backgrounds at St George Migrant Resource Centre.	2006
4	Auburn Community Development Network (ACDN)	Contemporary Arts Workshops: Exploring identities and creative expressions of Muslim Australian women.	The arts workshops allowed Muslim women and girls to learn new skills in creative writing, textiles, Arabic Calligraphy, sound art and installation art. These workshops have culminated in the <i>Inside Out</i> exhibition to be held in 2006 Muslim and non Muslim women were all invited to participate in the workshops. As a result, informal inter-faith dialogue and relationship building across ethnicities and religion was able to take place, helping to dispel discrimination and prejudice against Muslim women.	August and September 2005 – 2006
		Muslim Women's exhibition <i>Inside Out</i>	The <i>Inside Out</i> exhibition to be held in 2006 aims to create an exhibition that reflects the diversity of Muslim women's identities through contemporary art works. The aim of the exhibition is to allow Muslim women the opportunity to	April 2006

	Agency	Project	Description	Duration
			counter popular opinion about Muslim women's identities.	
5	Bankstown City Council	Race and Gender issues working party	Bankstown City Council formed a working party with interested local stakeholders to investigate and address the vilification and harassment that women were experiencing due to their cultural and religious backgrounds.	2004-2005
		The Culturally and Linguistically Diverse (CALD) Women's Leadership Project - Women Speak	The Women Speak Project was developed in response to the acknowledgement of a lack of representation of Culturally and Linguistically Diverse (CALD) women in formal positions of leadership and decision-making. The project consisted of leadership and mentoring programs equipping participants with leadership skills. http://www.bankstowncity.nsw.gov.au/docs/commpub/index.cfm#1	2004-2005
6	Illawarra Islamic Women's Association	Information forum on Australia's new anti-terrorism legislation	 The Illawarra Legal Centre, in conjunction with the Illawarra Muslim Women's Association held a community information forum on Australia's new antiterrorism legislation and presented the following speakers: Agnes Chong from Australian Muslim Civil Rights Advocacy Network provided information about the new anti-terror laws. Maha Elhage-Hadaya of the Illawarra Muslim Women's Association discussed how the laws were targeting and "discriminating against Muslim people and taking away basic human rights of ordinary law abiding citizens". Jillian Chapman of the Illawarra Legal Centre discussed how those currently questioned and detained under the new laws were predominantly Muslims. For more information see: http://www.amcran.org.au http://www.civilrightsnetwork.org 	2005

	Agency	Project	Description	Duration
			http://www.illawarralegalcentre.org.au/doc/communitygathers.html	
	Illawarra Women's Health Centre	Unveiling the Myths Project	The project will engage a project officer for three days per week over three years to:-	Launched in 2006
			Gather information about issues of importance to Muslim women across Illawarra, and connect communities across language groups and diverse backgrounds in the process. The project will take up three to four key priority issues for further exploration in year two of the project, using various media and promoting a harmonious and safer community	
7	Dr. Helen McCue (Mara Consultancy) funded by the Myer Foundation with representatives from the Muslim Women's Association and the Muslim Women's National Network of	Women in Islam: HSC Studies of Religion Teachers' Kit	An education kit designed to improve high school students' understanding of women in Islam for use by 12,000 students in the NSW HSC Studies of Religion program. The kit contains an overview of key issues relating to women in the Islamic faith, specific details of Muslim women in different historical periods, relevant excerpts from the Qur'an, student activities and a glossary and bibliography.	Launched April 2003
	Australia	Women in Islamic Civilisation – An introduction. By Dr. Helen McCue	A short course on Muslim culture was held as part of the Australian National University 2006 summer program. The course emphasised the role and place of women in the development of Islamic civilisation. This training program was attended by two Australian Federal Police members. For more information see: http://www.anu.edu.au/cce/summercecourses/Outlines/history/Women%20in%201slam.pdf	2006

	Agency	Project	Description	Duration
8	NSW Premier's Department, Community Solutions and Crime Prevention Strategy (Special Projects Division)	Muslim Women's Safety Project	The project aimed to improve community safety and access to services for Muslim women and young people who face negative community stereotypes and social isolation in the Warrawong/Berkeley local government areas. The project goal was to negotiate culturally appropriate services to help improve the safety and wellbeing of Muslim women and young people in the community.	2003-2005
9	Rockdale City Council	Various initiatives	 A number of initiatives have been undertaken by the Rockdale City Council including: Racism and discrimination were identified in the <i>Draft Social Plan for Rockdale - Culturally and Linguistically Diverse Residents</i>, particularly the effects of September 11 and Post Bali bombing on Rockdale's Arab and Muslim communities. Consultations were conducted with the Arab and Muslim communities living in the area. To counter the effects of these events, the Council worked with the Regional Violence Prevention Worker and local Islamic women's groups, including Al Zahra Islamic Council and Al Zahra Muslim Women's Association to address the issue of discrimination and harassment of Muslim women. 'Growing Peace in Rockdale' public forum held in October 2003. An initiative of the Columban Mission Institute Centres for Christian-Muslim Relations, and Peace, Ecology and Justice. The forum was organised by the Council in partnership with Al Zahra Muslim Women's Association, St. George Area Local Command, and AIF. The aim of the forum was to promote peace and mutual understanding among people at a local level. For more information see: http://www.rockdale.nsw.gov.au/pdf/Draft_Social_Plan_2004.pdf 	2003 -2004
10	Summer Hill	Harmony Through	The project aimed to improve acceptance of others, amongst young women, by	2003

	Agency	Project	Description	Duration
	Community Centre	Women's Stories Living in Harmony Community Grant for Summer Hill	using time spent in playgroups. It used story telling as a means of cultural exchange and produced a publication of women's stories. This resource was developed for use by local groups, childcare centres, playgroups and early childhood clinics. http://www.harmony.gov.au/_docs/harmony_womans_booklet.pdf	
11	United Muslim Women's Association Inc. (UMWA)	Cross-cultural/ Religious awareness seminars	The UMWA delivered cross-cultural awareness training session for service providers from local, state and federal agencies whose clients include Muslim women. In 2002, the UMWA, with support from Bankstown City Council (Community Grants Program) delivered several sessions to local service providers. In 2003, UMWA conducted over 100 cross cultural/religious training sessions/ information sessions to schools, community and women's health centres, sexual assault services, Centrelink offices, Legal Aid offices, Councils, TAFEs and universities and police services.	Ongoing
		Media Advocacy Network Workshop Series	For more information see: www.mwa.org.au/SEMINAR.htm UTS Shopfront program ran a media skills workshop for young Muslim women. The workshop was developed to respond to the increased level of racism, threats and harassment suffered by the Muslim community as a result of local and international events.	2005
		Step Up! (Funded by the NSW Attorney Generals	For more information see: http://www.mwa.org.au/MEDIA.html Step Up! is a multifaceted program that includes presentations by prominent Muslim leaders, forums and meetings. The program aims to build the capacity of Arab and Muslim women and young people to deal with racial and religious discrimination and violence.	2005 ongoing

	Agency	Project	Description	Duration
		Department) Reflections Magazine	Step Up also provides a reporting and referral service for anyone having experienced race or religious based discrimination via phone and e-mail. For more information see: http://www.mwa.org.au/jihadsp.htm Reflections magazine is produced by young Muslim women as a part of a broader leadership program funded by the United Muslim Women's Association. The magazine aims to educate both the Muslim and non-Muslim community about beliefs practices and misconceptions of Islam. For more information see: http://www.reflections.org.au	2003 – ongoing
12	United Muslim Women's Association with the University of Technology Sydney (UTS) Shopfront	Muslim Women and Employment in NSW Study	Students from the University of Technology, Sydney's Faculty of Business, together with the UMWA conducted a research project into the employment experiences of Muslim women in NSW. The report aimed to: establish the main type of workplaces in which Muslim women worked; determine whether the qualifications of Muslim women reflect their current positions of employment and determine the employment satisfaction and possible barriers to employment of women currently in paid employment and unemployed women currently seeking paid employment. The report found that Muslim women who are currently employed are experiencing few barriers and are generally satisfied in their current position of employment. However, for those seeking employment, a majority of respondents reported difficulties in finding employment and perceived significant barriers in gaining employment due to their status as Muslim women. For more information see:	2002

	Agency	Project	Description	Duration
			www.mwa.org.au/Study%20Muslim%20Women&Employment.htm An Interactive CD ROM was developed by Anna Duong which outlines information and stories related to Australian Muslim women. The CD ROM aims to assist in creating greater awareness about Muslim women in Australia in the broader Australian community http://www.shopfront.uts.edu.au/projects/completed/client159.html	2004
13	UTS / Trans/forming cultures	Sanctuary and Security in Contemporary Australia: Muslim Women's Networks, 1980-2005	 The Sanctuary and Security project will research the social networks of Muslim women in the areas of religious practice and secular activities in Australia. The project will evaluate how the United Muslim Women's Association (UMWA) has developed over the past twenty five years. The documented history will provide a critical understanding of the motivations, achievements and problems for the UMWA and other Muslim women's organisations in Australia. Project aims are to: Provide a survey of Muslim women's networks; Document the history of the MWA in its local and national contexts; Develop an oral history of Muslim women's experiences in Australia; Publish the histories to both inform and provide advice for Muslim and non-Muslim women's networks in Australia, and for relevant policymakers in federal, state, and local government; Provide capacity-building research opportunities for Muslim women. 	March 2006
		Sanctuary and Security seminar series	The seminar series is associated with the Sanctuary and Security Project, the series will include diverse disciplinary perspectives in order to build a conversation across spectra of belief, scholarship and ethnic identification and to build new paradigms of engagement and learning for Muslim women in Australia and internationally.	2006

	Agency	Project	Description	Duration
		"Not another hijab row": new conversations on gender, race, religion, and the making of communities	For more information please see: http://www.transforming.cultures.uts.edu.au/news_events/muslim_women.html This national conference seeks to establish a space for constructive dialogue around the perspectives which are marginalised in public discussions, focusing on how gender, race and religion shape notions of belonging and exclusion in Australia For more information see: http://www.transforming.cultures.uts.edu.au/news_events/not_another_hijab.html	2006
	Victoria (VIC)			
	Islamic Council of Victoria	Services and Needs Audit of the Victorian Muslim Community	The audit identifies issues and barriers facing the Muslim community in its pursuit to integrate into Australian society. It examines identifying issues and barriers facing key service providers in their dealings with the Muslims community.	2003
14	Islamic Women's Welfare Council of Victoria (IWWCV)	SILC (Self Esteem, Identity, Leadership, Community) Project	SILC is a three-year community education program to develop the capacity of Muslim women in the parenting, employment, and community leadership and education arenas. The project takes a rights based approach to building the capacity of the Muslim communities by first building the capacity of Muslim women. This program provides intensive skill development and personal development group work programs for women from Arabic speaking, Horn of Africa and Turkish communities. Funded by the Department of Family and Community Services. For more information see:	

	Agency	Project	Description	Duration
	Islamic Women's Welfare Council of Victoria (IWWCV) and Melbourne City Council	A Living in Harmony Grant Soccer Skills Workshops Muslim Women's Safety Project	 Developing a media manual for use by journalists, media outlets and researchers Developing a training module for journalism students Providing media training to Muslims women Two Soccer Skills workshops were held in metropolitan Melbourne and rural Victoria for Muslim women. The workshops were facilitated by Melbourne Soccer player Afifa Saad. The City of Melbourne funded the Islamic Women's Welfare Council of Victoria to conduct research into the safety of Muslim and Arabic women residing in the City of Melbourne. The research has been commissioned to assess the nature and extent of attacks against women, to identify the range of responses undertaken by state and local government, community organisations and the Muslim community and to identify ways that the Muslim and Arabic communities can be supported in relation to racial and religious based crimes and vilification. Following this research a series of information sessions was provided to inform Muslim women about racial violence and religious vilification. Community education through community radio and newspapers was provided. This project was predominantly for women of Horn of Africa and Turkish backgrounds. 	2004
15	Migrant Information Centre	My Dress, My Image, My Choice Living in Harmony Grant for Mitcham	The program facilitates the engagement between Muslim and non-Muslim women to address issues of stereotyping and to increase the communities understanding of women in Islam. This web address provides access to an evaluation report on the broader	2001 -2005 possibly ongoing

	Agency	Project	Description	Durati	ion
			program and the development of the <i>My Dress, My Image, My Choice</i> program. For more information see: http://www.miceastmelb.com.au/research.htm		
16	Office of Women's Policy VIC	Sudanese Women in the West Leading Locally	The project consisted of a women's leadership training program for Sudanese women based in the western region that aimed to enhance the knowledge, skills and capabilities of the women to take on leadership roles within their communities and address the needs and concerns of bi-cultural women at a critical time in their settlement.		2004
		Young Women's Leadership Camp	Twenty young Arabic women attended a three day camp to participate in skill development workshops which included assertiveness training, team building, communication and listening skills training, problem solving, budgeting, learning how to seek funds, basic public relations and media and event planning. The aim of the camp was also to allow the participants to develop a strong social network with other young Arabic women and work collaboratively as a team.	2004	
			For more information see: http://www.women.vic.gov.au/CA256EAE0012F311/272D1DC784604EC74A25 http://www.women.vic.gov.au/CA256EAE0012F311/272D1DC784604EC74A25 http://www.women.vic.gov.au/CA256EAE0012F311/272D1DC784604EC74A25 http://www.women.vic.gov.au/CA256EAE0012F311/272D1DC784604EC74A25		
17	United Somali Women's Organisation	Racism Affects Women's Health A Living in Harmony Grant for North Melbourne	The project sought to reduce racism and prejudice faced by Somali women due to their Muslim dress and in particular the Hijab. The project provided education, community awareness and cultural exchange programs and engaged other communities via local radio stations and papers. For more information see: http://www.harmony.gov.au/grants/grants2004/grant34.htm		2004
18	Victorian	Community grants	VMC provided financial support to Arabic and Islamic community organisations		2002

	Agency	Project	Description	Duration
	Multicultural Commission (VMC)		to enable them to better assist their members during crises and also in the long term. Grants awarded through the VMC's Community Grants Program to Islamic and Arabic communities in 2002 included: • Horn of Africa Women's Group: Support for migrant parents adapting to	
			 a new environment; Islamic Society of Victoria: Bringing women's groups together irrespective of culture and religion; 	
			For more information see: www.multicultural.vic.gov.au/index.htm	
29	Young Women's Christian Association (YWCA)	Harmony Day Ambassador project A living in Harmony Grant	The project aims to address stereotypes and intolerance directed at young women, particularly Muslim women by recruiting 18 culturally and linguistically diverse women between the ages of 15 and 18 to be peer leaders and Harmony Ambassadors.	2005
	Queensland (QLD)			
20	The Advocacy and Support Centre Inc	Women in Harmony - Multicultural Choir	Participants and audiences engaged in a cultural exchange by performing music from the respective cultures of the choir members. The Choir includes women from Sudanese, Indigenous, migrant and Anglo Celtic backgrounds.	2005
		A Living in Harmony Community Grant for Townsville	For more information see: http://www.townsville.qld.gov.au/	
21	Islamic Women's Association of Queensland (IWAQ)	'Celebrating Muslim Women' Day	One week after September 11, IWAQ organised 'Celebrating Muslim Women' Day, where people from mainstream and community organisations across Queensland were invited. The event was held at the Brisbane Showground and was entirely self-funded. 500 people from across Queensland attended.	September 2001

	Agency	Project	Description	Duration
		Dahwah Training Course on Islam	This is a train-the-trainer course where members of IWAQ undertook two five day courses designed to enhance Muslims' knowledge on Islam in order be able to train others and educate the community about Islam but also to empower women to answer questions that they may face about Islam such as 'why do you wear the hijab?' Topics also include 'Misconceptions on Islam'.	2002
		Underneath We Are All The Same A Living in Harmony Community Grant for Sunnybank Hills	The aim of this project was to raise awareness of the contribution of Muslim women to the development of Queensland by publishing a book on the history of Muslim women in Queensland. The book was launched and distributed to councils, libraries, universities and schools. The books aim is to reduce racism and discrimination displayed towards Muslims in Queensland	2004
22	Multicultural Affairs Queensland	Islamic community grant	Grant to the Islamic Women's Association of Queensland for a project to enhance the community capacity of isolated Muslim women. For more information see: www.premiers.qld.gov.au/multicultural/	2000-2002
23	Sisters of Mercy Brisbane	Believing Women for a Culture of Peace A Living in Harmony Grant for Bardon	The projects aims were to target the culture of fear, distrust and open conflict associated with religious and ethnic differences, especially toward women. Dialogue sessions involving Muslim and Quaker women were established as well as workshops and visits to diverse areas to raise public awareness about the value of diversity.	2004
24	Townsville Multicultural Support Group Inc and Queensland Women's Health Network	Community Harmony in Townsville – Reshaping Gender Roles Across Cultures	The project aimed to increase mutual understanding between migrant groups and the wider Townsville community by examining discriminatory attitudes and the role of men and women in society. The project involved adults from the African, Afghani, Iraqi and Pacific Islander communities. Workshops on gender issues were held as well as social evenings to foster	2005

	Agency	Project	Description	Duration
			relationships between the attendees.	
	South Australia (SA)			
25	SA Equal Opportunity Commission	Media meeting	The SA Equal Opportunity Commissioner arranged a meeting with local representatives from the Muslim Women's Association (MWA) and the Editor and senior journalists from the Advertiser. The Commissioner acted as a conduit between the city's only daily newspaper and members of the MWA and introduced the issues to the Advertiser staff. The meeting provided an opportunity for the MWA to highlight their concerns at the way some of the stories were being reported about Arab and Muslim people in SA. One of the outcomes of the meeting was a commitment from the Advertiser to contact the MWA for their perspective on appropriate occasions.	2003
	Western Australia (WA)			
26		Australian Muslim Affiliation for Ladies (AMAL)	Is a sub-branch of Dar Al Shifah that is a capacity building project devised to enable Muslim women who work in the Muslim community with the leadership skills they require? AMAL focuses on issues internal to the Muslim community in West Australia of which there are approximately 20,000 and who are serviced by over 50 organisations. The largest Muslim population is from Malaysia. AMAL projects include: Religious education Information for moral and values based education Meetings and fundraising for community members Senior Citizens project Service provider meetings	2005 ongoing.

	Agency	Project	Description	Duration
			The goals of AMAL are to unite all Muslim women of various cultural backgrounds and encourage Muslim women to be active members of the broader Australian community and to help break down barriers. In the future AMAL aims to work with the Indigenous community to arrange hospital visits and work with problem youth as well as hold a conference for Muslim ladies in order to evaluate how Muslim women fit into the Australian community.	
27	The University of Western Australia	Research paper "Muslim Women as Citizens in Australia: A Perth Case Study" by Samina Yasmeen	The focus of the paper is on the way Muslim women as citizens live in multicultural liberal democratic Australia. The research paper draws upon the findings of a large-scale research project on "gender-based assessment of settlement needs of Muslims living in Perth in 1994–1995" and research from the Women and Citizenship project at the University of Western Australia.	2002
	Australian Capital Territory (ACT)			
28	Chief Minister's Office	Telephone Hotline	Hotline established for people to confidentially report any incidents of vilification. To date, 24 calls received. Common themes have been concern over incidents during Ramadan, concern about possible war, incidents of women in hijab being targeted at shopping centres, car parks etc. with comments such as 'go back to your own country' or the use of 'Arab' as a swear word or put down by school and college students.	November 2002
29	Canberra Islamic centre and Health Pact	Good Health and Good Living A project to encourage a healthy lifestyle for women	In conjunction with the Canberra Islamic Centre and funding from Healthpact qualified instructors will conduct and implement health oriented programs, to include physical and mental health aimed at women. http://www.islam-australia.org/pdfs/NewsletterJuly05.doc	2005
	International			

	Agency	Project	Description	Duration
	America , New York			
30	American Society for Muslim Advancement	WISE: Women's Islamic Initiative in Spirituality and Equity	WISE is a first-of-its-kind global Muslim women leaders initiative, bringing together Muslim women leaders from academia, civil society, art, politics, and religion to network, strategize, and share best practices around the joint mission of advancing the rights of Muslim women. For more information see: http://www.asmasociety.org/home/	2006

List of Acronyms and Abbreviations

AAC: Australian Arabic Council

AACC: Australian Arabic Communities Council

ACT Policing: Australian Federal Police

ADCQ: Anti-Discrimination Commission Queensland

AFIC: Australian Federation of Islamic Councils

AFP: Australian Federal Police

AIF: Affinity Intercultural Foundation

AMF: Australian Multicultural Foundation

ANDCMJ: Australian National Dialogue of Christians, Muslims and Jews

APA: Arabic Parents Association

APERO: Australian Partnership of Ethnic and Religious Organisations

APMAB: Australasian Police Multicultural Advisory Bureau

ATSI: Aboriginal and Torres Strait Islander

CALD: Culturally and Linguistically Diverse

CIC: Canberra Islamic Centre

CRC: Community Relations Commission for a Multicultural NSW

DAWA: Daawah Association of Western Australia

DET: Department of Education and Training

DIMIA: Department of Immigration, Multicultural and Indigenous Affairs

EMC: Ecumenical Migration Centre

EOCV: Equal Opportunity Commission of Victoria

FAIR: Forum on Australia's Islamic Relations

FECCA: Federation of Ethnic Communities Councils of Australia

ICV: Islamic Council of Victoria

IWAQ: Islamic Women's Welfare Association of Queensland

IWWCV: Islamic Women's Welfare Association of Victoria

LIH: Living in Harmony

MAQ: Multicultural Affairs Queensland

MAU: Multicultural Affairs Unit

MLO: Multicultural Liaison Officer

MRA: Australia/Pacific Centre for Moral Re-Armament

MWA: United Muslim Women's Association Inc.

MWA of SA: Muslim Women's Association of South Australia

MWNNA: Muslim Women's National Network of Australia

NMRC: Northern Migrant Resource Centre

NSW ADB: New South Wales Anti-Discrimination Board

OMI: Office of Multicultural Interests

P/F: Port Folio

PACMAC: Police and Community Multicultural Advisory Committee

QPS: Queensland Police Service

RMIT: Royal Melbourne Institute of Technology

RRTA: Victorian Racial and Religious Tolerance Act

SBS: Special Broadcasting Service Corporation

SILC: Self Esteem, Identity, Leadership Community

TAFE: Technical and Further Education

The Commission: Human Rights and Equal Opportunity Commission

UTS: University of Technology SydneyVASS: Victorian Arabic Social Services

VMC: Victorian Multicultural Commission

VOMA: Victorian Office of Multicultural Affairs