



ACCC2017

Advancing Community Cohesion Conference

Today's Challenges and Solutions

CONFERENCE PROGRAM

20 - 22 NOVEMBER 2017
Western Sydney University
Sir Ian & Nancy Turbott Auditorium
Parramatta South Campus

PROGRAM SUMMARY

Monday, 20 November 2017

Peter Shergold Building, Parramatta City Campus, Western Sydney University

14:00 - 18:00	Conference Registration (Lvl 9)				
15:00 - 17:00	Workshop 1 (Lvl 4, Room 23)	Workshop 2 (Lvl 4, Room 33)	Workshop 3 (Lvl 4, Room 55)	Workshop 4 (Lvl 4, Room 68)	Workshop 5 (Lvl 9, Room 1)
18:00 - 19:00	Conference Opening (Lvl 9)				
19:00 - 20:30	Reception (Lvl 9)				

Tuesday, 21 November 2017

Sir Ian & Nancy Turbott Auditorium, Parramatta South Campus, Western Sydney University

08:00 - 09:00	Conference Registration (Foyer)		
09:00 - 10:30	Plenary Session 1: Advancing Multicultural Australia (Auditorium)		
10:30 - 10:50	Break (Foyer)		
10:50 - 12:30	Auditorium	Room 36	Room 02
	Concurrent Session 1 Community Cohesion and Humanitarian Migrants	Concurrent Session 2 Community Cohesion, Gender and Sexual Diversity, Bias Motivated Crime	Concurrent Session 3 Panel Discussion on Community Cohesion and Sport
12:30 - 13:30	Lunch (Foyer)		
13:30 - 15:00	Plenary Session 2: International Perspectives (Auditorium)		
15:00 - 15:30	Plenary Session 3: Bringing New South Wales Together (Auditorium)		
15:30 - 16:00	Break (Foyer)		
16:00 - 17:30	Auditorium	Room 36	Room 02
	Concurrent Session 4 Nourishing Social Cohesion, Initiatives and Obstacles to Social Cohesion	Concurrent Session 5 Community Cohesion, Workplaces and Leadership	Concurrent Session 6 Community Cohesion, the Police, the Internet
18:30 - 22:00	Conference Dinner: Novotel Hotel (350 Church Street, Parramatta)		

Wednesday, 22 November 2017

Sir Ian & Nancy Turbott Auditorium, Parramatta South Campus, Western Sydney University

08:00 - 08:30	Conference Registration (Foyer)		
08:30 - 10:00	Plenary Session 4: Advancing Multicultural Australia (Auditorium)		
10:00 - 10:20	Break (Foyer)		
10:20 - 12:00	Auditorium	Room 36	Room 02
	Concurrent Session 7 Community Cohesion, Media and the Arts	Concurrent Session 8 Community Cohesion, Our Towns and Cities, Role of Government	Concurrent Session 9 Nourishing Social Cohesion, Initiatives and Obstacles to Social Cohesion
12:00 - 13:00	Lunch (Foyer)		
13:00 - 14:40	Auditorium	Room 36	Room 02
	Concurrent Session 10 Community Cohesion and Religion	Concurrent Session 11 Combatting Discrimination and Promoting Cohesion	Concurrent Session 12 Community Cohesion and Regional Australia
14:40 - 15:00	Break (Foyer)		
15:00 - 16:30	Plenary Session 5: Discrimination in a Multicultural Society (Auditorium)		
16:30 - 17:00	Plenary Session 6: Where to From Here? (Auditorium)		

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Acknowledgement of Traditional Owners

The conference organisers acknowledge the Darug people, the traditional custodians of the land on which this conference is taking place. They pay their respects to Darug elders, both past and present, and extend that respect to other Aboriginal people present today.

The Welcome to Country ceremony will be performed by Uncle Greg Simms.



Uncle Greg Simms

Uncle Greg Simms is the Western Sydney University Elder on Campus and a Gadigal Elder. Uncle Greg is well known as an activist for reconciliation, a traditional woodcarver, a storyteller and an educator of Aboriginal culture. Uncle Greg's ties to the Aboriginal community of Greater Western Sydney are through his ancestral links to the Gundungurra (water dragon lizard people) of the Blue Mountains and the Gadigal (whale people) of the Darug nation.

Growing up in La Perouse and now a resident of Greater Western Sydney, Uncle Greg is a Community Liaison Officer with Ability Options which provides employment services specifically to Aboriginal people with a disability or health condition.





20 November 2017

Welcome from the Conference Convenor

I am proud to welcome you to a national forum to explore Australian answers to global and local challenges to community cohesion.

In July 2015, Western Sydney University hosted the 1st National Advancing Community Cohesion Conference - Towards a National Compact. An indication of its success was the request from many of the 250 or so attendees for a follow up conference.

Inspired by the encouragement, and committed to inclusive, thriving communities, Western Sydney University is proud to announce the 2nd National Advancing Community Cohesion Conference - Today's Challenges and Solutions. The event will be held from 20 to 22 November 2017 at our Parramatta South Campus.

The Conference will bring together Australian and international delegates to consider the broad range of challenges to social cohesion. Delegates will include government ministers and senior government officials, academics and researchers from universities and research centres, leaders and practitioners from the private sector and civil society, as well as religious leaders and scholars. The sharing of expertise, experiences and lessons learned at the Conference will focus on identifying solutions to the challenges which can inform policies and strategies, and ultimately facilitate better functioning communities at all levels.

The 2nd National Advancing Community Cohesion Conference promises to be relevant and inspiring. It is an opportunity to contribute to improving the communities and societies in which we live.

Welcome, and my best wishes for a successful conference.

Dr Sev Ozdowski AM FACID
Conference Convenor
Director, Office of Equity and Diversity
Western Sydney University and Chair, Australian Multicultural Council



**WESTERN SYDNEY
UNIVERSITY**



MESSAGE FROM THE VICE-CHANCELLOR AND PRESIDENT

It is with pleasure that I welcome you to the 2nd National 'Advancing Community Cohesion Conference - Today's Challenges and Solutions', to be held on Western Sydney University's Parramatta campuses from 20 – 22 November 2017. We are proud to once again be hosting this important event.

The conference will provide participants with the opportunity to discuss issues relating to social inclusion, including examinations of the key challenges to maintaining initiatives aimed at advancing social cohesion.

Western Sydney University is an ideal site for a conference focussing on social cohesion. With nine campuses across Western Sydney, our University is situated in a region of great diversity, opportunity and growth, and has a significant student population from more than 200 cultural and linguistic backgrounds. The University remains a strong advocate for the region, building partnerships with local communities to help drive the economic, social and cultural development of the region.

This conference will provide an important forum to examine how we might achieve a more successful and cohesive society.

My best wishes for a successful conference.

Professor Barney Glover
Vice-Chancellor and President
Western Sydney University



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Advancing Community Cohesion Conference
Today's Challenges and Solutions



PRIME MINISTER

MESSAGE FROM THE PRIME MINISTER

**2ND NATIONAL ADVANCING COMMUNITY COHESION CONFERENCE
*TODAY'S CHALLENGES AND SOLUTIONS***

I welcome the opportunity to offer my support for the 2nd Advancing Community Cohesion Conference being hosted by the University of Western Sydney.

As custodians of a proud democratic nation, Australians are bound not by race or religion, but by our shared belief in equality, the rule of law, and by mutual respect.

We would not be the country we are today without the millions of people who have come from all corners of the earth to make their homes here, and to join our diverse community.

Together with the First Australians, all have helped build our nation, and make it a beacon of harmony in a world where strife and discord are all too common.

While all Australians should celebrate this remarkable achievement, we are entitled to ask what more must be done to ensure our society remains cohesive, to keep our communities safe and to maintain our way of life, our values and our freedom.

We are not immune from the impact of instability and conflict, and we must be clear-eyed about the rights and responsibilities that all Australians share.

I therefore welcome the 2nd Advancing Community Cohesion Conference, and as Prime Minister, wish the organisers and all delegates the very best for a successful and productive event.

A handwritten signature in blue ink, appearing to read 'Malcolm Turnbull'.

The Hon Malcolm Turnbull MP
Prime Minister of Australia

19 June 2017



Senator the Hon Zed Seselja

Assistant Minister for Social Services and Multicultural Affairs

MESSAGE FROM THE ASSISTANT MINISTER

2nd National Advancing Community Cohesion Conference

Congratulations to the Western Sydney University for organising the *2nd National Advancing Community Cohesion Conference* and exploring Australia's challenges to social cohesion.

As the Prime Minister often says, we are the most successful multicultural society in the world. We have a long and proud history of settling people, providing an environment for migrants to contribute to our social and economic fabric. We come from over 300 different ancestries and currently, almost half of our population was either born overseas or has at least one parent born overseas.

Our diverse group of multicultural communities are a valued and integral part of contemporary Australia. Together, we are defined not by race, religion or culture, but by shared values of freedom, democracy, the rule of law and equality of opportunity.

The Australian Government is committed to building an even stronger multicultural nation. This commitment was reaffirmed recently when Western Sydney University's own Dr Sev Ozdowski, as Chair of the Australian Multicultural Council, joined the Prime Minister and I in launching the Government's new multicultural statement, *Multicultural Australia: United, Strong, Successful*. The new multicultural statement celebrates our history, recognises the importance of integration, shared values and mutual respect, and outlines the strategic direction for multicultural policy in Australia moving forward.

I look forward to hearing stories of success from the conference as well as challenges and solutions for advancing Australia's community cohesion.

I wish you all an enjoyable conference.

Senator the Hon Zed Seselja

Assistant Minister for Social Services and Multicultural Affairs

26 May 2017





**THE HON BILL SHORTEN MP
LEADER OF THE OPPOSITION
SHADOW MINISTER FOR INDIGENOUS AFFAIRS AND
ABORIGINAL AND TORRES STRAIT ISLANDERS
MEMBER FOR MARIBYRNONG**

2ND NATIONAL ADVANCING COMMUNITY COHESION CONFERENCE

It gives me great pleasure to offer my support for the 2nd National Advancing Community Cohesion Conference being hosted by Western Sydney University.

This conference brings together people to celebrate modern multicultural Australia. It honours the vibrant traditions of different heritages and reminds us all of our nation's rich cultural diversity.

The greatness of modern Australia has come from learning about different faiths and cultures. The more we learn the more we see our similarities are greater than our differences.

We know that today's immigrants and refugees are tomorrow's community leaders, business leaders, doctors, nurses and teachers. We know inclusion, openness, cohesion are universal values to build upon. We know multiculturalism is not a passing fashion – it is at the very heart of our national identity. A national identity that is proudly complex, and all the richer and stronger because it is diverse.

Australians are great people because we are an immigration nation. We respect Australians by birth and Australians by choice.

The contribution of millions of migrants can be seen in every facet of our national life. Australia has thrived because of migration. We can see this in our schools, workplaces, businesses and in our culture.

I wish the organisers and all attendees the very best for another successful conference.

Yours sincerely

Bill Shorten
Leader of the Opposition



Gladys Berejiklian MP
Premier of New South Wales

**2nd National *Advancing Community Cohesion Conference –
Today's Challenges and Solutions***

On behalf of the Government of NSW, it is my great pleasure to provide this message for the 2nd National *Advancing Community Cohesion Conference – Today's Challenges and Solutions* hosted by Western Sydney University.

NSW is home to one of the most multicultural and diverse communities in the world with over one quarter of the NSW population born overseas. This diversity is an important part of our unique character and the NSW Government is committed to encouraging and promoting the identities and values of all communities within our state.

In order to maintain our strength in diversity, it is important that we continue to develop, support and promote policies that enhance social harmony and resilience in NSW. This Conference is a valuable opportunity for this to take place, as individuals working across different sectors can share their experiences and identify solutions to ensure harmony in our community.

I would like to offer my congratulations to Western Sydney University for bringing the 2nd National *Advancing Community Cohesion Conference – Today's Challenges and Solutions* to fruition as well as the continued work for our greater community.

I extend my best wishes to everyone attending the conference and hope you all have an enjoyable and successful event.

Gladys Berejiklian MP
Premier



24 May 2017

FECCA sends its congratulations to Western Sydney University on the 2nd National Advancing Community Cohesion Conference

The Federation of Ethnic Communities' Councils of Australia (FECCA) is delighted to support the 2nd National Advancing Community Cohesion Conference hosted by Western Sydney University.

FECCA is the national peak body for culturally and linguistically diverse (CALD) communities and strongly supports this initiative that looks to build community cohesion, social inclusion and unity within Australian society. FECCA's role is to advocate on behalf of CALD communities with regards to fostering a cohesive, accepting and unified Australia. The 2nd National Advancing Community Cohesion Conference is a timely and important conference where attendees and delegates will have the opportunity to explore national and local issues relating to community cohesion and unity.

The diversity of Australia's multicultural society today is an asset from which all Australians will benefit. We all should be proud of the Australian nation which has continually developed as a result of generations of migrants coming to this country from all parts of the global. We must also acknowledge, however, that successful multiculturalism begins with ensuring the rights and place in society held by Australia's First Peoples and the rich cultural heritage that their communities have long nurtured.

There is sufficient evidence and research to indicate that Australia's migrants and refugees continue to face multiple disadvantages across a number of indicators. These experiences adversely affect not only migrants themselves, but also levels of social cohesion within communities. It halts the potential for increased and inclusive economic growth and prosperity for Australian society at large. FECCA calls for a coordinated national strategy, most appropriately in the form of a Multicultural Act, that will ensure equitable outcomes for all Australians, regardless of their cultural, ethnic or religious background, so that they can contribute to Australian society and, in turn, benefit from being part of a fair, diverse and harmonious community.

An integrated approach is required to combat the stereotypes and prejudice which underpin continued racism in our community and in our institutions; to facilitate constructive dialogue and cross cultural understanding; and to harness the goodwill and participation of all Australians in building a national movement for positive change. A National Conference on Advancing Community Cohesion is a great initiative towards increased levels of community cohesion, an inclusive society and economic growth. As Chairperson of FECCA, I look forward to engaging in an informed, reasonable and constructive debate on multicultural issues and social cohesion

FECCA is pleased to support a conference where issues of cohesion and inclusion can be discussed, debated and explored.

Yours sincerely



Joseph A Caputo OAM JP
FECCA Chairperson

Federation of Ethnic Communities' Councils of Australia

FECCA House, Unit 1, 4 Phipps Close, Deakin ACT 2600 • PO Box 344, Curtin ACT 2605

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ABN 23 684 792 947

Conference Organisers

Conference Advisory Committee

Chair and Speaker

Professor Kevin Dunn, Dean of the School of Social Sciences and Psychology and Professor in Human Geography and Urban Studies, Western Sydney University

Deputy Chair

Mr Joseph Caputo OAM JP, Former Chair, Federation of Ethnic Communities' Councils of Australia

Members

Ms Priscilla Brice-Weller, Managing Director, All Together Now

Professor Jock Collins, Professor of Social Economics, Management Discipline Group, Core Member, CBSI - Centre for Business and Social Innovation, University of Technology Sydney

Dr B Hass Dellal AO, Chair, Special Broadcasting Commission and Executive Director, Australian Multicultural Foundation

Associate Professor Farida Fozdar, Anthropology and Sociology, Faculty of Arts, Humanities and Social Sciences, University of Western Australia

Dr Nahib Afrose Kabir, Adjunct Senior Research Fellow, School of Education, University of South Australia

Professor Andrew Markus, Fellow of the Academy of the Social Sciences in Australia and the Pratt Foundation Chair of Jewish Civilization, Monash University

Ms Pru McPherson, Director, Community Cohesion Section, Department of Social Services

Professor Yin Paradies, Alfred Deakin Professor and Chair in Race Relations, Faculty of Arts and Education, Deakin University

Professor Adam Possamai, Director, Research and Higher Degree Research, Western Sydney University

Ex-Officio

Dr Sev Ozdowski AM, Director, Office of Equity and Diversity, Western Sydney University



Advancing Community Cohesion Conference

Today's Challenges and Solutions

Conference Information

Venue

The conference opening will be held at the Peter Shergold Building, Western Sydney University (WSU) Parramatta City Campus, located at 169 Macquarie Street, Parramatta.

The rest of the conference program will be held in the Sir Ian and Nancy Turbott Auditorium, WSU Parramatta South Campus, located at the corner of Victoria Road and James Ruse Drive, Rydalmere, New South Wales, Australia.

Plenary Sessions

All Plenary Sessions will be held in the Sir Ian & Nancy Tubott Auditorium (EE.G.19).

Concurrent Sessions

Concurrent Sessions will be held in the Sir Ian & Nancy Turbott Auditorium (EE.G.19) and in rooms EE.G.02 and EE.G.36.

Conference Opening

The Conference Opening Ceremony and Address is being held in the Peter Shergold Building, WSU Paramatta City Campus, located at 169 Macquarie Street, Parramatta.

Conference Closing

The conference will close on Wednesday 22 November at 5.00pm.

Refreshments

Morning and afternoon teas and lunches are included in the conference registration fee. Tea and coffee will be served on arrival each morning from 8.00 - 9.00am. All catering is served in the Foyer of Building EE.

Special Diets

If you have indicated a special dietary requirement on your registration form, please identify yourself to the registration desk and they will be pleased to assist.

Name Badges

All delegates, including chairs and presenters, will be provided with a name badge, which must be worn at all times within the conference venue, particularly at catering breaks.

Satchels

All delegates will receive a conference satchel upon registration. Your satchel will include materials submitted by sponsors and the conference program with abstracts.

Computer Access

Computer facilities, located near the Registration Desk, are available for use to conference delegates. Priority is given to speakers needing to work on their presentations.

Mobile Phones

As a courtesy to presenters and other delegates, please ensure that all mobile phones are turned off or in 'silent mode' during all sessions and social functions.

Security at WSU

WSU Security Office is located on the ground floor of Building EA.

Call: (02) 9685 9169

24 hour security hotline: 1300 737 003

Multifaith Facilities

Prayer rooms are available at Parramatta City Campus on Level 1, and at Paramatta South Campus on the Lower Levels as per below:

Male Prayer Room: Building EA.LG.14c

Female Prayer Room: Building EA.LG.14e

Multifaith Centre: Building EF.G.07

Accessibility

The Advancing Community Cohesion Conference aims to be inclusive in its organisation, functions and activities.

People with a disability are encouraged to participate fully in all aspects of the conference program. We encourage all delegates to be mindful of inclusive practice and language when preparing conference presentations.

If you have any particular accessibility issues or any particular requirements that you would like to discuss, please contact the registration desk staff who will follow up on your enquiry.

Media

Media will be present during the conference, recording images and voice. Your participation in this conference signals your agreement to the filming and future use, as appropriate.

Local Transport

Car

Parramatta is located 24 km from central Sydney.

The WSU Parramatta South Campus is located on the corner of Victoria Road and James Ruse Drive in the suburb of Rydalmere. Entrance to the Paramatta South campus is via Victoria Road.

Parking at WSU

There is free parking for Conference participants on 21 and 22 November in the blue bays at Parramatta South Campus and in the yellow bays at Parramatta North Campus (directly opposite the Parramatta South entrance on Victoria Road). Conference participants are not required to display a parking permit on these dates. If you park at Parramatta North, you can



take a free WSU shuttle bus to Parramatta South (arrives approx every 15 minutes). Otherwise, it's a 10 minute walk across from Parramatta North to Parramatta South.

For more information regarding parking, visit HYPERLINK "http://www.westernsydney.edu.au/parking_at_western/Parking" www.westernsydney.edu.au/parking_at_western/.

Taxis

Taxi organisations servicing Parramatta:

Taxis Combined: 133 300 Legion Taxis: 131 451 Premier Cabs: 131 017

Public Bus

Public buses depart Parramatta CBD approx. every 7 minutes and the WSU Parramatta South Campus is only an 11 minute ride away. Smith Street after Philip Street bus stop and Victoria Road near Wilde Avenue are the closest stops to the CBD hotels. A one way journey costs approximately \$2.50 per person.

To travel from Parramatta CBD to WSU Parramatta South Campus, catch Sydney Buses M52, 520, 521, 523, 524, and 525 services. Please note these services are PrePay only. Sydney Buses, Hillsbus, Hopkinsons, Metrobus and Veolia Services run frequent bus services between the Parramatta Transport Interchange and WSU during peak periods.

For more information visit: www.transportnsw.info

Opal Card

The Opal Card is a free smartcard reusable ticket. Purchase the card once, and then load value onto the card for travel on all public transport in Sydney (including trains, buses and ferries). Some buses only accept Opal Cards. Opal Cards can be purchased and topped up at most 7-Eleven stores.

For more information visit: www.opal.com.au

Hotel WSU Shuttle Service

For delegates who have booked their accommodation through the conference online registration system at Novotel Sydney Parramatta or Park Royal Parramatta, complimentary WSU shuttle services will run between the hotels and WSU Parramatta City Campus following the Opening Reception, and between the hotels and WSU Parramatta South Campus each morning and afternoon of the conference.

Please check hotel signage or the hotel front desk for shuttle operating times. Please note that shuttles run at specified times only, and are not available at other times.

WSU Shuttle

The regular WSU (free) shuttle will operate for delegates in a loop between WSU Parramatta City Campus and WSU Parramatta South Campus. Shuttles will run approximately every 15 minutes between 7.30am and 6.30pm.

WSU Shuttle Bus Stops

Parramatta City Campus - 169 Macquarie Street (corner of Smith Street)

Parramatta North Campus (parking)

Parramatta South Campus (in front of EA)

Parramatta campus



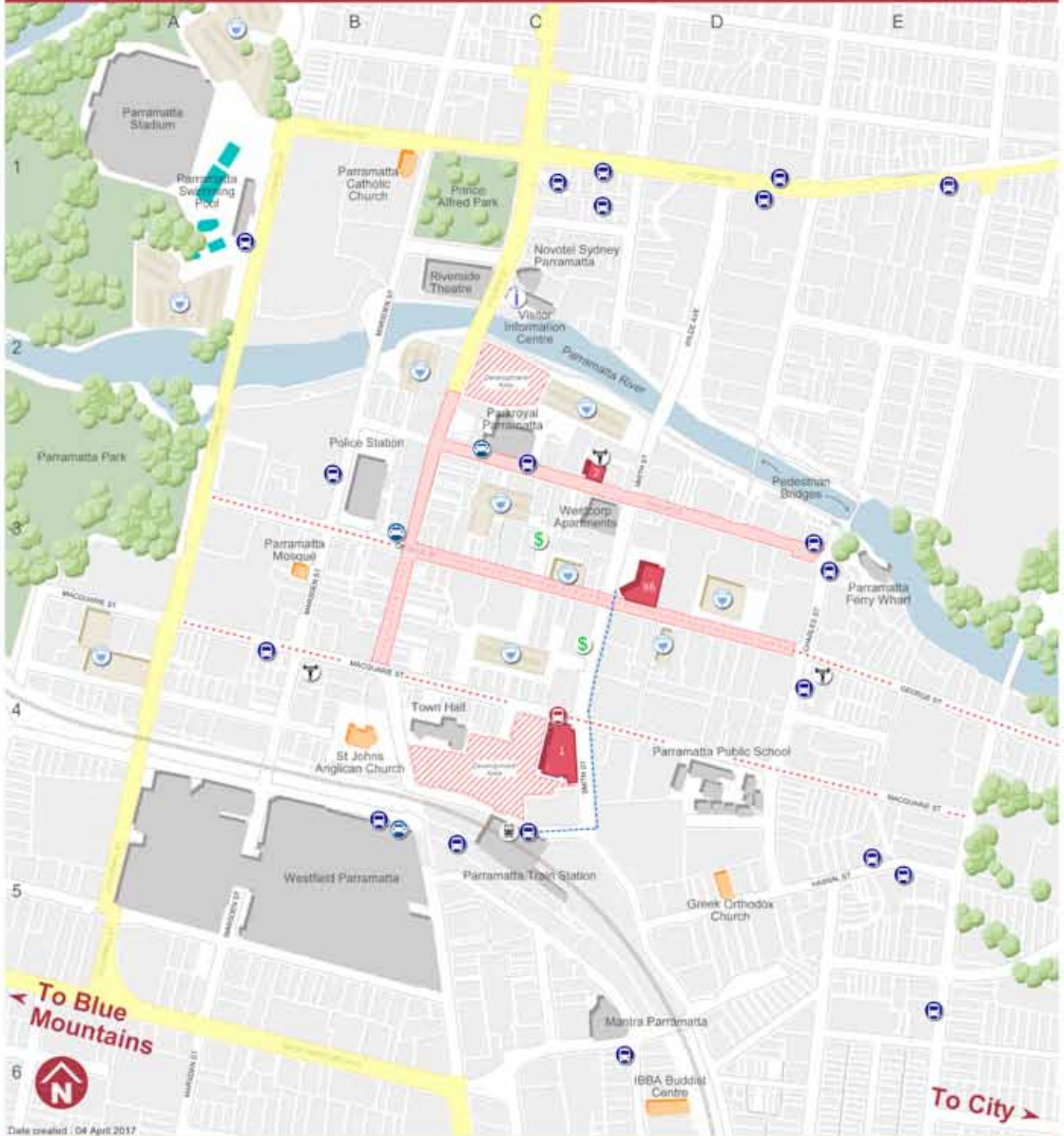
Date created : 05 September 2017

Parramatta North		Parramatta South	
Campus Living Villages	Computer Labs & IT Support	Food Outlets	Refectories
Advanced Materials Characterisation Facility	First Stop Book	First Stop Book	First Stop Book
Australian Institute for Arts & Culture	First Stop Book	First Stop Book	First Stop Book
Bahá'í Centre - Bahá'í Religious Education	First Stop Book	First Stop Book	First Stop Book
Campus Life Office	First Stop Book	First Stop Book	First Stop Book
Campus Safety & Security	First Stop Book	First Stop Book	First Stop Book
Capital Works & Facilities	First Stop Book	First Stop Book	First Stop Book
Careers	First Stop Book	First Stop Book	First Stop Book
Choirs Centre	First Stop Book	First Stop Book	First Stop Book
Centre for Culture & Society	First Stop Book	First Stop Book	First Stop Book
Learning Commons	First Stop Book	First Stop Book	First Stop Book
Library	First Stop Book	First Stop Book	First Stop Book
Margaret Wilton - James O'Brien School	First Stop Book	First Stop Book	First Stop Book
Mathematics Education Support Hub (MES)	First Stop Book	First Stop Book	First Stop Book
Multi-Faith Centre / Chaplaincy	First Stop Book	First Stop Book	First Stop Book
Music Practice Rooms	First Stop Book	First Stop Book	First Stop Book
National Writing Education Priority Union	First Stop Book	First Stop Book	First Stop Book
Office of Advancement & Alumni	First Stop Book	First Stop Book	First Stop Book
Office of General Counsel	First Stop Book	First Stop Book	First Stop Book
Open Rooms	First Stop Book	First Stop Book	First Stop Book
Research Engagement, Development & Innovation	First Stop Book	First Stop Book	First Stop Book
School of Computing, Engineering & Mathematics	First Stop Book	First Stop Book	First Stop Book
Administration	First Stop Book	First Stop Book	First Stop Book
Centre for Research in Mathematics	First Stop Book	First Stop Book	First Stop Book
School of Humanities & Communication Arts	First Stop Book	First Stop Book	First Stop Book
Robot Hub	First Stop Book	First Stop Book	First Stop Book
School of Law	First Stop Book	First Stop Book	First Stop Book
International Centre for Ocean Sustainability	First Stop Book	First Stop Book	First Stop Book
School of Nursing & Midwifery	First Stop Book	First Stop Book	First Stop Book
School of Science & Health	First Stop Book	First Stop Book	First Stop Book
School of Social Sciences & Psychology	First Stop Book	First Stop Book	First Stop Book
Student Centre	First Stop Book	First Stop Book	First Stop Book
Student Support Services	First Stop Book	First Stop Book	First Stop Book
Coaching Services	First Stop Book	First Stop Book	First Stop Book
Disability Support	First Stop Book	First Stop Book	First Stop Book
NSG Program	First Stop Book	First Stop Book	First Stop Book
Student Campus Council	First Stop Book	First Stop Book	First Stop Book
Student Welfare Service	First Stop Book	First Stop Book	First Stop Book
The Academy	First Stop Book	First Stop Book	First Stop Book
The Chantry	First Stop Book	First Stop Book	First Stop Book
Unisuper Concourse	First Stop Book	First Stop Book	First Stop Book
Western Sydney International	First Stop Book	First Stop Book	First Stop Book
Writing Centre	First Stop Book	First Stop Book	First Stop Book
Writing Room	First Stop Book	First Stop Book	First Stop Book

Security Assistance - 9665 9198 Internal Ext - 9169
 Emergency Only - 1300 737 003 Internal Ext - 2300
 For more information on this campus go to www.westernsydney.edu.au/about/campus
 For car park times and current locations of Shuttle Buses please go to <http://www.westernsydney.edu.au/transport>



Advancing Community Cohesion Conference
 Today's Challenges and Solutions



Date created: 04 April 2017

One Parramatta Square Building 1 - D8	Parramatta Public School 05	St John's Anglican Church 18
Lauchlin Parramatta 48 Philip St. Building 2 - D8	Parramatta Town Hall C5	Hotels Novotel Sydney Parramatta C2
100 George St Hours of Operation (Ground Floor) Building 3B - D4 Mon - Fri 9am - 4pm	Places of Worship IBBA Buddhist Centre 50	Parramatta Public School 05
Points of Interest Western Parramatta City Campus D6	Greek Orthodox Church 10	Mantra Parramatta D6
Parramatta Park A2	Parramatta Catholic Church 18	Student Central 1300 668 370
Westfield Parramatta 60	Parramatta Mosque 40	Contact Service Centre 1300 897 669
		Student Support Services 02 9852 5199

WESTERN SYDNEY UNIVERSITY



KEY

- Train Station
- Western Shuttle Bus
- Public Bus Stop
- Taxi Point
- Diving Precinct
- Main Roads
- Pedestrian Access Route
- ATM
- Visitor Info Centre
- Fitness Centre
- Parking
- Place of Worship
- Oneway Street

Security Assistance - 9885 9189 Internal Ext - 9189 For more information on the campus go to www.westernsydney.edu.au/parramattacity For operational times and current locations of Shuttle Buses please go to <http://www.westernsydney.transloc.com/>
 Emergency Only - 1300 737 003 Internal Ext - 2300
 ITS Contact - 02 3852 5111 Internal Ext - 5111

Social Functions

Opening Ceremony and Welcome Reception

The Conference Opening Ceremony is followed by a reception on Monday 20 November at the Peter Shergold Building, WSU Parramatta City Campus from 6.00pm - 8.30pm. Canapes and beverages will be served. The Welcome Reception is included in the conference registration fee.

Conference Dinner

The Conference Dinner will be held in the Lennox Ballroom at Novotel Sydney Parramatta from 7.00pm - 10.30pm. Pre-dinner drinks commence at 6.30pm in the Hotel Foyer. The dinner will consist of a 3-course dinner and all beverages (beer, wine, soft drinks and juice).

Conference Dinner tickets must be pre-purchased at a cost of \$95.00 per person for delegates and guests. Dinner tickets are included in your name badge and must be presented at the door for entry.

Please see the registration desk if you have not booked to attend the Conference Dinner.

The Conference Dinner is kindly sponsored by the National Accredited Authority for Translator and Interpreters (NAATI).

Instructions for Session Chairs

Plenary Sessions run for 90 minutes and Concurrent Sessions run for 100 minutes. Each presenter has a 20 minute timeslot, followed by a group discussion/Q&A at the end of all presentations, facilitated by the Chair.

Chairs will be provided with 5 minute and 1 minute time cards for use during each presentation.

To facilitate movement between sessions and to ensure the program runs to schedule, please adhere strictly to the program as provided.

Instructions for Presenters

Individual presentation timeslots are 20 minutes each. A group discussion/Q&A will be facilitated by the Chair at the end of all presentations in the concurrent session.

Please be in your session room 10 minutes early to assist all sessions to run on time. If using a PowerPoint presentation, please bring your file on a USB stick to the room of your presentation during the break before your session, or 20 minutes before the start of the day's proceedings. A volunteer will assist with uploading your presentation.

Publication of Conference Papers

WSU may publish a set of proceedings in print or online. The decision will be taken after the conference. A number of papers may be published. You will be advised if your paper is selected for publication.





Program

Monday, 20 November 2017 Peter Shergold Building, Parramatta City Campus, Western Sydney University 169 George Street, Parramatta	
14.00 – 18.00	Conference Registration (Level 9)
15.00 – 17.00	Workshop 1 (Level 4, Room 23) <i>Youth and Integration: Diverse Youths' Perspectives on Social Cohesion</i> <ul style="list-style-type: none"> • Mr Dor Akech Achiek, Youth Projects Coordinator, Settlement Services International
15.00 – 17.00	Workshop 2 (Level 4, Room 33) <i>High Resolves: A Theory of Change for Developing Global Citizens and Leaders</i> <ul style="list-style-type: none"> • Mr Steve Moore, New South Wales Program Director, High Resolves
15.00 – 17.00	Workshop 3 (Level 4, Room 55) <i>Safe Schools Anti-Bullying Initiative in South Australia</i> <ul style="list-style-type: none"> • Ms Suzanne Grunwald, Senior Adviser, South Australian Department for Education and Child Development
15.00 – 17.00	Workshop 4 (Level 4, Room 68) <i>How to Promote Community Cohesion in a Multicultural Society: Key Insights from Social Psychology</i> <ul style="list-style-type: none"> • Ms Heather Gridley, Community and Counselling Psychologist and Manager, Australian Psychological Society • Associate Professor Winnifred Louis, School of Psychology, University of Queensland • Professor Kate Reynolds, Research School of Psychology, Australian National University
15.00 – 17.00	Workshop 5 (Level 9, Room 1) <i>Building Social Cohesion by Cultural Heritage Understanding</i> <ul style="list-style-type: none"> • Associate Professor Leszek Korporowicz, Institute of Intercultural Studies, Jagiellonian University, Poland • Dr Elżbieta Wiącek, Institute of Intercultural Studies, Jagiellonian University, Poland • Dr Marta Dębska, Society for Social Development and Intercultural Dialogue "Cooperantis", Poland • Dr Sylwia Jaskuła, Faculty of Social Sciences and Humanities, The Lomza State University of Applied Sciences, Poland
18.00 – 19.00	Conference Opening Ceremony (Level 9) <ul style="list-style-type: none"> • Master of Ceremonies – Dr Sev Ozdowski AM, Director, Equity and Diversity, Western Sydney University (Conference Convenor) • Uncle Greg Simms, Aboriginal Community Elder on Campus and Gadigal Elder <i>Welcome to Country</i> • Professor Barney Glover, Vice-Chancellor and President, Western Sydney University <i>Welcome to Western Sydney University</i> • Dr Geoffrey Lee MP, Parliamentary Secretary to the Premier for Western Sydney and Multiculturalism <i>Opening Address</i>
19.00 – 20.30	Reception (Level 9)

Tuesday, 21 November 2017

Sir Ian & Nancy Turbott Auditorium, Parramatta South Campus, Western Sydney University
Corner of Victoria Road and James Ruse Drive, Rydalmere

08.00 – 09.00	Conference Registration (Foyer)
09.00 – 10.30	<p>Plenary Session 1: Advancing Multicultural Australia (Auditorium)</p> <ul style="list-style-type: none"> Chair – Professor Linda Briskman, School of Social Sciences and Psychology, Western Sydney University Senator the Hon Zed Seselja, Assistant Minister for Social Services and Multicultural Affairs <i>Multicultural Australia: United, Strong, Successful</i> Senator Richard Di Natale, Leader of the Australian Greens Party <i>Strong Leadership Embraces our Differences</i> Dr Sev Ozdowski AM, Chair, Australian Multicultural Council and Conference Convenor <i>Australian Multiculturalism – its Foundations, Policy and Practice in a Shifting Landscape</i>
10.30 – 10.50	Break (Foyer)
10.50 – 12.30	<p>Concurrent Session 1: Community Cohesion and Humanitarian Migrants (Auditorium)</p> <ul style="list-style-type: none"> Chair – Ms Pera Wells, Deputy President, Australian Council for Human Rights Education Ms Anne Hollonds, Chief Executive Officer, Australian Institute of Family Studies <i>Settlement Experiences of Recently Arrived Humanitarian Migrants</i> Ms Catherine Scarth, Chief Executive Officer, AMES Australia <i>Community Cohesion in Rural Victoria: Meeting the Challenges of Resettling Refugees</i> Mr Paul Power, Chief Executive Officer, Refugee Council of Australia, and Mr Om Dhungel, Member, Refugee Communities Advocacy Network NSW <i>Strengthening the Role of Refugee Communities in Policy Development</i> Ms Annabel Brown, Program Manager, Centre for Policy Development <i>Settling Better: Reforming Refugee Employment and Settlement Services</i>
10.50 – 12.30	<p>Concurrent Session 2: Community Cohesion, Gender and Sexual Diversity, Bias Motivated Crime (Room 36)</p> <ul style="list-style-type: none"> Chair – Associate Professor Nina Burrige, Co-Director, Cosmopolitan Civil Societies Research Centre, University of Technology Sydney Dr Maria Pallotta-Chiarolli, Senior Lecturer, Deakin University <i>Inclusion by Exclusion? Same-Sex Attracted and Gender Diverse Young People of Multicultural and Multi-Faith Backgrounds</i> Dr Ghena Krayem, Senior Lecturer, University of Sydney <i>Muslim Women's Dress: Everyone's Business and What This Means for Social Cohesion in Australia</i> Dr Sonja Hood, Chief Executive Officer, Community Hubs Australia <i>Engaging Women to Support Socially Cohesive Communities</i> Mr Geoffrey Steer, Director, Invisible Men Consulting Group <i>Social Cohesion: Possibility or Pipe Dream? An Exploration through a Bias Motivated Crime Lens</i>
10.50 – 12.30	<p>Concurrent Session 3: Panel Discussion on Community Cohesion and Sport (Room 02)</p> <ul style="list-style-type: none"> Chair and Commentator – Dr Paul Oliver, Director, Oliver & Thompson Consultancy Ms Tanya Hosch, General Manager Inclusion and Social Policy, Australian Football League Dr Sean Gorman, Senior Research Fellow, Curtin University Ms Charlee-Sue Frail, Indigenous Programs Manager, Australian Football League NSW / ACT
12.30 – 13.30	Lunch (Foyer)
13.30 – 15.00	<p>Plenary Session 2: International Perspectives (Auditorium)</p> <ul style="list-style-type: none"> Chair – Professor Kevin Dunn, Dean, School of Social Sciences and Psychology, Western Sydney University Ms Yenny Wahid, Director, The Wahid Institute, Indonesia Professor Ted Cantle CBE, Founder and Director, Interculturalism and Community Cohesion Foundation, United Kingdom Mr Steve Killelea AM, Executive Chairman and Founder, Institute for Economics and Peace <i>A Positive Peace: A Chance for Change</i>



Tuesday, 21 November 2017 *continued*

	Break
15.00 – 15.30	<p>Plenary Session 3: Bringing New South Wales Together (Auditorium)</p> <ul style="list-style-type: none"> • Chair – Hon Philip Ruddock, Lord Mayor of Hornsby Shire • His Excellency General the Hon David Hurley AC DSC (Ret'd), Governor of New South Wales <i>Bringing New South Wales Together</i>
15.30 – 16.00	Break (Foyer)
16.00 – 17.30	<p>Concurrent Session 4: Nourishing Social Cohesion, Initiatives and Obstacles to Social Cohesion (Auditorium)</p> <ul style="list-style-type: none"> • Chair – Ms Mary Patetsos, Chair, Federation of Ethnic Communities' Councils of Australia • Dr Astrid Perry, Manager Strategic Policy, Settlement Services International <i>A Case for Stronger Investment in Building Social Capital</i> • Mr Evan Lewis, Group Manager, Australian Department of Social Services <i>Community Cohesion and Government Policy: Through the Lens of the Australian Department of Social Services</i> • Mr Khanh Hoang, Associate Lecturer, Australian National University, and Dr Sangeetha Pillai, Senior Research Associate, University of New South Wales <i>Citizenship, Migration and the Production of the Australian Community</i> • Dr Jioji Ravulo, Senior Lecturer, Western Sydney University <i>Creating Positive Pathways to Tertiary Education and Completion for Pacific Communities in Australia</i>
16.00 – 17.30	<p>Concurrent Session 5: Community Cohesion, Workplaces and Leadership (Room 36)</p> <ul style="list-style-type: none"> • Chair – Mr Lee Heycox, Executive General Manager People and Culture, Insurance Australia Group Limited • Ms Lisa Annese, Chief Executive Officer, Diversity Council Australia <i>Advancing Cohesion through Challenging Leadership Models</i> • Mr Peter Doukas, Deputy Chair, Federation of Ethnic Communities' Councils of Australia <i>Changing the Media Landscape: Mentorship at its Best</i> • Ms Malini Raj, Head of Strategy for Multicultural Community Banking, Commonwealth Bank of Australia <i>CBA's Approach to Creating an Inclusive and Supportive Environment or Multicultural and CALD Communities</i> • Ms Megs Lamb, Program Manager, Multicultural Communities Council of South Australia <i>Successful Communities: Building Positive Leadership</i>
16.00 – 17.30	<p>Concurrent Session 6: Community Cohesion, the Police, the Internet (Room 02)</p> <ul style="list-style-type: none"> • Chair – Ms Helena Kyriazopoulos, Chief Executive Officer, Multicultural Communities Council of South Australia • Ms Aimee Griffin, Community Portfolio Manager, Victoria Police <i>Victoria Police Social Cohesion Partnership Project</i> • Mr Khaled Almedyab, Challenging Racism Project, Western Sydney University <i>Do Police Cultural Awareness Programs Narrow the Gap between the Government and the Muslim Community?</i> • Dr Andre Oboler, Chief Executive Officer, Online Hate Prevention Institute <i>Building Resilience and Social Cohesion by Tackling the Toxic Online Environment</i> • Mr Parsu Sharma-Luitl JP, Liaison Officer, Victoria Police <i>Police and Grassroots Community Engagement</i>
18.30 – 22.00	<p>Conference Dinner: Novotel Hotel (350 Church Street, Parramatta)</p> <ul style="list-style-type: none"> • Pre-dinner drinks from 18.30 with guests seated for dinner from 19.00 • Dinner: <ul style="list-style-type: none"> • Ms Janice Petersen, Special Broadcasting Services – MC • His Worship Cr Andrew Wilson, Lord Mayor of Parramatta City – Welcome to Parramatta • Professor Peter Shergold AC, Chancellor, Western Sydney University – After Dinner Speaker • Entertainment

Wednesday, 22 November 2017

Sir Ian & Nancy Turbott Auditorium, Parramatta South Campus, Western Sydney University
Corner of Victoria Road and James Ruse Drive, Rydalmere

08.00 – 08.30	Conference Registration (Foyer)
08.30 – 10.00	<p>Plenary Session 4: Advancing Multicultural Australia (Auditorium)</p> <ul style="list-style-type: none"> • Chair – Ms Mary Patetsos, Chairperson, Federation of Ethnic Communities' Councils of Australia • Hon Tony Burke MP, Shadow Minister for Citizenship and Multicultural Australia • Dr Anne Aly MP, Member of the Australian Parliament for Cowan <i>Social Marginalisation and Violent Extremism</i> • Professor Andrew Markus, Pratt Foundation Chair of Jewish Civilization, Monash University <i>Australians and Cultural Diversity: An Analysis of Australians' Views on the Matter</i>
10.00 – 10.20	Break (Foyer)
10.20 – 12.00	<p>Concurrent Session 7: Community Cohesion, Media and the Arts (Auditorium)</p> <ul style="list-style-type: none"> • Chair – Dr B Hass Dellal AO, Director and Chair, Special Broadcasting, and Executive Director, Australian Multicultural Foundation • Ms Clare O'Neil, Director, Special Broadcasting Service • Mr Frank Panucci, Executive Director, Australian Council for the Arts <i>Arts and Culture in Community Cohesion: Embedding Diversity, Embracing Complexity</i> • Ms Georgie McClean, Head of Strategy and Governance, Australian Film, Television and Radio School <i>Whose Stories? Australian Diversity on Screen</i> • Ms Rocio Perri, Director, Australian Department of Human Services <i>Multiculturalism: Our Stories – Using Storytelling to Change Hearts and Minds</i>
10.20 – 12.00	<p>Concurrent Session 8: Community Cohesion, Our Towns and Cities, Role of Government (Room 36)</p> <ul style="list-style-type: none"> • Chair – Mr Keysar Trad, Founder, Islamic Friendship Association of Australia Inc • Mr Aleem Ali, Manager, Welcoming Cities Initiative <i>The Australian Standard for Welcoming Cities</i> • Dr Hazel Easthope, Senior Research Fellow, University of New South Wales <i>The Decline of Advantageous Disadvantage: Why Newly Arrived Migrants Can No Longer Afford to Live in 'Gateway' Suburbs and What to Do About It</i> • Associate Professor Jim Forrest, Senior Research Fellow, Macquarie University <i>Intergroup Prejudice in Multicultural and Mono-Cultural Settings in Sydney</i> • Dr Eddie Jackson, Director, Liverpool City Council <i>Dealing with Social Conflict? Defining the Role of Government</i> • Ms Phillipa Bellemore, Ph D Candidate, Macquarie University <i>Lessons from the Good Neighbour Council Informing Intercultural Volunteer Contact</i>
10.20 – 12.00	<p>Concurrent Session 9: Nourishing Social Cohesion, Initiatives and Obstacles to Social Cohesion (Room 02)</p> <ul style="list-style-type: none"> • Chair – Mr Houssam Abiad, Board Member, Australian Migrant Resource Centre • Dr Clarke Jones, Research Fellow, Australian National University, and Mr Mohamed Mohideen, President, Islamic Council of Victoria <i>Improving the Health and Welfare of Young People and Communities through Grassroots Approaches</i> • Dr Jan Ali, Senior Lecturer, Western Sydney University <i>Australian Muslim Community and a Move towards a Balanced Social Divergence</i> • Ms Reem Sweid, Researcher and PhD Candidate, Deakin University <i>The Challenges of Language and Narrative in Countering Violent Extremism Policy</i> • Ms Alexia Derbas, Challenging Racism Project, Western Sydney University <i>The Securitisation of Young Muslims: How 'Countering Violent Extremism' Threatens Young Muslims' Ability to Access Safe Spaces</i> • Regional Youth from CALD Backgrounds <i>Our Issues and How to Address Them</i>
12.00 – 13.00	Lunch (Foyer)



13.00 – 14.40	<p>Concurrent Session 10: Community Cohesion and Religion (Auditorium)</p> <ul style="list-style-type: none"> • Chair – Mr Hakan Harman, Chief Executive Officer, Multicultural New South Wales • Mr Edward Santow, Human Rights Commissioner, Australian Human Rights Commission <i>Religious Freedom and Community Cohesion: A Human Rights Perspective</i> • Professor Adam Possamai, Director, Research and High Degree Research, Western Sydney University <i>Muslim Students' Religious and Cultural Experiences in the Micro-Publics of University Campuses in New South Wales</i> • Dr Helen Light and Mr Ghaith Krayem, President and Vice-President, Jewish Christian Muslim Association of Australia, and Rev Ian Smith, Executive Officer, Victorian Council of Churches <i>Abrahamic Faiths Working Together for Community Harmony</i> • Ms Rebekkah Brown, Ph D Candidate, University of Tasmania <i>Social Cohesion in Religious Civic Spaces: The Case of a Multicultural Church</i>
13.00 – 14.40	<p>Concurrent Session 11: Combatting Discrimination and Promoting Cohesion (Room 36)</p> <ul style="list-style-type: none"> • Chair – Ms Faiza Rehman, Council Member, Australian Multicultural Council • Dr Kay Patterson AO, Age Discrimination Commissioner, Australian Human Rights Commission • Ms Ljubica Petrov, Manager, Centre for Cultural Diversity in Ageing <i>Ageing in Australia: A Time of Exclusion for Many</i> • Mr Atem Atem, Multicultural Officer, Fairfield City Council <i>The Role of Local Councils in Settlement and Promoting Community Cohesion</i> • Mr Nick Tebbey, Chief Executive Officer, Settlement Council of Australia <i>The Role of Australia's Settlement Sector in Promoting Social Cohesion</i>
13.00 – 14.40	<p>Concurrent Session 12: Community Cohesion and Regional Australia (Room 02)</p> <ul style="list-style-type: none"> • Chair – Ms Priscilla Brice-Weller, Managing Director, All Together Now • Dr Nancy Spencer, Director, Queensland Department of the Premier and Cabinet <i>Social Cohesion and Related Strategies in Queensland</i> • Dr Mary Asic-Kobe, Director Social Services, Access Community Services <i>Regional Resettlement in Queensland: Enhancing Social Capital</i> • Ms Danielle Wood, Fellow, Grattan Institute <i>Regional Politics, Migrants and Social Cohesion</i> • Ms Tracey Grosser, Manager, Australian Migrant Resource Centre <i>Facilitating Inclusion for Recent Arrivals in Regional Australia</i>
14.40 – 15.00	Break (Foyer)
15.00 – 16.30	<p>Plenary Session 5: Discrimination in a Multicultural Society (Auditorium)</p> <ul style="list-style-type: none"> • Chair – Dr Stepan Kerkyasharian AO, former President, Anti-Discrimination Board of New South Wales and former Chair, Multicultural New South Wales • Mr Michael Pezzullo, Secretary, Australian Department of Immigration and Border Protection • Dr Tim Soutphommasane, Race Discrimination Commissioner, Australian Human Rights Commission • Professor Kevin Dunn, Western Sydney University <i>Islamophobia: An Appropriate Concept for Understanding the Racialisation of Religion</i>
	Break
16.30 – 17.00	<p>Plenary Session 6: Where to From Here? (Auditorium)</p> <ul style="list-style-type: none"> • Chair – Dr Sev Ozdowski AM, Director, Equity and Diversity, Western Sydney University (Conference Convenor) • Professor Ted Cattle CBE, Interculturalism and Community Cohesion Foundation, United Kingdom • Ms Yenny Wahid, The Wahid Institute, Indonesia • Professor Kevin Dunn, Dean, School of Social Sciences and Psychology, Western Sydney University • Ms Danielle Wood, Fellow, Grattan Institute

Dr Sev Ozdowski AM FAICD

*Director Equity and Diversity
and Conference Convenor
Western Sydney University*



Dr Sev Ozdowski AM heads the Office of Equity and Diversity at Western Sydney University and chairs the Australian Multicultural Council. He convened the 1st National Advancing Community Cohesion Conference 2015 and the follow-up 2017 Conference.

Between 1980-1996, Sev worked within the Federal portfolios of the Prime Minister and Cabinet, Attorney-General, and Foreign Affairs. He then moved to Adelaide where he headed the South Australian Office of Multicultural and International Affairs for five years.

From 2000-2005, Sev was the Australian Human Rights Commissioner and Disability Discrimination Commissioner. In this role, he authored the ground-breaking report *National Inquiry into Children in Immigration Detention: A Last Resort?* which ignited a national debate about Australia's mandatory immigration detention and led to children being released and a rethinking of the government's detention policies. Sev also conducted the *National Inquiry into Mental Health Services* which resulted in the reform of, and major budgetary increases for, mental health services across Australia. His work on disability and employment helped to establish a range of industry standards and inclusive practices.

Sev has published many articles and represented Australia in a range of UN and human rights national fora, at the UN Human Rights Commission, and on other assignments worldwide. In 2008, he founded a series of International Human Rights Education Conferences. Sev is an Honorary Professor at the Department of Peace and Conflict Studies, University of Sydney, and was awarded an honorary doctorate from Melbourne's RMIT University.

Sev was awarded the Medal of the Order of Australia in 1995 for promoting Australian-Polish relations. For contributions to human rights in Poland, Sev was presented with the Solidarity Medal and with the Officer's Cross of the Order of Merit in 2006.

In 2016, Sev became a Member of the Order of Australia for significant service to the community, particularly to human rights education, social justice and multiculturalism and as an academic.

Sev has an LLM and MA in Sociology from A Mickiewicz University, Poland, and a PhD from the University of New England, Armidale. In 1984, he was awarded the Harkness Fellowship which took him to Harvard and Georgetown Universities and the University of California in Berkeley to work on race relations, international human rights and public administration.



Advancing Community Cohesion Conference
Today's Challenges and Solutions



Opening Ceremony and Conference Dinner Speakers

Professor Barney Glover

*Vice-Chancellor and President
Western Sydney University*

Professor Barney Glover assumed his position of Vice-Chancellor at Western Sydney University in January 2014. Professor Glover is currently the President of the Board of Trustees of the Museum of Applied Arts and Sciences Trust and the Australian Government representative on the University of the South Pacific Grants Committee. He is also a Board Member of the Australian American Fulbright Commission, and The Committee for Sydney, and Member of the NSW Innovation and Productivity Council and the NSW Arts and Culture Advisory Committee. Professor Glover is a Fellow of the Academy of Technological Sciences and Engineering and the Royal Society of NSW. His esteemed career also includes significant expertise and experience at the most senior levels of university management and substantial business leadership credentials. He has also served on the boards of a range of corporate organisations and several state and national centres covering areas such as health and medical research, energy, mineral exploration, and telecommunications.



Advancing Community Cohesion Conference
Today's Challenges and Solutions

Professor Peter Shergold AC

Chancellor

Western Sydney University

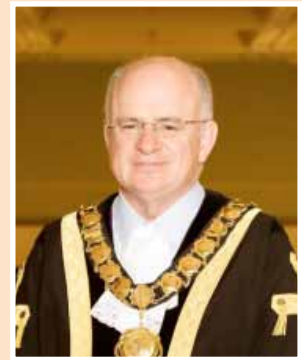
Professor Peter Shergold AC is the Chancellor of Western Sydney University. He established the office of Multicultural Affairs in 1987 at the beginning of a 20 year career as an Australian Public Servant. He was Secretary of the Department of the Prime Minister and Cabinet from 2003-2008. He is presently Coordinator General for Refugee Resettlement in NSW.



The Right Worshipful Lord Mayor of City of Parramatta Cr Andrew Wilson

After serving as a councillor for nearly two decades, Councillor Andrew Wilson was elected as the first Lord Mayor of the new City of Parramatta Council in September 2017.

A representative for the Rosehill Ward, Cr Wilson has served on various planning committees, and has extensive experience in government and politics including in advisory roles. He is enthusiastic about Parramatta's unique heritage and wants to see the city grow in a way that celebrates and preserves its history, while ensuring the community benefits through improved infrastructure and job creation. He has been a supporter of 'Eat Street' on Church Street for over two decades and was prominent in supporting the Pavement Access Management Plan which created kilometres of new footpaths. Cr Wilson's interests extend to the arts, particularly as a backer of the Museum of Applied Arts and Sciences move to Parramatta and in the long-term success of Riverside Theatres. As a long-time local resident, having first moved to the area in 1990, Cr Wilson understands the day-to-day issues that impact the City, and is committed to delivering improved outcomes for all residents.



Ms Janice Petersen

Presenter

Special Broadcasting Services

Janice Petersen was born in Sydney to South African parents. After graduating from the University of Newcastle in 2000 in Communications Studies, Janice had her first hands-on role in the television industry when she landed a freelance position with SBS that same year. In this role, she wrote the occasional story for sports and news, in between rolling the autocue for TV news and sport productions. Janice left SBS in 2003 to take up an ABC cadetship. On completion, she moved to Newcastle and then to Adelaide, spending two years there as a radio and television reporter and presenter. She was reading ABC Adelaide's weekend television bulletins when she got the call to return to SBS. In early 2008, Janice began presenting SBS World News, weekdays at 6.30pm, with fellow anchor Anton Enus.





Plenary and Session Chairs



Mr Houssam Abiad

Board Member

Australian Migrant Resource Centre

Mr Houssam Abiad is a South Australian serial entrepreneur, a Councillor and the Former Deputy Lord Mayor for the City of Adelaide. Born in Adelaide, he spent most of his life in Lebanon, returning to Australia with his family at age 19 years after living through a civil war. Appreciative of the opportunities Adelaide has given him, Houssam has spent the last 18 years implementing his remarkable passions for business and community. In 2011, he established Digimob Australia and has grown it into one of the largest telecommunication service centres in Australia. He has established other successful South Australian businesses and his entrepreneurship has seen him win many awards including the Ernst & Young Entrepreneur of the Year 2011 Finalist and the Australian Leadership Award at the Future Summit 2010.



Houssam has been involved on the boards of the Australia Day Council which he chaired, the Australian Migrant Resource Centre, United for Peace, and Engineers without Borders. He has won a number of awards for this work, including the Pride of Australia Medal 2007 First Prize for Peace and the Governor's Multicultural Award in 2008. He was elected to the Adelaide City Council in 2010. He currently chairs the Finance & Business Services Committee for the City of Adelaide, serves on the Department of Foreign Affairs and Trade's Council for Australia-Arab Relations, the Development Assessment Panel for the City of Adelaide, and the Capital City Committee. He has also served on the Rundle Mall Management Board and the South Australian Motorsports Board. Houssam has a double degree in Biomedical Engineering and Health Sciences (Honours) from Flinders University, has completed the Australian Institute of Company Directors course, and is a Fellow at the Governors Leadership Foundation.

Ms Priscilla Brice-Weller

Founder and Managing Director, All Together Now

Priscilla Brice-Weller is the founder and Managing Director of All Together Now, Australia's racial equity organisation. All Together Now produces creative projects that educate people about racism and compel people to take action. While working as a campaigner for an Indigenous rights organisation, Priscilla realised that although there were occasional anti-racism campaigns in Australia, nobody appeared to be doing this work consistently. She felt particularly dismayed about the way asylum seekers and Aboriginal people have been treated in Australia, and wanted to help improve the situation by applying evidence-based best practice. Priscilla was awarded a Churchill Fellowship that enabled her to visit, investigate and learn from antiracism NGOs in Europe and North America during 2014. Priscilla has over a decade of experience managing social marketing and social change projects.



Professor Linda Briskman

*Margaret Whitlam Chair of Social Work
Western Sydney University*

Linda Briskman holds the Margaret Whitlam Chair of Social Work at Western Sydney University. Her practice, policy, research and advocacy centres on Indigenous rights, asylum seeker rights, and challenging Islamophobia. At Western Sydney, she is a member of the Challenging Racism Project. Linda publishes extensively, including the 2014 book *Social Work with Indigenous Communities: A Human Rights Approach*, and the co-authored award-winning *Human Rights Overboard: Seeking Asylum in Australia*. Current research includes 'A Mother's Story', a stolen generations project, and *Children of Islamophobia*, a project in conjunction with Muslim academic centres in New South Wales and Western Australia. As well as being an invited presenter at state, national and international events, Linda is an active media commentator. She also co-convenes the human rights advocacy networks of Social Workers Without Borders, Academics for Refugees and Voices Against Bigotry.



Associate Professor Nina Burrige

*Co-Director, Cosmopolitan Civil Societies Research
Centre, University of Technology Sydney*

Ms Nina Burrige is an Associate Professor in the Faculty of Arts and Social Sciences at the University of Technology Sydney. She has been involved in tertiary education since 1991 in education faculties at Macquarie University, the University of Sydney and, since 2005, UTS. Her main research interests and publications centre on education for social justice and human rights in Australia and in international contexts.



Nina has published two books on Indigenous education as well as a wide collection of articles and reports on multiculturalism, social justice, women's empowerment and human rights issues, including a major report for the Australian Attorney General's Department on Human Rights Education in Australian Schools (2013). She has visited Iran and Afghanistan to research women's empowerment and has collaborated with the Gawharshad Institute of Higher Education in Kabul, Afghanistan, on the educational aspirations of young women in that country. In 2012 and 2016, Nina was recognised with high commendations in the UTS's human rights awards for her work in promoting education for women locally and internationally. Nina sees herself as an academic whose involvement in community organizations and social action groups informs her professional work. She is passionate about global justice issues and the empowerment of women in many of the world's poorest nations.



Dr B Hass Dellal AO

Chair, Special Broadcasting Commission and Executive Director, Australian Multicultural Foundation

Dr B (Hass) Dellal AO is the Executive Director of the Australian Multicultural Foundation and Chairman of the SBS Board of Directors. He has over 25 years' experience in policy, management, community development and programming for cultural diversity. He has extensive experience nationally and internationally in multicultural affairs. He serves on various boards and committees and has spearheaded initiatives for the development of the general community. He has prepared programs on community relations, social cohesion and integration and prevention strategies on behalf of Government authorities and the private sector. Hass is Chair of the Centre for Multicultural Youth, Chair of the Islamic Museum of Australia, Co-Chair of the Victoria Police Multifaith Council, Member of the Australian Multicultural Council, a Fellow of the Williamson Leadership Program and an Australia Day Ambassador. He was awarded the Medal of the Order of Australia for services to Multiculturalism, the Arts and the Community in 1997, and the Centenary of Federation Medal in 2003. In 2006, he was conferred with an Honorary Doctorate in Social Sciences by RMIT University. In 2015, he was appointed an Officer of the Order of Australia for distinguished service to the multicultural community through leadership and advisory roles, to the advancement of inclusiveness and social harmony, to youth, and to the broadcast media.



Mr Hakan Harman

Chief Executive Officer, Multicultural NSW

Mr Hakan Harman has extensive experience as a leader in both the public and private sectors. His areas of expertise include organisational leadership, change management, corporate governance, stakeholder engagement and strategic management.

Hakan worked at the Commonwealth Bank of Australia, Burns Philp, and Unilever, as well as several private organisations prior to joining the public sector in 2002 as a senior executive.

In January 2014, he was appointed as Chief Executive Officer of the then Community Relations Commission and has since led a transformation of the organisation including a change of name to Multicultural NSW, legislation amendments, and a new visionary strategic plan, Harmony-In-Action.

Hakan has qualifications which include Bachelor Commerce and Master of Public Administration. He is a Fellow of CPA Australia and a member of the Australian Institute of Company Directors.



Mr Lee Heycox

*Executive General Manager, People & Culture Australia,
Australian Insurance Group Limited*

Mr Lee Heycox is the Executive General Manager People and Culture at the Australian Insurance Group with responsibility for the Australia Region and is responsible for providing generalist and specialist human resources support and service to IAG's Australian based divisions.

Lee has over 35 years experience in the Human Resources field, having begun his career as a trainee with BHP Steel before taking on HR leadership roles in manufacturing, health insurance, media and banking sectors.

Lee has worked within IAG for 10 years, including as General Manager People and Culture for CGU Insurance before moving to his current position.



Dr Stepan Kerkyasharian AO

*Former President,
Anti-Discrimination Board of New South Wales and
Former Chair, Multicultural New South Wales*

Dr Stepan Kerkyasharian AO was the foundation Head of Radio of the Special Broadcasting Service from 1979-1989. He played a major role in its establishment as a professional and a reputable radio, news and current affairs service. He was also on the Executive Committee which established SBS TV. Between 1989-2014, he was Chair and CEO of the Ethnic Affairs Commission/Community Relations Commission where he played a leading role in NSW State government policy on multiculturalism. From 2013-2015, he was concurrently the President and CEO of the NSW Anti-Discrimination Board. Dr Kerkyasharian chaired a number of investigations into: the recognition of qualifications of overseas qualified doctors; the riots at Whitlam Park in 1995; the settlement of refugees from Africa; and the trafficking of people for exploitation in all its forms. He is recognised as a major force in the development of a multicultural society where the interests of Australia are paramount. He was awarded the Olympic Order in 2000 and made a Member of the Order of Australia in 1992, an Officer of that Order in 2010, and has Honorary Doctorates from the University of Sydney and Western Sydney University. Dr Kerkyasharian has also served on a number of Boards and Committees, including 12 years on the NSW Board of Studies and 10 years as a member of the Independent Review Panel of the Australia Broadcasting Corporation. He is currently Chair of the NSW Cemeteries and Crematoria Board and Member of the NSW Ministerial Council on Ageing.



Ms Helena Kyriazopoulos

Chief Executive Officer, Multicultural Communities Council of South Australia

Helena Kyriazopoulos is currently the Chief Executive of the Multicultural Communities Council of South Australia. Prior to this position, Helena worked for Alzheimer's Australia for over 22 years as the Manager of the Access and Equity Unit and consulted nationally on a range of research projects. Helena is a current member of the Australian Multicultural Council, Non-Executive Director of Welcome to Australia, Council for the Ageing South Australia and Aged Rights Advocacy Service. Helena has a strong commitment to social cohesion and multiculturalism having worked and advised in the sector for over 35 years in various capacities.



Dr Paul Oliver

Director, Oliver & Thompson Consultancy

Dr Paul Oliver works with sporting organisations and the people who lead them to help address challenging contemporary issues in sport. He has written several seminal reports in Australian sport such as: *Access all Levels: Drugs and Doping in Grassroots Sport* (2013), *Gender Equity in the AFL: What it Will Take to Be the Best* (2014), and as Director of Communication and Education at the Australian Human Rights Commission, *What's the Score? A Survey of Cultural Diversity and Racism in Australian Sport* (2007).



As National Manager of Play by the Rules and Director of the Australian Sport Commission's Integrity in Sport Unit, Paul developed the 'Racism, it Stops with Me' sport campaign, and the '7 Pillars of Inclusion' model for promoting diversity and inclusion in sport, which has been adopted by several national sporting organisations. Paul consults to a range of national sports and federal / state governments on diversity and inclusion in sport, integrity issues and ethics in sport. He was the Expert Advisor on Sport and Recreation Matters to the Royal Commission on Institutional Responses to Child Abuse, and currently works with the Australian Paralympic Committee as their General Manager Stakeholder Engagement.

Paul has a BA in Communications, a Masters in International and Community Development, and a PhD on the power of sport to break down cultural barriers and build social bridges. He lectures on Strategic Communications and Sport Management at Western Sydney University and is currently an Adjunct Postdoctoral Research Fellow with Curtin University.

Ms Mary Patetsos

Chair

Federation of Ethnic Communities' Councils of Australia

Mary Patetsos is a professional Board Director, serving on both National and South Australian Boards with a rare blend of academic qualifications and expertise. Her skills and experience combined with an extensive national network enable her to add significant value to organisations at many levels. In particular, her commitment to achieve positive change drives her ambition. She contends that a strong belief in the worthiness of learning and work have become her key motivators.



The Hon Philip Ruddock

Lord Mayor of Hornsby Shire

Philip Maxwell Ruddock (born 1943) was elected Mayor of Hornsby on 9 September 2017, after serving as Australia's Special Envoy for Human Rights from February 2016-October 2017. Ruddock is a former Australian Parliamentarian who was a Liberal Member of the House of Representatives from 1973-2016. First elected in a 1973 by-election, by the time of his retirement he was the last parliamentary survivor of the Whitlam and Fraser Governments. He was both the Father of the House and the Father of the Parliament from 1998 until his retirement. He is the second longest serving parliamentarian in the history of the Australian Parliament. Ruddock served continuously in federal ministry and cabinet during the Howard Government, as Minister for Immigration and Multicultural Affairs from 1996-2003, and then Attorney-General from 2003-2007. Ruddock also served as Minister for Indigenous Affairs and Minister Assisting the Prime Minister for Reconciliation.



Ms Pera Wells

Deputy President, Australian Council for Human Rights Education

Pera Wells was an Australian career diplomat from 1973-1998. She served overseas in Africa, in the Australian mission to the United Nations, New York, in the Commonwealth Secretariat in London, and as Deputy High Commissioner in New Delhi, India. While in Canberra she served on the staff of the Governor General, Sir Ninian Stephen, for 18 months.



Pera developed a strong interest in working on multilateral issues and in 2000 joined the World Federation of United Nations Associations in New York where she was Secretary-General from 2006-2009. She is currently the Vice-President of the Australian Council for Human Rights Education, a Fellow of the Australia India Institute and of Ormond College, University of Melbourne, on the Committee for Australians for War Powers Reform and a member of the Australian Institute for International Affairs and the Melbourne Forum.

Mr Keysar Trad

Founder, Islamic Friendship Association of Australia Inc

Keysar Trad is: a former Australian public servant; a former president of the Australian Federation of Islamic Councils Inc, the Lebanese Muslim Association Ltd and the Islamic Friendship Association of Australia Inc; a former Chairman of the Islamic College of Brisbane Ltd; a former Trustee of the Australian Islamic Educational Trust; a former CEO of the Australian International Islamic College; a former broadcaster on the Voice of Islam Radio; and a former director of the Supreme Islamic Council of NSW and the Australian Multicultural Forum. A published author, poet and translator, Keysar has worked with Australia's most senior Islamic spiritual leaders. He given thousands of interviews to the mainstream media and published articles in mainstream newspapers. He has given numerous speeches on a range of topics relating to peace, harmony and awareness. In addition, Keysar has served as a volunteer with numerous community groups.





Plenary Speakers



Dr Anne Aly MP

Member of the Australian Parliament for Cowan

Dr Anne Aly is the Labor Federal Member for Cowan elected in 2016. Her background is as a Professor, Academic and Practitioner in the fields of counter terrorism and counter radicalisation. Anne has published over 50 articles and texts on terrorism and related issues and is the author and editor of five books. Before becoming an academic, she worked in government policy. Anne is the founder of People against Violent Extremism (PaVE), Australia's first non-government organisation to combat violent extremism. PaVE has developed a social media campaign against violent extremism and delivered a series of "hackathons" to harness young people's skills and talents to address issues in their communities.



Anne's contributions to national and international security have been recognised internationally. In 2015, she was the only Australian civil society representative to be invited to speak at President Obama's White House Summit on countering violent extremism. Later that year, she was again the only Australian representative to participate in the Club de Madrid +10 policy dialogues. Anne has also been an expert adviser to the United Nations Security Council and has participated in experts' meetings. In 2011, Anne was inducted into the WA Women's Hall of Fame. In 2014, she was named one of Australia's 100 most Influential Women by Westpac / Financial Review. In 2016, Anne was awarded the Instyle Woman of Style award in the category of Community and Charity. Also in 2016, she was nominated for the Australian of the Year and received the prestigious Australian Security Medal. Anne lives in her electorate in the northern suburbs of Perth with her husband David. She has two adult sons.

Social Marginalisation and Violent Extremism

This presentation will examine the theoretical assumptions of marginalisation and propensity to violent extremism. In the wake of terrorist attacks in Western countries including Australia, claims are made that point to the perpetrators, social isolation, marginalisation and lack of integration as significant push and pull factors in their trajectory to violence. How valid are these claims? Is there any evidence to support the marginalisation hypothesis? Drawing on empirical evidence based on the life histories of terrorist actors, this presentation will examine the link between marginalisation, social cohesion and inclusion in violent extremism.

Hon Tony Burke MP

Shadow Minister for Citizenship and Multicultural Australia

The Hon Tony Burke MP is the Labor Federal Member for Watson and the Shadow Minister for Multicultural Australia & Citizenship, the Shadow Minister for Environment & Water, the Shadow Minister for the Arts, and the Manager of Opposition Business. In Government, Tony was responsible for resolving 100 years of conflict in the Murray-Darling Basin, placing Tasmania's forests on the World Heritage list, implementing the comprehensive Creative Australia arts and culture policy, and making the second-largest conservation decision in the history of the planet by protecting our oceans. He has led the fight against racial hate speech with the iconic Walk for Respect in the heart of his community in Lakemba.



Professor Ted Cante CBE

Founder, Interculturalism and Community Cohesion Foundation, United Kingdom



Professor Ted Cante CBE was appointed by the UK Home Secretary in August 2001, to review a series of riots between ethnic minority and white groups in northern England. The 'Cante Report' established the concept of 'community cohesion' and developed an entirely new approach to race and community relations. Ted subsequently oversaw the introduction of a new government policy framework based on the report's recommendations. The policies focused on interaction between people from different backgrounds and heritage in schools, communities and workplaces, to promote understanding and dispel prejudices. They also addressed inequalities and disadvantage but rejected much of the old-style multiculturalism which had inadvertently encouraged separation of communities and resulted in 'parallel lives'.

In 2005, Ted established the independent Institute of Community Cohesion (iCoCo), now the iCoCo Foundation, which focuses on the development of interculturalism. He has contributed over 200 articles on a wide range of subjects including social capital, race and using, community cohesion, the role of the nation state, and the growth of the Far Right. He has written two books - 'Community Cohesion: A New Framework for Race and Diversity' (published 2005 and reprinted and updated 2008) and 'Interculturalism: The New Era of Cohesion and Diversity' (2012). The latter argues that the old multicultural paradigms must be replaced by a new intercultural framework for managing community relations in a world defined by globalisation and super-diversity.

Ted has over 30 years in public service, including positions as the Chief Executive of Nottingham City Council (1990-2001), Deputy Chair of the Environment Agency (2001-2010) and Under Secretary at the Association of Metropolitan Authorities (1993-2000). Ted continues to advise a wide range of public, private and voluntary sector agencies, and is a visiting professor at two universities. He has been presented with a number of honorary degrees and was awarded the CBE in 2004.

Positive Prospects for Community Cohesion

Modern democratic and pluralist societies are at a crossroads. Rather than turn towards populist or extremist destinations, or to go into reverse, we need to develop our commitment to building community cohesion. To achieve this, we need to reflect on how far we have come in a relatively short space of time. Societies are now much more able to cope with 'difference' and to accept wider constructions of who 'we' are. So, rather than be swayed by the shrill and siren voices, we should recognise the positive impact of global connectedness - and build upon the support that it has already garnered.

We also need to recognise that multicultural policies have enjoyed only limited success and have not adjusted to the new reality - and, in particular, failed to recognise the dynamic and multi-layered nature of identity. Multicultural policies have also downplayed, or even ignored, the real impacts of a growing and changing populations (often exacerbated by austerity measures in which public services are reduced).

This presentation, which will be interspersed with considerations of the issues in different countries including Australia, outlines the development of the new paradigm of 'interculturalism'. Interculturalism offers a more positive response to societal challenges. It applies a much more proactive set of intercultural practices that build community cohesion, helping people - from the minority and majority communities - to come to terms with change in their neighbourhoods and cities.

Populist and extremist positions dominate the headlines, but almost unnoticed, a new generation is creating a lived reality of a shared society. The problems of global connectedness are constantly made more prominent than its evident successes. In general, the political class has failed to respond and rather than challenge politics of identity has become more reliant upon it. Nevertheless, there are again signs that new political movements can thrive and build on the desire for change and that simplistic and nationalistic appeals will be rejected. There is now a growing global community of organisations and individuals who can offer theoretical and practical support for the development of societal cohesion; so a question will be posed as to how this voice can be made stronger.



Senator Richard Di Natale

Leader of the Australian Greens Party

Dr Richard Di Natale has been the leader of the Australian Greens since May 2015. He was elected to the federal parliament in 2010 and re-elected in 2016. He is the Greens' first Victorian Senator and his portfolios include health, multiculturalism and sport. Richard is the co-convenor of the Parliamentary Friends for Drug Policy and Law Reform, the Parliamentary Friends of West Papua and the Parliamentary Friends of Medicine.



Prior to entering parliament, Richard was a general practitioner and public health specialist. He worked in Aboriginal health in the Northern Territory, on HIV prevention in India and in the drug and alcohol sector. Richard, his wife Lucy and two young sons live on a working farm in the foothills of Victoria's Otway Range. The son of Italian migrants, Richard grew up in Melbourne. He played VFA football for six years and is a long-suffering Richmond Tigers fan.

Strong Leadership Embraces our Differences

Prof Kevin Dunn

*Dean, School of Social Sciences and Psychology
and Professor, Human Geography and Urban Studies
Western Sydney University*

Kevin Dunn is Dean of the School and Professor in Human Geography and Urban Studies at Western Sydney University, and Provost of the Penrith campus. Prior to commencing at Western Sydney University in May 2008, Kevin was at the University of NSW (1995-2008) and the University of Newcastle (1991-1995). His areas of research include: immigration and settlement; Islam in Australia; the geographies of racism; and local government and multiculturalism. His recent books include *Landscapes: Ways of Imagining the World* (2003) and *Introducing Human Geography: Globalisation, Difference and Inequality* (2000). Kevin is Lead Dean for Global Rankings at Western Sydney University and Provost of the Penrith campus.



Islamophobia: An Appropriate Concept for Understanding the Racialisation of Religion

A nationwide survey of Australians undertaken in 2015 and 2016 (n:6,000) reveals the worsening levels of Islamophobia in Australia. Never before has the Runnymede Trust's concept of Islamophobia been more apt. A national fear has been constructed of a Muslim 'other' that is a cultural and civil threat. Our survey data, and other research, reveal the extent of this national calamity, described by others as a creeping blight. Online surveys, with their dis-inhibited moderation of social desirability, are revealing the full extent of public fears. Shocking levels of community support for overtly discriminatory immigration policies are reported in this paper, as well as the community support for overtly discriminatory development assessment. Organised racist groups, and right wing political parties, are using Islamophobia with strong effect. Local anti-mosque politics, and the immanent politics against halal certification, are engendering national level discourses. These political movements are crystallising their community building and social identity around anti-Muslim sentiment. This is targeted at a minority group that is less than three per cent of the population, and with racist effect. National level anti-racism against these political forces is muted. Anti-Islamophobic politics need to be similarly local, and needs a set of values that generate community and a desirable social identity. Returning to the concept itself can remind us of the values and spirit that may best confront these fearful politics.



His Excellency General the Honourable David Hurley AC DSC (Ret'd)

Governor of New South Wales

His Excellency General the Honourable David Hurley AC DSC (Ret'd) is the 38th Governor of New South Wales. He commenced his five year tenure in October 2014. Prior to his appointment as Governor, His Excellency served for 42 years in the Australian Army, concluding his service as the Chief of the Defence Force. His Excellency was awarded a Companion of the Order of Australia in 2010 for eminent service to the Australian Defence Force and a Distinguished Service Cross for his leadership during Operation SOLACE in Somalia in 1993.



His Excellency is married to Linda and has three adult children: Caitlin, Marcus and Amelia. He has a wide range of interests in the arts and in sport.

As Governor of New South Wales, His Excellency intends to support the people and community organisations of New South Wales through: assisting programs and organisations that promote inclusiveness, diversity and active citizenship; recognising innovation, achievement and excellence; promoting industry and regional development; and providing support in times of adversity.

Bringing New South Wales Together

Mr Steve Killelea AM

*Executive Chair and Founder
Institute for Economics and Peace*

Steve Killelea is the Founder and Executive Chair of the Institute for Economics and Peace (IEP). He is an accomplished entrepreneur in high technology business development and at the forefront of philanthropic activities focused on sustainable development and peace. After building two successful international software companies, Steve decided to dedicate most of his time and fortune to sustainable development and peace. In 2007, Steve founded IEP which was recognised as one of the 50 most impactful philanthropic gifts in Australia's history. He is also the founder of The Charitable Foundation and serves on numerous company boards, advisory boards and president councils. In 2010, he was honoured as Member of the Order of Australia for his service to the global peace movement and the provision of humanitarian aid to the developing world.



Positive Peace: A Chance for Change

The Institute for Economics & Peace (IEP) is dedicated to developing data driven research to show that peace is a positive, tangible and achievable measure of human well-being and development. One of the key research outputs of IEP is the Global Peace Index, which measures 'negative peace' - the absence of violence. IEP research shows, however, that there is quite a bit more to the reality of peacefulness. It has developed an empirical framework for identifying the drivers of peace and measuring their levels around the world. Termed 'Positive Peace', this framework describes the attitudes, institutions and structures that create and sustain peaceful societies.

In his presentation, Steve Killelea will describe the pillars of Positive Peace and discuss how they interrelate, focusing on the importance of social cohesion to building resilience and peace in societies worldwide.



Prof Andrew Markus

Pratt Foundation Research Professor of Jewish Civilisation, Monash University

Andrew Markus is the Pratt Foundation Research Professor of Jewish Civilisation at Monash University and is a Fellow of the Academy of the Social Sciences in Australia. Andrew has published extensively in the field of Australian race relations and immigration history. He is also the principal researcher on the Australian Jewish population and Yiddish Melbourne research projects. Since 2007, Andrew has been senior researcher for the Scanlon Foundation social cohesion research program, which in 2017 will conduct its tenth national survey. The findings of the Australians Today survey, which was completed by more than 10,000 participants and was available in twenty languages, were launched in August 2016.



Australians and Cultural Diversity: An Analysis of Australians' Views on the Matter

This paper will draw on the findings of the Scanlon Foundation surveys, conducted at the national and local level since 2007, and focus groups and interviews conducted in 2015-17, to further the understanding of the diversity of Australian opinion. Since the first Scanlon Foundation social cohesion survey in 2007, more than 17,500 respondents have completed the annual surveys, providing for the first time in Australian social science research the potential to track shifts in opinion on the basis of probability samples. With a focus on segments of the community differentiated by ethnicity (including third / plus generation Australians), age, educational attainment, region of residence, and political alignment, the analysis will consider markers of attitudinal change and their significance for community cohesion.

Dr Kay Patterson AO

*Age Discrimination Commissioner
Australian Human Rights Commissioner*

Dr Patterson began her role as Age Discrimination Commissioner on 29th July, 2016. Her strong interest in issues affecting older people has been demonstrated throughout her professional career. After gaining a BA (Hons) at the University of Sydney and a PhD in Psychology and Dip Ed at Monash University, Dr Patterson taught allied health science for 11 years. She then went on to study gerontology at two universities in the USA, and used the knowledge gained to co-develop the first Victorian post-graduate diploma in gerontology and to introduce gerontology into the undergraduate behavioural science courses.



Following her election to the Senate in 1987, Dr Patterson served on a number of Senate committees and held various shadow portfolios. In 1988, she was appointed a Parliamentary Secretary and in 2001 was appointed to Cabinet and served in the Health and Social Security portfolios. During her time in the Senate, Dr Patterson was particularly interested in issues affecting older Australians. She retired from Cabinet in 2006 and from the Senate in 2008.

Dr Patterson has served on a number of not-for-profit Boards and voluntary positions, and is currently Director of the Brockhoff Foundation and honorary Professorial Fellow at Monash University.

Abstract

When Paul McCartney penned his famous song “Will you still need me...” in 1966, at the age of 16, the oldest of Australia’s baby boomers were turning 20. Despite Paul contemplating turning 64, these boomers were on the cusp of adulthood and the inevitability of turning 64 was most probably the furthest thing from their minds and for most of them, would have seemed an impossibility.

Fast forward to the present day. Baby boomers aged 65 and over make up approximately 15% of the Australian population. Life expectancy continues to increase and older Australians are living more years of healthy life than ever before. The baby boomers are also a diverse generation, with a greater experience of cultural diversity than their predecessors. As a result of the high levels of post-war immigration, almost 40% of all migrants from non-English speaking countries are aged 50 years and over. These are all things to be celebrated. But how do we ensure that the many positives of longer lives and the great potential of our ageing and culturally diverse populations are fully realised?

In this time of demographic change, it is critical that we come together to discuss both the challenges and opportunities of population ageing so that older Australians may continue, as they have done throughout their lives, to make meaningful contributions to our workplaces, families and communities.



Mr Michael Pezzullo

Secretary, Australian Department of Immigration and Border Protection

Michael Pezzullo was appointed as the Secretary of the Department of Immigration and Border Protection in October 2014. Prior to this, he was the Chief Executive Officer of the Australian Customs and Border Protection Service. Mr Pezzullo joined the Service as the Chief Operating Officer in July 2009, having been the Deputy Secretary Strategy in the Department of Defence previously, a position to which he was appointed in January 2006. Between February 2008 and May 2009 Mr Pezzullo led the Defence White Paper team and was also the principal author of the 2009 Defence White Paper. Mr Pezzullo has a BA (Hons) in History from Sydney University.



Senator the Hon Zed Seselja

Assistant Minister

Social Services and Multicultural Affairs

Mr Zed Seselja was sworn in as Assistant Minister for Social Services and Multicultural Affairs on 19 July 2016. Zed was first elected to the Senate for the Australian Capital Territory in 2013 after serving in the ACT Legislative Assembly from 2004-2013. Zed was born in Canberra to Croatian immigrant parents. He is married to Roslyn and they have five children. Before entering politics, Zed studied Arts and Law at the Australian National University and then moved into the Commonwealth Public Service working for the Department of Transport and Regional Services.



Multicultural Australia: United, Strong, Successful

Earlier this year, the Australian Government released Multicultural Australia: United, Strong, Successful, a new multicultural statement that reaffirms the commitment to a strong and prosperous multicultural Australia and marks our nation as the most successful multicultural society in the world.

Multicultural Australia is about “all of us”. From the First Australians to our newest arrivals, through shared values, rights and responsibilities, we have all contributed to our social and economic strength.

Our cultural diversity is one of our strongest assets, yet we shouldn’t take our harmony and prosperity for granted. Australia’s harmony and cohesion have been tested in recent years. It is our resilience as a unified and integrated people, committed to a democratic way of life and the notion of a ‘fair go’ for all Australians, which is seeing us through the challenges imposed by the very real and growing threat of Islamic terrorism.

New programs and policies, introduced by the Australian Government throughout 2017, are testimony to the Government’s commitment to maintaining Australia as a cohesive and secure home providing opportunities for new arrivals to secure education, employment and English language skills.

Building and maintaining strong and resilient communities are critical to our nation’s social stability and security, and here too the Government remains committed. There is, without doubt, no place in Australia for racial hatred and discrimination. Our shared values and allegiance to Australia form the cornerstone of Australia’s future, and are our greatest solutions to the challenges which lay ahead.



Advancing Community Cohesion Conference

Today’s Challenges and Solutions

Dr Tim Soutphommasane

*Race Discrimination Commissioner
Australian Human Rights Commission*

Dr Tim Soutphommasane is Race Discrimination Commissioner and commenced his five-year appointment on 20 August 2013. Prior to joining the Australian Human Rights Commission, he was a political philosopher and held posts at The University of Sydney and Monash University. His thinking on multiculturalism, national identity and patriotism has been influential in shaping debates in Australia and Britain. Dr Soutphommasane is the author of four books, *I'm Not Racist But ...* (2015), *The Virtuous Citizen* (2012), *Don't Go Back To Where You Came From* (2012), and *Reclaiming Patriotism* (2009). He was co-editor (with Nick Dyrenfurth) of *All That's Left* (2010).



Ibu Yenny Zannuba Wahid

Director

The Wahid Institute, Indonesia

Yenny Zannuba Wahid is the Director of The Wahid Institute in Jakarta, Indonesia. The Institute is dedicated to realising the commitment of K H Abdurrahman Wahid (Gus Dur), the late President of Indonesia, to advancing the development of Indonesia and Islamic society, improving the welfare of the lower class of the society, building democracy and fundamental justice, and expanding peace and non-violence throughout the world.



Yenny is a social and political activist who works to promote peace and tolerance in the world. Her family's influence within Nahdlatul Ulama (NU), the largest Muslim organization in Indonesia with around 80 million followers, enables her to work effectively at the grassroots level. Yenny's professional experience includes working as an assistant correspondent for the Australian newspapers The Sydney Morning Herald and The Age, as special staff for the 6th President of Indonesia Susilo Bambang Yudhoyono, and working as secretary general for the biggest Muslim party in Indonesia, Partai Kebangkitan Bangsa / PKB (National Awakening Party). As a member of a prominent political dynasty in Indonesia - her great grandfather founded NU and remained loved to this day, her grandfather was a minister in Indonesian President Soekarno's Cabinet, and her late father, President Wahid, was the 4th President of Indonesia - Yenny is expected to follow in their political footsteps one day. At the moment, the mother of three small young children prefers to focus on her grassroots work promoting peace and empowering marginalized women through The Wahid Foundation.

Yenny has received many awards and accolades such as the Australian Walkley award for her coverage of conflict in East Timor and the Champion of Children Award from the United Nations Children's Fund for her work promoting children's rights. She was also a class speaker at the Harvard Kennedy School of Government, graduating in 2003.



Advancing Community Cohesion Conference

Today's Challenges and Solutions



Concurrent Session Speakers

Mr Aleem Ali

*National Manager
Welcoming Cities Initiative*

Aleem Ali is the National Manager of the new Australian initiative, Welcoming Cities. As a cultural and social entrepreneur, Aleem loves little more than working with passionate people to implement great ideas that advance the common good. Awarded and recognised for his contribution to the community, Aleem has spent the past 20 years seeding and mentoring the development of leading programs, initiatives and enterprises. He is a mentor and advisor to various start-ups, community enterprises and government panels, and a respected presenter on issues related to cultural diversity and social cohesion.



The Australian Standard for Welcoming Cities

Various campaigns and initiatives, such as ‘Racism It Stops With Me’ and ‘Refugee Welcome Zones’, seek to ensure that social cohesion is maintained and that Australia remains a multicultural success story. While these campaigns are important, building social cohesion requires more than public education. Founded by the Scanlon Foundation and Welcome to Australia, ‘Welcoming Cities’ is a national initiative that supports local councils, and their communities, to work towards greater social cohesion and economic success. Welcoming Cities is creating a national network of cities, shires, towns and municipalities who are committed to an Australia where everyone can belong and participate in social, economic and civic life. The network supports local councils in four key areas: knowledge sharing; partnership development; celebrating success; and, standard and accreditation. Welcoming Cities is working to set the national standard for cultural diversity and inclusion policy and practice in Local Government.

The recently launched Australian Standard for Welcoming Cities (The Standard) will enable Australian local councils to: benchmark their cultural diversity and inclusion policies and practices across the organisation; identify where and how further efforts could be directed; and assess progress over time. This will be the first accredited standard anywhere in the world for migration, settlement, cultural diversity and inclusion. The Standard will bring rigour and provide a clear framework for cultural diversity and inclusion approaches to social cohesion.

The development of The Standard is informed by: consideration of existing standards and benchmarks developed by Intercultural Cities, Welcoming America, EuroCities, Cities of Migration (Ryerson University), and Resilient Cities; the Scanlon-Monash Index of Social Cohesion and longitudinal study; direct consultation with Australian local councils and local government associations; and consultation with various peak bodies. More than 150 submissions were received in response to the public draft of The Standard and the working draft is currently with stakeholders for further feedback before the final release.

What we know is that Welcoming Cities works. It attracts people to communities, it draws talent, and it grows business opportunities. When people feel a sense of value and belonging, when they feel welcome, they will participate – socially, economically and civically. However, Welcoming Cities is more than a nice idea – it’s a framework for cultural diversity and inclusion policies and practices that enhance social cohesion.

Further information: <https://welcomingcities.org.au/the-standard/>



Advancing Community Cohesion Conference
Today's Challenges and Solutions

Dr Jan Ali

*Senior Lecturer in Islam and Modernity
School of Humanities and Communication Arts
Western Sydney University*

Dr Jan Ali is a Religious Sociologist specialising in Islam. He is a Senior Lecturer in Islam and Modernity in the School of Humanities and Communication Arts at the University of Western Sydney. His main sociological focus is the study of existential Islam. Currently, Jan is working on three separate research projects – the first is a study of different aspects of Muslim terrorism particularly its causes and consequences, the second is looking at Rohingyas in Australia, and the third is a collaboration with Professor Shahadat Hossain which examines Muslim Youths in Global Cities.



Australian Muslim Community and a Move Towards a Balanced Social Divergence

Muslims in Australia come from over 183 different countries making them the most diverse religious community in Australia. This diversity is reflected in Muslim religious practices, cultural values, and social processes as well as in community organisations. Muslim community organisations, based on ethno-parochial and national heritage, abound in Australia with each community organisation responsible for looking after the affairs of its own community. As such, they operate independently and in isolation from one another with limited to no interaction and cooperation between them. Muslim community is inherently internally diverse and polarised resulting in a community dis-interconnectedness and imbalanced social divergence that works against the notion of ummah (community of believers) and collective consciousness in Islam.

This paper examines the imbalanced social divergence in Muslim communities. Using the literature (Humphrey, 2009; Yasmeen, 2008; Hassan, 2008; Jakubowicz, 2007; Saeed, 2003) on Muslim communities in Australia, the paper highlights the divisions that exist between Muslim communities and how they may be countered with the employment of Ibn Khaldun's concept of asabiyyah (social solidarity with an emphasis on group unity). Ibn Khaldunian scholars such as Syed Alatas, Zaid Bin Ahmad, Nurullah Ardic, and Tahsin Gorgun have argued that asabiyyah can generate a cooperative spirit in internally diverse communities. Adhering to this tradition of community analysis, this paper will discuss the generative power of social cohesion (asabiyyah) and its potential to produce a balanced social convergence between polarised Muslim communities allowing them to share the same social spaces, manage relationships across lines of ethno-parochial and national difference, and becoming collectively an exemplar of social cohesion for broader Australian society.

Mr Khaled Almedyab

*School of Social Sciences and Psychology
Western Sydney University*

Do Community Programs Aimed at Increasing Cultural Awareness Narrow the Gap between the Government and the Muslim Community?

The Australian government employs vast resources to promote social cohesion and integration to address the needs of culturally diverse communities. Following the rise in the number of attacks post-2001, Australian government has addressed increasing concerns about home-grown terrorist threat by designing a number of initiatives aimed to improve support for the Australian Muslim community. These initiatives were incorporated into police action with the aim of strengthening relationships with the Muslim community rather than act just as a law enforcement entity. An analysis of these programs suggests that these programs are integrated into multiculturalism policies and initiatives as means to counter extremism. Although, the Muslim community is one of the most active Australian minority communities that participate in policing and educational community awareness programs, however, such programs raise some questions about the way they are implemented, the involvement of the police, and around the evaluation of their efficacy. On the other side, the Muslim community, may see these programs as contributing to perceptions that the community is targeted (by being singled out as an 'at risk community'). This paper will contribute to the debate around how community awareness policing and educational programs are implemented within the Muslim community.



Ms Lisa Annese

*Chief Executive Officer
Diversity Council Australia*

Lisa Annese is the Chief Executive Officer of Diversity Council Australia, where she heads a team to lead public debate, conduct research and develop innovative resources for organisations in the area of diversity.

Amongst her prior roles, Lisa worked at the Equal Opportunity for Women in the Workplace Agency where she developed the first ever census of 'Australian Women in Leadership', 'Business Achievement Awards', and 'Employer of Choice for Women' citation. Lisa was awarded a Medal for Significant Contribution to the Australian Public Service and co-authored "Chief Executives Unplugged - CEO's Get Real About Women in the Workplace" which was named a "must-read business book" by AFR/BOSS magazine in 2005.

Lisa is raising three independent and broad minded daughters with her husband in Sydney and is heavily involved in local community activities with them.



Advancing Cohesion through Challenging Leadership Models

Co-authors:

Dr Jane O'Leary, Research Director, Diversity Council Australia

Dr Graeme Russell and Dr Dimitria Groutsis, University of Sydney

Ms Rose D'Almada-Remedios, Diversity Council Australia

There is a clear and compelling business case for fostering and supporting inclusive, culturally diverse workplaces. Yet Diversity Council Australia's research has shown that culturally diverse people are not represented in leadership at the same rate as in the Australian community. For culturally diverse women, the situation is even worse. Culturally diverse women experience a 'double jeopardy' when accessing leadership roles due to their gender and cultural background combining to make access more difficult relative to non-culturally diverse women or culturally diverse men.

This presentation will bring together the findings of two landmark pieces of DCA research about how conventional leadership models are holding back people from culturally diverse backgrounds, and what organisations need to do to unlock talent. In 2017, DCA spoke with over 230 culturally diverse women who are leaders or aspiring leaders in Australian-based organisations. The career insights they shared enabled DCA to generate a framework for action to assist Australian organisations better harness, recognise and reward the abilities of this critical employee segment. Our report, *Cracking the Glass Cultural Ceiling*, reveals that culturally diverse women are being held back by masculinised-Western leadership models that are biased against them. DCA developed a series of practical recommendations for organisations, including recrafting narrow models of leadership to remove bias and be more inclusive. The recommendations are backed by other research which has shown that humble CEOs are good for business, as well as DCA's own research into inclusive leadership. DCA's *Building Inclusion* report demonstrated that a key capability for inclusive leaders is the capacity is a Growth Mindset, which requires challenging the status quo and changing the way things have always been done so they work better for a diversity of talent and for the organisation.

The presentation will highlight how to create more cohesive workplaces and communities, by seeing things in different ways.

Dr Mary Asic-Kobe

*Director of Social Services
Access Community Services*

Dr Asic-Kobe is the Director Social Services at Access Community Services Limited. Her expertise in refugee resettlement spans 14 years and is complemented by almost two decades of career experience as a Clinical Psychologist and clinic Director. Overseeing client service delivery and operations of multiple Refugee Resettlement and Asylum Seeker programs, Dr Asic-Kobe's management style takes a performance-based approach informed by her clinical practice, available evidence, research engagement and government policy.



Dr. Asic-Kobe's career achievements are extensive and can be linked to early ambitions to bolster the physical and psychological quality of life of refugees, a focus she has maintained with interest, in enhancing the quality and integration of health services available to people of refugee backgrounds. Her Clinical Doctorate focused on Quality of Life and facilitated the development of a Trauma Counselling Service for resettled refugees and an evaluation study of trauma therapy outcomes - the first of its kind. Her commitment to evidence-based practice, is seen in her ongoing research engagement with universities and industry to advance sector development and overall improve the quality of life for clients. This focus has enabled Dr. Asic-Kobe, to successfully challenge traditional service delivery models through the development of close working relationships with resettlement services, and the delivery of client directed workshops. Dr Asic-Kobe was recognised as a finalist in the 2016 Queensland Mental Health Week Achievement Awards for her extensive work in improving the psychological health for refugees.

Regional Resettlement in Queensland: Enhancing Social Capital

There has long been a debate about the regional resettlement of refugees and migrants. A productive view of regional resettlement is as social capital and a long term community inclusion and engagement strategy rather than an end goal. This paper outlines the ways in which regional resettlement contributes to social cohesion within and between Australian communities. In particular, it aims to demonstrate how regional resettlement advances economic and social equality and upward mobility for CALD Australians.

In adopting an employment-led regional development approach, people have an opportunity to rebuild their lives in areas with available employment, supportive communities and social infrastructure. This approach focuses on five key pillars to support resettling communities; leadership, employment, pathway planning, housing and social infrastructure and support. Focusing on engaging whole of community and providing a comprehensive wrap-around support for culturally diverse families ultimately help to create livable, diverse and sustainable cities to the future.

Cross sector collaboration and a holistic approach to individual and family needs enhances settlement success and regional opportunities. For example, it is important to work across sectors and with industry to help secure regional meaningful job placements to reduce the need for fly-in fly-out workers thereby increasing population and enhancing local economy. The positive flow on effect is the increased cultural diversity within regional communities and the necessary investment in infrastructure and resources to meet the growing demands.

It is important to also recognise how regional settlement presents an opportunity to celebrate diversity and enhance social cohesion, and to connect regional locations and people through activities such as sport and the arts. Equally important is understanding the needs of individuals and communities so what works and what doesn't work can be adequately monitored.



Advancing Community Cohesion Conference

Today's Challenges and Solutions

Mr Atem Atem

*Multicultural Officer
Fairfield City Council*

Atem Atem recently joined Fairfield City Council as a Multicultural Officer. Prior to this, he worked at the NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors and the Multicultural Youth Affairs Network. He is currently writing a PhD thesis on the settlement of South Sudanese in Sydney.

The Role of Local Councils in Settlement and Promoting Community Cohesion

Fairfield City is arguably the most diverse LGA in Australia. It receives about 1,000 humanitarians annually. However, in the last 18 months, the city received almost 7,000 humanitarian entrants. Surprisingly, the Fairfield community is harmonious, cohesive, and resilient and for decades has been welcoming of migrants and humanitarian entrants. However, the influx of humanitarian entrants over such a short period of time has placed overwhelming pressure on the community, local infrastructure and available services.

In a settlement context characterised by an influx of a large number of migrants with complex settlement needs, eroded ethnic community support infrastructure due to changes in government funding policies, a local housing shortage and aging local infrastructure, the role of local government in settlement planning and promoting community and social cohesion becomes prominent.

This paper argues that local government has a very important role to play in the settlement of migrants and humanitarian entrants, sustaining community cohesion, promoting a sense of belonging to the local community and strengthening community resilience. Local government is generally ignored in settlement planning and perceived to play little or no role at all in settling newly arrived migrants and humanitarian entrants and in promoting community harmony and cohesion.

The experience of Fairfield City demonstrates that local government could play a very significant role in coordinating services, building the capacity of newly arrived migrants and humanitarian entrants, advocating for more resources and services for those who need them as they settle, and in creating a local community environment conducive for community cohesion. Fairfield City has developed a Settlement Action Plan, the first any LGA has developed in Australia. The City has also built the capacity of local communities through programs such as Fairfield Emerging Leaders and Advocates (FELA) Program.

This paper draws on data collected from community and agencies through consultations, focus groups and surveys. Census data and the DSS Settlement Reporting Facility provided complementary data. In addition, some data came from direct interaction with refugee and migrant communities while discharging professional responsibilities. Therefore, observation and reflexivity were an important methodological approach that informed some of the conclusion reached in this paper.

This paper recommends that Federal and State governments include local councils in settlement planning and in settling newly arrived migrants. Strategies including early engagement with local councils receiving significant number of humanitarian entrants to understand key local community priorities and challenges, negotiations to invest in local infrastructure which will create safe spaces that bring new and old residents together, and locally coordinated service provision to improve settlement and community cohesion outcomes.

Ms Phillipa Bellemore

PhD Candidate

Macquarie University

Phillipa Bellemore is a doctoral candidate in Sociology at Macquarie University. She is investigating the relationship between refugees and the receiving community in Australia. Her research examines refugee mentor programs in Sydney, Adelaide and Brisbane. Phillipa is collaborating with a faith-based program and non-government organisations in her research. Prior to commencing her PhD, she worked as a social worker in community, non-government and government organisations. She coordinated a refugee mentoring program in northern Sydney for eight years. Phillipa's key interests include refugee mentoring, intercultural relationships, hospitality and reciprocity.



Lessons from the Good Neighbour Council Informing Intercultural Volunteer Contact

This paper highlights the potential of garnering the resources of the Australian community in welcoming, settling and integrating new immigrants. The paper seeks to draw on and learn from past endeavours of the Good Neighbour Council to understand possibilities for current issues in intercultural volunteering. In addition, it draws on my empirical research to provide insights into the potential to use volunteers in community cohesion and the promise and pitfalls of intercultural contact. The paper argues that there is a strong community cohort ready and able to support new immigrants.

An upsurge of interest in volunteering with refugees and asylum seekers in Australia raises questions about how local community volunteers can assist intercultural contact, resettlement and integration. In this presentation, I will review the federally funded Good Neighbour Council which ran from 1949-1979 in Australia. The Council harnessed the enthusiasm of thousands of local volunteers who visited and welcomed immigrants and refugees into their new communities. It proclaimed "... its awareness of the need to help each new settler to become a dignified and equal member of the Australian community". While negative reviews portray the Good Neighbour movement as paternalistic, "a tea and buns party" and excluding migrant participation, Kokegei (2012) urges a more nuanced examination of the Council, stressing that there are lessons to learn from its operations that are well worth revisiting today. Informed by my research into refugee mentoring programs in Sydney, Adelaide and Brisbane, I will explore key issues in managing volunteers today and argue that volunteering has evolved into a complex activity with government mandated risk requirements impacting on relationships that volunteers form. The nature of intercultural contact between refugees, people seeking asylum and volunteers is an under-researched area and a crucial concern in our super diverse world.

My PhD research methodology utilises an everyday multiculturalism approach (Wise and Velayuthum, 2009). Using a bottom up approach, I privilege the voice of refugees and their lived experiences along with the insights of volunteer mentors. My research methods include qualitative interviews with refugees and volunteer mentors, observation of refugee mentoring training and events, and ethnography.



Ms Annabel Brown

*Program Manager
Centre for Policy Development*

Annabel Brown is Program Manager – Asia Dialogue on Forced Migration (ADFM) at the Centre for Policy Development (CDP). Established in 2015, the ADFM Program brings together actors from across Asia to cooperate on finding more durable and dignified approach to forced migration.

Annabel is an experienced researcher, advisor and facilitator, with over 15 years' experience supporting effective social and economic development in Australia and the Asia-Pacific. She has particular expertise leading research and evaluation projects focused on understanding policy influence, advocacy, leadership development, governance, accountability and empowerment. Agencies and networks she has worked with include Transparency International, Oxfam, WaterAid, the Secretariat of Pacific Community, the Australian Public Service Commission and the Australian Aid Program.

Annabel has a Masters in International Development from RMIT University and a Bachelor of Arts from the University of Western Australia.



Settling Better: Reforming Refugee Employment and Settlement Services

Co-authors:

Rob Sturrock, Policy Director, Effective Government Program, CDP

Mr Travers McLeod, CEO, CDP

The Centre for Policy Development will present its national report 'Settling Better: Reforming Refugee Employment and Settlement Services' which was released in early 2017.

This presentation is relevant to the Conference's examination of key national initiatives advancing social cohesion, especially regarding settlement and integration of Australia's humanitarian migrant intake. It offers the latest research and findings into why refugees struggle to find decent employment after arriving in Australia and the benefits to the community in addressing this challenge. The presentation will examine the key findings and recommendations from Settling Better. The report identified jobs outcomes for refugees as the weak link in Australia's settlement record and highlighted key barriers to refugees finding jobs more quickly, including low English proficiency, lack of work experience and a lack of opportunities for women. It demonstrated that getting more refugees into jobs faster would be a triple win for Australia, benefiting vulnerable people, boosting the budget and improving social cohesion. It showed that improving employment outcomes by just 25% would generate \$2.5 billion worth of income for refugees and their families, and save the Government \$1 billion. Alternatively, if poor outcomes persist, the social compact and cohesion that supports a large refugee and immigration program will come under rising pressure.

CPD analysed the 'Building a New Life in Australia Dataset' which is a longitudinal research survey tracing the settlement journey of refugees who arrived in 2013. Using logistical regression and other statistical techniques, the Settling Better report identified the key indices preventing refugees from finding jobs. In addition, leading refugee settlement and integration practice from comparative jurisdictions overseas, such as the United States, Canada and Germany, was examined for learnings applicable to Australia.

The report proposes several policy interventions to improve employment outcomes, including:

- specialised and intensive case management for humanitarian migrants that integrates initial settlement services, English language programs and employment;
- enhancing private and community sponsorship within the humanitarian program;
- introducing trial programs for faster recognition of refugees' existing skills;
- developing microfinance options that could be of particular benefit to women and families;
- improving machinery of government arrangements federally for settlement services.



Ms Rebekah Brown

PhD Candidate

University of Tasmania

Rebekah Brown is a PhD candidate at the University of Tasmania in the School of Social Sciences. She is writing up an immersive ethnography exploring everyday multicultural encounters and refugee resettlement experiences with Christian Karen (refugees from Myanmar, ex Thailand). Rebekah's focus is on interactions in a socio-religious space. Karen families, over ten years of resettlement, have become the majority group attending a local Baptist congregation in Tasmania



Social Cohesion in Religious Civic Spaces: the Case of a Multicultural Church

This paper uses the results of a three-year ethnographic immersion to consider how macro policy imperatives around social cohesion play out in a particular micro public – a local, multicultural church. This PhD research investigates interaction patterns to show that while misunderstandings and cultural translation failures happen, they do not signal mutual incoherence but spark interest, invention and humour. While ‘participation’, ‘integration’ and ‘inclusion’ are disputed terms, at this Baptist church different cultural groups are engaging with one another’s lives and homes to visit, befriend and practice hospitality. A range of contributions and shared practices – tithing, prayer for one another, choir singing, Sunday School teaching and boxes of fried rice after – become a mutually coherent dialect where little shared language exists. These small gestures are symbols that develop a coherent togetherness-in-difference. This paper acknowledges cultural dominance. But at the level of interaction familiar resources and capitals – a shared language, familiar gestures and conduct – become less solvent. Difference becomes salient, even an impasse – but convivial gestures, and shared faith operates to bridge difference, nourish cohesion. Small actions and large shared projects diversify capitals and resources across the congregation – both inside the church and outside its walls. This paper shows how transversals work in the space; they make frequent bridge crossings, carry messages and transfer resources between groups. The paper concludes that intercultural dialogue can begin with a simple greeting, and religious ritual can form a backbone for further hopeful encounters. The familiar rhythms of sociality in church – as in other civic spaces – can create a place where visually, linguistically, culturally different groups meet an ‘other’ – unknown and unfamiliar, who becomes friend and fellow believer.

Ms Alexia Derbas

PhD Candidate

Western Sydney University

Alexia Derbas is a PhD candidate in the School of Social Sciences at Western Sydney University. She also works on the Challenging Racism Project.

The Securitisation of Young Muslims: How ‘Countering Violent Extremism’ Threatens Young Muslims’ Ability to Access Safe Spaces

This paper will report on in-depth interviews with community and social workers in the Greater Western Sydney region on issues facing communities in the context of government approaches to Countering Violent Extremism (CVE). This follows evidence to show such prevention should avoid top-down approaches, understanding the importance of community based initiatives and activities to counter the influence of violent extremist ideologies and prevent radicalisation. The research found the most prevalent instances of violently enforcing ideology experienced by community workers were gender based (domestic violence, and abusive relationships among young people). Yet discourse on CVE focuses on a fictional ‘Muslim community’ as being central to the issue of violent extremism and thus the most vulnerable. Such rhetoric mostly impacts on young people, who are constructed as being vulnerable to radicalising to violence. Participants reported that young Muslims feel targeted, contributing to feelings of social and political isolation. This is most apparent in the perceived lack of ‘safe spaces’ for young people to discuss political and ideological ideas that, due to the fact of their Muslimness, are assumed by mainstream perspectives as being ‘radical’ and controversial. This is contextualised with the Islamic Council of Victoria’s recent move to gain funding for the creation of safe spaces of discussion for young Muslims, which was met with outrage and referred to by Premier Daniel Andrews as encouraging a ‘hate space’. It is argued that fear of the risk of terrorism is projected onto the Muslim community, and so a serious re-framing of the discourse and approach of CVE is needed. The paper is linked to the conference themes of safe spaces for dissent and disagreement in terms of dealing with social conflict. It will argue that security measures are influencing how the Australian public sees Muslims, with CVE now almost an inherent aspect to discourse on community cohesion and building resilience. Part of the impact of CVE discourse is that it promotes negative perceptions of Muslims, which in turn problematises the idea of a safe space for young Muslims to discuss issues important to them.



Mr Peter Doukas

Chair

Ethnic Communities' Council of New South Wales

Peter Doukas was elected Chair of the Ethnic Communities' Council of NSW – he was elected Chair in 2013 and re-elected in 2015 and is the youngest ever to take on this position. Peter also served as Secretary of the ECCNSW between 2009 and 2013 and presided over significant changes to the internal governance structure of the organization. Outside of the ECCNSW, Peter is Managing Director of law firm Denison Toyer, based in the Sydney CBD, and operating mainly in commercial, administrative and estates law. He has worked in corporate governance since 2006 and has provided extensive advice to associations, and NGOs around compliance and governance. He is currently a member of the NSW Government's Justice Multicultural Advisory Committee and serves on various other non-profit boards.



Changing the Media Landscape: Mentorship at its Best

Although Australia is a multicultural nation there is little diversity depicted in our media. Whenever you turn on your television to watch an Australian drama, comedy, news or breakfast show it becomes increasingly obvious that media representations of what today's Australian looks like are well behind the times when you consider the current statistics. This presentation aims to provide insights into a highly successful program currently being implemented between Macquarie University, SBS and Ethnic Communities Council of NSW that will challenge the upper echelons of Australian media in years to come. Through the program, students from CALD, low SES and Indigenous backgrounds studying media at Macquarie University are immersed in all aspects of media and receive professional knowledge and technical understanding from their mentors who work across SBS. These SBS mentors enable students to experience firsthand the working operations of a major media organisation and in doing so can become significant change agents in Australia's media landscape.

Dr Hazel Easthope

*Scientia Fellow, City Futures Research Centre
University of New South Wales*



The Decline of Advantageous Disadvantage: Why Newly Arrived Migrants Can No Longer Afford to Live in ‘Gateway’ Suburbs and What to Do About It

Co-authors:

Associate Professor Wendy Stone, Swinburne University

Professor Lynda Cheshire, University of Queensland

If we rely on government statistics of disadvantage, then the most common type of ‘disadvantaged suburb’ across Sydney, Melbourne and Brisbane are suburbs characterised by a higher than average proportion of recent overseas migrants and families with children. Over half of the population living in a disadvantaged suburb in these three cities lives in a suburb like this. The spatial concentration of people classified as disadvantaged and the concentration of newly arrived migrants in particular areas has often been assumed to be undesirable by academics and policy makers. But our research demonstrates that concentrations of people often classified as disadvantaged – namely newly arrived migrants, and particularly humanitarian and family migrants – can have significant positive outcomes. This is possible when the places where these people live are advantaged places with good social supports and services. We chose two suburbs identified as disadvantaged and characterised by high proportions of recent overseas migrants and spoke with residents and local service providers about their experiences of living and working in these places, how the places had changed over time and the opportunities for new residents to move there. These were the suburbs of Auburn in Sydney and Springvale in Melbourne. What we found is that these places are good places to live. They embody the ideal of a multicultural society and provide a significant amount of formal and informal support and services to their residents. In these places, concentrations of disadvantage are advantageous to residents. But we also found that they are under threat. The capacity of recent migrants to emulate concentrated settlement patterns is now significantly undermined by changes in the labour market and affordability problems in the housing market. The implications of these changes for the wellbeing of disadvantaged residents and the future of these suburbs are significant and effective responses are difficult – both will be discussed in this presentation.



Advancing Community Cohesion Conference

Today's Challenges and Solutions

Charlee-Sue Frail

*Indigenous Programs Manager
Australian Football League NSW/ACT*

Charlee-Sue Frail is a Ngemba woman from Brewarrina in North-West New South Wales. She grew up in Wollongong before moving to Canberra to complete her Bachelor of Arts, Majoring in Political Science and Anthropology, at the Australian National University in 2014. For 3½ years, Charlee-Sue was the Manager of Aboriginal and Torres Strait Islander Engagement at Recognise, the campaign to recognise Aboriginal and Torres Strait Islander people and remove the elements of race discrimination from the Australian Constitution. She now works as the Indigenous Programs Manager for AFL NSW/ACT. Charlee-Sue believes that sport can be used as a vehicle for social change, particularly on issues of racism and race relations. She is passionate about youth leadership through AFL participation and talent programs.



Associate Professor Jim Forrest

*Honorary Senior Research Fellow
Department of Geography and Planning
Macquarie University*

Jim Forrest is Honorary Senior Research Fellow at the Department of Geography and Planning, Macquarie University, where he is working on (i) racist attitudes and experience of racism, core culture hegemony (with Professor Kevin Dunn, Western Sydney University) in Australia and (ii) the immigration experience of minority group immigrants in Australia and other English speaking countries: structural and identificational integration, segregation/desegregation (with Professor R J Johnston at Bristol University, United Kingdom).



Intergroup Prejudice in Multicultural and Mono-Cultural Settings in Sydney

Much about the spatiality of racism is informed by the notion of contact leading to acceptance or rejection, associated with 'social distance' or how culturally different, how unlikely to fit in, a particular ethnic group is, though conditioned by socio-economic characteristics - education in particular. However, little attention has been paid to outer suburban areas where those seen as most socially distant are few and far between yet where high levels of racism often exists for which it may be suggested the popular media is largely to blame. Contextual (spatial) relationships, however, reveal place-based culture of tolerance and intolerance cutting across compositional (aspatial), eg, age, socio-economic status. As part of the Challenging Racism project, we use a University of New South Wales / Macquarie University survey of racist attitudes among residents in the Sydney metropolitan area to test these ideas. We find that a geography of racism in Sydney adds a level of understanding which cannot be obtained from aspatial analysis alone.



Dr Sean Gorman

*Senior Research Fellow
School of Media, Culture and Creative Arts
Curtin University*



Dr Sean Gorman is a Senior Research Fellow at Curtin University. Sean has studied and worked in the Indigenous Studies field for 23 years. In that time he has tutored, lectured and researched in the Indigenous studies programs at Murdoch University, Edith Cowan University, and the University of Melbourne. Sean's work draws on social justice, social history, sports history, and local history and gives insight and voice to contemporary Indigenous society and people. He was the Chief Investigator on an Australian Research Council grant entitled: *Assessing the Australian Football League's Racial and Religious Vilification Laws to Promote Community Harmony, Multiculturalism and Reconciliation* which produced *Sport in Society: Cultures, Commerce, Media, Politics. The Biggest Game in Town: An Analysis of the AFL's Vilification Policy* (2016).

The Biggest Game in Town: An Analysis of the AFL's Vilification Policy

It is now 22 years since Essendon footballer Michael Long was vilified. This led the Australian Football League (AFL) to introduce its anti-vilification law, Rule 35. This has seen the development of a range of policies and programs to help improve the welfare and wellbeing of all players who play in the elite AFL. From a three-year Australian Research Council Linkage project, which partnered with the AFL, the AFL's Players Association (AFLPA) and the Office of Multicultural Affairs and Citizenship, issues of racism, attitudes towards women and issues of homophobia were explored. The key goal of the project was to determine the effectiveness of the AFL and AFLPA education programmes, since Rule 35 was introduced two decades ago. Through a mixed method approach of social network analysis and in-depth interviews, researchers at Curtin University, Swinburne University of Technology, Curtin University, and Federation University, examined club cultures of nine AFL clubs, including over 400 players, coaches and club staff. Key findings of this landmark project will be discussed.

Ms Aimee Griffin

*Community Portfolio Manager
Victoria Police*

Aimee Griffin currently holds the Human Rights Portfolio in the Priority Communities Division at Victoria Police. She is currently leading a project entitled the Social Cohesion Partnership Project. The project is designed to build the trust and confidence of culturally and linguistically diverse communities in Police. She came to Victoria Police with extensive experience in the refugee and settlement field having managed settlement and asylum seeker support programs at AMES Australia, Spectrum Migrant Resource Centre and the North West Migrant Resource Centre. She has also worked for a range of international not for profits overseas including Reprieve, Minority Rights Group International and Stop the Trafficking. Aimee holds a Masters of Law in International Human Rights and a BA in Politics.



Victoria Police Social Cohesion Partnership Project

Multicultural diversity is one of Victoria's key determining characteristics. A community that comprise a range of ethnic, faith and linguistic backgrounds requires its public services, including and especially the police, to understand and respond meaningfully to the opportunities and challenges presented by this environment.

The Victoria Police Social Cohesion Partnership Project is to establish new and innovative ways of engaging with diverse communities (including CALD women and young people) that are not known to actively or regularly engage with Police to identify points for strengthening community trust. This will provide a policing-specific insight into social cohesion issues and strengthen Police engagement with unconnected groups leading to greater levels of mutual understanding between communities and Victoria Police.

The Project is being undertaken in partnership with the Multicultural Affairs and Social Cohesion Division, Department of Premier and Cabinet. It is a Victorian Government commitment under the recently released Multicultural Policy Statement, 'Victorian. And Proud of It'.

Phase 1 of the Project is completed. It comprised identifying sites for the establishment of Community Connections Forums (CCFs). There are 18 sites now in operation across the state. The CCFs are focused on identifying issues of concern among women and youth from new and emerging communities that have traditionally not necessarily had access to Victoria Police. An interim report to inform the direction of Phase 2 of the Project has been completed. This report is based on the consultations that have occurred at the CCFs, which are located across metropolitan and regional Victoria. The themes identified at the CCFs have been grouped under the following three categories: Policing, Systemic, and Programmatic (as in being the primary responsibility of other agencies).

Phase 2 will enable a number of co-design projects between Victoria Police and local communities to create interventions, services and programs which will address a particular social cohesion issue. These projects will be evaluated independently to review the impact of the Project.



Tracey Grosser

Bordertown Manager

Australian Migrant Resource Centre

Facilitating Inclusion for Recent Arrivals in Regional Australia

Co-author:

Mr Nick Tebbey, CEO, Settlement Council of Australia

This presentation will provide practical real life examples of the work of the settlement sector in achieving social inclusion for refugee and migrant arrivals in regional Australia. The Australian Migrant Resource Centre will discuss the challenges in facilitating community cohesion with two key case studies: Bordertown and Mount Gambier, both in South Australia. The stories shared will demonstrate how the settlement sector can play a pivotal role in advancing community cohesion and will support the presentation of the Settlement Council of Australia in providing evidence of the importance of the settlement process and the need for commitment across all levels of government, as well as the broader community, to create a culture of welcome for new arrivals and also to ensure an easy transition for them to achieve a sense of belonging in their new communities.

Mr Khanh Hoang

PhD Candidate

*Andrew and Renata Kaldor Centre for International
Refugee Law*

University of New South Wales

Khanh Hoang is an Associate Lecturer in the Australian National University Migration Law Program at the ANU College of Law. He is also a PhD candidate at the Andrew and Renata Kaldor Centre for International Refugee Law at UNSW. He has previously worked in Migration and Refugee Division of the Administrative Appeals Tribunal and at the Australian Law Reform Commission.



Dr Sangeetha Pillai

Senior Research Associate

*Andrew and Renata Kaldor Centre for International
Refugee Law*

University of New South Wales

Dr Sangeetha Pillai is a constitutional lawyer and a Senior Research Associate at the Andrew and Renata Kaldor Centre for International Refugee Law. She is an expert on Australian citizenship law, and the constitutional differences in the scope of government power that can be exercised over citizens and non-citizens. Her work on these issues has been published in leading Australian and international journals. She has also provided media commentary on various legal issues, particularly those raised by the recent introduction of broad citizenship stripping powers in Australia. She has appeared before and been cited by parliamentary committees on matters pertaining to Australian citizenship law. Sangeetha is the Kaldor Centre's expert on the domestic public law framework that governs refugees and people seeking asylum in Australia. Her current research examines the ongoing exploration of the boundaries of parliamentary and executive power over such persons in Australian case law.



Citizenship, Migration and the Production of the Australian Community

This presentation critically examines recent changes and proposed changes to Australian citizenship law as a case study. The argument presented is that citizenship has now been reconfigured as a tool of exclusion, underpinned by a rationale of advancing community cohesion in the light of contemporary challenges. Our analysis puts into question whether these changes to citizenship law are required to serve the object of advancing community cohesion. Ultimately, we argue that fundamental change of this nature should only be undertaken following evidence-based justification (of which we suggest there is insufficient) and robust dialogue about the respective roles of citizenship and migration policy.



At the turn of the 21st century, Sir Ninian Stephen, Chair of the Australian Citizenship Council, noted that one of the 'great achievements' of Australian citizenship policy was that it had both welcomed migrants and 'made relatively easy their becoming an integral part of the Australian community', with very high rates of citizenship uptake. Some 20 years on, much has changed. In the midst of public concern about terrorism and national security, the inclusiveness of Australian citizenship has become a subject of scepticism. In 2014, in the wake of the Martin Place siege, then-Prime Minister Abbott said that people had for too long been given 'the benefit of the doubt' with respect to citizenship. In 2015, broad-ranging new citizenship revocation powers were enacted. Proposed amendments introduced into Parliament in the Australian Citizenship Legislation Amendment (Strengthening the Requirements of Australian Citizenship) Bill 2017 will raise the hurdle requirements for Australian citizenship, to allow more scrutiny of permanent residents seeking citizenship. In all these examples, citizenship has been reconfigured as a tool of exclusion. This has been underpinned by a rationale of advancing community cohesion in the light of contemporary challenges. For example, in his Second Reading Speech, the Minister said that the Strengthening the Requirements of Australian Citizenship Bill would 'help maintain strong public support for migration and the value of Australian citizenship in what is an increasingly challenging national security environment'.

Historically, exclusion has been the domain of migration law and policy, while citizenship has focused on inclusion. The status of permanent residency has, traditionally, denoted a class of people who have the capacity to apply successfully for Australian citizenship, should they wish to do so. As such, there have traditionally been three tiers of community membership within Australia: temporary residence, permanent residence with a track to citizenship, and full community membership, in the form of Australian citizenship. The recent developments outlined above blur the boundary between migration policy and citizenship policy, by directing exclusionary devices at people living within the Australian community, rather than merely employing such devices to remove people from the community. This has the structural effect of producing new tiers of membership within the Australian community, because some people living within the community are subject to more exclusionary devices and barriers to full community membership than others.

Our presentation illustrates how the recent changes and proposed changes to Australian citizenship law have (and will likely) produce structural changes to community membership, with likely impact on social cohesion. Our analysis puts into question whether these structural changes, and the blurring of boundaries between citizenship and migration policy, are required to serve the object of advancing community cohesion. Ultimately, we argue that fundamental change of this nature should only be undertaken following evidence-based justification, and robust dialogue about the respective roles of citizenship and migration policy.

Ms Anne Hollonds

Director

Australian Institute of Family Studies

Anne Hollonds is one of Australia's leading voices on child and family wellbeing with over 30 years' experience in policy and practice, including as CEO of large organizations providing a wide range of social services, education and health programs for children, youth, families, and older people.



At the Australian Institute of Family Studies (AIFS), an independent statutory authority of the Australian Government, Anne is responsible for conducting research and providing independent advice on family wellbeing. The Institute conducts quantitative and qualitative research, and disseminates findings to policy-makers, service providers and the community, to increase understanding of factors affecting families and to promote the wellbeing of families. The Institute is known for its longitudinal studies, data linkage, primary research, policy and program evaluation, and knowledge translation for policy-makers and service providers, including a high-profile biennial conference with international participation. The Institute is focused on applying research evidence to solve complex social problems and to facilitate improved effectiveness of policy and services for families.

Settlement Experiences of Recently Arrived Humanitarian Migrants - Insights from the Building a New Life in Australia Study

The Building a New Life in Australia (BNLA) is a groundbreaking longitudinal study tracing the journey of almost 2,400 humanitarian migrants from their arrival in Australia or being granted a permanent visa. The study aims to better understand the factors that influence their settlement journey and provide an evidence base to assist policy and program development improvement for humanitarian migrants. The study participants were recruited from 11 sites around Australia. They came from diverse cultural and linguistic backgrounds, having arrived in Australia from 35 different countries and speaking close to 50 languages. The survey materials were translated into 14 languages at the first interview. Participants are interviewed annually and three "waves" of data are now available. The BNLA has captured a broad range of settlement outcomes and collected on a range of key domains, including housing, language proficiency, education, employment and income, pre-migration experiences, health, self-sufficiency, community support, life satisfaction and life in Australia.

This paper will highlight selected key study findings from the study, and describe how outcomes of recently arrived humanitarian migrants change over the first three years of their settlement journey. The extent to which participants had social and family networks before arriving in Australia will be described, as will changes in whether their friends are from within or outside their own national community. Measures of social integration including, how easy participants find it to make friends in Australia, talk to Australian neighbours, and understand Australian ways and culture will be discussed. Broad indicators of economic and social participation, including employment trends over time and improvements in English language proficiency will be presented. Findings around participants' experiences of discrimination and the association between experiences of discrimination and poorer mental health will also be described. The implications of the findings will be discussed, with the results highlighting the need for targeted policy and program responses for particularly vulnerable groups of newly arrived humanitarian migrants.



Advancing Community Cohesion Conference

Today's Challenges and Solutions

Ms Tanya Hosch

General Manager
Inclusion and Social Policy
Australian Football League

Ms Tanya Hosch is the General Manager of Inclusion and Social Policy at the AFL. Tanya has a long and distinguished history in Indigenous policy, advocacy, governance and fundraising. Before joining the AFL as the first ever Indigenous person and second woman in their executive ranks in August 2017, Tanya was the Joint Campaign director of the Recognise movement for constitutional reform.

At the AFL, Tanya is tasked with the implementation of the AFL's enhanced Indigenous strategy, advising the AFL Indigenous Advisory Council, reviewing the Respect and Responsibility Policy and implementing the AFL's Gender Action Plan. She was recently appointed to the Indigenous Advisory Group of the National Australia Bank and is a Board Director of the Indigenous Land Corporation and the Australian Indigenous Governance Institute, and a member of the Referendum Council. In addition, Tanya is the Independent Chair of Price Waterhouse Coopers Indigenous Consulting.



Dr Sonja Hood

*Chief Executive Officer
Community Hubs Australia*

As the Chief Executive Officer of Community Hubs Australia, Dr Sonja Hood leads national partnerships with schools, government, corporates and philanthropy, to provide assistance to disadvantaged and vulnerable people across Australia. Previously she was general manager of community engagement at the North Melbourne Football Club, heading up The Huddle to engage culturally diverse young people through education and sport. Sonja has over 20 years of social policy and program experience in the US, UK and Australia, a PhD from the University of Melbourne in population health, and a Master's degree from Penn State in policy. Sonja chairs the board of McAuley Community Services for Women and is passionate about empowering women through building community connection.



Engaging Women to Support Socially Cohesive Communities

The National Community Hubs Program (NCHP) is a national initiative to advance social cohesion by addressing significant hindrances that begin with migrant and refugee women who have pre-school children. These women are among Australia's most vulnerable residents, often settling in communities experiencing socioeconomic disadvantage. As primary carers while their husbands look for or attend work, migrant and refugee women with young children often bypass key settlement services such as English classes because they are often workplace focused, do not have facilities for mothers with young children, or are challenging for those without a formal education. Many may not be eligible to access funded support, or are culturally isolated and unaware of existing services. Isolation renders them invisible to the settlement system, which then puts their children at risk of poor outcomes.

The community hubs model provides locally-specific support to migrant women with pre-school children, to develop socially cohesive communities. Hubs are based in primary schools, in areas with high migrant population and socioeconomic disadvantage. By being placed in schools, hubs can bridge the gap between migrant women and the wider community, giving them the best chance of achieving positive settlement outcomes. By providing tailored and responsive engagement opportunities to each community, the program can challenge institutional structural obstacles and supports pathways to community participation and employment. Hubs have four focus areas: engagement, English, early years and vocational training. Hub Leaders use the age-old method of the school gate to engage with women, and build trust. The primary focus of a Hub Leader is to understand local community needs and respond through working with existing services to engage women through the hub.



In 2016, the hubs worked with more than 13,000 families from 101 countries. Migrant and refugee women and children attended hubs over 300,000 times to learn English, for pre-school activities, vocational training, or general engagement activities. Hubs made over 8,000 referrals to local services, including 1,822 to family support services, 1,063 to pre-schools, 658 to early intervention services, and 289 to domestic/family violence support. 390 women found work through engaging with a hub.

Independent research by the Murdoch Children's Research Institute found that community hubs are having a positive impact on school readiness for CALD families. Four well-established community hubs within Hume City Council, one of the most diverse municipalities in Victoria, engaged in a qualitative case study. Quantitative data was sourced from various Federal and State Government bodies and additionally, relevant peer-reviewed studies were referenced. Interview questions were designed to uncover insights about changes and school readiness components.

A sense of belonging and wellbeing were recurrent themes across the hubs. Positive changes in families' social and emotional environments were described. Children's smooth transition to school, increased familiarity with hub and school environments, as well as parent and child confidence was highlighted as a significant change. Building parenting skills and resilience within families contributes to happier, better-connected migrant communities. Engaging women supports young children to achieve better outcomes when they start school, helping to prevent a cycle of disadvantage and/or poverty, anti-social behaviour and fragmented communities.

Dr Eddie Jackson

*Dr Eddie Jackson
Director Community and Culture
Liverpool City Council*



Dr Eddie Jackson is the Director of City Community and Culture at Liverpool City Council with responsibility for a wide-ranging portfolio including community development and planning, multi-cultural and ATSI policies. Eddie is the former CEO of Belfast Local Strategy Partnership, which was established under the European Union Peace II Programme (2003- 2008) to address the twin challenges of reconciliation and regeneration. The role required working closely with Belfast's politicians, business and community leaders, including paramilitary leaders, in formulating public policy to address the city's signature issue of sectarianism and in trying to consolidate peace at street, community and city levels through a range of government and community-led programs. Eddie has professional and academic expertise in: conflict resolution and building the capacity of civil society to prevent and transform political violence; social partnership as a public policy instrument to address social and economic exclusion through better governance; forging international networks to share learning, experience and expertise; and promoting formal collaboration between government, academia and civil society in regard to public policy and associated research, evaluation and practice development.

Dealing with Social Conflict? Defining the Role of Government

Australia can be justly proud of its achievements in regard to multiculturalism. Cities across western Sydney exemplify the success of the “melting pot” phenomenon that characterises contemporary Australian society. But the very public example of the 2014 Martin Place siege brought home to Sydney the potential of politically motivated violence arising out of religious extremism. Framed in terms of ‘global terrorism’ the incident stirred debate about identity, citizenship and the protection of ‘community cohesion’.

Morrissey and Gaffikin (2008) argue that across the globe, contentions around issues of identity and territory are the defining issue of the new century. While a pronounced aspect of this relates to an escalating conflict between two protagonists characterised as militant Islam and liberal Western culture, it transcends this acute duel to an extensive range of ethnic contests. Prominently featured in these are linked dimensions of diversity, disaffection and civil disturbance. In Australia, as elsewhere, this global problem has found recent expression in debates about the efficacy of multiculturalism and linked issues about the creation of community cohesion. Such discourse is most visibly in the urban arena, where socially polarised communities co-habit cities also marked by divided ethnic loyalties. The relationship between the two is complicated by the typical pattern that social disadvantage is disproportionately concentrated among ethnic groups who also experience a social and cultural estrangement based on their religious or racial identity. In turn, this confounds arguments about causality and solution.



By drawing on international experience and research evidence from conflict situations, particularly Northern Ireland, this paper will contend that government should commit the necessary political capital to support and sustain a long-term, proactive approach to multiculturalism. In so doing, NSW can reinforce its reputation as an exemplar of best practice within a wider global community. Such approaches have been characterised by new forms of governance, that welcomes inclusive civic engagement alongside political representatives and inter-agency co-operation, which have been instrumental in challenging the conventional discourse about conflict resolution. Coupled to systemic alignment of policy at city and regional levels, new models of intervention have given impetus to development of both theory and practice within the professional field. However, international experience demonstrates also that the political sensitivity involved in discourse about identity, race and citizenship should not be underestimated. Public policy, even when acting with benign intent, can inadvertently accentuate as much as ameliorate divisions in a contested society. And the economic impact of social unrest or violence can have a devastating effect on efforts to attract investment.

The paper will review issues of conflict and community cohesion, followed by an examination of the role of government. Informed by best-practice models of intervention, some concluding points will then be suggested as future actions to be considered by government.

Dr Clarke Jones

*Director Australian Intervention Support Hub
Australian National University*

Dr Clarke Jones is the founder and Director of the Australian Intervention Support Hub (AISH) based at the School of Regulation and Global Governance at the Australian National University (ANU). Working with the Research School of Psychology, AISH brings together a multi-disciplined group of experts to work with communities, international and domestic governments, and police to develop culturally and religiously appropriate responses to anti-social youth behaviours. Dr Jones also works as a private consultant, particularly in the areas of prison reform, prison radicalisation / de-radicalisation, gangs, Indigenous incarceration, education and youth engagement and community-led interventions. Before this, and following his work over 15 years in several areas of national security, Dr Jones made the move into academia in 2010. Dr Jones holds a PhD from the University of New South Wales and a Master's degree by research in criminology and a degree in criminal justice administration from RMIT University.



Mr Mohamed Mohideen

*President
Islamic Council of Victoria*

Mohamed Mohideen OAM JP, became the President of the Islamic Council of Victoria in 2016. Before this, Mohamed served as its Treasurer and Vice President. A microbiologist by profession and a Lecturer in the Department of Microbiology at Monash University, Mohamed has over 20 years of community service in Victoria. He has served as President of the United Sri Lankan Muslim Association of Australia (five times) and was the founding President of the Islamic Association of Monash Mosque. His interests are in interfaith dialogue, multicultural activities, youth empowerment, the fight against domestic violence, and recognising the rights of the 1st Nation People of Australia. Mohamed was the Deputy Chair and Chair of the Monash City Council Interfaith Gathering (2010-15). He also served on the Monash City Council Multicultural Advisory Committee (2009 -2012) and on the Faith Communities Council of Victoria Executive (2014-16). He is the recipient of many awards including the Government of Victoria Award for Excellence in Multicultural Affairs (2008), Sir John Monash Multicultural Champion (2015), Victorian Premier's Volunteer Champion's Award for Leadership (2016), and the Order of Australia Medal (2013). He is also a Justice of the Peace and a White Ribbon Ambassador.



Improving the Health and Welfare of Young People and Communities through Grassroots Approaches

The journey from adolescence to adulthood is complex and challenging for all young people. For young Muslims in Australia, problems like racism and discrimination create additional difficulties for growing up and fitting into Australian society. The rise of far-right conservative politics and the media's habitual scrutiny of Islamic affairs place Muslim families under increasing pressure, with many feeling they must constantly justify their place in society. Despite these pressures, most young Muslims will grow in



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positive directions. However, some can end up being influenced by harmful social media and / or negative social circles and end up in negative outcomes. Government policies to counter those outcomes, particularly radicalisation and violent extremism, have often been criticised by Muslim communities because they lack any real connection to what is happening on the ground, such as the actual problems experienced by young Muslims and their families. Responses have therefore lacked ecological validity, as they have tended to be developed and driven from the top down. This approach has resulted in very little 'buy-in' by young people or their families and communities and can potentially exasperate the underlying problems of alienation and marginalisation that led young people to offend in the first place. Within communities finding the right solutions or support for parents to help their children out of crisis situations can be a traumatic experience, particularly when they are uncertain about where to go for help. In many cases, they lack trust in government agencies or even in the social service providers external to their communities.

This paper is largely based on results from community-based participatory research. This has involved developing close partnerships with the Islamic Council of Victoria (ICV) and other Muslim communities in Melbourne and Sydney. ANU researchers have participated in youth camps, sporting activities, religious lectures, family events, and council (or Shura) meetings. Semi-structured and unstructured interviews with community leaders, Sheikhs, Imams, youth, families and other community representatives have also been conducted.

Our research suggests that existing Government programs or services focus too heavily on countering violent extremism and therefore lack ecological validity and in most cases, efficacy. With this focus, social cohesion is damaged as Governments fail to consider social, religious or cultural factors in their programs. Also, programs often do not adequately identify or address the many complex layers of issues impacting Muslim youth today that can lead to criminal acts or self-harming behaviours. A community-led approach with well-qualified, multidisciplinary support is much more likely to find solutions that are culturally and religiously appropriate and therefore acceptable to Muslim youth and families in need.

This paper describes a three-phase youth crisis support project developed by the Islamic Council of Victoria and supported by the Australian National University involving: (1) building an intervention support structure through a coalition among program stakeholders and the 65 constituent member organisations of the ICV; (2) a needs assessment and focus group discussions to inform the services, intervention components and evaluation procedures to suit the differences between the cultural and ethnic make-up of communities; and (3) a small-scale pilot test of the crisis support service or intervention and an additional focus group with pilot test intervention participants, all of which provide another round of feedback and intervention adaptation.

Overall, we think this grassroots approach will have greater long-term benefits for Muslim communities that can help build community resilience, improve the health and welfare of communities and lead to an overall reduction in youth crime or negative and harmful youth behaviours.

Dr Ghena Krayem

*Senior Lecturer
University of Sydney*

Dr Ghena Krayem is a Senior Lecturer at the Faculty of Law, the University of Sydney, teaching and researching in the areas of constitutional and public law, dispute resolution, multiculturalism, Muslim women, and Islamic family law in Australia. She is the author of *Islamic Family Law in Australia: To Recognise or not To Recognise* (2014) and co-author of *Accommodating Muslims under Common Law: A Comparative Analysis* (2016). Dr Krayem was recently awarded an ARC grant to explore The Response of Australian Family law to Islamic community processes, which she is currently working on colleagues from Melbourne University. She is also a family dispute resolution practitioner.



Muslim Women's Dress: Everyone's Business and What this Means for Social Cohesion in Australia

Co-Author

Dr Helen McCue, Research Office, Faculty of Law, Sydney University

Recent years has seen a spotlight placed on Muslim women in multicultural societies – on their dress, their faith and their lives. Often portrayed by the extremes as vulnerable victims in need of being saved or as a threat to social cohesion and security, they suffer the most from extreme vilification and media stereotyping. Australian Muslim women in religious dress are one of the most visible targets of racism in the street and their dress is subject to endless commentary from politicians, social commentators and opinion writers.

This paper will focus on what we believe is one of the key obstacles to social cohesion in Australian society – that is, the structural and systemic racism experienced by Australian Muslim women, specifically expressed in the form of Islamophobia. We will also explore the numerous legislative attempts to restrict the rights of Muslim women by making laws which impact on the ability of Muslim women to adhere to an Islamic dress code, whether the hijab or the niqab. The paper will present evidence of Muslim women's response to this structural and systemic racism through various strategies of agency challenging these racist stereotypes and working toward promoting universal respect for and tolerance of others.

This paper will include a literature review of current research on Muslim women and multiculturalism with a specific focus on Muslim women's dress, on the recent legislative changes regarding Muslim women's dress and on Islamophobia in Australia. The presentation of various strategies of agency that challenge racist stereotypes will draw on published studies and research conducted by Australian Muslim women on these issues.



Ms Megs Lam

Program Manager

Multicultural Communities Council of South Australia

Megs Lam is the Manager, Successful Communities Program, Multicultural Communities Council of South Australia. Megs is passionate about letting people know they are welcome here and advocates for the strength Cultural Diversity brings to our nation. In 2012, she met her husband Ali who is a refugee who arrived by boat in 2010 and spent 16 months in detention. In 2012, they joined the 'Welcome to Australia' initiative as State Directors for South Australia, creating programs for new arrivals with the key message they are welcome here. They now lead a team of passionate volunteers at 'Welcome Salisbury' in the northern suburbs of Adelaide, focusing on making an impact in the north around social cohesion and welcoming others. Most recently, they founded a movement called 'Be the Change', which engages everyday Australians to be the change they want to see in the world with acts of kindness, friendship, mentoring and getting people what they need to get a kick start in life. In 2015, Megs started working with Multicultural Communities Council of South Australia (MCCSA) in the 'Capacity Building for Culturally Diverse Community Groups' initiative, using her extensive business management and consulting experience and MBA to work with CALD community leaders to achieve their hopes and dreams. Megs is on the Board of a number of community service sector, community and advisory groups. In 2016, Megs won the South Australian Governors Multicultural Award for Community Sector for their commitment to welcoming asylum seekers.



Successful Communities: Building Positive Leadership

This presentation explores how the MCCSA's 'Successful Communities Program' works with multicultural community leaders to develop stronger leadership, connections, planning and strategy, and advocacy and promotion, which lead to greater active participation in community life. The purpose of Successful Communities is to provide practical support to leaders within multicultural groups. This allows them to plan for the future, develop stronger leadership, engage with people and volunteers, execute successful projects and events, and much more. This is done by working with communities to understand and identify their goals and provide free pathways to reach them through access to training, mentoring, support, online toolbox and information sessions that will nurture the community.

The design of the Program was informed by previous work MCCSA had undertaken around capacity building and evaluation of some of the prescriptive models already in use with communities. The Program focuses on the specific goals and needs of individual communities and puts the communities at the centre of driving their own goals so that they can focus on longer term outcomes.

The Program was externally evaluated and the following recommendations were made: that MCCSA builds on the foundation created to extend this work both regionally, and nationally; MCCSA seeks to build an ongoing community mentor program; and that MCCSA uses this model to work deeper into communities targeting stronger outcomes for individuals.

Mr Evan Lewis

Group Manager, Multicultural Settlement and Communities

Australian Department of Social Services

Evan Lewis is Group Manager, Multicultural, Settlement Services and Communities, Australian Government Department of Social Services (DSS). In this role, Evan has responsibility for policy and programs that assist new humanitarian entrants to Australia with settlement support, including language and off-shore cultural orientation. In his time with DSS, Evan has been responsible for policy and program support for people with disability including disability employment services and transition of supports and services to the National Disability Insurance Scheme, and workforce age income support programmes and payments. He has also designed and / or implemented programs and activities that support vulnerable people including: national mental health and autism programs; community investment activities; and a national program to support vulnerable children and their families.



Community Cohesion and Government Policy: Through the Lens of the Australian Department of Social Services

This presentation will outline the Department of Social Services' approach to developing policies and programs that seek to improve lifetime wellbeing of people and families and, in particular, strengthening community cohesion for communities at risk.

DSS strengthens community cohesion by supporting and encouraging diverse communities to participate in Australian life – through a strong focus on education and awareness, participation and improved supports that encourage upward social mobility. When people are participating fully in communities there is reduced likelihood of extended welfare dependency, and in extreme circumstances, various forms of social exclusion.

Evidence shows that collaboration of government and community can make for successful pathways to enhancing community cohesion in Australia. As a result, DSS works closely with diverse stakeholders to foster inclusive social norms that strengthen social cohesion – such as mutual respect, trust and belonging – while addressing threats to family and community harmony, such as domestic and family violence, child abuse and neglect, sexual assault against women and children, and racism and discrimination. This includes other Commonwealth agencies, state and territory governments, communities, non-government organisations and the corporate sector.



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One successful example of this collaboration is the National Community Hubs Program (NCP). The NCP is an evidence-based, place-based, citizen-centric program designed to enhance social inclusion and community cohesion. Targeted at areas with indices of high disadvantage, the NCP works with populations that are marginalised or at risk of marginalisation. Its aim is to provide a safe and friendly environment for children and families from migrant and refugee backgrounds who might not otherwise engage with early childhood services that promote child and family outcomes. An independent report into the impact of community hubs on school readiness (undertaken by the Centre for Community Child Health, Murdoch Children's Research Institute) found that the community hubs provided numerous examples of positive changes in children's readiness for school, schools' readiness for children and in family conditions and environments that influence children's learning.

As social cohesion is a 'process and not an outcome', developing effective social cohesion and integration policies is about investing for the long-term. As a result, DSS has introduced changes designed to strengthen the capacity of communities experiencing disadvantage to become more resilient and inclusive through greater community engagement, participation and belonging in the local community. Through programs such as the Strong and Resilient Communities Activity, communities will be empowered to identify and address issues in their local community.

Dr Helen Light

President

Jewish Christian Muslim Association of Australia

Dr Helen Light AM is the President of the JCMA. She was inaugural Director of the Jewish Museum of Australia having worked there from 1983-2010. She is now a consultant to museums, exhibitions and collections, specifically with multicultural heritage and interfaith issues. Amongst her current work is a project with the Australian Multicultural Foundation to help ethnic community groups preserve their material history of migration and settlement.

In the past, Helen was President of Museums Australia (Victoria), an Executive Member of the Jewish Community Council of Victoria (JCCV), on the Boards of the JCMA, the Faith Communities Council of Victoria, and on the Advisory Boards for the Australian Centre for Jewish Civilization at Monash University. Helen is currently a Board Member of the Ethnic Community Council of Victoria (and Convenor of the Women's Policy Sub-Committee) and on the Advisory Board for the Royal Melbourne Institute of Technology Art Gallery. She is an honorary associate of Museum Victoria. Helen has received several awards and honours including: Victoria's Multicultural Award for Excellence 2008; Member of the Order of Australia (AM) 2005, for cross-cultural work; and Centenary of Federation Award 2001.



Mr Ghaith Krayem

Vice-President

Jewish Christian Muslim Association of Australia

Ghaith Krayem has been active in the Australian Muslim community for over 20 years. He has been involved in grass roots organisations in NSW and Victoria, and has held positions in peak bodies, including as past President of the Islamic Council of Victoria. Building inclusive communities based on mutual respect and understanding is an important driver for Ghaith, who is passionate about interfaith and the role it plays in building bridges across a diverse Australian community. He became the Vice-President of the

Jewish Christian and Muslim Association (JCMA) in 2017.



Rev Ian Wright

Executive Officer

Victorian Council of Churches

A member of the JCMA Board, Rev Ian Smith has been in pastoral ministry with Churches of Christ for over 35 years and has 30 years of experience in cross cultural dialogue and inter-faith collaboration. From 2000-2014, he was involved in local Church leadership and wider community engagement in the northern suburbs of Melbourne. Since 1991, he has been a Churches of Christ delegate to the Victorian Council of Churches where he has held the positions of Commission member, Commission chair, Executive member, Vice President, and President. Ian is currently the Executive Officer of the Victorian Council of Churches which includes 13 church members which fall within the CALD community definition. He is also a member of the State Government's Multi-faith Advisory Group and is secretary of the Faith Communities Council of Victoria which brings together the eight significant peak faith bodies with the State.



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Abrahamic Faiths Working Together for Community Harmony

The Jewish Christian Muslim Association of Australia (JCMA) was established in Victoria in 2003 based on a German model of Conferences between representatives of the three Abrahamic faiths. The JCMA is a membership based organisation which promotes the prevention of emotional and physical abuse arising from religious intolerance and cultural discrimination. It aims to reduce racism, intolerance, bigotry and violence and the associated emotional harm through creating and providing forums for interfaith dialogue and shared experience.

The JCMA presentation will be delivered by members of the JCMA Board, representing the three faiths - Jewish, Christian and Muslim. The presentation will detail certain JCMA activities such as its Conferences, including one specifically for Women, the Joint Journey to Jerusalem, the JCMA Friendship Walk which incorporates a visit to a church, a synagogue and a mosque, and its program for primary and secondary schools. The presentation will highlight the fact that cooperation between Jewish, Christian and Muslim communities is possible and that the JCMA model of creating and providing forums for interfaith dialogue and shared experiences is an effective way to reduce racism, intolerance, bigotry and violence and the associated emotional harm. The presentation will include an explanation of the JCMA model and how it works, what factors informed the design of the activities covered in the presentation, why these activities are innovative or novel, the ways in which these activities are being assessed for their effectiveness in achieving the aims of JCMA, the findings of the assessments in terms of outcomes and impacts in the context of strengthening social cohesion, and lessons learned.

Dr Georgie McClean

*Head of Strategy and Governance
Australian Film, Television and Radio School*

Dr Georgie McClean is the Head of Strategy and Governance at the Australian Film Television and Radio School. She is a media / arts professional with over 15 years' experience in public policy and programs. With an applied research Doctorate of Cultural Research and strong practical knowledge of the screen and media industries, Georgie is particularly interested in translating between ideas, research and practice for the benefit of public policy and audiences. She recently started her own consultancy: The Gist Strategy and Engagement. Georgie was born in Canada, raised in Indonesia and has lived in Argentina and Japan.



Whose Stories? Australian Diversity on Screen

Australia's screen industries have a diversity problem. PWC's 2016 Media Outlook reported that the average Australian media and entertainment worker is a 27 year-old white man living in Bondi and that the lack of diversity in the workforce was 'dragging down growth'. Despite the multicultural energy and complexity of our contemporary streets, audiences and society, the overwhelming majority of Australia's screen practitioners and decision-makers continue to be white and able-bodied and, in the senior levels of the industry, men. Our practitioners have an impact on what we see reflected back to us on screen. Screen Australia's recent research *Seeing Ourselves: reflections on diversity in TV drama* reported that the majority of characters we see in Australian TV continue to be straight, able-bodied and Anglo-Celtic, despite the increasing diversity of our population and audiences. This problem is limiting the relevance of our industry and our most popular forms of cultural expression. It is having commercial implications, as audiences seek relevant content elsewhere in overseas content. And it is undermining our ability to innovate and connect with the storytelling potential of our increasingly diverse population. Increasing recognition of these issues has created a new momentum and appetite for change across the industry. Following on from the publication of the *Inclusive Pathways Framework for Screen Storytelling Talent* in late 2017, key bodies across the screen industry.



Dr Andre Oboler

*Chief Executive Office
Online Hate Prevention Institute*

Dr Andre Oboler is the Chief Executive Officer of the Online Hate Prevention Institute (OHPI) and a lecturer in the Law School at La Trobe University. As part of La Trobe's Masters of Cyber Security, Dr Oboler is developing innovative courses with a focus on cyber-terrorism, international warfare, privacy and surveillance. In his role at OHPI, Australia's only charity dedicated to tackling cyber-racism and other forms of online hate and extremism, Dr Oboler develops new approaches for monitoring, measuring and responding to online hate and extremism and for empowering communities in the face of an increasingly hostile online environment and the negative impact this has on everyday life. Dr Oboler is a member of Australia's delegation to International Holocaust Remembrance Alliance and a co-chair of the Global Forum for Combating Antisemitism. He is a member of the executive of the Jewish Community Council of Victoria, a Councillor on the Executive Council of Australian Jewry and Vice Chair of the IEEE Australia Council. He holds a PhD in Computer Science from Lancaster University (UK) and an LLM (Juris Doctor) from Monash University.



Building Resilience and Social Cohesion by Tackling the Toxic Online Environment

The spread of hate on social media has enabled a normalisation of racism, bigotry and divisions. For over five years, the Online Hate Prevention Institute (OHPI) has monitored, reported, campaigned and advocated to tackle this growing problem. OHPI has created new research methodologies and innovative online tools praised by bodies including UNESCO and the Global Forum for Combating Antisemitism. OHPI's activities have included online briefings, reports, social media engagement, campaigns and managing an online community of over 24,000 supporters. The activities have worked together to support Social Cohesion while advancing tolerance, respect and Intercultural understanding.

This presentation explains how OHPI deliberately avoided a focus on racism targeting a single community and instead focused on many forms of hate targeting many different communities, and how this approach brings different groups together in a common space building understanding and enabling mutual support. OHPI's work is evaluated from multiple perspectives: empirical metrics on the level of public participation within OHPI's community; demonstrated support from established community organisations and government; evidence of external expert appraisal of the work; impact through the media; and the online reception from those opposed to the work. The evaluation highlights both significant benefits and significant challenges which must be overcome.

At the core of OHPI's work is a technical capability which all communities need, yet none have on their own. Access to this capability is an incentive for collaboration which supports increased social cohesion. A case study approach looking at multiple examples of quantitative and qualitative empirical research involving social media will also be detailed in the presentation. We will also explore the methodology changes involving innovative online tools based on crowdsourcing and community engagement, which were needed to enable larger scale research. The next phase of OHPI's work is on removing barriers of language enhancing collaboration between stakeholders.

Ms Clare O'Neil

*Director of Corporate Affairs
Special Broadcasting Service*

Clare O'Neil has more than 13 years' experience as a legal and regulatory professional in the media industry. Prior to joining SBS as Director of Corporate Affairs in November 2016, Clare spent more than five years at Free TV Australia, the industry body representing Australia's commercial free-to-air television broadcaster, where she was Director of Legal & Broadcasting Policy, Company Secretary, and acting CEO for several months. Clare has also worked as a Director in the Communications Group at the ACCC, and as part of the Legal team at the Australian Communications and Media Authority.



Dr Maria Pallotta-Chiarolli

Senior Lecturer

*School of Health and Social Development
Deakin University*



Dr Maria Pallotta-Chiarolli, PhD, is Senior Lecturer in the School of Health and Social Development at Deakin University, Melbourne, Australia. Her primary areas of interest are the interweaving of cultural diversity, gender diversity, sexual diversity and family diversity. Maria is also a Founding Member of the Australian GLBTIQ Multicultural Council and a member of the Victoria Police GLBTIQ and Multicultural Priorities Communities Divisions. She is also a member of the Victorian Department of Health and Human Services LGBTI Working Group. Maria's books include *Someone You Know* (Australia's first AIDS biography), *Border Sexualities*, *Border Families in Schools* (a recipient of a Lambda Literary Award, 2011), and her novel, *Love You Two* (co-winner of a 2010 Lambda Literary Award). Her most recent publications are *The Politics of Recognition and Social Justice: Transforming Subjectivities and New Forms of Resistance* (co-edited with Bob Pease) and *Women in Relationships with Bisexual Men: Bi Men by Women*. Maria's current research is with Aboriginal people with Southern European heritage, exploring the contestations and connections between colonialism, racism and multiculturalism.

Inclusion by Exclusion? Same-Sex Attracted and Gender Diverse Young People of Multicultural and Multi-Faith Backgrounds

This presentation outlines the findings and recommendations of research conducted for the Victorian Commissioner for Gender and Sexuality, the Equality Branch of the Department of Premier and Cabinet, and the Centre for Multicultural Youth. The purposes of the research included: (a) understanding the perspectives and needs of SSAGD young people of MCMF backgrounds; (b) understanding of the perspectives and needs of cultural and religious community leaders / service providers in the inclusion of SSAGD young people within their community cohesion policies and actions; (c) future directions in policies, resourcing and strategies from within MCMF communities and LGBTIQ communities which would promote broader understandings and implementations of social cohesion through the inclusion of MCMF SSAGD young people; and (d) identifying social cohesion strategies inclusive of MCMF SSAGD young people across sectors.

This presentation will discuss the findings and recommendations of the research which explore the obstacles to and exclusions from social cohesion initiatives such as: (a) engaging and educating religious and cultural community leaders; (b) promoting MCMF role models, older mentors and youth leaders; (c) the role of government and policy in community collaborations; and (d) the role of the LGBTIQ community in addressing racism and anti-religious discrimination and exclusion.

This paper argues that social cohesion cannot be effectively advanced if homophobia, biphobia and transphobia continue to prevent a person's multiple identities and community belongings from being equally validated.

The research involved semi-structured, in-depth interviews to provide a case study analysis of the needs of SSAGD young people of MCMF backgrounds, and how these needs can be addressed by government, and by their cultural and religious communities. Two categories of participants were recruited: (a) 10 SSAGD MCMF young people 16-24 years of age; and (b) 10 MCMF diverse community and religious leaders and representatives from a range of programs/initiatives, locations and organisations. Decolonising research practices were fundamental to the research process.

There is a need for a more inclusive and equitable understanding and affirmation of the intersections between race, culture, religion, class, disabilities, spiritualities, ages, sexualities and genders in SSAGD MCMF young people. Intersectional inclusion needs to frame all social cohesion policies, programs, resourcing and implementation strategies in order to promote the health and wellbeing of all young people. A range of strategies recommended by the research participants will be discussed.



Mr Frank Panucci

*Executive Director Grants and Engagements
Australia Council*

Mr Frank Panucci is Executive Director, Grants and Engagement, Australia Council for the Arts. Frank has worked in community and cultural development for over 20 years. He was involved in establishing and running Sydney's first Italo-Australian community cultural development performance company, and was a principal policy officer at the then NSW Ethnic Affairs Commission, a researcher for trade unions, General Manager of Carnivale (cultural diversity arts festival), and manager of the Race Discrimination Unit at the Human Rights and Equal Opportunities Commission. He has also been an independent consultant on community and cultural issues. Frank has had several stints as Manager and Director at the Australia Council over 20 years. Since 2013, he has held the position of Executive Director, Grants and Engagement. He has published on cultural development and cultural diversity as well as on the Italian community in Australia. Frank holds a Masters in Economics, is committed to the pursuit of social inclusion and social justice, and is a tragic and highly emotional supporter of Roma, Barcelona and Sydney Football Clubs.



Arts and Culture in Community Cohesion: Embedding Diversity, Embracing Complexity

The Australia Council believes that our diversity is a vital asset and that arts and culture-led developments provide important opportunities for Australians to engage with and make sense of change. More specifically, the arts promote opportunities for building positive cross-cultural networks, promoting respect for others and challenging stereotypes. This paper speaks to recent research of the Australia Council, including the National Arts Participation Survey and the forthcoming results of our study of artists' careers.

The National Arts Participation Survey provides new insights into the increasing value that Australians place on the arts, and how the arts make our communities stronger and more cohesive. The research also affirms increasing public recognition that tangible outcomes, and less tangible transformations, are created through artistic processes and experiences. Beyond affirmation and attribution, the Australia Council is also exploring deeper complexities at play in how the arts impact community cohesion and connectedness. This deeper interrogation shapes our research and ongoing dialogue and partnerships across many sectors in Australia and internationally. It is also shaped by our investment in and engagement with the many artists and culture makers we support. This includes many working on openness, addressing unconscious bias and unpacking underlying power and structural imbalances. This reaches beyond the cross-cultural, intercultural or bi-cultural into 'third space' thinking around diversity - exploring the creation of new forms and spaces in arts and culture through co-mingling of the aesthetic, affective and intersectional.

The paper also delves into evaluation of the outcomes we are seeing from the reforms made to the Australia Council's grants program, and the Cultural Engagement Framework that have shaped and embedded a diversity-driven approach across all aspects of our work, including our engagement with and investment in the organisations and activities we support across Australia.

The Australia Council's research and evaluation program uses a range of methodologies and partnerships that we will be drawing on a referencing for this presentation, including the National Arts Participation Survey (quantitative survey of over 7,000 Australians using a mixed method for data collection, as well as quantitative and qualitative / focus group methods for analysis and reporting). The Artists Careers longitudinal study methodology uses the mixed methods approach that has been developed and used across six iterations (1988-2017) of the study led by David Throsby at Macquarie University. It is internationally recognised and widely cited, and supported by peer-reviewed publication.



Ms Rocio Perri

Director

Australian Department of Human Services

Rocio Perri is a Director in the Multicultural Services Branch in the Australian Government's Department of Human Services (DHS), which develops and drives the Multicultural Servicing Strategy. This is the department's contribution to the Australian Government's Multicultural Access and Equity Framework.

Rocio is responsible for the Multicultural Service Officer program, a network of 70 staff throughout Australia who provide support to CALD communities through: a range of communication products for customers in their language; training material and tools designed to promote cultural awareness across the department; and manage the department's National Multicultural Advisory Group, a forum that allows peak bodies to provide feedback on the effectiveness of the department's service delivery to CALD people.



Multiculturalism: Our Stories – Using Storytelling to Change Hearts and Minds One Conversation at a Time

The Department of Human Services (DHS) provides payments and services to 23 million Australians. More than 20% of DHS customers and 24% of staff are from a culturally and linguistically diverse (CALD) background. The department is committed to providing services to its customers in alignment with the Australian government's Multicultural Access and Equity Policy, the Multicultural Services Strategy 2016-2019, the Workplace Diversity and Inclusion Strategy 2016-2019, and the Multicultural Employee Plan 2016-2019.

The presentation will focus on the Multiculturalism: Our Stories (M:OS) initiative – an interactive, story-based session that explores the experiences of people from a CALD background. Participants are taken on a journey that encourages conversations and learning about other cultures. M:OS facilitators are DHS staff members from a migrant or refugee background or who have extensive experience in the multicultural space. Facilitator training is conducted by using the Appreciative Enquiry method. There are currently 130 facilitators nationally. Community guest speakers from refugee and Islamic backgrounds are also invited to share their personal stories. Participants are empowered to recognise racism and apply effective anti-racism strategies, to challenge thinking and create awareness. M:OS uses Multicultural Service Officer (MSO) Videos through which the MSO tells the story of his / her journey and work. Multicultural Engagement Conferences are used to explore issues with academics and experts.

The next steps for the M:OS initiative is to reach as many staff as possible and embed the training in 'business as usual'. DHS will also subject M:OS to an evaluation by ANU and look to implement the recommendations. The evaluation will comprise surveying up to 1,300 participants to gauge attitudinal and behavioural change.

The presentation will include the showing of an M:OS Video that gives a snapshot of the training and feedback from staff.

Dr Astrid Perry

*Manager of Strategic Policy
Settlement Services International*

Dr Astrid Perry is Manager Strategic Policy at Settlement Services International (SSI), a leading non-for-profit organisation providing a range of services in the areas of humanitarian settlement, accommodation, asylum seeker assistance, foster care and disability support in NSW. Formed in 2000, SSI is also the state-wide umbrella organisation for 11 Migrant Resource Centres and Multicultural Services in NSW. Astrid has over 30 years' experience working in the multicultural and settlement sector both in government and in NGOs. She has held senior leadership positions for most of this time with a focus on capacity building and enabling mainstream organisations to better respond to their multicultural clients and communities. Astrid has served on advisory councils such as Australian National Council of Refugee Women, National Multicultural Advisory Committee Department of Human Services and Police Advisory Council on Ethnic Communities. She holds a PhD in Sociology, a Bachelor of Social Science and other qualifications, including in residential care for children and young people.



A Case for Stronger Investment in Building Social Capital

Social capital facilitates effective participation in society and social connectedness, which in turn provides a base to relate to others and build relationships and trust which are essential for enhancing social cohesion and inclusion. Vulnerable communities including newly arrived migrants and refugees, people with disability, and other marginalised communities, can struggle to build or rebuild the social capital needed to enable them to reach their potential. For newly arrived migrants and refugees, the social capital they once had may no longer be relevant and they need to develop new ways of relating to gain acceptance, respect and a sense of belonging and integration. Similarly, the capacity of people with disability is often hindered by societal constraints and norms that work against inclusion.

A strategic goal of SSI is to strengthening social participation in order to enhance the social capital of our diverse client groups and communities. To illustrate this in practice, this presentation will focus on three aspects and case studies: learning how it works – modelling inclusion through a playgroup model; achieving aspirational goals – fostering social participation and independence through the Ability Links program; trialling innovative approaches that work at the local level –developing a culturally responsive men's program to enhance family well-being. The presentation will also discuss the findings of the evaluation of these initiatives.



Ms Ljubica Petrov

Manager

Centre for Cultural Diversity in Ageing

Ljubica Petrov is the Manager of the Centre for Cultural Diversity in Ageing. Ljubica has worked in the aged care sector for over 20 years and has guided inclusive policies and initiatives across Australia. The Centre for Cultural Diversity in Ageing funding from the Australian Government Department of Health through the Partners in Culturally Appropriate Care initiative. Its work involves provision of support to the aged care sector so that they better address the specific needs of older people from culturally and linguistically diverse backgrounds. Her recent work includes participation in the National Quality Indicators Working Group and the delivery of training across Australia in partnership with the Australian Aged Care Quality Agency.



Ageing in Australia: A Time of Exclusion for Many

As the cohort of older people who speak languages other than English peaks, many barriers are identified in the way we support them to remain active and included in their local and broader community and in the services available to them. The 2011 Australian Census shows that over 1.34 million Australians aged 50+ years were born in non-English speaking countries, which equates to almost 20% of all Australians aged 50 years and over. Barriers faced by people from culturally and linguistically diverse backgrounds in relation to aged care are known to include communication difficulties, lack of accessible information, lack of appropriate assessments, lack of appropriate care planning and service options and increased levels of social isolation. These contribute to poor access to services and poor quality of care. They also experience disadvantage beyond the aged care sector. People who were born overseas and do not speak English well or at all have lower participation in social and civic activities compared with people who are proficient in English. In addition, people who were born overseas and are not fluent in English appear to be more marginalised among their families, with fewer reporting that they are able to have a say in their family on issues that are important to them all or most of the time.

An overview of research that explores older people from culturally and linguistically diverse backgrounds experience of social isolation and isolation in the service sector will be presented. A case study will be used to demonstrate that there is great variation in how specific language groups respond to initiatives designed to increase participation and inclusion.

Professor Adam Possamai

Director

*Religion and Society Research Centre
Western Sydney University*



Adam Possamai is Professor in Sociology at the School of Social Sciences and Psychology, Western Sydney University (WSU). He is the past President of the International Sociological Association's Committee 22 on the Sociology of Religion, and the book series editor of *Popular Culture, Religion and Contemporary Society: A Social-Scientific Approach* with Springer. He has recently edited *Religion, Nations, and Transnationalism in Multiple Modernities* (Palgrave McMillan) with Patrick Michel and Bryan S Turner and his forthcoming monograph *The I-zation of Society, Religion, and Neoliberal Post-Secularism*, will be out at the end of 2017 with Palgrave McMillan.

Muslim Students' Religious and Cultural Experiences in the Micro-Publics of University Campuses in New South Wales

Co-author:

Prof Kevin Dunn, Dean of the School of Social Sciences and Psychology, Western Sydney University

Although there is much research about the growing ethnic and religious diversity on university campuses across the world, relatively little is known about the religious and cultural experiences of Muslim students on university campuses in Australia. We focus upon the micro-publics of university campuses to investigate these experiences. We draw upon an analysis of a survey that was completed by 324 Muslim students who were studying at universities in New South Wales, Australia. Our analysis points to the diversity of the Muslim student population and their commitment to diversity on campus. In these ostensibly secular environments, religiosity was not curtailed. Discrimination was reported within an education setting, and there were concerns about haram activity (alcohol consumption). Despite divisive power of religious belief, there was broad acceptance with sharing space. A pro-diversity sensibility has emerged within these post-secular micro-publics.



Mr Paul Power

*Chief Executive Officer
Refugee Council of Australia*

Paul Power has been Chief Executive Officer of the Refugee Council of Australia, the national peak body on refugee policy, since 2006. Paul is on the Steering Committee of Asia Pacific Refugee Rights Network, which brings together non-government organisations in 28 countries from Iran to New Zealand to work together on refugee issues. He participates actively in the Annual Tripartite Consultations on Resettlement, the global dialogue between NGOs, governments and UNHCR on refugee resettlement, co-chairing the annual consultations and the Working Group on Resettlement in 2011-12. Paul served on the Australian Government's Refugee Resettlement Advisory Council from 2008-2014. Prior to his current role, Paul worked in the NGO sector as a media officer, trainer, researcher and manager and in the newspaper industry as a journalist and editor.



Mr Om Dhungel

*Working Group Member
Refugee Communities Advocacy Network NSW*

Om Dhungel is a consultant and a practitioner of Strength-Based Approach to refugee settlement and community development. The founding President and currently a senior Advisor of the Association of Bhutanese in Australia Sydney, Om is a recipient of UTS International Alumni Award 2017, Community Service Lifetime Achievement Award 2016 and 2012 National Volunteer Award amongst many other accomplishments. Om is a Fellow of the Australian Institute of Company Directors, a Director on the Board of Asylum Seeker Centre and a Working Group Member of the Refugee Communities Advocacy Network NSW. He has served on other Boards in the past, including Settlement Services International, SydWest Multicultural Services and MTC Australia.



Strengthening the Role of Refugee Communities in Policy Development

This paper – to be presented jointly by representatives of the Refugee Council of Australia and the Refugee Communities Advocacy Network NSW – contributes to proposing a paradigm shift in refugee settlement from a “needs-based” approach to “strengths-based” approach.

Many high-level national and international discussions about refugee policy have taken place with little or no involvement of people with life experience of being a refugee. This paper will look at how refugee communities can have a stronger voice in refugee policy, an area of social policy which is critically important to community cohesion in Australia. It will explore the exclusion of refugee communities from the development of policies which affect them, giving practical examples of how this is being addressed by refugee communities in Australia and how this can support the work of other key stakeholders including the government and service providers.

In recent years, the Refugee Council of Australia has been working with refugee communities to create opportunities for articulate and engaged members of these communities to speak publicly and advocate nationally and internationally on issues of concern. The paper will highlight the need to tap into the strengths and assets that refugees bring and will look at how the partnership between Refugee Council of Australia and refugee community members has developed, in what ways people with lived experience are contributing to policy development, research and settlement of refugees, and why this is important for building social cohesion in Australia.



Ms Malini Raj

*Head, Strategy for Multicultural Community Banking
Commonwealth Bank of Australia*

Ms Malini Raj is Head of Strategy for Multicultural Community Banking at the Commonwealth Bank of Australia where she is heavily involved in Mosaic, the bank's cultural diversity employee network, and was responsible for introducing the corporate hijab into the corporate wardrobe of CBA for Muslim Women Employees. Malini's past and current volunteer roles include, Opportunity International Ambassador, Culturally and Linguistically Diverse Advisory Panellist and Women Employment Forum Working Group Member for the NSW Council of Social Services and Committee Member of the Australia India Business Council, Women in Business Chapter. Malini was awarded the Morgan Mckinley Women in Leadership award (2014), Finsia Most Outstanding Young Professional (2011), appeared in CPA Top 40 Young Business Leaders (2012 & 2013) and was a finalist in 2013 BOSS / AFR Top Emerging Leader.



CBA's Approach to Creating an Inclusive and Supportive Environment for Multicultural and CALD Communities

Is the pursuit of a public good compatible with the goals of a for-profit financial institution? Is there a business case for a for-profit financial institution to engage with multicultural communities and foster and enhance social cohesion? The experience of the Commonwealth Bank of Australia suggests 'yes'. This paper highlights the Bank's activities in fostering social cohesion internally and externally and discusses the benefits to the bank and the community which have resulted including: improved staff engagement and awareness as a result of the strong focus on valuing a more inclusive and diverse workforce; the Bank becoming a leader amongst key stakeholders; greater customer satisfaction amongst Bank customers from CALD backgrounds; and increased business/market share from Bank customers from CALD backgrounds. The paper will present some of the CBA's internal and external initiatives to engage multicultural communities, namely: Multicultural Community Banking Division; strong partnerships with key bodies responsible for driving change in that region (flagship partnerships in each State); strategic initiatives to promote social cohesion; supporting communities with financial literacy initiatives; the External Cultural Diversity Advisory Council; and understanding the customer, their location and preferences and developing products and services or tailoring initiatives accordingly.

In doing so, the paper will cover: the rationale for these initiatives, including relevant observations, data / evidence (and methodology used to gather data / evidence where relevant) and other considerations which inform the initiatives; why and how these initiatives are innovative or novel in the banking sector; the ways in which the Bank is evaluating the effectiveness of the initiatives; the findings of the evaluation in terms of outcomes and impacts of the initiatives in the context of social cohesion, inclusion and resilience; and lessons learned and key opportunities.

Dr Jioji Ravulo

*Senior Lecturer in Social Work
School of Social Sciences and Psychology
Western Sydney University*

Dr Jioji Ravulo is a Senior Lecturer (Social Work) in the School of Social Sciences and Psychology at Western Sydney University. He is passionate about working with marginalised and vulnerable communities, with view to develop research, policy and practice that enables social mobility and inclusion. Jioji's wide range of community based experience has included creating initiatives that counteract youth offending and anti-social behaviour, profiling widening participation pathways for equity groups and decolonising social work education across Western Sydney, and the wider Oceania region. Further information on his previous and current work can be found via his WSU staff profile: https://www.westernsydney.edu.au/staff_profiles/uws_profiles/doctor_jioji_ravulo.



Enhancing the Inclusion of Pacific Communities in Australia

According to the Australian Bureau of Statistics Census data, the population of Pacific people in Australia, including the indigenous Maori people of New Zealand, is increasing – from just under 280,000 in 2011, to near to 330,000 people in 2016. With such migration and movement across the region, many have settled into diaspora community groups in countries with larger economies like Australia. Over time, Pacific people have had to adjust lifestyle and traditional practices to accommodate within western contexts and perspectives that may challenge and change collectivist ideals and values, to more individualistic views and approaches. Alongside other migrant community groups, many Pacific people have adjusted to such expectations, however, the over representation of their involvement in youth justice and adult offending continue to perpetuate a cycle of marginalisation and social inequality.

This paper will explore an innovative community based initiative called Pasifika Achievement to Higher Education (PATHE) (www.westernsydney.edu.au/pathe). Founded in 2012 and hosted by Western Sydney University, the project is funded under the Higher Education Participation and Partnership Programs (HEPPP) to undertake three key components 1) to support higher education student retention, progression, completion and transition, 2) to promote secondary and primary school student vocational and career aspirations and 3) develop sustainable teaching and learning resources and activities. The PATHE project was developed with an overarching aim to create positive pathways in advancing upward mobility and community cohesion – in turn, bolstering Bourdieu's notion of cultural capital through Pasifika achievement and engagement.

The mixed method research profiled feedback collected from over 1,400 participants via an online survey of which 95% were from a Pacific heritage and included primary and high school students, teachers and parents. Key findings highlighted the need to further assist students and educators to create positive environments and attitudes towards lifelong learning, the need for engaging and cultural appropriate resources and the important role parents and families play in sustaining tertiary retention. Such findings continue to assist in the implementation of the PATHE initiative and have contributed to a significant increase in enrolment and graduation rates of Pacific people at Western Sydney University and beyond.



Mr Edward Santow

*Human Rights Commissioner
Australian Human Rights Commission*



Mr Edward Santow commenced his five-year term as Human Rights Commissioner at the Australian Human Rights Commission in August 2016. Prior to this, Ed was chief executive of the Public Interest Advocacy Centre, a leading non-profit organisation that promotes human rights through strategic litigation, policy development and education. Ed was previously a Senior Lecturer at the University of New South Wales Law School and a research director at the Gilbert + Tobin Centre of Public Law. His areas of expertise include human rights, administrative and constitutional law, discrimination and freedom of information. As Human Rights Commissioner, Ed leads the Commission's work on marriage equality and other human rights issues affecting LGBTI Australians. Ed also leads the Commission's work on the Optional Protocol to the Convention Against Torture (OPCAT) and he has primary responsibility for the Commission's work on freedom of expression, freedom of association and freedom of religion. Ed is a Senior Visiting Fellow at the University of New South Wales (UNSW), and serves on a number of boards and committees, including the Australia Pro Bono Centre. In 2009, Ed was presented with an Australian Leadership Award, and in 2017, he was recognised as a Young Global Leader by the World Economic Forum.

Freedom and Community Cohesion: A Human Rights Perspective

In this presentation, Human Rights Commissioner Edward Santow will discuss the role of freedom of religion and other rights in creating community cohesion. While headlines from the 2016 national census focused on an increase in the number of people who have no religion, more than 60 per cent of Australians in total (and more than 68 per cent of those born overseas) identify with a religious tradition. This shows that religion remains important in today's multicultural Australia. In this presentation, Edward Santow will consider the sometimes difficult relationship between freedom of religion and other human rights, especially the right to equality or non-discrimination. But he will also consider some of the opportunities for faith to be at the heart of protecting human rights, especially as Australia considers how best to combat modern slavery.

Ms Catherine Scarth

*Chief Executive Office
AMES Australia*



Ms Catherine Scarth is the Chief Executive Officer of AMES Australia, an organisation providing a wide range of interconnected settlement, education, vocational training and employment services in Victoria and New South Wales. Ms Scarth's career has focussed on the design and implementation of innovative social programs and enterprises in Australia and the United Kingdom. She has achieved this through the creation of partnerships with government, employers and the community sector to deliver programs designed to increase the economic and social participation for newly arrived migrants and refugees. Ms Scarth is a member of the Minister's Council on Asylum Seekers and Detention (MCASD) and the Settlement Services Advisory Council (SSAC). Ms Scarth is also Chair of Connect Settlement Services and is currently a Board member of the Migration Council of Australia and the SBS Community Advisory Committee. Among her achievement, Ms Scarth was recognised as one of 100 Women of Influence in Public Policy for 2016.

Community Cohesion in Rural Victoria: Meeting the Challenges of Resettling Refugees

This paper will explore some generally accepted ways of defining social cohesion to see what they look like in practice when a community of refugees settles in a small Victorian town. While there is no universally agreed definition of social cohesion, most involve notions of belonging, participation, inclusion, recognition and legitimacy. The Scanlon Foundation uses five similar indicators: belonging; social justice / equity; participation; acceptance, rejection / legitimacy; worth.

The paper will consider the 2014 research by AMES and Deloitte Access Economics which examined the direct and indirect economic and social impact of the resettlement of Karen refugees from Burma in a small rural Victorian town. The methodology included primary data collected through structured surveys and in-depth interviews and economic analysis using the Deloitte Access Economics' Computable General Equilibrium (CGE) modelling. This research identified factors, both economic and social, that contributed to the success of the settlement for both communities: that is, factors that are critical to the continued cohesiveness of the now diverse community. The research explored how the notions of belonging, participation, inclusion, recognition and legitimacy play out in this small population of around 2,200 'locals' and 200 Karen from Burma. It paid particular attention to the role of employment as a key element of social cohesion. As demonstrated in Nhill, when people have access to work, they can rebuild their lives, educate their children and secure their futures. They can also contribute significantly to their 'host' community. Other key factors contributing to the cohesiveness of the diverse community in Nhill covered in this presentation include: strong leadership in both communities; community acceptance; appropriate / affordable accommodation; support for whole families, including access to education. The economic analysis concluded that the resettlement had specific and measurable economic impacts in the area including an increase in GRP of \$41.5m over the five years of analysis.



Mr Parsu Sharma-Luitai

*New and Emerging Communities Liaison Officer
Victoria Police*

Mr Parsu Sharma-Luitai is a New & Emerging Communities Liaison Officer, Victoria Police. He is also the current Secretary of the Federation of Ethnic Communities Council Australia (FECCA) and served as Chair of FECCA's New and Emerging Communities Advisory Committee from 2011-2015. Parsu completed the Folio Community Leadership Program in 2017 and he is a member of the Leadership Victoria Alumni. He is the founder and patron of Help-Himalayan Youth Foundation Inc, a youth led organisation from the Bhutanese, Karen and Nepalese community, and is Co-chair of the newly formed Refugee Communities Advocacy Network-Victoria. Parsu served as Statelessness Working Group Chair of Asia Pacific Refugee Rights Network (APRRN) from 2014-2016 and was elected Chair of Australia New Zealand & Pacific Working Group in September 2016. He represented Australian refugee's communities in the UNHCR NGO Consultations in Geneva from 2010-2017.



Parsu completed a Master of Horticulture from the Melbourne University in 2004 and is currently studying for a Master of Public Policy at RMIT. A former refugee from Bhutan, he is the recipient of the prestigious Inaugural New Australian of the Year 2014 award from Australian Day Council (Vic). He volunteers as a Welcome to Australia Ambassador, an AFL Multicultural Ambassador and a White Ribbon Ambassador.

Grassroots Community Engagement: An Effective Means of Sustainable Social Cohesion

The issues and challenges faced by new and emerging communities after arriving in Australia are immense. There is no one perfect solution to assist these communities to participate in services available to break barriers and be part of wider Australian society to contribute in the social and economic wellbeing for them and their communities. This presentation will discuss one unique project that has proved effective in promoting social cohesion and how a simple community engagement approach at the grassroots has brought diverse communities together with service providers and securities services agencies, not through any meetings, forums, conferences or workshops but through cultural food as a tool of communication. The project was developed due to the immediate history of distrust between police and African communities of Flemington and neighbouring areas in Melbourne. The project has been implemented in Hume, Moreland, and Monee Valley City Councils and has been instrumental in breaking down barriers that exist between new and emerging communities and Victoria Police in fostering better relationships and community harmony. Today, the project has connected to nine police stations with community members from African (Oromo, Somali, Eritrean, Yemeni, South Sudanese, Ethiopians, and Sudanese), Indian, Bhutanese, Pacific Islanders, Lebanese, Turkish, Nepalese, and other newly arrived communities.

Dr Nancy Spencer

Director

Queensland Department of the Premier and Cabinet

Dr Nancy Spencer is a Director in the Queensland Department of the Premier and Cabinet (DPC). She worked in range of agencies across government before coming to the DPC in 2014. In DPC, she leads disaster management, counter-terrorism and social cohesion policy. Nancy has qualifications in public administration and in statistics, and is experienced in strategy development, evaluation, community consultation and project management.

Currently, Nancy is responding to the need to coordinate and expand social cohesion initiatives across Queensland to improve communities' disaster resilience and reduce the risk of violent extremism. Apart from progressing Queensland's involvement in emergency management and security initiatives at the national level, Nancy is also leading the associated countering violent extremism research and evaluation working group. Outside work, Nancy is a Board member for Wesley Mission Queensland and actively volunteers with other not-for-profits to support their strategic planning and business strategies.



Social Cohesion and Related Strategies in Queensland

Co-author:

Mr Wayne Briscoe, Executive Director, Department of Communities

The Queensland Government has been working to ensure people from all walks of life are welcomed to and included in the broader Queensland community. Queensland wrestles to address issues facing youth, seniors, victims of domestic violence and those who face discrimination. Social cohesion in Queensland is being strengthened by a range of civil society, government, business and educational initiatives directed to assist people who are particularly vulnerable to isolation from their family, their neighbourhood, their community. This presentation focuses on the work of the Queensland Social Cohesion Implementation Committee and the social cohesion framework they have developed to complement the Queensland's multicultural legislative framework and other recent government strategies directed towards vulnerable Queenslanders. This work was developed in partnership with Griffith University's Policy Innovation Hub and grounded in the Countering Community Division Policy Framework. A literature review, international symposium and community consultation across Queensland were undertaken in 2016 and 2017. The findings indicated the support required by individuals to link with society and to feel heard, the support required by community groups to link across groups and support access to services, and the support required by educators to tackle discussions with young people on potentially divisive topics. The social cohesion framework adopts a different approach to previous community engagement strategies, using a sub-council area community focus, building individual connections and capability and then build outwards through community groups to broader community. By linking individuals to the broader community, the approach aims to overcome fears of the unknown, harmful stereotyping and to foster a sense of belonging while acknowledging that the best outcomes are initiated, developed, and maintained by the community. To monitor effectiveness, an embedded evaluation, incorporating the use of Scanlon measures among others, will be used to assess progress.



Advancing Community Cohesion Conference

Today's Challenges and Solutions

Mr Geoffrey Steer

Director

The Invisible Men Consulting Group

Geoffrey Steer is the founder and director of Invisible Men Consulting Group. He successfully completed both the Hate & Bias Crimes Training Program and the Advanced Hate Crime Course run by the Federal Law Enforcement Training Centre (USA) and in conjunction with the Auburn University Montgomery (USA) and the Centre for Prejudice & Extremism, California State University, San Bernardino, respectively. Geoffrey founded the NSW Police Force Bias Crimes Unit, serving as the NSWPF subject matter expert on bias motivated crimes for seven years. In 2015, Geoffrey successfully completed the Advanced Threat Assessment & Management Academy with Gavin de Becker & Associates (USA). Geoffrey is the Australasian representative on the Skinhead Intelligence Network and is a board member of EXIT Australia. He has presented papers at the Inaugural Human Rights & Policing Conference in 2008 and the Seventh Australasian Women and Policing Conference in 2011.



Social Cohesion: Possibility or Pipe Dream? An Exploration through a Bias Motivated Crime Lens

Through examining events like war on terror, the same sex marriage debate and the similarities between the Charlottesville riot and the debate over Australia Day, through a bias motivated crimes lens, it will be shown that, society is becoming more polarised. In this environment, is it possible to have social cohesion? This paper discusses how an effective response to bias motivated crimes by governments, law enforcement agencies and society, is key to move social cohesion from a pipe dream to a reality.

Whilst humans as a species have existed for only around 200,000 years, our evolutionary roots go back approximately 2 million years. The same fears that kept our ancestors alive still lurk in our DNA and biological memories. Although most do not consider humans to have behaviours of other animal species, the truth is that humans have depended on a pack mentality throughout our evolution. This pack mentality has meant that the 'other' is treated as dangerous and something to fear. Millions of years of evolutionary survival information means that 'others' are still seen as strange, dangerous and something to be feared. The primary method of enforcing societies unwritten rules has been through violence, in modern times, this is called bias motivated crimes or hate crimes.

Social cohesion is a key goal of modern societies. The belief is that despite differences in race, religion, sexual orientation or other immutable characteristics, groups with different backgrounds can cooperate in the best interest of society. But the reality is not so promising. In times of crisis, our best intentions are put on hold and our primal defensive nature comes to the fore. In a global environment where the politics of fear rule, where terrorism and the associated fear is a daily headline, where politicians use fear to score cheap political points and the fear for the future is ever present, there is a rising tide of hatred against the 'other'. The acts of violence intended to drive away the other and make us feel safe, do the exact opposite, perpetuating the cycle of fear.

Ms Reem Sweid

*Researcher and PhD Candidate
Deakin University*



Reem Sweid is the President of Muslims for Progressive Values Australia and a Research Assistant at the Alfred Deakin Institute for Citizenship and Globalisation. She is pursuing her doctoral degree on the subject of Counter-Narratives to Violent Islamic Extremism at Deakin University. Reem has a background in social policy research, having dedicated over three years as a Senior Research Officer at the Australian Institute of Family Studies. More recently, Reem has completed a research contract with Victoria University's Centre for Cultural Diversity and Wellbeing on mapping preventative Countering Violent Extremism (CVE) service delivery. Reem has a Master of Science in Development Studies from the London School of Economics and Political Science, and a Bachelor of Arts degree in International Relations and Economics from Brown University (Rhode Island, USA). She has over 10 years' experience volunteering with migrant communities in the United States, Indonesia and Australia. Reem has recently published opinion pieces in two leading Australian publications (the Age and Crikey.com).

The Challenges of Language and Narrative in Countering Violent Extremism Policy

Australia has had an official policy on Countering Violent Extremism (CVE) for over a decade. One of its main objectives has been to address the rising threat of Islamist radicalisation to violent extremism. Despite some successful initiatives between government and Muslim communities, there is significant tension between the two. Given that positive engagement with Muslim communities is a vital part of any successful CVE policy, it is crucial to find ways to improve these relationships. This paper examines the role of language and narrative in CVE policy and the extent to which they are contributing to the negative stigma of the policy. It draws on findings from interviews with Muslim community leaders, CVE experts and policy advisors that explore the challenges of defining the problem of violent extremism in the policy setting. This paper finds that improving the way CVE language and narrative is framed will foster better relations with the communities involved and deliver smarter and more appropriate policy outcomes.



Mr Nick Tebbey

*Chief Executive Officer
Settlement Council of Australia*

Nick Tebbey is the Chief Executive Officer of the Settlement Council of Australia, the peak body representing the settlement sector in Australia. Nick has over a decade of legal experience as one of Canberra's leading immigration lawyers, through both private practice and as a lecturer in migration law at the ANU. Over that time, he has developed extensive knowledge of Australia's complex migration laws, and the settlement journeys of migrants and refugees. The Settlement Council is committed to building the capacity of the sector to help ensure the best possible outcomes for migrants and refugees settling in Australia.



The Role of Australia's Settlement Sector in Promoting Social Cohesion

This presentation will explore the foundations of achieving social engagement for newly arrived migrants and refugees and will examine the importance of those foundations in ensuring the best possible settlement outcomes. It will discuss the role of the settlement sector in promoting social engagement as well as the impact of law and policy on settlement prospects. It will draw conclusions as to the importance of this work as a mechanism for advancing community cohesion in Australia.

Ms Danielle Wood

Fellow

Grattan Institute

Danielle Wood is a Fellow at the Grattan Institute. Danielle's main research interests are tax and budget policy, intergenerational inequality and economic and political institutions.

Danielle previously worked as Principal Economist and Mergers Director at the ACCC, Senior Consultant at NERA Economic Consulting, and as a Senior Research Economist at the Productivity Commission.

Danielle has a Masters of Economics and a Masters in Competition Law from the University of Melbourne and a Bachelor of Economics (Hons) from the University of Adelaide.

Danielle is the National and Victorian Chair of the Women in Economics Network. She sits on the Victorian and Central Council for the Economic Society of Australia.



Regional Politics, Migrants and Social Cohesion

Established political parties are struggling across the developed world, while “outsider parties” rise. Although the outsider vote is rising everywhere in Australia, it is higher and is rising faster in regions further from big cities.

Opinions differ about what is really driving the rise. Some focus on economic explanations: increasing inequality; or slower economic growth. But others think it reflects the cultural concerns of voters: too much (or the wrong kind) of migration; and widening cultural differences between metropolis and region.

The presentation will examine regional patterns of migration and how these align with attitudes to migrants and voting patterns. We find that regional areas have much lower levels of migration – with migrants from Asia, Africa and the Middle East particularly concentrated in the major cities. People in the cities tend to have more positive views about immigration than those in the regions, suggesting that contact increases comfort with immigration.

We find that concerns about migration are unlikely to explain the general rise in disillusionment with the major parties. Attitudes to migrants have generally become more positive since 2010. And voters for minor parties – other than One Nation – do not have more negative sentiment towards migrants than voters for the major parties.

But migration may be contributing to the growing sense of cultural divide between cities and regions. Leaders can help address this concern by emphasising migrant participation rather than difference.



Advancing Community Cohesion Conference

Today's Challenges and Solutions



Workshops

Workshop 1

Youth and Integration: Diverse Youths' Perspectives on Social Cohesion

Mr Dor Akech Achiek, Youth Projects Coordinator, Settlement Services International

Dor Akech Achiek is the Youth Projects Coordinator at Settlement Services International (SSI), a community-based, not-for-profit humanitarian organisation providing a range of services in areas of humanitarian settlement, housing & asylum seeker assistance. Dor coordinates the Youth Collective; an initiative of SSI & Migrant Resources Centres (MRCs) which focuses on service delivery outcomes that reflect the needs and aspirations of multicultural youth in NSW, focusing on migrant and refugee youth. Dor is a former refugee from South Sudan who came to Australia in 2003 after nine years living in Kakuma refugee camp. He is well acquainted with issues facing people settling as he has worked with refugees, humanitarian entrants and people seeking asylum for the majority of his 11 years career. During this time, he has used his leadership skills to help communities build resilience, with a particular focus on supporting young people. He began as a volunteer youth engagement worker, a mentor and community educator shortly after completing High School in 2006 at St Ignatius College, Riverview. He later worked as a Youth Project Worker for Auburn Community Development Network, Mt Druitt Ethnic Community Agency, and Community Migrant Resource Centre. Dor moved to SSI in 2011 taking on various roles. Since arriving in Australia, he has completed Master and Bachelor Degrees and two Diplomas.



Co-authors:

Mr Bassam Maaliki, Founder, UBelong

Ms Rooan Alkalmashi, 20Voices Youth Leader & Steering Committee, Youth Collective

Mr Arash Bordbar, 20Voices Youth Leader & Steering Committee, Youth Collective

Ms Shaqeaq Rezai, Youth Advisory Consultant, CMRC

Young people play an important role in shaping the agenda for social inclusion and integration as part of building social cohesion. This workshop aims to showcase the wonderful initiatives that young people are involved in to support other youth to feel a sense of belonging. As part of their engagement with Youth Collective through the 20 Voices Youth Leadership Program and in their own initiatives, the young people that are part of this workshop will share their perspectives about what successful integration looks like to them, and some of the barriers and challenges they may have faced along the way, and what needs to be done to bring about social integration of newly arrived young people.

The goals and objectives of the workshop are: (1) bring the raw voices of newly arrived young people to the discussion on social cohesion; (2) share the experiences newly arrived young people in navigating the Australian systems; (3) reflect on young people's perspectives about what are the challenges and solutions in relation to social cohesion; and (4) showcase and explore what youth are doing to help other youth settle in Australia and forge their sense of belonging.

The format or structure of the workshop is a combination of presentation and group discussion.



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Today's Challenges and Solutions

Part I: Introduction (15 minutes)

Presentation on Youth Collective initiatives supporting integration and refugee youth perspectives on what good integration looks like.

Part II: Group discussions (20 Minutes)

Participants will be divided into two groups to discuss two-three key questions:

1. What other programs, projects or services have you come across that showcase good integration?
2. Is there anything else apart from those that have been mentioned that you feel support good integration?
3. What would be the one thing you could suggest as the key take away on what Good Integration looks like?

Part III. Key Messages / Wrap up (10 Minutes)

Wrap up of key messages with the tagline; “Good integration looks like...”

The expected learning outcomes are as below:

1. Participants will acquire and enhanced skills and practice knowledge in facilitating meaningful integration for young people of refugee and asylum seeking backgrounds.
2. Participants will gain understanding and improved knowledge on integrated and inclusive approaches to advancing social cohesion for young people of refugee and asylum seeking backgrounds.
3. Participants would be able to describe and advocate for renewed approach to youth integration, as not just one-way street but two-way.
4. Participants will develop increased awareness of the positive impacts of diversity and learn strategies to challenge stereotypes.

Workshop 2

High Resolves: A Theory of Change for Developing Global Citizens and Leaders

Mr Steve Moore, NSW Program Director, High Resolves

Steve Moore is the NSW Program Director for High Resolves, a world leading, not-for-profit education initiative that develops critical global competencies for young people. Operating in over 120 schools across Australia, High Resolves has delivered highly immersive learning experiences for over 165,000 high school students in Australia, Canada and the United States.

Steve is currently leading the Youth Led Social Cohesion project, a three-year program which aims to provide over 17,000 young people across western Sydney with the skills and motivation to constructively contribute to building a socially cohesive community. Beginning from a management background, Steve developed an interest in helping others grow and develop in their careers. While on sabbatical working with some of the world's poorest people in southern Indian villages, he was struck how education empowers others to create positive change in the world. This led to him retraining as a qualified teacher upon his return to Australia, and to working with disadvantaged groups and young people to help them develop the mindsets and skills to improve the world around them.

Steve has a Masters in Science from the University of Bristol, a Graduate Diploma in Education from Macquarie University, and recently completed a Master of Business Administration from Kaplan Business School.



The workshop will offer the High Resolves Global Citizens and Leaders program that has been running for over 11 years and reached over 150,000 high school students as an exemplar for how to develop young people with the mindsets and attitudes needed for socially cohesive communities to thrive. Participants will learn how the program has been developed over the past 11 years based on hands-on experience delivering the program in schools all over Australia and more recently in China, US and Canada. Participants will participate in some sample activities as way of illustrating recommended pedagogical approaches required to effectively achieve affective and behavioural learning. We will share some of the successes of the program, through student-led social action projects and the creation and distribution of videos that promote positive social change. Participants will be introduced to a comprehensive set of resources designed to support the development of young global citizens.

The goal of the workshop is to strengthen attendees' sense of the need for a systematic, multi-year approach to global citizenship and to demonstrate that scalable solutions are possible.



Workshop 3

Safe Schools Anti-Bullying Initiative in South Australia

Ms Suzanne Grunwald, Senior Adviser, Inclusion and Wellbeing, Department for Education and Child Development, South Australia

Suzanne Grunwald has worked in the education field for 35 years, the majority in the Department for Education and Child Development SA. In that time, Sue has worked in a variety of positions – teacher, wellbeing coordinator, year level manager, trainer, project manager and more recently as senior adviser. Her experience crosses multiple fields including distance education, mentoring, wellbeing and diversity as well as project management.



Sue currently provides high-level specialist advice to inform strategic direction, operational planning and staff development across numerous wellbeing areas that support vulnerable young people including suicide prevention, responding to problem sexual behaviour, gender diversity, child protection and protective practices. Major achievements include managing a state-wide Years 8-10 secondary mentoring program which resulted in consistent 95% rates in 'learning and earning' and most recently the development and implementation of the Safe Schools Anti-bullying Initiative across South Australian schools in partnership with Kelly Treloar from SHINE SA (a not-for-profit organisation which provides primary care services and sexual health education). The aim of this initiative is to support schools to create safer learning environments that are inclusive of diversity, free of homophobic harassment and which promote positive wellbeing of students and staff.

Ms Kelly Treloar, Safe Schools Anti-Bullying Initiative, SHINE SA

Kelly Treloar supports educators to provide safe and inclusive schooling experiences for students, staff and families. Kelly is passionate about inclusion and thinks diversity is wonderful. She brings a wealth of experience from her work both 'on the ground' and in management roles in the education, community development and homelessness sectors. Kelly holds qualifications in Psychology, Community Sector Management and Training, which is a fancy way of saying she has learnt some stuff that is very useful in her work. Kelly is also a fervent volunteer and perseveres in her attempts to use hashtags correctly.



This workshop will demonstrate how schools in South Australia are meeting their responsibilities to support all children and young people's equal opportunities to optimum learning and wellbeing outcomes, regardless of sexual orientation, intersex status or gender identity in accordance with the legislative requirements of the Equal Opportunity Act 1984 (SA) and the Sex Discrimination Act 1984 (Commonwealth) and 2013 Amendment.

The workshop will take participants on a 4-part journey which focuses on: (1) a global perspective on LGBTI discrimination and bullying (research and statistics from the UN and linking to Goal 4 - 2030 agenda for sustainable development); (2) the Australian Government's initial commitment to a nation-wide program and subsequent challenges and obstacles; (3) South Australia's state-based solution and establishment of a revised program in partnership with a non-government organisation; and (4) local school-based strategies to support same sex attracted, intersex and gender diverse students.

The interactive workshop will highlight how the initiative complements existing whole of school wellbeing policies, initiatives and partnerships, which provide a continuum of support for all young people.

Workshop 4

How to Promote Community Cohesion in a Multicultural Society: Key Insights from Psychology

Ms Heather Gridley, Community and Counselling Psychologist and Manager, Public Interest Team, Australian Psychological Society

Heather Gridley is a community and counselling psychologist. As Manager of the Australian Psychological Society's Public Interest team, she provides leadership in taking a proactive as well as responsive approach to issues where psychology can make a contribution to public debate and policy in the interests of community wellbeing and social justice.



Ms Winnifred Louis, Associate Professor, School of Psychology, University of Queensland

Winnifred Louis is an Associate Professor in the School of Psychology at the University of Queensland. Her research interests focus on the influence of identity and norms on social decision-making. She has studied this broad topic in contexts from politics and community activism to health and environmental choices. She is presently Associate Editor of *Peace and Conflict: The Journal of Peace Psychology* as well as on the editorial board of the *Journal of Personality and Social Psychology*, and the *Journal of Social and Political Psychology*. She has served as AE of *Group Processes and Intergroup Relations*, and *The Australian Journal of Psychology*, as well as on the editorial board for *Behavioural Sciences of Terrorism and Political Aggression*. She is a member of numerous professional associations



Ms Kate Reynolds, Professor of Psychology, Research School of Psychology, Australian National University

Kate Reynolds is Professor of Psychology at the Research School of Psychology at the ANU, Canberra. For over two decades she has investigated the implications of people's self-definition as group members (in terms of their social identity as "we" and "us") for attitudes, behaviour and individual functioning. Professor Reynolds has undertaken projects with the Australian Government concerning discrimination, social inclusion, and safe and engaging schools and has experience navigating the divide between the academic and policy domains.

Psychology can offer important insights about psychological factors that underpin social conflict and the most effective ways to bring people together to maximise effective relationships and productive outcomes. These insights include the application of approaches to resolve conflicts and issues in ways that prioritise co-operation over coercion. Above all, psychology can offer hope and generate optimism. Drawing on psychological science, we can help people to understand why community cohesion is important, to see that their own behaviour can play a part in threatening that cohesion, and also play a part in solutions. We can thus aim to participate in speedy societal change to promote and maintain community cohesion.



The workshop puts forward five basic but important “best practice” insights from psychological science to promote community cohesion: (1) Understand what factors promote community cohesion and why it breaks down; (2) Strengthen people’s identities; (3) Focus on community strengths; (4) Challenge messages of hate; (5) Provide safe ways to express conflict.

This workshop will allow participants to acquire competence in managing conflict between social groups so that they will be able to: (1) understand the evidence regarding how group identities (eg, party affiliation, religion, ethnicity) affect trust and decision-making in conflict; (2) identify four common mistakes or framing issues that increase distrust and partisanship during a conflict; (3) identify two particularly problematic blind spots that lead to minority or low power groups’ trust being undermined by messages that seem legitimate to powerful, majority group members; and (4) learn five strategies to communicate positive, inclusive messages that address difficult issues without undermining social cohesion.

The workshop is based on the format and key learnings from an Australian Psychological Society (APS) hosted social cohesion Roundtable as part of the 2016 APS Presidential Initiative that focused on key issues where psychological evidence and practice can make a meaningful contribution.

The workshop links psychological theory with everyday applications. Small group exercises will enable participants to share knowledge and learn practical strategies for creating safe spaces to express and negotiate intergroup conflict.

The workshop will assist participants to identify ways to contribute to public discussion in an in-depth and evidence-supported way. It will also enhance their capacity to respond in the best interests of community wellbeing, and consider how best to provide guidance and continuing education for anyone working with individuals and communities where social connectedness and cohesion are threatened. Participants will learn skills that can be used in working with ethnic minority groups.

The workshop will canvass multiple perspectives on community cohesion in a multicultural society in times of heightened fear and anxiety. It will examine the potential contributions of psychological research and practice to an issue that is a shared responsibility between government and community. Learnings based on the five key insights presented can be applied by participants in each workshop to their particular contexts, whether from within particular community groups, from a policy perspective or in a government or legislative role.

Workshop 5

Building Social Cohesion by Cultural Heritage Understanding

Ms Marta Dębska, Society for Social Development and Intercultural Dialogue “Cooperantis”, Poland Co-founder and Board Member

Marta Dębska earned her MA in journalism and then PhD in political science at the Faculty of International and Political Studies at the Jagiellonian University, Poland. She is a co-founder and a board member of the Society for Social Development and Intercultural Dialogue, Krakow, Poland. She also lectures on international relations at the Andrzej Frycz Modrzewski Krakow University, focusing on EU-Africa relations, theories and history of international relations, arms control issues or globalism and regionalism. Her interests within political science include globalization processes, American history and culture, transatlantic relations, international issues, and international relations of Africa. Her interests also cover sociology and cultural and media studies. Her publications include *Phenomenon of American Creed - the Essence of American Identity* (2012), *Voting System in The United States of America in Presidential Election Background* (2012), *A Brief History of Americanization* (2010), *The Global Perspective in Poland* (2006) and *The Americanization of Polish Youth in the Global Village* (2003).



Dr Sylwia Jaskuła, Faculty of Social Sciences and Humanities, The Lomza State University of Applied Sciences, Poland

Dr Sylwia Jaskuła combines different disciplines of sciences, educational and social practices like pedagogy, cultural sociology, informational sciences, theory of communication and educational, social and evaluative policy. She has coordinated international, state and regional evaluation research on major Polish and European reforms in education over the last twenty years. Dr Jaskuła is also the author of articles on information culture and space, intercultural education, transformations in education, developmental evaluation, information and knowledge society, intercultural and information competences, intercultural cooperation. She has undertaken comparative research on cultural and educational aspects of the modern “conceptual” society. Within this range of themes, she has held lecture series in Poland, Ukraine, Romania and Jordan, on the hybrid reality in educational space. She has undertaken several research projects on new models of communicative and informational competence as an educational task and practice within contemporary multicultural civilization. Dr Jaskuła is a leading expert in evaluation strategies and training in education for social transformation, communication and innovation. Her recent publications include *Dialogue in Intercultural Evaluation* (2016), *Virtual Transformation of Intercultural Communication Competences* (2015), *Transformations in Communication Pedagogy* (2015), *Models of Information Culture in Intercultural Education* (2015), and *Pedagogy of Information Space* (2015).



Associate Professor Leszek Korporowicz, Institute of Intercultural Studies, Jagiellonian University, Poland

Leszek Korporowicz PhD is associate professor at the Institute of Intercultural Studies, Jagiellonian University, Poland. His publications cover the fields of sociology of culture, cultural heritage, intercultural communication and management, theory of intercultural space, dynamics of personal growth and cultural identity, intercultural competence, evaluation as social and educational change. He has conducted university lectures abroad on these themes, including in Denmark, Germany, Australia, Taiwan, Byelorussia, Ukraine and Great Britain. He was co-founder and the first chairman of the Polish Evaluation Society, representative of Poland in the OECD Education Commission, and a former rector of the Bogdan Jański College in Warsaw. He is currently the animator of the *Jagiellonian Cultural Studies*, an educational and research project presently realized at the Faculty of International and Political Studies in Jagiellonian University. Leszek has coordinated several international, interdisciplinary research projects including: *Intercultural Education* with the University of Adelaide, Australia (1988); *Intercultural Communication* with Pepperdine University, USA (1992-1996); *Intercultural Communication in the Global Knowledge Society* with the Taiwan Ministry of Education (2009); *Cultural Identity at the Crossroads of Contemporary Europe* with Taras Shevchenko University, Kiev, Ukraine (2004); *Intercultural Evaluation* with the Dragomanov State Pedagogical University in Kiev, Ukraine (since 2010); and *Jagiellonian Cultural Studies* (with Jagiellonian University, Poland (since 2011). Leszek's recent publications include: *Communication as an Inter-active Reality* (2007); *Intercultural Management - from Adaptation to Development* (2008); *Intercultural Communication as a Transgression* (2010); *Cultural Sociology* (2011); and *Bridges of Hope: Jagiellonian Inspiration of Intercultural Dialogue* (co-editor, 2016).



Dr Elżbieta Wiącek, Institute of Intercultural Studies, Jagiellonian University, Poland

Dr Elżbieta Wiącek's research encompasses cultural semiotic, history of art, history of cinema (especially Iranian cinema), film analysis, visual anthropology, postmodernism. Within these themes, she has conducted a series of lectures in Poland, Turkey, Finland, Portugal, Italy and USA. Since 2010, she has worked as the institutional coordinator of the Erasmus program, initiating bilateral agreements, managing the exchange of students, and organizing guest lectures for staff from abroad. Recently she took part in the project titled "Do Not Be Deaf to Culture - An Analysis of the Chances and Barriers for the Deaf to Participate in Cultural and Artistic life" (2013- 2014) financed by the Ministry of Culture and National Heritage, Poland, and the project "Semiotic Map of Malopolska region" (2013-2015) awarded by the Malopolska Voivodeship Office. Her publications include: *Less Attended Ways to Paradise: on Jim Jarmusch's films* (2001); *Film Journeys of Abbas Kiarostami* (2004); and *Symbols of Contemporary Culture* (2015, editor and co-author). She is also an author of many articles including: *Works of Olga Tokarczuk: Postmodern Aesthetics, Myths, Archetypes, and the Feminine Touch* (2012); *'The Orient' in Global Cultural Flow: the Case of Turkish Riviera* (2013); *In the Labyrinth of Memory - Images of the Warsaw Uprising of 1944* (2014); *Die Wiedergeburt von Galizien: nostalgischer Traum eines verlorenen Arkadiens oder Verkaufsprodukt?* (2015). Elżbieta is a member of a non-governmental association INTERKULTURALNI PL, which promotes an open and multicultural society in Poland.



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