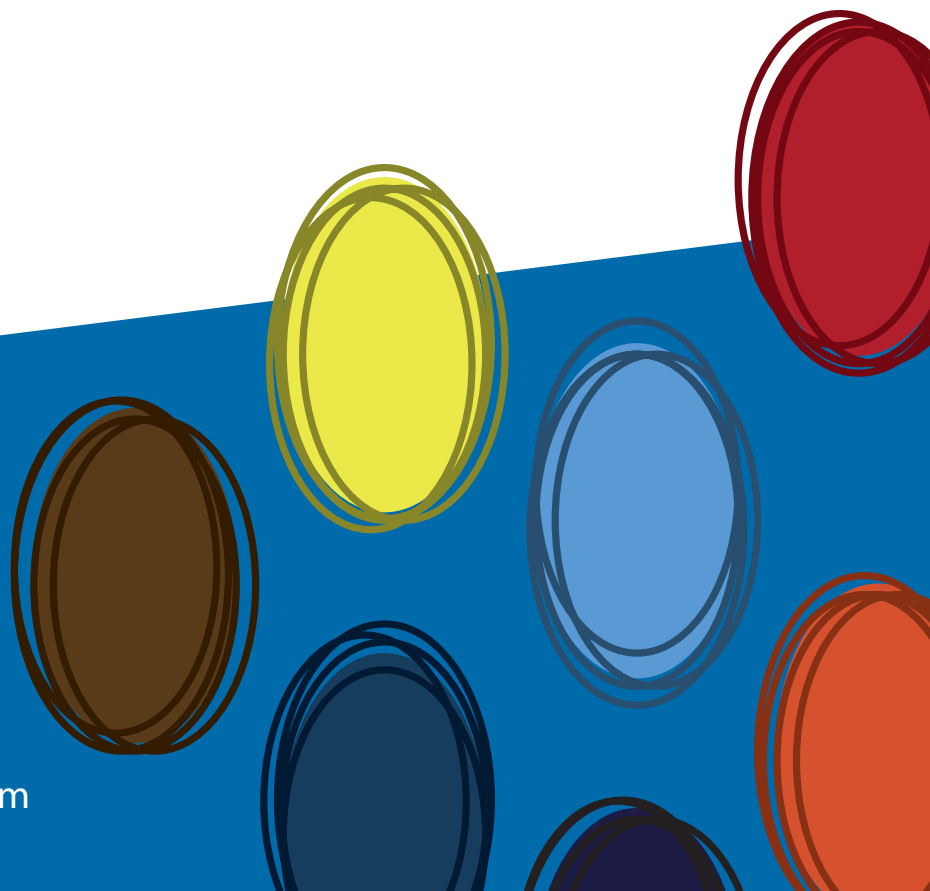




Advancing Community Cohesion *Towards a National Compact Conference*

CONFERENCE PROGRAM

15-17 July 2015
University of Western Sydney
Parramatta South Campus
Sir Ian and Nancy Turbott Auditorium



Program Summary

Wednesday 15 July 2015							
Room	Time	Conference Events					
Sir Ian and Nancy Turbott Auditorium Foyer	17.00 - 18.00	Conference Registration					
Sir Ian and Nancy Turbott Auditorium	18.00 - 19.00	Conference Opening Ceremony Welcome to Country - Welcome to UWS - Opening Address					
Sir Ian and Nancy Turbott Auditorium Foyer	19.00 - 20.30	Opening Reception					
Thursday 16 July 2015							
Room	9.00 - 10.30	10.30 - 11.00	11.00 - 12.30	12.30 - 14.00	14.00 - 15.30	15.30 - 16.00	16.00 - 17.30
Sir Ian and Nancy Turbott Auditorium	9.00am Plenary Session 1 Community Cohesion in Australia 9.45am Plenary Session 2 Community Cohesion in Australia Sir Ian and Nancy Turbott Auditorium	Morning Tea	Plenary Session 3 Community Cohesion in Australia Sir Ian and Nancy Turbott Auditorium	Lunch	Session 4 Multiculturalism and Social Cohesion	Afternoon Tea	Session 7 Social Cohesion and Religious Diversity
Room EE.G.02					Session 5 Community Voices: Obstacles to Cohesion		Session 8 Some Avenues for Social Cohesion
Room EE.G.36					Session 6 Aboriginal Australia		Session 9 Social Cohesion as a Concept
Lennox Ballroom Novotel Sydney Parramatta	6.30 for 7.00pm - 11.00pm	Pre-Dinner Drinks following by Conference Dinner					
Friday 17 July 2015							
Room	9.00 - 10.45	10.45 - 11.10	11.10 - 12.30	12.30 - 14.00	14.00 - 15.30	15.30 - 16.00	16.00 - 17.15
Sir Ian and Nancy Turbott Auditorium	9.00am Plenary Session 10 Community Cohesion in Australia 9.30am Plenary Session 11 Community Cohesion in Australia Sir Ian and Nancy Turbott Auditorium	Morning Tea	Session 12 Marginalisation	Lunch	Session 15 Youth Education and Social Cohesion	Afternoon Tea	4.00pm Q&A Panel How to Nourish Social Cohesion and Advance the Culture of Tolerance and Respect? 5.00pm Concluding Remarks The Future Directions Sir Ian and Nancy Turbott Auditorium
Room EE.G.02			Session 13 Key Obstacles to Cohesion - Racism?		Session 16 Key Initiatives to Advance Cohesion		
Room EE.G.36			Session 14 Case Studies in Social Cohesion		Session 17 Tension on Social Cohesion		

Hosted by



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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 the Country ceremony will be performed by Uncle Greg Sims.



Uncle Greg Simms

Aboriginal Elder on Campus (Community Elder) and Gadigal Elder

Uncle Greg Simms 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.

15 July 2015

Welcome from the Conference Convenor

I write to extend a warm welcome to all participants of the *Advancing Community Cohesion – Towards a National Compact Conference*, here at the historic Parramatta campus of the University of Western Sydney.

In bringing together leading decision-makers, thinkers and practitioners in multicultural affairs, this conference will deal with national and local issues regarding social cohesion. It will explore philosophical questions and more pragmatic aspects of community cohesion in diverse societies. The conference will also examine the key national initiatives in place to advance community cohesion within Australia and will search for new directions.



Through this conference delegates will familiarise themselves with current challenges we face and ways to address those challenges which, in turn, can only facilitate the efforts of the Australian Government and the Australian community to build on the strengths of the multicultural character of our country.

Participation in this conference will allow academics, students and members of our diverse civic community to share their views and gain insights from their fellow participants whilst working toward advancing community cohesion within Australia.

Welcome, and my best wishes for a successful conference.

A handwritten signature in blue ink, appearing to read 'Sev Ozdowski'.

Dr Sev Ozdowski OAM FACID
Conference Convenor
Director, Equity and Diversity
University of Western Sydney



PRIME MINISTER

MESSAGE FROM THE PRIME MINISTER

**UNIVERSITY OF WESTERN SYDNEY
ADVANCING COMMUNITY COHESION – TOWARDS A NATIONAL
COMPACT CONFERENCE**

I am pleased to provide this message for the *Advancing Community Cohesion – Towards a National Compact* Conference at the University of Western Sydney.

Right around the world, Australia is seen as a beacon of hope and opportunity.

Our nation has a multicultural character and it is unimaginable without the life, the times, and the passion of people who have come here from all four corners of the earth.

In uncertain times, it is important we do what we can to promote harmony, tolerance and unity.

This conference brings together local and international experts, government representatives, community leaders, and academics to consider how we can build even stronger communities.

It is a reminder of our shared responsibility to ensure all citizens understand the part they play in building a country that is peaceful, unified, free and fair.

The Government is working to support all who choose to live our values and join our Australian team. We are investing in world-class humanitarian and settlement services, Multicultural Affairs grants, and projects that assist higher-need and at-risk communities.

As a nation, we have found unity in our diversity and respect in our differences. Together, we have built a modern nation where all citizens can exercise freedom of thought, conscience and religion.

I acknowledge the hard work of Dr Sev Ozdowski OAM and the University of Western Sydney to make this conference a success.

I wish delegates and speakers a productive conference.

A handwritten signature in blue ink, appearing to read 'Tony Abbott'.

The Hon Tony Abbott MP
Prime Minister of Australia

20 February 2015



The Hon. Scott Morrison MP
Minister for Social Services

University of Western Sydney
Advancing Community Cohesion: Towards a National Compact Conference
15-17 July 2015

I am very pleased to provide this message for the University of Western Sydney's *Advancing Community Cohesion: Towards a National Compact Conference*.

Australia is renowned for being a culturally diverse nation. We pride ourselves on the high level of cohesion in our community and the mutual respect we have for each other's differences.

This unity has its foundation in our commitment to the values of equality and tolerance, freedom of speech and religion as well as respect for the rule of law and parliamentary democracy.

We have a population comprised of people from around 300 ethnicities, who speak almost as many languages. Since World War Two we have had more than 7.5 million migrants and today around 45 per cent of Australians were born overseas or have at least one parent who was.

Yet, the Scanlon Foundation's annual report that measures social cohesion in Australia has again found continued strong public support for a multicultural society.

It revealed that 85 per cent of people surveyed agreed that cultural diversity was good for Australia, 92 per cent felt a sense of belonging, and 88 per cent expressed pride in the 'Australian way of life.'

This is a testament to our commitment to cross-cultural engagement and strong social cohesion.

While social cohesion remains strong at the national and local levels, international and domestic events can cause tensions in our communities and threaten our high levels of social cohesion.

The Government is steadfastly committed to maintaining and strengthening a prosperous, resilient and cohesive Australia. Over the next four years the Government, through my Department of Social Services, will spend about \$600 million on multicultural affairs, assisting migrants to settle, social cohesion, countering extremism and supporting young people at risk.

I commend this conference as it seeks to explore our social cohesion and how we can build on our successes to ensure a harmonious and cohesive Australia into the future.

I congratulate the University of Western Sydney, in particular Dr Sev Ozdowski, for convening the conference and wish all participants a productive and insightful event.

The Hon. Scott Morrison MP

Minister for Social Services



Advancing Community Cohesion
Towards a National Compact Conference



Senator the Hon Concetta Fierravanti-Wells

**Parliamentary Secretary to the Minister for Social Services
Liberal Senator for New South Wales**

Message to the University of Western Sydney (UWS) Conference *‘Advancing community cohesion – in search for a national compact’*

As Parliamentary Secretary with special responsibility for Multicultural Affairs and Settlement Services, I congratulate the University of Western Sydney for organising this conference to explore social cohesion.

We are fortunate that in Australia we can speak confidently on this subject. We know what social cohesion means. Australia is a migrant nation with a resilient economy and cohesive society.

With 26 per cent of the population born overseas, we identify with about 300 languages, including Aboriginal and Torres Strait Islander language and all the world’s major religions are practised here.

Australia is a peaceful nation with cultural, linguistic and religious diversity which brings economic and social benefits for all. We know from experience that with each successive wave of migration comes understanding, sharing, acceptance and integration into our uniquely Australian way of life.

According to the latest social cohesion mapping report from the Scanlon Foundation, high levels of support for migration and for a multicultural Australia continue.

However, while community cohesion remains strong at the national and local levels, there are issues which warrant ongoing attention, including the experience of racism and discrimination by segments of the community.

The Australian Government will continue to support and partner with communities to strengthen the capacities of communities in need and foster community cohesion.

The Australian Government is steadfastly committed to maintaining and building a prosperous and cohesive multicultural Australia.

I congratulate the University of Western Sydney for hosting this event and wish all participants a fruitful and productive conference.

A handwritten signature in blue ink, reading 'Concetta Fierravanti-Wells'.

Senator the Hon Concetta Fierravanti-Wells

16 February 2015



**THE HON BILL SHORTEN MP
LEADER OF THE OPPOSITION
MEMBER FOR MARIBYRNONG**

MESSAGE

**'ADVANCING COMMUNITY COHESION – IN SEARCH FOR A
NATIONAL COMPACT'**

It is with great pleasure that I send my best wishes and commend the University of Western Sydney for organising this ground-breaking conference.

Australia is a richly diverse country that has been strengthened by the contribution of migrants from all over the world and as the Scanlon Foundation's *Mapping Social Cohesion* survey for 2014 demonstrates, the vast majority of Australians recognise that immigration has enriched and strengthened us.

It is our duty to always protect and breathe new life into our multiculturalism and seize the opportunities that a diverse Australia presents.

This conference gives voice to this objective and serves as a call to action, a reminder that we should never be complacent, but constantly working to improve social cohesion and opportunity for all.

In fostering a spirit of cooperation may this conference serve to build an even more harmonious and prosperous Australia for future generations.

All the best for a productive and successful conference.

Yours sincerely

**Bill Shorten
Leader of the Opposition**

23 January 2015

Message From the Vice-Chancellor and President

It is with pleasure that I welcome participants to the 'Advancing Community Cohesion – Towards a National Compact' conference to be held on the University of Western Sydney's Parramatta campus in July 2015.

The conference will provide the opportunity for participants to discuss the strategic factors that contribute to the maintenance of social cohesion in Australia. The conference will also examine the key difficulties as well as existing and potential initiatives aimed at advancing cohesion.

UWS is a fitting place to host a conference focussing on social cohesion. Comprising six campuses in Western Sydney, a region that boasts great diversity, opportunity and growth, it draws students from more than 200 cultural and linguistic backgrounds and includes a significant international student enrolment. UWS continues to strengthen partnerships with the local community to help drive the economic, social and cultural development of the region for which it remains a strong advocate.

This conference will provide an important forum for academics, students and the wider community to express their views and share their experiences and expertise in the field of social cohesion and to gain insights on possible improvements going forward. It is an ideal opportunity to examine how we can achieve a more successful and cohesive society.

My best wishes for a successful conference.

Yours sincerely



Professor Barney Glover
Vice-Chancellor and President

2 February 2015

Dr Sev Ozdowski OAM
Director
Equity and Diversity
University of Western Sydney
Locked Bag 1797
Penrith South DC NSW 1797

By email: s.ozdowski@uws.edu.au

Dear Dr Ozdowski

On behalf of the Federation of Ethnic Communities' Councils of Australia (FECCA), I am pleased to support the conference *Advancing community cohesion – towards a national compact* to be held in July 2015 at the University of Western Sydney (UWS).

I commend UWS for its leadership in advancing the debate on such an important issue for community relations in Australia. Cultural diversity is one of Australia's greatest strengths, and FECCA believes that one of ways to nurture harmonious diversity is through ongoing discussions on ways forward and strategies to facilitate greater social cohesion and inclusion for all Australians. With its strong international student intake, UWS is particularly well placed to address the critical challenges of belonging and participation that face Australian youth in the current social landscape.

I look forward to the proceedings and the outcomes of the conference.

Yours sincerely



Joseph A. Caputo OAM JP
FECCA Chair

Federation of Ethnic
Communities' Councils
of Australia

FECCA House
Unit 1, 4 Phipps Close
Deakin ACT 2600

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e admin@fecca.org.au
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Conference Organisers

Conference Convenor

Dr Sev Ozdowski OAM FAICD, University of Western Sydney

Advisory Committee

Chair: Prof Kevin Dunn, University of Western Sydney

Members:

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

Dr Hass Dellal OAM, Executive Director, Australian Multicultural Foundation

Prof Andrew Markus, FASSA, Monash University

Dr Mehmet Ozalp, Charles Sturt University

Ms Daryl Karp, Director, Museum of Australian Democracy at Old Parliament House

Assoc Prof Dominic O'Sullivan, Charles Sturt University

Assoc Prof Cristina Rocha, University of Western Sydney

Prof Adam Possamai, University of Western Sydney

Ms Yvonne Su, Department of Social Services Representative

Ex-Officio member: Dr Sev Ozdowski OAM FAICD, University of Western Sydney

Organising Committee

Ms Beate Wildner, UWS, Equity and Diversity

Mr Craig Hinley, UWS, Equity and Diversity

Ms Melinda Blackmoore, UWS, Equity and Diversity

Ms Brenda Burnard, UWS, Equity and Diversity

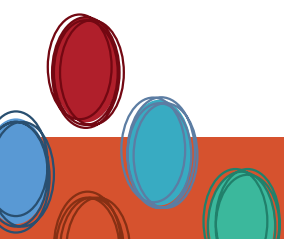
Ms Julie Jerbic, Conference Online

Ms Julia Donat, Conference Online

Thank you to all UWS Staff involved in organising the conference.

Volunteers

The Conference Organisers acknowledge gratefully the time, energy and enthusiasm of the volunteers from The Academy at the University of Western Sydney.



Conference Information

Venue

The conference is being held in Building EE at the University of Western Sydney Parramatta South campus, located at the corner of Victoria Road and James Ruse Drive, Rydalmere, NSW, Australia.

The conference dinner is being held at Novotel Sydney Parramatta, 350 Church Street, Parramatta.

Plenary Sessions

All plenary sessions will be held in the Sir Ian & Nancy Turbott 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.

Registration and Help Desk Opening Times

Wednesday 15 July: 5.00pm – 8.30pm

Thursday 16 July: 8.00am – 5.30pm

Friday 17 July: 8.00am – 5.00pm

Conference Opening

The Conference Opening Ceremony and Address is being held in the Sir Ian & Nancy Turbott Auditorium (Room EE.G.19) and Foyer of Building EE on Wednesday 15 July from 6.00pm – 8.30pm.

Conference Closing

The conference will close on Friday 17 July at 5.15pm.

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 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.

Internet Access

Free Wi-Fi access is available to all conference delegates, using the following login details:

Wi-Fi network: AirUWS-Lite

Username: 90911011

Password: Accc2015



Computer Access

Computer facilities, located near the Registration Desk, are available for use of 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 a silent mode during all sessions and social functions.

Security at UWS

The University of Western Sydney's Security Office is located on the ground floor of Building EA.

Call: (02) 9685 9169

24 hour security hotline: 1300 737 003

Multifaith Facilities

Multifaith facilities are available to all conference delegates:

Muslim Prayer Room: Building EA.LG.13

Prayer & Meditation Facility: Building EF.G.07 (Jacob's Well)

Campus Maps locating these facilities are available at the registration desk.



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 presented 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 24km from central Sydney.

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

Parking at UWS

Please be aware that parking on Parramatta campus is limited and parking permits and fees apply. Pay and Display one day parking permits can be purchased from parking meters on campus for \$9.00. This will entitle the holder to park in blue bays only.

For more information regarding parking visit: www.uws.edu.au/parking_at_uws/parking

Campus Map: <http://tinyurl.com/parramattacampus>

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 University 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 UWS Parramatta 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 UWS 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 Shuttle Service

For delegates who have booked their accommodation through the conference online registration system at Novotel Sydney Parramatta or Mercure Sydney Parramatta, complimentary shuttle services will run between the hotels and UWS Parramatta campus following the Opening Reception, and each morning and afternoon of the conference.

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

UWS Shuttle

A free shuttle will operate for delegates in a loop between Parramatta Station, Novotel Sydney Parramatta, Mecure Sydney Parramatta and UWS Parramatta South campus. Shuttles will run approximately every half hour at the following times:

Wednesday 15 July: 4.00pm – 9.00pm

Thursday 16 July: 7.00am – 9.30am and from 5.00pm – 6.30pm

Friday 17 July: 7.00am – 9.30am and from 5.00pm – 6.30pm

One shuttle will also operate on Thursday 16 July and Friday 17 July, departing the University at 1.00pm.

The shuttle stop locations are as below:

Location	Pickup/Drop off Location
Parramatta Train Station	Northern Side of Parramatta Station on Darcy Street
Novotel Sydney Parramatta	In front of the Hotel
Mecure Sydney Parramatta	In front of the Hotel
UWS Parramatta	Parramatta South, near Building EA



Location Map



Campus Map



Social Functions

Opening Ceremony and Reception

The Conference Opening Ceremony is followed by a reception on Wednesday 15 July in the Foyer of Building EE from 6.00pm – 8.30pm. Canapés and beverages will be served. The Reception is included in your registration fee.

The Opening Reception is kindly sponsored by the Australian Government Department of Education and Training.

Conference Dinner

The Conference Dinner will be held in the Lennox Ballroom at Novotel Sydney Parramatta from 7.00pm – 11.00pm. 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 University of New England.

Instructions for Session Chairs

Concurrent sessions run for 90 minutes and each presenter has a 15 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. If a presenter does not arrive for their slot, please do not move other presenters forward, but rather wait until the scheduled time to begin the next presentation.

Instructions for Presenters

Individual presentation timeslot are 15 minutes each. A group discussion/Q&A will be facilitated by the Chair at the end of all 4 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

UWS may well publish a set of proceedings either in print or online. The decision will be taken after the conference. A small number of the best papers will peer reviewed and may be published in one of James Nicholas Publishers' journals, which all have an ISSN number. Should you be interested in your paper being considered for publication by JNP, please ensure that the paper conforms with the Manuscript Style Guidelines.





Wednesday, 15 July 2015

Welcome Reception

Sponsored by Australian Government Department of Education and Training

Venue	Sir Ian and Nancy Turbott Auditorium, Building EE, UWS Parramatta Campus
17.00-18.00	Registration
18.00-20.30	CONFERENCE OPENING CEREMONY
	<p>MC: Dr Sev Ozdowski OAM, Conference Convenor</p> <p>Welcome to Country: Uncle Greg Simms, Aboriginal Elder On Campus and Gadigal Elder</p> <p>Welcome to UWS: Professor Peter Shergold AC, Chancellor, UWS</p> <p>Opening Address: His Excellency General The Honourable Sir Peter Cosgrove AK MC (Retd) Governor-General of the Commonwealth of Australia</p>
	<p>Reception</p> <p>Background Music: Cuban Trio with Arnie Hanna (tres), Reinaldo Portillo Castro (guitar and vocal), and Ginette Carrard (flute)</p>

Thursday, 16 July 2015

Conference Day 1

Venue	Sir Ian and Nancy Turbott Auditorium, Building EE, UWS Parramatta Campus
From 8.00	Registration – Foyer
9:00-9.45	Plenary (Session 1) WELCOME - COMMUNITY COHESION IN AUSTRALIA
	<p>Chair: Dr Sev Ozdowski OAM, Conference Convenor</p> <p>Speakers:</p> <ul style="list-style-type: none">• Professor Scott Holmes, Acting Vice Chancellor, UWS Welcome to UWS• Senator The Honourable Concetta Fierravanti-Wells, Parliamentary Secretary officially representing the Honourable Scott Morrison, Minister for Social Services.
9.45-10.30	Plenary Continued (Session 2) - COMMUNITY COHESION IN AUSTRALIA
	<p>Chair: Professor Denise Kirkpatrick, Deputy Vice-Chancellor and Vice-President (Academic), UWS</p> <p>Speakers:</p> <ul style="list-style-type: none">• Professor Peter Shergold AC, Chancellor, UWS <i>Multicultural Policies: Back to the Future?</i>• Professor Andrew Markus FASSA, Research Professor, Monash University <i>Social Cohesion in Australia: The Past, Current Trends and the Future.</i>
10:30-11:00	Morning Tea – Foyer
11.00-12.30	Plenary Continued (Session 3) - COMMUNITY COHESION IN AUSTRALIA
	<p>Chair: Associate Professor Farida Fozdar, Future Fellow, University of Western Australia</p> <p>Speakers:</p> <ul style="list-style-type: none">• Mr Michael Pezzullo, Secretary, Australian Government Department of Immigration and Border Protection. <i>Community Cohesion, Borders and Mobility.</i>• Associate Professor Anne Aly, Centre for Culture and Technology, Curtin University. <i>Australian Values and Participatory Citizenship: Educational Approaches in Countering Violent Extremism.</i>• Deputy Commissioner Nick Kaldas APM, Field Operations and Corporate Sponsor for Cultural Diversity, New South Wales Police Force. <i>Multiculturalism in Law Enforcement - Challenges and Opportunities.</i>• Dr Tim Soutphommasane, Race Discrimination Commissioner, Australian Human Rights Commission. <i>Combating Racism and Promoting Social Cohesion.</i>
12.30-14.00	Lunch - Foyer



Advancing Community Cohesion
Towards a National Compact Conference

14.00-15.30	Concurrent Sessions		
	Room: The Turbott Auditorium	Room: EE.G.02	Room: EE.G.36
	<p>Session 4</p> <p>Topic: MULTICULTURALISM AND SOCIAL COHESION</p> <p>Chair: Ms Hanifa Deen, Author and Chair, Institute of Cultural Diversity, Editor, <i>Sultana's Dream</i>.</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Professor Emeritus Gary Bouma AM, Monash University. <i>Australia is a Successful Multicultural Society: How We Differ from the Rest.</i> • Associate Professor Farida Fozdar, Future Fellow, University of Western Australia. <i>Bowling Together: Is Social Cohesion in a Diverse Society Possible?</i> • Associate Professor Mehmet Ozalp, Director, Centre for Islamic Sciences & Civilization (CISAC), Faculty of Arts, Charles Sturt University. <i>Barriers to Social Cohesion in Western Societies and Their Manifestations in Islam-West Relations.</i> • Dr James Jupp AM, Director, Immigration & Multicultural Studies Centre, Australian National University. <i>Advancing Community Cohesion Through the Machinery of Multiculturalism.</i> 	<p>Session 5</p> <p>Topic: COMMUNITY VOICES: OBSTACLES TO COHESION</p> <p>Chair: Mr Stepan Kerkyasharian AO, President, Anti-Discrimination Board of NSW</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Ms Rakshinda Kabir, PhD Candidate, Monash University. <i>Experiences of Perceived Exclusion by Migrants and Refugees in Australia.</i> • Mr Keysar Trad, Chair, Islamic Friendship Association of Australia Inc. <i>Breaking the Vicious Cycle of Minority Blame.</i> • Dr Jan Ali, Senior Lecturer, UWS. <i>Australian Muslims as Radicalised 'Other' and Their Experiences of Social Exclusion.</i> • Dr Hatice Sitki, National Myths and Symbols Consultant, SERSA. <i>Rebranding the National Myths and Symbols of Turkey.</i> 	<p>Session 6</p> <p>Topic: ABORIGINAL AUSTRALIA</p> <p>Chair: Ms Kirstie Parker, Co-Chair, National Congress for Australia's First Peoples</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Ms Leah Armstrong, Chairperson, Supply Nation. <i>Brief Understanding of the Importance of Supplier Diversity to Building Wealth and Prosperity in Aboriginal and Torres Strait Islander Communities.</i> • Associate Professor Dominic O'Sullivan, Charles Sturt University. <i>Community Cohesion: Indigeneity and the Politics of Citizenship.</i> • Ms Catherine Liddle, Executive Producer NITV Current Affairs and Co-Chair, SBS RAP Committee, Special Broadcasting Service. <i>Are There Other Issues of Special Relevance to Cohesion, such as Homophobia, or Lack of Freedom of Expression, or Other Specific Groups Experiencing Exclusion?</i> • Ms Agnieszka D. Nelson, Centre for Aboriginal Economic Policy Research, Australian National University. <i>What Are Key Obstacles to Social Cohesion?</i>
15.30-16.00	Afternoon Tea – Foyer		

16.00.17.30	Concurrent Sessions		
	Room: The Turbott Auditorium	Room: EE.G.02	Room: EE.G.36
	<p>Session 7</p> <p>Topic: SOCIAL COHESION AND RELIGIOUS DIVERSITY</p> <p>Chair: Professor Adam Possamai, Director, Religion and Society Research Centre, UWS</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Mr Jeremy Jones AM, Director of International and Community Affairs, Australia/Israel & Jewish Affairs Council. <i>Building Social Cohesion in a Religiously Diverse Society.</i> • Ms Husnia Underabi, PhD Candidate, UWS. <i>Mosques, Muslim Leaders and Social Cohesion.</i> • Ms Kate Eastman SC, Barrister, St James Hall Chambers. <i>Upholding the Right to Equality and Freedom of Religion – What Is the Role of The Law?</i> • Mr Mirja Sharif, Spokesperson, Ahmadiyya Muslim Community. <i>Islam and Extremism – an Ahmadiyya Perspective</i> 	<p>Session 8</p> <p>Topic: SOME AVENUES FOR SOCIAL COHESION</p> <p>Chair: Adjunct Professor Hesham Metwalli, CEO, Prosperity International Consulting and Senior Fellow, Australian Graduate School of Leadership</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Mr Suleiman Alnaimi, PhD Candidate, Federation University Australia. <i>The Role of Intercultural Couples for Facilitating Social Cohesion in the Australian Multicultural Context.</i> • Professor Katherine J. Reynolds, Professor of Social Psychology, Australian National University. <i>Building Social Cohesion in Ethnically Diverse Communities: What Works and Why?</i> • Mr Patrick Skene, Director, Red Elephant. <i>Advancing Social Cohesion Through Major Sporting Events.</i> • Dr Klaas Woldring, former A/Prof of Southern Cross University. <i>Are Australian Governance Systems and Policies in Tune with a Multicultural Society?</i> 	<p>Session 9</p> <p>Topic: SOCIAL COHESION AS A CONCEPT</p> <p>Chair: Dr Jan Ali, Senior Lecturer, UWS</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Mr Tobias Andreasson, Senior Research Officer, UWS. <i>Belonging, Social Justice and Social Cohesion.</i> • Associate Professor Nicole Asquith, Associate Professor of Policing & Criminal Justice, UWS. <i>Critical Diversity, Social Cohesion and the Layers of Belonging.</i> • Dr Derya Iner, Lecturer, Research Fellow HDR Coordinator, Islamic Sciences and Research Academy and Charles Sturt University. <i>Attended, Unattended and Blocked Means for Social Cohesion: Homegrown Australian Muslims' Emotional, Civic and Humanitarian Experience with the Wider Australian Society.</i> • Professor Andre Renzaho, ARC Future Fellow, Professor of Humanitarian and Development Studies, UWS <i>Exclusion of Migrants in Research and the Rhetoric of Social Cohesion.</i>

Thursday, 16 July 2015

Conference Dinner

Sponsored by the University of New England

Venue	Novotel Sydney Parramatta, 350 Church Street, Parramatta
18.30	Pre-dinner Drinks in Hotel Foyer
19.00	<p>Conference Dinner in Lennox Ballroom</p> <p>MC:</p> <ul style="list-style-type: none">• Mr Anton Enus, Broadcast Journalist, Special Broadcasting Service <p>Welcome:</p> <ul style="list-style-type: none">• Professor Annabelle Duncan, Vice-Chancellor, University of New England <p>After Dinner Speaker:</p> <ul style="list-style-type: none">• Dr Jamal Rifi, Muslim Community Leader <p>Performance:</p> <ul style="list-style-type: none">• Mr Marcus Rivera, Singer
23.00	CLOSE



Friday, 17 July 2015

Conference Day 2

Venue	Sir Ian and Nancy Turbott Auditorium, Building EE UWS Parramatta Campus
8:00 am	Registration
9.00-9.30	Plenary (Session 10) COMMUNITY COHESION IN AUSTRALIA
	<p>Chair: Professor Kevin Dunn, Dean, School of Social Sciences and Psychology, UWS</p> <p>Speaker:</p> <ul style="list-style-type: none">• Senator The Honourable Kim Carr, Shadow Minister for Higher Education, Research, Innovation and Industry and Shadow Minister Assisting the Leader for Science
9.30-10.45	Plenary Continued (Session 11) COMMUNITY COHESION IN AUSTRALIA
	<p>Chair: Associate Professor Nina Burridge, Co-Director, Cosmopolitan Civil Societies Research Centre, University of Technology, Sydney</p> <p>Speakers:</p> <ul style="list-style-type: none">• Mr Michael Ebeid, CEO & Managing Director, Special Broadcasting Service <i>The Role of Media in Advancing Social Cohesion in Australia.</i>• Acting Commander Richard Stanford APM, Manager Counter Terrorism Engagement and Operations Support, Australian Federal Police <i>The Interaction Between Police Force Challenges and Efforts to Promote Social Cohesion.</i>• Professor Kevin Dunn, Dean, School of Social Sciences and Psychology, UWS. <i>A Critical Reflection on the Link Between Racism and Disaffection.</i>• Mr Tim Wilson, Human Rights Commissioner, Australian Human Rights Commission. <i>Civil Liberties as Essential Part of Social Cohesion.</i>
10.45-11.10	Morning Tea – Foyer



11.10-12.30	Concurrent Sessions		
	Room: The Turbott Auditorium	Room: EE.G.02	Room: EE.G.36
	<p>Session 12</p> <p>Topic: MARGINALISATION</p> <p>Chair: Ms Faiza Rehman, Member, Australian Multicultural Council</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Mr Hakan Harman, CEO, Multicultural NSW, NSW State Government. <i>Multicultural NSW - Harmony in Action.</i> • Ms Sky de Jersey, Executive Officer, Settlement Council of Australia. <i>Building Community Cohesion Through Inclusive Settlement.</i> • Ms Lucy Morgan, Information & Policy Coordinator, Refugee Council of Australia. <i>A Place to Call Home? The Impact of Australia's Refugee and Asylum Seeker Policies on Community Cohesion.</i> • Ms Kathleen Blair, PhD Candidate, UWS. <i>Young Adults Attitudes toward Multiculturalism in Australia: Tensions Between the Multicultural State and the Intercultural Citizen.</i> 	<p>Session 13</p> <p>Topic: KEY OBSTACLES TO COHESION – RACISM?</p> <p>Chair: Dr B. Hass Dellal AO, Executive Director, Australian Multicultural Foundation</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Ms Oishee Alam, PhD Candidate, UWS. <i>Evaluating Bystander Anti-Racism Strategies at an Institutional Level.</i> • Ms Rhonda Itaoui, PhD Candidate, UWS. <i>Experiences of Islamophobia: Impacts on the Mobility of Young Muslims in Sydney.</i> • Dr Jacqueline Nelson, Postdoctoral Fellow, University of Technology, Sydney. <i>Local Responses to 'Everywhere but Different' Racism.</i> • Ms Georgina Ramsay, PhD Candidate, University of Newcastle. <i>How Social Exclusion is Experienced by Resettled Refugees Outside of Metropolitan Areas.</i> 	<p>Session 14</p> <p>Topic: CASE STUDIES IN SOCIAL COHESION</p> <p>Chair: Mr Pino Migliorino, Honorary President of Federation of Ethnic Communities' Councils of Australia (FECCA)</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Ms Rivkah Nissim, Manager, Discrimination and Research, Australian Human Rights Commission. <i>Local Government Building Social Cohesion - What Good Practice Looks Like.</i> • Ms Margarita Diaz, Project Officer, NSW Community Hubs. <i>Inclusion, Poverty and Capacity Building for Women from CALD Backgrounds in Western Sydney – Case Study Analysis.</i> • Ms Kate Teys, Senior Project Worker, Relationships Australia. <i>Community Hubs Delivering Social Cohesion.</i> • Mr Tony Fry, Vice-President, Refuge of Hope. <i>The National Community Hubs Program.</i>
12:30-14:00	Lunch - Foyer		

14.00-15.30	Concurrent Sessions		
	Room: The Turbott Auditorium	Room: EE.G.02	Room: EE.G.36
	<p>Session 15</p> <p>Topic: YOUTH EDUCATION AND SOCIAL COHESION</p> <p>Chair: Ms Pera Wells, Vice President, Australian Council for Human Rights Education</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Dr Lyndal Groom, Branch Manager, International Strategy Branch, Australian Government Department of Education and Training. <i>Enjoying Australia: International Students and Our Communities.</i> • Mr Peter Khalil, Director, Corporate Affairs, Special Broadcasting Service. <i>Can the Media Shift Public Opinion on Social Cohesion Issues?</i> • Dr Christina Ho, University of Technology, Sydney. <i>Social Cohesion and Segregation in Schools.</i> • Dr Irene Bouzo, Senior Policy Officer, Ethnic Communities' Council of Victoria. <i>We Belong Here But ... A Victorian Ethnic Community Perspective on Social Cohesion.</i> 	<p>Session 16</p> <p>Topic: KEY INITIATIVES TO ADVANCE COHESION</p> <p>Chair: Dr Loucas Nicolaou, Consultant</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Ms Anthea Hancocks CEO, Scanlon Foundation. <i>Social Cohesion Requires Long-Term Commitment.</i> • Ms Jane Lewis, Senior Adviser, Victorian Equal Opportunity & Human Rights Commission. <i>Beyond Tolerance! Building Respect Through Inclusive Leadership.</i> • Ms Juliette Grey, PhD Candidate, Murdoch University. <i>Interpreting Tolerance.</i> • Ms Soo-Lin Quek, Senior Manager, Knowledge and Advocacy, Centre for Multicultural Youth. <i>Young People Negotiating Active Citizenship and Belonging.</i> 	<p>Session 17</p> <p>Topic: TENSIONS ON SOCIAL COHESION</p> <p>Chair: Dr Irene Bouzo, Senior Policy Officer, Ethnic Communities' Council of Victoria</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Ms Hanifa Deen, Author and Chair, Institute of Cultural Diversity, Editor, <i>Sultana's Dream. Narrative Non-Fiction: Subverting Muslim Stereotypes.</i> • Ms Deborah Lockhart, CEO, Australian Disputes Centre. <i>Mediation for Social Cohesion: A Case Study in Community Skills Development.</i> • Dr Astrid Perry, Chief Operating Officer, Settlement Services Australia. <i>Nourishing Social Cohesion among the Newest Australians: A Third Sector Perspective.</i> • Mr John Beever, CEO, National Accreditation Authority for Translators and Interpreters Ltd. <i>Languages and Community Cohesion.</i>
15.30-16.00	Afternoon Tea – Foyer		

Venue	Sir Ian and Nancy Turbott Auditorium, Building EE, UWS Parramatta Campus
16.00-17.00	Q&A PANEL (Session 18)
	<p>Topic: HOW TO NOURISH SOCIAL COHESION AND ADVANCE THE CULTURE OF TOLERANCE AND RESPECT?</p> <p>Chair: Dr Sev Ozdowski OAM, Conference Convenor</p> <p>Panellists:</p> <ul style="list-style-type: none"> • Associate Professor Anne Aly, Centre for Culture and Technology, Curtin University. • Professor Kevin Dunn, Dean, School of Social Sciences and Psychology, UWS • Ms Hanifa Deen, Author and Chair, Institute of Cultural Diversity, Editor, <i>Sultana's Dream</i>. • Associate Professor Farida Fozdar, Future Fellow, University of Western Australia • Professor Andrew Markus FASSA, Research Professor, Monash University
17:00-17.15	CONCLUDING REMARKS (Session 19)
	<p>Topic: THE FUTURE DIRECTIONS</p> <p>Speaker:</p> <ul style="list-style-type: none"> • Dr Sev Ozdowski OAM, Conference Convenor
17.15	CLOSE



Speakers and Abstracts

(in alphabetical order by surname)

Oishee Alam

University of Western Sydney
PhD Candidate



Oishee Alam is a PhD candidate and casual tutor at the School of Social Sciences and Psychology, UWS. She is also working as a research assistant under the Challenging Racism project. Her research interests include race and racialisation, racism, whiteness, bystander anti-racism and Islamophobia.

Co-Author:

Tatiana Lozano, formerly of Equity and Diversity, University of Western Sydney

Evaluating Bystander Anti-Racism Strategies at an Institutional Level

Bystander anti-racism is action taken by 'ordinary' people in response to incidents of interpersonal racism. The limited existing literature suggests that bystander anti-racism benefits not only targets of racism but also perpetrators, the bystander who intervene and other bystanders, and can lead to the creation and strengthening of anti-racist social norms that promote community cohesion (Nelson et al. 2010). This paper evaluates the effectiveness of the combination of three organisational bystander anti-racism strategies as a means of increasing bystander anti-racism confidence and skills amongst UWS students and staff. In doing so, this paper is novel in its focus on the effectiveness of bystander anti-racism strategies in an organisational context, and also because anti-racism projects such as this are seldom evaluated

The strategies used were:

1. Training through workshops
2. Social marketing/communication campaign
3. Attendance at culturally and linguistically diverse community dinners

Participants were surveyed at three points: immediately prior to the bystander anti-racism training, following the last of the community dinners, and 6 months after the second survey. 118 participants undertook the bystander anti-racism training and completed the first survey, and 54 completed the post-intervention survey. Data from the final survey is still being collected. The initial analysis from interim findings indicates that UWS students and staff felt more confident and skilled to address interpersonal racism that they witnessed, in and outside the university. This paper details the changes in confidence and skills identified by participants and the effectiveness of the strategies employed during the project.

Dr Jan Ali

University of Western Sydney
Senior Lecturer



Dr Jan A. Ali is a Religious Sociologist specialising in Islam. He holds a joint appointment as a Senior Lecturer in Islam and Modernity in the School of Humanities and Communication Arts and as the Community and Research Analyst in the Religion and Society Research Centre at the University of Western Sydney. His main sociological focus is the study of existential Islam. In recent years Jan has been invited by a number of non-government organizations and government agencies in various Australian capital cities and overseas to deliver Public Lectures on Islamic Revivalism, *Shar'iah*, Terrorism, and various other important topics on Islam.

Jan has published numerous peer reviewed articles in international journals and book chapters. He also published a book entitled *Islamic Revivalism Encounters the Modern World: A Study of the Tabligh Jamā'at*, (New Delhi: Sterling Publishers, 2012).

Currently Jan is researching the *Shari'ah in Australia: A Sociological Perspective* using data based on questionnaire survey, collaborating with Professor Kevin Dunn, Professor Peter Hopkins, and Professor Adam Possamai researching *Muslims on Campus: University Life for Muslim Students in Australia*, and working with Dr Michael Kennedy on a research project entitled *Resilience and the NSW Police Community Engaged Counter-Radicalisation Model*.

Australian Muslims as Radicalised 'Other' and Their Experiences of Social Exclusion

In the wake of the threat posed by the global phenomenon of Muslim radicalism the Australian Government has taken various steps to address the threat. Fearing the potential growth of "home-grown" extremism or Muslim radicalism, the Commonwealth has sought to counter the narrow-minded Islamic ideology by sponsoring programs such as Building Community Resilience Grants Program and Living Safe Together Grants Programme through its Attorney General's Department.

Whilst the programs might have some positive impact on the society, its overall effect is questionable. Australian population, every now and again, witness in the media arrests of Muslim youths alleged of breaching the terrorism laws but there is no solid empirical evidence that illustrates that the programs are making a positive impact at the coalface level and that Muslim radicalism is on the decline.

This paper is an attempt to examine the nature of the Commonwealth's Countering Violent Extremism program. It claims that the program specifically indiscriminately targets Muslims and argues that this results in the construction of Australian Muslims as radicalised 'Other' and enhances their experiences of social exclusion. The inability of the internal mechanisms of the program to clearly differentiate radicalised Muslims from ordinary Muslims leads to targeting all Muslims and hence their social exclusion.

Associate Professor Anne Aly

Curtin University

Countering Online Violent Extremism Research (COVER) Program,
Centre for Culture and Technology



Anne (Azza) Aly is Associate Professor at Curtin University with a focus on radicalization, counter terrorism and countering violent extremism. Anne leads the Countering Online Violent Extremism Research (COVER) Program at the Centre for Culture and Technology at Curtin University. Her research focuses on the use of social media by violent extremists and strategies to interrupt online activities including understanding of the audience and the role of victims and formers in counter narratives to extremism. She has written over 50 publications on topics ranging from Islamic identity to counter narratives and the policy response to violent extremism. Anne is the author of four books including *Terrorism and Global Security: Historical and Contemporary Perspectives* (Palgrave Macmillan). She was appointed to the board of the Council for Australian Arab Relations in 2009 and is currently serving a second term on the board. Also in 2009, she received the Australian Institute of Professional Intelligence Officers publications award for her theoretical model of internet radicalization. In 2011, Anne was inducted into the inaugural WA Women's Hall of Fame for her contributions to national security and counter terrorism. In 2013 she was named one of WA's 50 most successful women by SCOOP magazine and one of Australia's most influential women in the Financial Review/Westpac 100 Women of Influence Awards. Anne is also the Founding Chair of People Against Violent Extremism (PAVE) a not for profit organization focused on empowering communities to challenge violent extremism.

Anne was born in Egypt and lives in Perth with her husband (a Canadian former ice hockey player) and two adult sons.

Australian Values and Participatory Citizenship: Educational Approaches in Countering Violent Extremism

Education plays a preeminent role in the socialisation of young people and their moral development. Consequently, education features strongly in the counter-radicalisation programmes of some States including the UK, Netherlands, Austria and Belgium. In Australia, the political discourse on violent extremism and the current phenomenon of foreign fighters constructs opposition to Western democratic values as a main driver to 'Islamist inspired' violent extremism. As a result, education interventions to counter violent extremism are construed as those that focus on the teaching in schools of subjects that promote values seen to be wholly and exclusively the domain of Western democracy: values of tolerance, understanding and freedom. These programs are valuable in their own right, but reflect some of the problems of the broader policy approach to preventing violent extremism that assume that violent extremism can be prevented by values based education and democratic participation. While the popular assumption is that a lack of opportunity for democratic participation is a root cause of violent extremism because violence is seen to be a last resort tool of the politically oppressed, the literature is inconclusive. Programs that aim at preventing violent extremism are better placed focussing on the kinds and forms of political participation available to Muslim youth. In an environment where Muslims have been excluded from participation in the public sphere, Australian Muslims are turning to alternative modes of political participation and finding new ways of engaging in political debates about their citizenship rights. This paper will draw on research and experience to present a framework for embedding countering violent extremism in educational approaches.

Suleiman Alnaimi

Federation University Australia

PhD Student



Suleiman Alnaimi is a Counselling psychologist he is a member of The Australian Psychological Society (APS), APS-Ballarat Branch as well as a member of The Jordanian Psychological Association. He graduated in 1997 with a Bachelor degree of Psychology, this was followed in 2002 with a Master degree in guidance and Counselling Psychology. He has worked as a school counsellor in the Ministry of Education, Jordan, a head of Counselling Department at the Directorate of Education in Al-Mafraq. His experience covered a range of issues, including Oncology Counselling Service, Depression, Relationship, Work-related problems, Low confidence, Anxiety, Bereavement and loneliness, life transition

Co-Author:

A/Prof Andrew Stranieri, Researcher, Federation University Australia

Sally Firmin, Lecturer Information Technology, Federation University Australia

Prof John McDonald, Dean, Faculty of Education, Federation University Australia

The Role of Intercultural Couples for Facilitating Social Cohesion in the Australian Multicultural Context

In recent years, various governments have adopted multicultural strategies and policies, for the purpose of integrating people from vastly different backgrounds creating greater social cohesion. At the same time, intercultural marriages have become increasingly more common in Australia. Policies to support intercultural marriages could provide a good foundation for social cohesion and springboard for unity within the broader community. Tensions within intercultural marriages have been found to lead to higher rates of conflict and divorce than those found in culturally homogenous marriages. Few studies have examined the differences in values held by spouses of an intercultural marriage. In addition, little is known about how intercultural couples effectively negotiate major decisions known to be potential triggers of conflict, such as those related to child rearing and connection with extended family. This mixed methods study investigates the way in which intercultural couples make important decisions. A Grounded Theory approach will be utilised for coding and analysis to explore patterns of decision making within intercultural marriages. The Schwartz Values Survey will be used to solicit individual's values. Findings are expected to inform new policies to enhance social cohesion by supporting these marriages.



Tobias Andreasson

University of Western Sydney

Senior Research Officer, Transcultural Development Research



Currently Senior Research Officer, Transcultural Development Research, Student Support Services. PhD in Sociology (under examination) from UWS: qualitative research with men from refugee backgrounds. MA (Research) from UNSW: research focused on how media covered the HREOC report 'A Last Resort'. Prior to current position: casual academic (subject coordinator, lecturer & tutor) since 2006 at University of Technology Sydney.

Belonging, Social Justice and Social Cohesion

This paper assumes that the majority of people in Australia want to live in a socially cohesive society.

Drawing on qualitative data from in-depth interviews with 12 Australian men, originally from Afghanistan, Iraq, Iran, Myanmar and Sudan, I argue that for society to remain socially cohesive, it is essential to understand and focus on factors that prevent a sense of belonging in Australia. To do this, I re-conceptualise belonging beyond the socio-cultural sphere and discuss a normative framework inspired by Nancy Frasers' social justice theories.

According to Fraser, social justice can be conceptualised as 'parity of participation' and I argue belonging, is prevented when some people experience limited social status (misrecognition), material and economic disadvantages (maldistribution) and/or lack political representation (misrepresentation).

Taking this perspective, I will use the normative framework developed to discuss how we can understand what underpins social cohesion by situating belonging at the fore and the idea that if all groups are able to experience a sense of belonging in Australia; social cohesion will follow.

Leah Armstrong

Supply Nation
Chairperson



Leah, a Torres Strait Islander, with over 20 year's senior professional, business and not for profit experience.

As the CEO of Reconciliation Australia from 2010-2014, Leah led Reconciliation Australia into becoming a professional, trusted and innovative organisation. Leah was a co-founder of Yarnteen Ltd (1992-2009) — a successful Indigenous enterprise operating several commercial ventures including bulk warehousing, a car wash, a building company and a property portfolio.

Leah holds several Board positions including a member of the Prime Ministers Indigenous Advisory Council, member of Career Trackers, a Fellow of the University of Sydney Senate and is Chair of The Smith Family Indigenous Advisory Group. She also held previous Board positions with Indigenous Business Australia and Chair of Indigenous Business Policy Advisory Group.

In 2009, The Australian Financial Review Boss Magazine recognised Leah as a “True Leader” and in 2012 she was recognised in the inaugural Australian Financial Review/Westpac 100 Influential Women Awards.

Brief Understanding of the Importance of Supplier Diversity to Building Wealth and Prosperity in Aboriginal and Torres Strait Islander Communities

No longer a grassroots movement, supplier diversity in Australia is a concept that five years ago, the Indigenous population, could only dream of.

Before Supply Nation, Indigenous business faced barriers on how to engage with the corporate and government business world.

In the Australian supplier diversity context, marginalised or diverse suppliers relates to Indigenous owned businesses.

Supplier diversity has a long history. As a movement, it started in the 60's following the civil rights movement in the USA. Our focus on Indigenous business is all about overcoming Indigenous disadvantage, through economic development and Indigenous employment.

At Supply Nation our mission is to Integrate Indigenous small and medium enterprises into the supply chains of Australian corporate and Government agencies.

The social return on investing with indigenous business in Australia includes:

- Opportunities for economic growth
- Employment and training for Indigenous people
- The promotion of pride and belief in Indigenous communities
- Teaches non-Indigenous stakeholders Indigenous culture and awareness
- Investment in Indigenous communities



Associate Professor Nicole Asquith

University of Western Sydney

Associate Professor of Policing & Criminal Justice



Dr Nicole L Asquith is the Associate Professor of Policing & Criminal Justice at the University of Western Sydney, University Associate with the Tasmanian Institute of Law Enforcement Studies, and is the co-Director of the Vulnerability, Resilience and Policing Research Consortium. She has worked with Australasian and UK policing services for over 20 years, primarily in the areas of policing hate crime, and policing in diverse societies. She has published on hate crime, hate speech, anti-cosmopolitanism (with Scott Poynting), and is co-editor (with Isabelle Bartkowiak-Théron) of *Policing Vulnerability* (2012).

Critical Diversity, Social Cohesion and the Layers of Belonging

Community cohesion requires the recognition of the contributions made by all who constitute that community. Failing to account for the capacities and insights of its membership can lead to exclusion, and diminish the advantages to be extracted by integrating their contributions into what is meant by community. To date, community cohesion has been considered primarily through the partial lens of ethnic and religious diversity. Other individual and social attributes have been constructed as ancillary, and strategies for integrating other contributions have been delayed, limited or subject to divisive debates. These other attributes—e.g., gender, sexuality, and physical and cognitive abilities—are considered commonly as barriers to cohesion yet are as critical to social citizenship as ethnic and religious identity. As an antidote, a critical diversity approach (Herring & Henderson 2012) acknowledges the rich sources of our identity, and the importance of these threads and layers of identity in harnessing the strength of community cohesion. This paper considers how social cohesion spins on the extent to which heteronormative, cisnormative and disablist constructions of belonging can be resolved, and attributes other than ethnic or ethnoreligious identification can be enumerated and accommodated in the creation of community.

John Beever

National Accreditation Authority for Translators and Interpreters Ltd
Chief Executive Officer



John Beever is a graduate in Economics and Politics who became a journalist then speech writer for Australian Ministers. He went on to specialise in government communications such as the Australian Government's Plain English Program before representing a major health profession. John convened the Professions Reference Group when registration and accreditation of Australian health professions was made national. That led to his present appointment as CEO of NAATI, the national certification organisation for Australian translators and interpreters.

Languages and Community Cohesion

Australia was a pioneer in the certification of community interpreters and translators when in 1977 it created the National Authority for Accreditation of Translators and Interpreters (NAATI) to strengthen social inclusion and participation by helping meet the nation's diverse and changing communication needs. In the years since several countries have created similar institutions, some of them based on the Australian experience, all addressing similar challenges of social cohesion in diversity. The need for high standards and quality assurance in translating and interpreting in Australia remain as compelling as when NAATI was created. NAATI will review developments in the certification of translators and interpreters internationally and what that means for the future of the Australian system. It will detail the major upgrading of the Australian system now underway which will ensure Australia remains at the leading edge in this field.



Kathleen Blair

University of Western Sydney
PhD Candidate



Kathleen Blair (B Social Science (Hons), Western Sydney) is a PhD candidate at the University of Western Sydney and a Research Assistant on the Challenging Racism Project in the School of Social Sciences and Psychology at the University of Western Sydney. Her doctoral work explores marginal vote seeking strategies and the use of anti-asylum seeker sentiment in federal election campaigns. Her research interests include multiculturalism, interculturalism and citizenship, cultural relations, prejudice and discourse analysis.

Young Adults Attitudes Toward Multiculturalism in Australia: Tensions Between the Multicultural State and the Intercultural Citizen

Kymlicka, a Canadian political philosopher, worried the ideal of an intercultural citizen, with strong intercultural skills/knowledge, would not fit neatly or simply into the ideal of a multicultural state. He identified three possible areas of tension:

- 1) intercultural citizens may prefer global interculturalism over local interculturalism,
- 2) groups may dismiss the assertion that intercultural interaction leads to personal growth/enrichment and
- 3) the ideal of an intercultural citizen requires either a superficial or utopian level of understanding.

This paper reports on attitudes towards and experiences of interculturalism through insights derived from five focus groups with young Anglo-Australian adults from Penrith, NSW testing Kymlicka's concerns. The young Australians did not express intercultural values fully, at all times, or on all issues. The data present a difficult situation in which the participants express a fear of 'others' due to a lack of understanding, but also, a reticence to gain an understanding of other cultures. Arguably, Australian multiculturalism has succeeded in creating intercultural spaces where young people are obliged to mix. The data however, begs the question of whether these spaces enable cultural interaction; of whether these spaces are safe for debate and unreconciled disagreement.

Emeritus Professor Gary Bouma AM

Monash University

Emeritus Professor of Sociology



Gary D Bouma AM is the UNESCO Chair in Intercultural and Interreligious Relations – Asia Pacific, Emeritus Professor of Sociology at Monash University, and the Australian Node of the Religion and Diversity Project, University of Ottawa. His research in the sociology of religion examines the management of religious diversity in plural multicultural societies, education about religions, postmodernity as a context for doing theology, religion and terror, religion and public policy. Author or Co-Author of over 25 books and 300 articles, he has been invested as a Member of the Order of Australia (AM) for services to Sociology, to Interreligious Relations and to the Anglican Church of Australia.

Australia Is a Successful Multicultural Society: How We Differ from the Rest

Promoting Community cohesion is increasingly appreciated as being foundational to national and personal security in increasingly diverse societies. In this context Australia's success at forming a multicultural society evidenced by the near universal acceptance of Multiculturalism is worthy of examination. The roles of differences in social policy, demography, and socio-cultural factors in promoting the social inclusion critical to social cohesion in Australia are identified through a cross-national comparative study including several European countries, as well as Canada, the United Kingdom and New Zealand. The focus is on religious diversity as one of the greater challenges to social cohesion to reveal the impact of differences in religious profile, the management of religious diversity, and the impact of political and religious leadership.



Dr Irene Bouzo

Ethnic Communities' Council of Victoria
Executive Officer



Dr Irene Bouzo (PhD) is the Executive Officer of the Ethnic Communities Council of Victoria (ECCV). She worked there for seven years consulting with culturally diverse community groups and policy committees on a range of issues such as aged care, employment barriers and building partnerships in Victoria's multicultural community. In 2008 Irene completed her PhD at the University of New England on multicultural policy and how displaced people and migrants adapt to life in Melbourne.

We Belong Here But...

A Victorian Ethnic Community Perspective on Social Cohesion

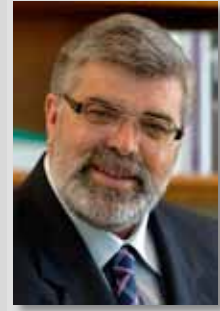
"We belong here but it's not working out the way we hoped," is a typical comment by Victorians from new and emerging communities. The Ethnic Communities Council of Victoria (ECCV) has developed a model of community consultations at the coalface of cultural diversity that provides insights into the complexities of social cohesion. This presentation highlights the interim findings of a series of empirical studies on intergenerational relationships amongst Victorians from culturally diverse backgrounds.

The competing demands of transnational living and multiple homelands juxtapose the family burdens of overseas remittances against the cost of local sporting activities for their teenagers. Collectivist ways of thinking and turbulent displacement lead to shame and stigma across the oceans. The everyday frustrations of parents coping with 'bills and fines' impacts on young people and their peer pressure to fit in. Insights show how a lack of intergenerational communication and different cultural approaches to parenting alienate young people from their families and cultural heritage, often with devastating consequences.

Social cohesion is explored in terms of poor community engagement, inadequate education pathways and unemployment. The findings point to multicultural policy solutions and provide research directions.

Senator The Hon. Kim Carr

*Shadow Minister for Higher Education, Research, Innovation and Industry
and Shadow Minister Assisting the Leader for Science*



Kim Carr has been a Labor Senator for Victoria for 20 years. He has been a member of the Australian Labor Party for nearly 40 years and a member of Australian Labor Party's National Executive since 1994. He is a leading figure in Labor's left faction.

Senator Carr was born in Tumut, New South Wales, and educated at the University of Melbourne, where he obtained a Master of Arts degree in history and a Diploma of Education. He was a teacher at Glenroy Technical School for almost a decade before becoming a policy analyst for Victorian government ministers Joan Kirner and Andrew McCutcheon.

Kim Carr was elected to the Australian Senate at the March 1993 election. However, he filled a casual vacancy after John Button's resignation. He joined the frontbench in March 1996 as manager of opposition business in the Senate.

In opposition he was variously Shadow Minister for Innovation, Industry, Science and Research, Public Administration and Open Government, Indigenous Affairs and Reconciliation, Arts, Housing, Urban Development, Local Government and Territories, and represented Labor on Education in the Senate.

After Labor's victory in the 2007 federal election, he was appointed Minister for Innovation, Industry, Science and Research. He was re-elected in the 2010 election and reappointed to the Cabinet as Minister for Innovation, Industry, Science and Research in the 42nd Parliament. In 2012/13 he was Minister in the portfolios of Manufacturing, Defence Materiel and Minister for Human Services.

Kim Carr resigned from the Ministry on 22 March 2013 before being reappointed as Minister for Innovation, Industry, Science and Research and Minister for Higher Education on 1 July 2013.

On 18 October 2013, Senator Carr was appointed Shadow Minister for Higher Education, Research, Innovation and Industry. He is also Shadow Minister Assisting the Leader for Science.

His Excellency General The Hon. Sir Peter Cosgrove AK MC (Retd)

Governor-General of the Commonwealth of Australia



Peter Cosgrove was born in Sydney in 1947. The son of a soldier, he attended Waverley College in Sydney and graduated in 1968 from the Royal Military College, Duntroon.

Early in his military career, he fought in Vietnam, commanding a rifle platoon. He was awarded the Military Cross in 1971 for his performance and leadership during an assault on enemy positions.

In 1972, he served as Aide-de-Camp to Governor-General Sir Paul Hasluck. He returned to regimental life as second in command of a Company, rising to Adjutant then Company Commander in the Army's 5th Battalion Royal Australian Regiment (5 RAR), then 5/7 RAR in Holsworthy, Sydney. Subsequent appointments included a period as a tactics instructor at the Army's Infantry Centre in Singleton, New South Wales; a year's study at the United States Marine Corps Staff College in Quantico, USA; extended periods of duty in the United Kingdom and India; and command of 1 RAR. He was appointed a Member in the Military Division of the Order of Australia (AM) for his service in command in 1983-84.

Peter Cosgrove came to national attention in 1999 when, as Commander of the International Task Force East Timor (INTERFET), he was responsible for overseeing that country's transition to independence. For his leadership in this role he was promoted to Companion in the Military Division of the Order of Australia (AC). Promoted to Lieutenant General, he was appointed Chief of Army in 2000. After further promotion to General, he served as Chief of the Defence Force from 2002-2005. He retired from the Australian Defence Force in 2005.

Subsequently, he accepted positions on several boards, including QANTAS, Cardno and the Australian Rugby Union. He was appointed by the Queensland Government to lead the taskforce rebuilding communities in the Innisfail region following the devastation caused by Cyclone Larry in 2006. From 2007 to 2012, he chaired the Council of the Australian War Memorial, and served as Chancellor of the Australian Catholic University from 2010 until early 2014.

On 25 March 2014, Prime Minister Tony Abbott announced that General Cosgrove would become Principal Knight in the Order of Australia when sworn in as Governor-General.

General Sir Peter Cosgrove gave the Boyer Lectures series, "A Very Australian Conversation" in 2009. His autobiography "My Story" was published in 2006. He was named Australian of the Year in 2001.

An avid sports follower, General Sir Peter Cosgrove takes particular interest in rugby and cricket.

He and his wife Lady Cosgrove have three adult sons and one grandson.

Sky de Jersey

Settlement Council of Australia (SCOA)
Executive Officer



Sky is the Executive Officer of the Settlement Council of Australia. Sky spent 5 years working with recently arrived refugees for the St Vincent de Paul Society, firstly managing direct settlement services, and then coordinating all migrant and refugee activities for Vinnies in NSW. This role included membership on the Refugee Council Board, a position Sky retained while shifting sectors, spending time working in international development and intellectual disability. Spending 9 years as a teenager in Africa shaped Sky's engagement with the world, leading her to study anthropology and philosophy, culminating in a Masters in Applied Anthropology and Development Studies at Macquarie University.

Building Community Cohesion Through Inclusive Settlement

The Settlement Council of Australia (SCOA) is the peak national settlement agency representing more than 80 settlement organisations in all states and territories, each with its own constituency of organisations.

The paper will discuss the focus of the work undertaken within the settlement sector to support and strengthen community cohesion.

Settlement agencies are often the first contact newly arrived migrants and refugees have with Australian institutions. As such they play an important role in fostering community understanding and cohesion within and between the many different communities in Australia.

Direct examples will be given of grassroots programs that are proving effective in building links within the community. The presentation will also explore conceptual issues surrounding building community cohesion which arise in the development and delivery of community cohesion programs.

The need for cross-agency, cross-government and government-NGO partnership in supporting programs developing policy that can be owned and implemented at the local level by all Australians has never been greater.

The settlement sector specialises in receiving and settling new arrivals and, in so doing, has developed an extensive repository of knowledge and experience critical to fostering community cohesion and engagement of new arrivals with other Australians in metropolitan centres and regional and remote areas.

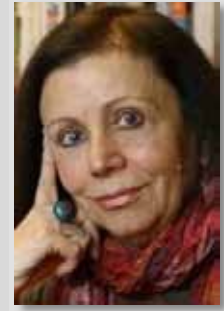


Hanifa Deen

Institute of Cultural Diversity

Chair

Editor, *Sultana's Dream*



Hanifa Deen is a Melbourne-based award winning author who writes narrative non-fiction. Previous positions: Hearing Commissioner, Human Rights & Equal Opportunity Commission; Board of Directors, Special Broadcasting Services (SBS) as well as Deputy Commissioner Multicultural & Ethnic Affairs WA and Director Community Education at the inaugural Victorian Ethnic Affairs Commission. Publications include:

- *Caravanserai: Journey Among Australian Muslims*;
- *Broken Bangles*;
- *The Jihad Seminar*;
- *Ali Abdul v. The King* and
- *On the Trail of Taslima*.

She is also the Founding Editor of *Sultana's Dream* an online magazine written and produced by Australian Muslim women, and Chairs the Institute of Cultural Diversity.

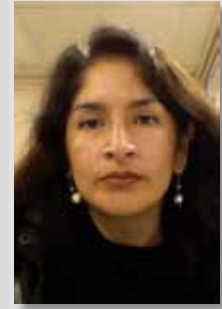
Narrative Non-Fiction: Subverting Muslim Stereotypes

Narrative non-fiction can make a unique contribution towards confronting stereotypes and facilitating social cohesion especially in times of heightened Islamophobia. Portraying Australian Muslims in their diversity and in their individuality to an often untouched, unmoved audience, helps reduce social distance. Muslim women especially are rendered less 'invisible'.

The stories collected in *Caravanserai* and *Broken Bangles* combine literary methods with the skill of the investigative journalist. Based on hundreds of interviews they portray modern Australian Muslims with their diversity of origins and individual life journeys. The *Jihad Seminar* analyses Victoria's first religious vilification case in 2003. The narratives in *Ali Abdul v. The King* are based on material from the National Australian Archives. Bringing together the skills of the historian and of the literary writer, these books portray individual Muslims living in Australia in the past and in the present. By being entertaining and by harnessing the subjectivity of the writer, narrative non-fiction can subvert stereotypes and give minorities a human face.

Margarita Diaz

Connect
Project Officer



Margarita Diaz: Project officer at Connect-Community Hubs NSW. I am a teacher and social worker who has valuable experience working with the CALD communities of NSW. I have completed a Bachelor in Education, a Master in Applied Linguistics at Macquarie University and a Master in Social Science at Sydney University.

Co-Author:

Renate Gebhart-Jones, NSW Manager - Community Hubs of Connect

Inclusion, Poverty and Capacity Building for Women from CALD Backgrounds in Western Sydney – Case Study Analysis

Globalisation is a process that has seen increasing polarisation within industrialised nations between the privileged minority and the growing majority of people excluded to the economic and social margins (Martin & Schumann, 1996). This polarisation is profoundly gendered with many women from CALD backgrounds in NSW being forced to the bottom end of the labour market (Brewer, 2009) at the same time as declining expenditure on health and community services increase demands on women to carry out unpaid caring and domestic work in the home (Krause, 1996).

This study will use two case studies to analyse the impact of community development and capacity building efforts targeting women from CALD backgrounds. Principal data derives from field notes, case study narratives reported by NSW Community Hubs' community workers over a year period, and interviews to community workers and two female clients from CALD backgrounds. Conceptual links to relevant statistical NSW data, current social inclusion policies and factors related to employability and income are discussed. Finally, the study presents a perspective that seeks to clarify the importance of understanding the influence of local economic factors, and the use of capacity building strategies to address unemployment and help women break away from the margins of poverty.

Professor Kevin Dunn

University of Western Sydney

Dean, School of Social Sciences and Psychology



Kevin Dunn (BA (Wollongong); PhD (Newcastle); FNGS), is Dean of the School of Social Sciences and Psychology and Professor of Human Geography and Urban Studies at the University of Western Sydney. His areas of research include the geographies of racism, immigration and settlement, Islam in Australia, and local government and multiculturalism. Recent books include *Landscapes: Ways of Imagining the World*, and his recent articles are published in *Analyses of Social Issues and Public Policy*, *Race and Class*, *Ethnicities*, *The Australian Geographer*, *Studia Islamika*, *Journal of Intercultural Studies* and the *Australian Journal of Social Issues*. He is a Fellow of the New South Wales Geographical Society and Vice President.

A Critical Reflection on the Link Between Racism and Disaffection

A substantial body of research on Islam in the west has carried the assumption of a positive association between Islamophobia and radicalisation. Specifically, it is assumed that the experiences of racism and discourses of un-belonging generate disaffection among Muslims. More broadly, it has been thought that racism has this general morbid social effect. However, empirical data from national surveys in Australia do not provide clear support for this supposed positive association. In terms of Muslims in western settings, it has been asserted that the disaffection borne of Islamophobia generates a pre-disposition to radicalisation. The political utility of this assertion is clear, it presents a compelling argument to challenge racism and to specifically address Islamophobia. However the evidence for this link is poor. Drawing on field survey with Muslims Sydney (n: 345) this paper addresses the empirical evidence for a link between disaffection borne of Islamophobia and the vulnerability to radicalisation.

Kate Eastman SC

St James Hall Chambers

Barrister

Kate Eastman SC is a barrister based in Sydney and working around Australia. Kate came to the Bar via the then Human Rights and Equal Opportunity and Allen Allen & Hemsley. Her practice at the Bar is in the areas of human rights, discrimination, employment and public law. Over the past 20 + years, she has appeared in many human rights and discrimination claims heard in the Federal and State courts/tribunals. Kate is also a Senior Fellow of the Faculty of Law at Monash University. She teaches in the post graduate law program at Monash University covering a range of international human rights law and human rights advocacy subjects.

Upholding the Right to Equality and Freedom of Religion – What Is the Role of the Law?

What happens when there is a clash of fundamental human rights? How do we resolve apparent conflicts of the right to equality and other human rights? The law plays an important role in protecting a wide range of human rights. The law also assists in resolving conflicts where human rights appear to be in conflict. This paper examines how international human rights law and Australian law strikes a balance where the right to equality and freedom of religion come into conflict. In recent times, Australian courts and tribunals have been called on to resolve such disputes and this paper will discuss recent cases including debate about the hijab, same-sex foster carers and suicide prevention programs for same-sex attracted teenagers. This paper will consider the way in which the courts have resolved such conflicts and ask whether the law has a role in advancing community cohesion.



Michael Ebeid

Special Broadcasting Service

Chief Executive Officer and Managing Director



Michael Ebeid commenced as Managing Director of SBS in June 2011. He has over 25 years experience in senior management and executive roles across the technology, telecommunications and media industries.

During Michael's time at the organisation, SBS has launched Australia's first National Indigenous Television (NITV) free-to-air television channel, refocused SBS 2 to attract younger audiences to the network, expanded in-language programming across analogue and digital radio, and increased its commercial revenues. Under his leadership, the organisation has embraced digital technologies and opportunities, with catch-up service SBS ON DEMAND now available on more platforms and devices than any other Australian broadcaster, and the SBS website awarded "Best Publisher of the Year" by AMIA in 2014.

In 2012, SBS secured the media rights for three FIFA World Cups through to 2022, the free-to-air rights for the domestic A-League until 2017, and the pinnacle cycling event the Tour de France media rights were secured under a new 10-year rights deal until 2023.

Prior to SBS, Michael was the Executive Director of Corporate Strategy and Marketing at the ABC, and before that was the Commercial Operations Director at Optus Communications for 10 years, managing the Consumer and Multimedia Division, Optus' largest division with over 3,000 staff, which included Pay TV. Michael began his career at IBM where he held numerous positions over nine years, across finance, sales and marketing, also working in Tokyo, Japan, and other Asian countries.

Michael completed a Bachelor of Business (Charles Sturt University), International Executive Development Program (INSEAD Business College, France), and Media Strategies Program (Harvard Business School, Boston).

The Role of Media in Advancing Social Cohesion in Australia

The media is crucial to social harmony as it shapes the way we think about each other and understand the world. Media has the ability to perpetuate stereotypes, or the power to break them down and encourage greater understanding and tolerance. With a history as Australia's multicultural broadcaster and a Charter unlike any media organisation worldwide, SBS embraces that responsibility and the opportunity to promote the benefits of diversity and build on our success as a migrant nation. SBS's core purpose is to inspire all Australians to explore, appreciate and celebrate our diverse world, and in doing so, contribute to social cohesion. We do this through our distinctive content, telling important stories that no other network would tell. We provide information in the face of misinformation, give topics greater context and depth, explore different perspectives and consider how global issues affect our shores. For 40 years SBS has united communities and – particularly through our in-language services and community engagement initiatives – helped Australians participate in society, form a sense of belonging, and feel connected. As Australia grows in cultural complexity, there is an even greater role for media to play in shaping community relations and attitudes, and SBS's unique position in the Australian media landscape is more valuable and relevant today than ever before.

Senator The Hon. Concetta Fierravanti-Wells

Parliamentary Secretary to the Attorney-General

Parliamentary Secretary to the Minister for Social Services

Liberal Senator for New South Wales



Concetta was born in Wollongong, New South Wales, the daughter of Italian migrants.

After completing her primary and secondary education in Wollongong, she attended the Australian National University in Canberra, graduating with a Bachelor of Arts and Bachelor of Laws.

Prior to entering the Senate, Concetta worked with the Australian Government Solicitor (AGS) for 20 years, including periods of secondment as a policy advisor to the Federal Opposition and Senior Private Secretary to former Premier John Fahey.

For about 25 years before becoming a Senator in 2005, Concetta was involved in many community activities, including as a founding board director of a nursing home in Wollongong and on the Board of Father Chris Riley's Youth off the Streets, serving two years as Chairman.

Concetta has had an involvement in multicultural activities since the early 1980s. She was recognised for her community work in the Italian-Australian community by the Italian Government when she was made a Knight of the Order of Merit of the Italian Republic.

Concetta became a Senator on 5 May 2005 and established her electorate office in Wollongong.

In Opposition she served in various capacities including Shadow Parliamentary Secretary for Immigration and Citizenship and Shadow Minister for Ageing and for Mental Health.

After the 2013 Federal election, Concetta was appointed Parliamentary Secretary to the Minister for Social Services, with special responsibility for Multicultural Affairs and Settlement Services.

Associate Professor Farida Fozdar

The University of Western Australia
Future Fellow



Farida Fozdar is Associate Professor in Sociology, at The University of Western Australia, currently working on an ARC Fellowship exploring national, transnational and postnational identities. She has published widely including 3 books, 15 book chapters and over 45 journal articles, as well as reports for government and research consultancies. Her research focuses on race relations and migrant settlement, racism, citizenship, nationalism, religion, and issues to do with refugees and asylum seekers. Recent studies cover refugees and employment, belonging and exclusion among refugees and Muslims, Australian nationalism, mixed race, and Australians' perceptions of Asia.

Bowling Together: Is Social Cohesion in a Diverse Society Possible?

Playing with Putnam's concept of 'bowling alone' that suggests that communities are breaking down due to a range of factors, including ethnic diversity, this paper asks how Australians can advance social cohesion at the grassroots level, as well as how political leadership can support this goal. In discussing the idea of a national compact, it asks what is a nation and what is a compact, before considering how Australians' understandings of their nation as a civic as opposed to an ethnic collective can usefully progress social cohesion. Using quantitative and qualitative data generated from a 4 year research fellowship investigating national identity, it demonstrates how Australians think about themselves and how they see others, and how different research methods offer complementary tools for the study of such questions. It concludes with some suggestions based on 'contact theory' about the best ways to promote constructive discourses about diversity, positive engagement across difference, and more informed citizenship.

Tony Fry

Refuge of Hope
Vice-President



Tony Fry is the Vice-President of the Refuge of Hope. Previously he was the Chief Executive Officer of the Scanlon Foundation for over ten years. Whilst in this role he played a significant role in commencing the National Community Hubs Program (NCHP) in 2007 in the City of Hume. As NCHP Program Manager, he has been a driving force behind its evolution, establishment and successful management. He continues to play a major role in its leadership, growth and development.

The National Community Hubs Program

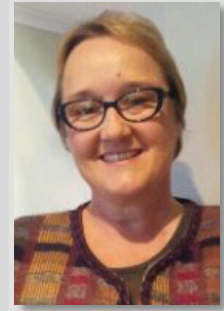
The National Community Hubs Program (NCHP) aims to strengthen social cohesion within local communities. It utilises a placed-based, citizen-centric Community Hub Model, leveraging trust and familiarity with Primary Schools and Community Centres, to deliver a coordinated package of services focused on improving

1. Access to Settlement Services
2. Language, Literacy and Learning Skills
3. Participation in Early Years Services, and
4. Parent and Family Capacity Building.

Research, undertaken by Professor Andrew Markus from Monash University, demonstrates that engagement at the community level, through schools and local community institutions is a key element in cohesion and settlement. The Hubs model is the practical response to these findings. The Refuge of Hope, supported by the Scanlon Foundation, with Federal Government Department of Social Services funding support, have now established 42 Hubs in Local Government Areas (LGA's) in Queensland, New South Wales and Victoria where there are high migrant population from low socioeconomic and disadvantaged backgrounds. The key features of the program will be presented together with the independent evaluations that are reporting high levels of confidence in the model and positive satisfaction from clients using the Hubs.

Juliette Grey

Murdoch University, Western Australia
PhD Candidate



Juliette has a Bachelor of Arts in Sociology with Honours and is a current PhD candidate in the Arts and Communications Department at Murdoch University Western Australia. Her current research focuses on the role of concepts of tolerance within civil governance. More specifically, she examines a history of past treatments of successful tolerationalist programs as well as the forms of personae necessary for peaceful cohesive communities and ongoing civil peace. Juliette's interests also include research on media portrayals of 'difference' and how media forms such as Twitter may be used to promote community social cohesion.

Interpreting Tolerance

This presentation will focus on intellectual treatments of tolerance to show how variations of this term can be used not to signpost 'putting up with something', but as a way to expose underlying causes of discrimination and racism. The aim of my thesis is to explore the function of tolerance within social cohesion studies, but first an explanation of the many forms of tolerance is necessary. There are two main overarching approaches to studies of social cohesion, the more recent of which comes from policy makers and analysts. The second, also a focus of this paper, is to explore the intellectual origins of tolerance. This involves questions of social inclusion/exclusion, security, and the role of religious toleration. Humans in all forms may not necessarily want an inclusive approach to community, but may be satisfied with an environment of mutual respect, community cordiality, peace and security. Studies of Tolerance involves finding ways in which people of differing cultures, genders, histories and religion, can live peacefully and respectfully alongside each other. In this sense, mutual tolerance and cohesion involves extending the hand of friendship and breaking any ties to the binaries of 'us' and 'other'.

Dr Lyndal Groom

Australian Government Department of Education and Training
Branch Manager of the International Strategy Branch



Dr Lyndal Groom is the Branch Manager, International Strategy in the International Group at the Australian Government Department of Education and Training. Lyndal's responsibilities cover statistical and survey-based research on international education to enable evidence-based policy development, management of Australia's bilateral and multilateral relationships with North Asia and Europe and through several multilateral fora including the OECD. In addition to these roles Lyndal is responsible for Australia's international education strategic policy framework development and whole-of-government interaction. Prior to her current role Lyndal has held roles in the Higher Education Group where she had responsibility for managing a number of tertiary education programmes primarily dealing with higher education funding. She also served as the Executive Director of the Australian Qualifications Framework Council.

Enjoying Australia: International Students and Our Communities

Australia is one of the most popular study destinations in the world for international students. Over the past 12 years, 1.5 million international students have been welcomed to study in Australia.

International education is Australia's largest services export, contributing \$16.3 billion in 2013-14 and supporting over 130,000 jobs nationally. But the benefits of international education extend well beyond being a mainstay of our economy. International education plays a strong role in nurturing cross-cultural networks. International students bring enormous benefits to our cities and towns and make a key contribution to multiculturalism in Australia.

For the first time, the Australian Government is developing a coordinated approach to international education through a national strategy. In April 2015, the Minister for Education and Training, the Hon. Christopher Pyne MP, released the Draft National Strategy for International Education for consultation.

A key action in the draft strategy is increasing engagement between international students and Australian students and communities. The draft strategy calls for a coordinated approach to raising awareness of the benefits that international students bring to Australia and to motivating Australian communities to connect with international students. Part of this work will highlight best practices and innovative approaches that help send a message that Australia welcomes international students and will help them achieve their aspirations.



Anthea Hancocks

Scanlon Foundation
Chief Executive Officer



Anthea has an extensive background in community service, business development, education, communications, services marketing and strategy through senior leadership roles in private, government and not for profit organisations. Anthea is the Chief Executive Officer of the Scanlon Foundation committed to enhancing social cohesion in Australia. Anthea has held senior executive roles in the law, the NAB, the Melbourne Business School, Deloitte and Museum Victoria. She was Associate Professor at the University of Arizona. She has a B.Sc in zoology and anthropology, an MA in anthropology and business and an MBA in organisational development. She is an accredited mediator, Chair of YMCA Victoria, a Fellow of the AICD.

Social Cohesion Requires a Long Term Commitment

The Scanlon Foundation has undertaken a range of initiatives which are informed by the Scanlon/Monash Index of Social Cohesion. The Index clearly shows that the indices of worth, social justice, acceptance/rejection, belonging and participation can change significantly depending on many factors including Federal Government policy or changes to the economy.

The cohesion of a community, a region or a nation is extremely fragile.

Social cohesion is the ability, and inclination, of a community to work together toward a mutually agreed and beneficial future for which everyone shares a responsibility and the benefits. Achieving this is not done by a single project or policy but only through effective leadership, co-ordination, between programs, geographies and individuals and a commitment to inclusion at all levels of society.

Currently we know that discrimination, in all its forms, is not reducing, community organisations continue to multiply and governments are reducing their areas of focus. The Victorian Government's commitment to the creation of the Social Cohesion and Multicultural Research Institute is a very practical response to this.

The Conference will hear in other sessions about the research informing the Scanlon/Monash Index and may also hear about one of our major initiatives, the National Community Hubs Program, which builds on this experience, and focuses on schools and the importance of education for new arrivals and recent migrants. The Foundation is working from place-based pilots that can be leveraged into multiple locations and create systemic awareness of cultural diversity and the importance of inclusion. Additional long term programs of the Foundation work with the corporate sector, local government areas and through community foundations.

The Foundation has deliberately taken a long term approach to its initiatives as well as a multi-layered approach to creating impact and strengthening social cohesion. It is now creating its own evaluation tool to assess impact, over time, on social cohesion.

Hakan Harman

Multicultural NSW
Chief Executive Officer



Hakan is an experienced Senior Executive in both the Public and Private Sectors. His qualifications include a Bachelor Commerce and Master of Public Administration and he is a Fellow of CPA Australia. His areas of expertise include change management, corporate governance, stakeholder and strategic management and organisational leadership.

He has worked at the CBA, Burns Philp, Unilever as well as a number of smaller private organisations including as a Forensic Accountant prior to joining the Public Sector in 2002.

He commenced his career in the NSW Public Sector at the Community Relations Commission and moved to the State Library of NSW as Director Operations Chief Financial Officer in 2010.

In January 2014 he re-joined the Community Relations Commission as Chief Executive Officer and has since led a substantial review of the organisation including a change of name to Multicultural NSW, legislation amendments, and a new vision for the organisation through a three year strategic plan Harmony-In-Action.

Hakan is married and has one son currently at University. He loves Football and is passionate about social justice and community harmony in a culturally diverse society.

Multicultural NSW - Harmony in Action

One of the main roles of Multicultural NSW is to build and maintain a cohesive and harmonious society.

Since 1976, Multicultural NSW (formerly the Ethnic Affairs Commission and Community Relations Commission) has been the key NSW government agency dealing with multicultural affairs, receiving support from both sides of politics.

2014 was a year of significant reform for Multicultural NSW, with the revision of its governing legislation and the development of a visionary strategic plan Harmony-In-Action 2014-2017.

Significant steps have been taken to transform Multicultural NSW by developing a comprehensive Community Engagement Strategy, rethinking its Regional Advisory Councils structure, simplifying the Grants Program, and extending its reach and connection to many new stakeholders.

Language Services as the biggest component of expenditure attributable to the budget of Multicultural NSW is being transformed as is an online presence to add value to decision making across the public sector and beyond.

The Journey to reengage an Agency tells a story, as does its intended vision.

How will it contribute to a multicultural agenda for the next decade?

How is Multicultural NSW for all the people of New South Wales?

Dr Christina Ho

University of Technology Sydney
Faculty of Arts & Social Sciences



Christina Ho is a Senior Lecturer in the Faculty of Arts and Social Sciences at the University of Technology, Sydney. She researches multiculturalism in Australia, with a particular emphasis on inter-cultural relations in diverse urban areas. Her current projects focus on gentrification and schooling in Sydney; education cultures among middle class Asian- and Anglo-Australians; and building cohesion within high density developments in culturally diverse areas. Her most recent book (co-edited with Andrew Jakubowicz) is *'For those who've come across the seas': Australian multicultural theory, policy and practice*.

Social Cohesion and Segregation in Schools

Schools are an important site for fostering social cohesion, and have enormous potential to provide young people and their families with deep cross-cultural understanding, based on daily encounters with cultural difference. However, recent trends in Australia's education system may be undermining schools' capacity to enhance social cohesion. The federal government's enthusiastic support for private schools has deepened divisions between schools, while the policy of school choice has created a marketplace in education that has also exacerbated inequalities between more and less desirable schools. While these divisions are often framed in terms of socio-economic class, they can also be seen in terms of ethnicity, as families self-segregate in their schooling choices. This paper, focusing on Sydney, reports on how the 'marketisation' of schools has created three types of ethnic enclave school communities: elite Anglo-dominated schools, elite Asian-dominated schools, and at the other end of the spectrum, disadvantaged migrant-dominated schools. In all cases, these school communities are failing to reflect Australia's multicultural society, and failing to achieve the potential of schools to foster genuine social cohesion.

Professor Scott Holmes

University of Western Sydney
Acting Vice Chancellor



Professor Holmes is Deputy Vice-Chancellor and Vice-President (Research and Development). He is an Honorary Professor at the University of Queensland and a Life Member of the Small Enterprise Association of Australia and New Zealand reflecting almost three decades of research and support for the small firm sector.

Professor Holmes is an internationally recognised researcher in business management and health economics. Professor Holmes economic and business background is extensive, having published 6 books and over 60 refereed articles.

In 2006 he received the Business/Higher Education Round Table (BHERT) Award Best Entrepreneurial Educator of the Year and in 2012 he received an Excellence in Innovation Award, from Newcastle University.



Dr Derya Iner

Islamic Sciences and Research Academy and Charles Sturt University

Lecturer, Research Fellow HDR Coordinator

Dr Iner completed her PhD in Cultural Studies (major) and Gender and Women's Studies (minor) at the University of Wisconsin-Madison (UW), USA. In addition to taking part in the organising committee of the international Islam conferences held in the US and Australia, Dr Iner authored the book entitled *The Two Faces of the Stage* comparing two mystique play writers' point of views on creation, existentialism, and the Creator. She published encyclopedia entries, journal and periodical articles and delivered conference papers. She taught some subjects in the University of Wisconsin-Madison and conducted some projects in Australian Catholic University in Melbourne. Presently, she is lecturing and coordinating Higher Degree Research at Centre for Islamic Studies (CISAC), CSU. Dr Iner is also part time research fellow at CISAC conducting a research on the second generation Australian Muslims' religious identity formation. Her upcoming publication is an edited volume entitled *Muslim Identity Formation in Religious Diverse Societies*, London: Cambridge Scholars Publishing, 2015.

Attended, Unattended and Blocked Means for Social Cohesion: Homegrown Australian Muslims' Emotional, Civic and Humanitarian Experience with the Wider Australian Society

Ethic, religious and cultural pluralism is an undeniable destination of the global world in the 21st century. Interfaith dialogue reinforces communication and interaction with the people of the other faiths and thereby aims to contribute to social cohesion positively. Nevertheless, religion in some cases is portrayed as a source of division and a point of departure especially for those belonging to a minority religion. This is heavily felt by Muslim minorities living in the West who deal with some overlapping prejudices originating from Islamophobia, xenophobia and neo-Orientalism due to their Muslim, immigrant and non-Western background.

Considering that Muslim youth who practice Islam in daily life would be more affected by the consequences of being identified on their religious basis, I conducted an online survey among the homegrown Muslim youth of NSW in age 19-29, who are devout enough to perform five daily ritual prayers regularly. Although about 550 Muslims attempted to take the survey, only 343 could pass the eligibility criteria and completed the survey. Some survey questions investigated Australian Muslim youth's in-community and out-community relationships in civic and humanitarian as well as day to day life circumstances. The questionnaire included open ended questions for an in-depth analysis of the participants' in-group and out-group relations and self-positioning in the midst of sociopolitical as well as day to day life circumstances. Open ended question were extensively responded by around 150 participants. The findings illustrated that homegrown Muslim youth experiences exclusion due to negative portrayal of Muslims and biases against Muslims. Although few participants are pessimistic, the majority is optimistic about Muslims' future in Australia. They believe in the power of goodwill and personal interaction to remove the biases in the long-run. Yet, the ghettoization not only in geographic but also in humanitarian and civic activism level hampers possible means of interaction. Addressing both the qualitative and quantitative findings, this paper analyses the available, attended, unattended and blocked channels of communication and interaction with the wider society. In so doing, the research paper aims to contribute to advancement of cohesion in Australia by addressing the barriers to be removed and highlighting the available but unattended means to be utilised.

Rhonda Itaoui

University of Western Sydney

PhD Candidate



Rhonda Itaoui is a current PhD candidate at the University of Western Sydney's Religion and Society Research Centre. With an aim to uncover the effects of racism on ethnic minorities, she is pursuing a PhD project that explores the reflexive links between Islamophobia and Geography on young Muslims in the public spaces of 'Western cities' such as Sydney. Rhonda is interested in pursuing applied social research in a variety of areas including cultural/social geographies, cultural planning and multicultural studies.

Experiences of Islamophobia: Impacts on the Mobility of Young Muslims in Sydney

This paper examines the experiences of Islamophobia - both personal and vicarious. It reports how these experiences affect the mobility of young Muslims in using public spaces in Sydney. Informed by contemporary debates in human geography on the socio-spatial effects of 'new racism', this research adopted a mixed-method approach, analysing 74 web-based questionnaire surveys and 10 follow-up interviews with young Muslims (aged 18-30 years) living in Sydney. Experiences of racism 'regulate' the way young Muslims perceive and access spaces. The personal experiences of Islamophobia result in a (sub) conscious spatial disengagement from spaces—a result of 'normalised racism' that continues to be denied and thus unchallenged by the 'immobile Muslim'. Such effects operate on a collective level, where experiences of racism transfer vicariously to the victim's wider social networks. By drawing on these empirical accounts of 'experienced Islamophobia', the paper discusses the deeper reflexive implications of 'new racism', in the way it produces the spatial exclusion, and motility of subjected minority groups.



Jeremy Jones AM

Australia/Israel & Jewish Affairs Council

Director of International and Community Affairs



Jeremy Jones AM has researched, analysed, written and lectured on human rights issues including racism, antisemitism and religious freedom, and been a leading figure in interfaith dialogue in Australia and internationally, for more than thirty years. He is widely published and quoted, and has been a delegate to, and plenary conference speaker at, major international conferences in countries in Africa, West, South and South-East Asia, Europe, the Americas and the Pacific region on issues relating to social cohesion in multicultural societies. He is a co-chair of the Global Forum for Combating Antisemitism and his honours include the 2007 Australian Human Rights Medal and Membership in the Order of Australia in 2005.

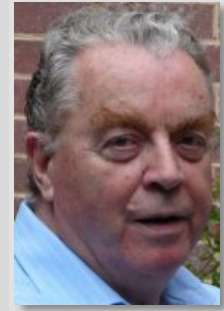
Building Social Cohesion in a Religiously Diverse Society

This paper will consider the way religious affiliation can be an obstacle to social cohesion and alternatively can be used to contribute to an inclusive, harmonious society. It will assess the successes and failures of thirty years of formal interfaith dialogue in Australia, with emphasis on the success of dialogue in building relationships and in developing strategies to deal with bigotry and prejudice. Recent research in to attitudes towards "the other" will be surveyed; It will consider the way adherents of different faiths have jointly navigated the complex territory of the intersection of minority religious practice with majority culture, reaction to militant secularism and the complexities of bigotry which invokes religious justification. The paper will include reference to recent deliberations of the Australian National Dialogue of Christians, Muslims & Jews on the utility of formal dialogue and to the debate at the 2015 Global Forum on Combating Antisemitism on the role of organised religion in contributing to social cohesion in general and specifically in combating prejudice.

Dr James Jupp AM

Australian National University

Visiting Scholar, ADSRI, College of Arts and Social Sciences



Born in England and educated at the London School of Economics. Came to Australia in 1956 and was a lecturer in political science at Melbourne University, followed by periods in England and Canada before finally settling at the ANU in Canberra. Active in multicultural affairs in the 1960s to 1980s as director of the Centre for Multicultural Studies at the ANU. Awarded an Order of Australia for this work. Editor of encyclopedias of the Australian people and of religions in Australia.

Consulting with the Second and Third Generations of Immigrants

The attempts of governments to advance community cohesion by a series of consultations, ethnic minority organisations, etc. in other words the machinery of multiculturalism which was developed from the 1960s but has been allowed to become rather rusty in recent years.

One of the essentials of this approach to cultural variety and diversity was to gain credibility with the relevant 'communities'. However this assumes that coherent and well organised 'communities' exist'. It overlooks considerable differences within broad categories, between generations, internal politics etc. Some "leaders" are chosen who have little credibility with the locally-born populations, or for party political reasons.

A basic problem is lack of understanding of this variety and especially the failure to distinguish between "immigrants" and second and third generations. As much of the multicultural work of the former Immigration Department is now passed on to a composite "border protection" agency, this type of problem is likely to become more difficult. The basic assumption that those born in Australia of immigrant or indigenous parents will be easily integrated, is obviously fraught with some difficulties, one being lack of trust towards official agencies and public hostility. Lecturing minorities about being "real Australians" does not necessarily help.



Rakshinda Kabir

Monash University
PhD Candidate



Rakshinda Kabir is a second year PhD student at the School of Politics and Social Sciences from Monash University. Her thesis is being completed under the guidance of Dr RoseAnne Misajon, Dr Ana-Maria Bliuc and Dr Richard Chambers. The research explores the impact of acculturative stress on coping strategies and quality of life. She is particularly interested in exploring whether mindfulness / meditation can be useful for developing resilience in terms of post-migration stress.

Experiences of Perceived Exclusion by Migrants and Refugees in Australia

Research shows that the many difficulties and challenges encountered by migrants and refugees in the post-migration context can become an impediment to successful resettlement efforts (Colic-Piesker & Tilbury 2003; Casimiro, Hancock & Northcote 2007). Recent research from the Scanlon Foundation's Mapping Social Cohesion series indicates that at the community level, neighbourhoods with low socioeconomic status and high cultural diversity (where recent migrants are most likely to settle) are below the national average in terms of support for multiculturalism and social cohesion (The Australian Community, 2013). These findings are worrying as they suggest that economic and social disadvantage coupled with low levels of social cohesion affect prosperity, productivity and social harmony in the long term (The Australian Community, 2013). Accordingly, the current study seeks to understand how post-migration experiences of migrants and refugees (including perceptions of social cohesion) affect their wellbeing. A particular focus will be on the experiences of acculturative stress and the subsequent coping strategies which are employed. Initial interview data with 40 participants, from various ethnic backgrounds indicate that perceived subtle discrimination is a major acculturative stressor for migrants and refugees in Australia. The presentation will discuss the findings from in depth interviews with migrants concerning their experiences of stress and coping strategies in the post-migration context.

Deputy Commissioner Nick Kaldas APM

New South Wales Police Force

Field Operations and Corporate Sponsor for Cultural Diversity



Nick joined the NSW Police Force in 1981 and has worked primarily in major crime investigations, Homicide, Armed Robbery, Major Drug investigations, Counter Terrorism and covert operations. In Early 2008, he was appointed Deputy Commissioner.

In January 2004, he was seconded to the Federal Government and deployed to Iraq as Deputy Chief Police Adviser to the Iraqi Government, to help rebuild the Iraqi National Police.

In 2009-2010, he took up a 12-month secondment as Chief of Investigations in the Special Tribunal for Lebanon which was established by the United Nations Security Council to investigate the assassination of the former Lebanese Prime Minister, Rafiq HARIRI and 21 related assassinations and attempted assassinations.

Since 2007, Nick has been the NSW Police Force's Corporate Sponsor for Culturally, Linguistically and Religiously Diverse Society. He holds a Masters Degree in Public Policy and Administration.

Multiculturalism in Law Enforcement - Challenges and Opportunities

The core essence of policing, to increase public safety and reduce crime and fear of crime, has never been more critical than within the current global, social, political and environmental context. The concept of multiculturalism, community cohesion, community engagement and effective policing are not only connected but mutually inclusive and as such contributing to community cohesion is a key focus of NSWPF.

Based on religion, age, ethnic, cultural and linguistic diversities, NSW is one of the most diverse places in the world. In asking the question, 'what is the link between multiculturalism, social cohesion, community engagement and Policing', this paper will explore the challenges and opportunities that this diversity presents to NSW Police Force in contributing to community social cohesion. It will consider a range of areas including:

- the current global policing context and how this plays out in our local environment,
- the policies and programs currently in action within NSWPF, and
- The place of effective and sustainable community engagement in contributing to overall social cohesion.

Peter Khalil

Special Broadcasting Service
Director, Corporate Affairs



Peter Khalil is currently the Executive Director of Corporate Affairs at SBS where he leads a division with five Senior Manager direct reports heading departments that cover Industry and Broadcasting sector policy and engagement, Community, Multicultural policy, research, outreach programs and engagement, Codes of Practice and Guidelines including complaints handling, the Board Secretariat and all Government Relations and Regulatory Affairs.

Can the Media Shift Public Opinion on Social Cohesion Issues?

The Special Broadcasting Service (SBS) was founded on the belief that all Australians, regardless of geography, age, cultural or social background or language skills should have access to high quality, independent, culturally-relevant media across SBS Television, Online and Radio. There is no other public broadcaster like SBS. Initially set up in 1975 by the Federal Government to inform new migrants, in their language, about the introduction of Australia's first national healthcare scheme – then known as Medibank and later of course, Medicare. In 1987 SBS was enshrined in legislation and given a specific function as Australia's multicultural broadcaster as defined in the SBS Charter. Fast forward to current day experience where media continues to change our perception of social cohesion, diversity, tolerance and respect. SBS has become even more relevant engaging with Culturally and Linguistically Diverse (CALD), Indigenous and broader communities to tackle religious, cultural, social and policy issues. Broadcasting in 74 languages ensures CALD communities can be active participants in Australia's democratic society. Peter Khalil, Director of SBS Corporate Affairs will talk on the importance of SBS to encourage content that continuously shifts public opinion and nourishes but also challenges social cohesion.

Jane Lewis

Victorian Equal Opportunity & Human Rights Commission
Senior Adviser, Education



Jane Lewis, a trainer in leadership, critical thinking and human rights for over 20 years, represented the Commission in the design and delivery of anti-racism training for VicHealth's Localities Embracing and Accepting Diversity (LEAD) project. Jane and colleagues also produced train-the-trainer materials for addressing systemic racism towards Aboriginal and Torres Strait Islander peoples in federal government service delivery, as part of the Australian Human Rights Commission's National Anti-Racism Strategy. Her Cultural Awareness and Inclusion work continues with local councils, tertiary education institutions and community organisations.

Beyond tolerance! Building Respect Through Inclusive Leadership

Should we be advancing a culture of "tolerance"? In fact, "tolerance" means putting up with something that we don't like. It means holding up a façade of welcome to those who fail to fit the 20th century Anglo-European Australian "norms" of appearance and behaviour. We need to move far beyond tolerance, beyond a limited understanding of multiculturalism as permission by "us" for "others" to maintain their traditions. Social cohesion can only flourish when we move from tolerance to inclusion, through:

- understanding the lasting impact of the displacement of First Australians
- sharing and celebrating the helpful human values behind so many differing traditions, and respectfully exploring the impacts of harmful traditions, wherever they are found.

This presentation will:

- Expose the hidden and/or unintentional forms of racism that continue to manipulate our expectations and reactions
- Explore why "tolerance" is a counter-productive value in reducing discrimination and promoting inclusion
- Identify the key levers for leaders to use to build new norms of acceptance and respect.



Catherine Liddle

Special Broadcasting Service

Executive Producer NITV Current Affairs
and Co-Chair, SBS RAP Committee



Catherine is an Arrrente/Luritja woman from the Central Australian regions. She has worked in News and Current Affairs for almost 20 years. During this time she has held positions as a journalist, producer and television news Presenter for NITV, the ABC and Imparja Television.

Currently the Executive Producer of NITV Current Affairs, Catherine is constantly seeking new pathways to engage both Indigenous and Non-Indigenous Australians to understand the very diverse life experiences of Aboriginal and Torres Strait Islander peoples and to encourage viewers to think more deeply about the complexity of the issues that underlie both disadvantage and success. In her current position, Catherine produces AWAKEN, the only program to ever receive ratings of more than 100K on the NITV Channel. Working with colleague Karla Grant, Catherine has also overseen the format change, which delivered the highest rating season of Living Black on SBS1, since its inception 12 years ago.

Outside of the media Catherine has held managerial positions within the Northern Territory Department of Education and enjoyed ministerial appointments and invitations to serve on several Education and Community Interest advisory groups and committees. Catherine is also the current Co-Chair of the SBS Reconciliation Action Plan.

Having lived on outstations, community, regional towns and urban cities, Catherine has broad personal experiences of the many issues that impact Indigenous Australians. Her special interest remains Education and she has a comprehensive knowledge of national and international education systems, innovations and engagement programs from early childhood to University.

Catherine is a mum of four children, one at University, one in High school and two at primary school.

Are there Other Issues of Special Relevance to Cohesion, such as Homophobia, or Lack of Freedom of Expression, or Other Specific Groups Experiencing Exclusion?

National Indigenous Television (NITV) is Australia's national free-to-air Indigenous television channel which broadcasts programming produced predominantly by, for and about Aboriginal and Torres Strait Islander people to all Australians and is contributing to reconciliation in Australia. NITV reaches over two million Australians each month with content that speaks to its audiences through news and current affairs, documentary, children's and sport programming. NITV continues to carve out a voice in the mainstream media, demonstrating the channel's unique ability to use its insights and links to Indigenous communities to impact the national conversation. NITV is proudly part of SBS and unique to the Australian public broadcasting environment, telling stories that are often excluded from mainstream media to broader national and international audiences. Catherine Liddle will speak on the importance of the channel to social cohesion and reconciliation in Australia, and NITV's role to educate and entertain its Indigenous and non-Indigenous audiences about issues that matter, through the rich diversity of cultures, languages and talent of the nation's first people.

Deborah Lockhart

Australian Disputes Centre
Chief Executive Officer



Appointed as CEO in 2013, Deborah is a strategic leader, change manager and ADR specialist. An early advocate for ADR in Australia, Deborah introduced its commercial and community benefits into the financial services sector in a career spanning 25 years. Admitted as a Barrister and Solicitor of the High Court of New Zealand, Deborah is currently a Steering Committee Member for the Australian ADR Industry Forum; Executive Officer of the Chartered Institute of Arbitrators (Australia); Editorial Panel member, Lexis Nexis ADR Bulletin and Advisory Committee Member, Melbourne Commercial Arbitration and Mediation Centre.

Mediation for Social Cohesion: A Case Study in Community Skills Development

Building conflict and dispute resolution capability in communities and organisations is central to building long term national social cohesion. Conflict and disputes are an inevitable part of life for all communities. Empowering community members with the skills, techniques and processes that can help reduce levels of conflict and effectively resolve disputes, while preserving relationships, is fundamental to ensuring a cohesive society. The Australian Disputes Centre is a not-for-profit organisation dedicated to promoting best practice conflict and dispute resolution. During nearly 30 years, ADC has trained thousands of mediators from all walks of life. Mediation is a proven dispute resolution process in many cross cultural contexts. In 2014, ADC introduced its Aboriginal & Torres Strait Islander Mediation Training Scholarship Program with the aim of empowering local people within local communities with the highly effective skills of a trained and accredited mediator. This paper discusses the goals, approach and experience of this national program and its potential application in other community contexts where social cohesion is a vital objective.



Professor Andrew Markus FASSA

Monash University
Research Professor



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 heads the Scanlon Foundation social cohesion research program, which completed its seventh national survey in 2014. He is also the principal researcher on the Australian Jewish population and Yiddish Melbourne research projects. Andrew has published extensively in the field of Australian race relations and immigration history.

Social Cohesion in Australia: The Past, Current Trends and the Future

For the first time in Australian social research, annual surveys with a focus on immigration, cultural diversity and social cohesion have been conducted, funded by the Scanlon Foundation. Between 2007 and 2014 seven national surveys and four local area surveys were conducted utilising probability samples, with an additional two experimental surveys (of recent immigrants and third generation Australians) utilising online panel respondents. The database of respondents numbers close to 24,000. This paper will draw on these surveys to explore the pattern of Australian opinion, with reference to the five domains of social cohesion which structure the survey approach: belonging, social justice, sense of worth, participation and levels of acceptance and rejection. The presentation is particularly concerned to determine if there is evidence of heightened tension in the context of domestic security concerns and rising unemployment.

Lucy Morgan

Refugee Council of Australia
Information and Policy Coordinator



Lucy Morgan is the Information and Policy Coordinator at the Refugee Council of Australia (RCOA). She joined RCOA as a volunteer in 2007 and became a member of staff in 2009. As a member of RCOA's policy team, Lucy's role involves conducting research and consultations on a wide range of issues relating to refugee and asylum seeker policy in Australia; analysing and evaluating Australian policies and developing constructive policy alternatives to address identified gaps and challenges; advocating with government representatives to promote policy reform; and engaging in community education initiatives to address misinformation and build awareness of issues affecting refugee and humanitarian entrants.

Lucy is also the Secretary of the Refugee Advice and Casework Service, a community legal centre providing assistance to people seeking asylum in Australia; and is the Chair of the Asylum Seeker Interagency, a network of organisations involved in supporting asylum seekers in New South Wales.

A Place to Call Home? The Impact of Australia's Refugee and Asylum Seeker Policies on Community Cohesion

Since Federation, Australia has provided protection to over 800,000 refugee and humanitarian entrants. Australians from refugee backgrounds have made important social, economic and civic contributions to Australia, finding success in every field of endeavour and numbering amongst our best and brightest. The success of refugee settlement in Australia is in large part due to policies which have encouraged the inclusion and participation of people from refugee backgrounds in Australian society.

In recent years, however numerous concerns have been raised with the Refugee Council of Australia (RCOA) about policies and practices which undermine the successful settlement of people from refugee backgrounds, in turn posing significant obstacles to community cohesion. This paper will focus on three such issues: the treatment of asylum seekers and refugees who arrived in Australia by boat; the limited opportunities for family reunion available to refugee and humanitarian entrants; and the negative public and political debate on refugee and asylum seeker policy. It will present feedback gathered through RCOA's community consultations about the impacts of these issues on settlement outcomes for refugee and humanitarian entrants and put forward ideas for positive reforms to promote the inclusion and participation of people from refugee backgrounds in Australian society.



Agnieszka D. Nelson

Australian National University

Centre for Aboriginal Economic Policy Research, College of Arts & Social Sciences



Agnieszka Nelson has been employed by the Department of Social Services since 2001.

In her capacity as Director of Evaluations, Agnieszka has worked to strengthen the Department's evaluation capability and culture through provision of training, advice and leading a team of researchers managing major policy evaluations. These include evaluations of income management trials in Northern Territory, Western Australia and in Place-Based sites.

In 2012, Agnieszka was awarded the Sir Roland Wilson Foundation PhD Scholarship.

Her thesis—a quantitative enquiry into the impact of welfare conditionality policy levers on youth disengaged from education, training and the labour market— seeks to understand the shifting objectives and effectiveness of welfare conditionality policy initiatives in Australia. Specifically, she is interested in examining the effects of sanctions and incentives on different treatment and comparison groups using longitudinal administrative data from Department of Social Services and Department of Employment— specifically constructed by her for this research.

Co-Author:

Katy A. Smith, Australian National University, Centre for Aboriginal Economic Policy Research, College of Arts & Social Sciences

What are Key Obstacles to Social Cohesion?

Social cohesion, its conceptualisation and measurement continues to be hotly debated by academics and policy makers alike. One fundamental ingredient to a cohesive society is the extent to which its community members have equal access to resources, including to education, employment or housing.

One population who are particularly vulnerable to social exclusion are youth for whom transition from education to stable full-time employment has become increasingly challenging and protracted. In Australia, for example, in 2014, almost one in four of all 16 to 24 year olds relied on welfare as a main source of income. For Indigenous youth, the figure is even more stark, with over half of all 16 to 24 year olds relying on income support.

Over 14 per cent of all young welfare recipients have been assessed as vulnerable— one in two of those for living with a disability, and one in four for homelessness. The remaining vulnerable youth consist of those who are recent migrants, those who have been exposed to domestic violence, those who were released from prison or those who have significant caring roles.

Using Research and Evaluation administrative data from Department of Employment, we examine income support exits among youth at risk of social exclusion by their characteristics and types of vulnerability.

Dr Jacqueline Nelson

University of Technology, Sydney
Chancellors Postdoctoral Fellow



Jacqueline is interested in how we can respond to racism, both as individuals and by challenging cultures and practices that reproduce racism and inequality. In previous work she has examined local or place-based responses to racism and discourses of denial. Her postdoctoral research uses ideas of performativity to look at how people respond to racism within their own families. Jacqueline has also published on the topics of bystander responses to racism, and ethnic discrimination in housing and employment. She holds a Bachelor of Liberal Studies (Hons I Psychology) from the University of Sydney, an MSc (Applied Social Research) from Trinity College in Ireland, and a PhD from the University of Western Sydney.

Co-Author:

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

Local Responses to 'Everywhere But Different' Racism

For some time geographers have asserted that space matters to racism, that racism cannot be treated as a spatially homogeneous phenomenon. This paper asks whether local anti-racism is a meritorious means of advancing anti-racism. Our aims are twofold: to report on what we see as the merits of local anti-racism, and to deliver a frank assessment of the challenges faced when developing local responses to racism. Local anti-racism initiatives undertaken by local government and community organisations are analysed in the context of contemporary neoliberal modes of governance, under which 'communities' become governance objects, where attempts are made to deracialise and depoliticise interethnic community relations, and responsibilities are localised.



Rivkah Nissim

Australian Human Rights Commission
Manager, Discrimination and Research



Rivkah Nissim is the Manager of Discrimination and Research at the Australian Human Rights Commission where she manages the National Anti-Racism Strategy and 'Racism. It Stops with Me' campaign. Rivkah was previously Principal Adviser to the Race Discrimination Commissioner and prior to this held a senior policy advisory role at the Victorian Equal Opportunity and Human Rights Commission. In 2014 Rivkah was awarded a Social Justice Fellowship at the University of Sydney where her research focus was racism and resilience. She is currently undertaking a Graduate Certificate in Social Impact at the University of New South Wales Business School.

Co-Author:

SallyAnn Hunting (lead author), Associate of Australian Centre of Excellence for Local Government

Local Government Building Social Cohesion - What Good Practice Looks Like

When compared to other societies, Australia is a multicultural success story. Yet maintaining social cohesion can be a challenge. Broader social tensions can play out locally and, as Australia becomes more culturally diverse, there can be disharmony between newly arrived groups and established communities.

The challenge is to provide opportunities for positive intercultural interaction which evidence suggests can reduce the negative mental health effects of exclusion and discrimination and promote social and economic participation.

Local government has a crucial role in building strong, cohesive communities. However, there is little guidance on how to build social cohesion at the local level, with social cohesion efforts in Australia identified by the Australian Multicultural Council as program rich but policy and coordination poor.

Research undertaken by the Australian Centre of Excellence for Local Government for the Australian Human Rights Commission suggests six essential elements for a successful strengths based approach to building social cohesion.

In particular, their research indicates that collaboration between government, businesses, NGOs and communities makes for realisable, effective and sustainable pathways to social cohesion.

If implemented by local governments, this approach will result in clear benefits across all the 'domains' of social cohesion identified in the Scanlon Foundation 'Mapping Social Cohesion' research.

Associate Professor Dominic O'Sullivan

Charles Sturt University



Dominic O'Sullivan is Associate Professor in Political Science and acting Associate Dean (Research) in the Faculty of Arts at Charles Sturt University. He is the author of *Faith, Politics and Reconciliation: Catholicism and the politics of indigeneity* (Australian Theological Forum, 2005), *Beyond Biculturalism: the politics of an indigenous minority* (Huia Publishers, 2007), *Indigenous Health: power, politics and citizenship* (Australian Scholarly Publishing, in press) and with Russell Bishop and Mere Berryman *Scaling-up education reform: addressing the politics of disparity* (NZCER Press, 2010). He is co-editor with Cynthia Piper of *Turanga Ngatahi: Standing Together – the Catholic Diocese of Hamilton 1840-2005* (Dunmore Press, 2005). Dominic is also the author of 50 journal articles, book chapters, conference papers and reports, including commissioned work for the International Labor Organisation and New Zealand Ministry of Education.

Community Cohesion: Indigeneity and the Politics of Citizenship

Citizenship defines 'belonging'. It is, potentially, the state's principal cohesive force; the instrument through which individuals are brought in to a positive relationship with the state, as members of a common and cohesive political community. It is only through recourse to the state's legal and political institutions that indigenous peoples can establish their claims for self-determination and autonomy. Yet, citizenship is an ideological and power load concept used to exclude, as much as it is used as a cohesive instrument of inclusion. In Australia, it has never routinely contributed to the maintenance of a political order in which government is truly by the peoples' consent, with indigenous peoples participating actively and on their own terms. Citizenship's positioning of people vis-a-vis the state provides insight into wider dynamics of power and authority, and helps to explain why Aristotle's proposition that the citizen is 'he who has power to take part in the deliberative or judicial administration of any state' (Hindess 2000) does not always reflect contemporary indigenous political experience. While acknowledging Moreton-Robinson's (2004) positioning of 'Whiteness' as 'the definitive marker of citizenship' (p. 79), the paper proposes differentiated, or two-tiered citizenship, as a conceptual basis for 'belonging together differently' (Maaka and Fleras 2005) and for exploring citizenship's non-colonial inclusive and cohesive possibilities. It assesses Australian public policy's limited, but increasing concessions to differentiated citizenship; arguing that these are preliminary to the full extension to indigenous peoples of liberal aspirations for individual freedom and equal democratic agency.

Associate Professor Mehmet Ozalp

Charles Sturt University

Director, Centre for Islamic Studies and Civilisation
and

Islamic Sciences and Research Academy of Australia
Executive Director



A/Prof Mehmet Ozalp is an Islamic theologian, intellectual and community leader. Mehmet was one of the co-founders of Affinity Intercultural Foundation in 2000, an organisation dedicated to intercultural and interfaith harmony in Australia. Mehmet was a member of Harmony Reference Group established by the NSW Premier Bob Carr in 2003. In 2009, Mehmet founded ISRA Australia – Islamic Sciences and Research Academy of Australia. He established the Centre for Islamic Studies and Civilisation at Charles Sturt University, Australia. Under his leadership the centre pioneered undergraduate and postgraduate Islamic Studies programs. Mehmet is a prolific speaker on Islam and Muslims in Australia. He was awarded Australian Muslim Role Model of the year in 2012. He is the author of three books: 101 Questions You Asked About Islam, Islam in the Modern World and Islam between Tradition and Modernity: An Australian Perspective.

Barriers to Social Cohesion in Western Societies and Their Manifestations in Islam-West Relations

There are four concentric issues at the core of Western civilisation that, unless addressed, not only prevents the establishment of a genuine social cohesion but also pose as barriers to the advancement of multicultural society. First, in Western societies, there is no historical experience where large populations of people who are culturally and religiously different having lived amongst the dominant populations. Second, even though secularism is the dominant paradigm, the Western civilisation is defined as a Judeo-Christian civilisation, hence everything else is seen as alien to it. Third, Western societies dominate the world culturally, economically and politically. In this domination, the West shows two contradictory faces – one at home and one abroad. These two manifestations eventually ricochets back to effect social cohesion at home soil. Fourth, there are no channels of communication other than print and online media between Western societies and others who are culturally and religiously different. Media is limited as a source of communication and actually serve to highlight the previous three barriers to make matters worse. Collectively, these four issues pose as significant barriers for social cohesion. Policies developed and applied without addressing these only waste valuable time and resources. If these barriers are not recognised and addressed in social and educational policy, they pose to threaten the very fabric of Western societies. This paper will explore these issues in the backdrop of Islam-West relations in modern times.

Dr Sev Ozdowski OAM FAICD

University of Western Sydney
Director, Equity & Diversity
Conference Convenor



Director, Equity and Diversity at the UWS and Hon. Professor at the Sydney University. Sev is also Chair, Australian Multicultural Council and President of the Australian Council for Human Rights Education.

Dr Ozdowski worked for the Australian government (1980-96) where he played a major role in the advancement of multicultural and human rights policies and institutions. He also headed the Office of Multicultural and International Affairs in South Australia (1996-2000). As the Human Rights Commissioner (2000-05) he conducted the ground-breaking *“National Inquiry into Children in Immigration Detention “A last resort?”* and the *National Inquiry into Mental Health Services “Not for Service”*.

Dr Ozdowski has an LLM and MA in Sociology degrees from Poland and a PhD from the University of New England. As a Harkness Fellow, Sev spent 1984-86 on research at Harvard, Georgetown and Berkeley universities. Dr Ozdowski published many articles, addressed twice National Press Club and represented Australia worldwide.

Sev's life-long commitment to multiculturalism and human rights was recognised by an Order of Australia Medal and an honorary doctorate from RMIT. He was also recognised for his contributions to the human rights in Poland with the *Solidarity Medal* in 2006 and recently with the *Officer's Cross of the Order of Merit*.

In 2010 Dr Ozdowski initiated a series of International Human Rights Education Conferences held in Sydney, Durban, Cracow, Taipei and Washington DC; the 6th Conference will be held at the University College Roosevelt (Utrecht University) in Middelburg, the Netherlands, from 16-18 December 2015.

Dr Astrid Perry

Settlement Services International
Chief Operating Officer



Astrid oversees operations of SSI program areas to ensure integrated service delivery that places the client's needs at the centre. Astrid is passionate about quality improvement and productivity but also about service delivery within a social justice framework. Astrid holds a PhD in Sociology, a Bachelor of Social Science and a number of other qualifications, including in residential care for children and young people. Astrid spent 10 years of her early career in Switzerland working in children's homes with young people who had disabilities and behavioural challenges. Astrid's work experience spans over 30 years in leadership, management and multicultural work, both in government and non-government sectors.

Nourishing Social Cohesion Among the Newest Australians: A Third Sector Perspective

The lived experience of social cohesion is especially pointed for newly arrived migrants and refugees as they navigate and build a new life in Australia. Government-funded settlement services are an important part of the programmatic response to advance social cohesion for these new arrivals and the communities they live in. Settlement Services International (SSI), with its member agencies and partners, is the largest provider of these settlement programs in NSW. SSI augments these programs with other initiatives that have at their core maximising social and economic participation. These self-funded initiatives, which underpin social cohesion and complement funded settlement programs, are framed by our vision to facilitate the voice of newly arrived refugees and migrants, enhance opportunities for intercultural dialogue, and actively promote independence. The paper will provide examples of these initiatives including Ignite, which facilitates small business start-ups among refugees, and a range of community engagement and media initiatives that harness the lived experience and voice of clients to support intercultural dialogue. In addition, the paper will explore wider perspectives of community cohesion through SSI's delivery of Ability Links, a social inclusion program for people with disabilities, established in July 2014 by the NSW government in preparation for the NDIS. Diversity, in all its forms, generates creativity and innovation. Work to advance social cohesion in response to diversity allows the newest Australians to reach their full potential and Australia to realise the dividend of migration.

Michael Pezzullo

Department of Immigration and Border Protection
Secretary



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 (ACBPS). Mr Pezzullo joined the Service as the Chief Operating Officer in July 2009, having been the Deputy Secretary Strategy in the Department of Defence—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.

Community Cohesion, Borders and Mobility

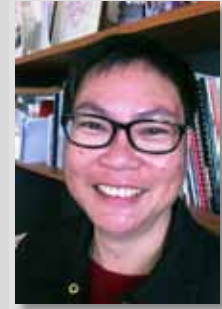
Since Australia established an immigration programme after the Second World War, the dominant policy paradigm has been one of once-only immigration for permanent settlement and citizenship. The 21st Century is characterised more by mobility rather than migration, and increasingly by transnational connections and interests. More people are moving between countries more often and staying for shorter periods of time. People who come to Australia—or stay here—have diverse characteristics, obligations and aspirations, and experience and contribute to life in Australia equally diversely. They range from the highly-skilled highly paid worker transferred for a period to Australia by their transnational company to the refugee fleeing danger, from the working holiday maker here looking for occasional work as they travel around the country to the spouse coming to start a new life, and from the student with aspirations to transition to permanence to the person under duress to work or stay illegally.

This presentation will take as a starting place the importance of looking at community cohesion as a whole-of-community attribute and a whole-of-government concern—both an important outcome of government policy and a contributor to the success of government programmes. It will explore the relationship between community cohesion and the strategic management of borders—offshore, at the physical border and onshore—in the national interest and in the context of highly mobile populations with increasingly globalised lives.

Soo-Lin Quek

Centre for Multicultural Youth

Senior Manager, Knowledge and Advocacy



Soo-Lin has over 25 years experience in both the Victorian Government and non-government sectors. She has managed significant policy and program areas in state government and her previous experience in the non-government sector range from managing community based organisations to policy advocacy and community development in a range of sectors. She is currently the Knowledge & Advocacy Manager for the Centre for Multicultural Youth (CMY), Victoria.

In this role, she has carriage for creating partnerships with universities to strengthen the evidence base for multicultural youth work practice. The most recently completed Australian Research Council Linkage project investigated the extent to which young people use formal and informal networks to develop a sense of social connectedness and belonging in a multicultural society.

Young People Negotiating Active Citizenship and Belonging

Young people are frequently viewed as either ‘citizens in the making’, as disengaged or disinterested. Young people’s perception is that there are few opportunities to engage in more formal political processes particularly if they are below the voting age. Even if opportunities present themselves, it can be difficult for them to see the impact of participation in more formal political structures, in contrast to localised or community based responses where results are more immediate and their work is encouraged. In the context of young people as ‘citizens’, CMY has adopted a broader view of active citizenship – to encompass both the formal and informal ways that young people engage and contribute to the community. Young people from migrant and refugee backgrounds often face further barriers that can result in them missing out on opportunities to participate, preventing them from being able to make positive contributions as valued citizens in society. Creating and supporting meaningful opportunities for youth participation contributes to building a stronger, more socially cohesive society – one that is built upon inclusion, equity and a robust, dynamic multiculturalism; a society where young people from refugee and migrant background play an integral role in shaping and benefitting Australia as a whole. Drawing on a recent ARC Linkage project conducted with Deakin University and a Victorian based survey with young people, this paper will explore ways in which young people develop and negotiate active citizenship and feelings of belonging; the social barriers to network engagement and ways in which they are influenced by the type of networks they believe they can join, as well as those they actually participate in. It will also include a case study of a youth-led social cohesion project delivered across two growth corridors of Melbourne (Casey and Wyndham).

Georgina Ramsay

University of Newcastle

PhD Candidate / Sessional Academic



Georgina Ramsay is a PhD Candidate and Sessional Academic in the discipline of Sociology and Anthropology at the University of Newcastle. She has a professional background working in refugee resettlement NGOs in the Hunter region of NSW, and is a Board Member for the not-for-profit charitable organisation Northern Settlement Services, which provides support for the settlement of migrants and refugees in the Newcastle, Hunter, Central Coast, and New England regions. She is currently completing her PhD thesis, which is a cultural anthropology study that examines how Central African refugee women experience resettlement in NSW and regional Victoria.

How Social Exclusion is Experienced by Resettled Refugees Outside of Metropolitan Areas

Social exclusion and perceived discrimination can be an impetus for refugees who are resettled in Australia to relocate beyond the region in which they were first settled. However, the experiences that can drive resettled refugee to relocate beyond the region of first settlement are an underexplored focus in research that aims to document how refugee settlers in Australia experience social cohesion. This paper draws on a doctoral research project in the field of sociology and anthropology that documents the resettlement experiences of women from Central Africa who are settled in Australia as refugee entrants. The research methodology encompassed multi-sited ethnographic fieldwork with Central African refugee women, and served to explore how women experience resettlement in regional cities and towns across NSW and Victoria. The experiences of refugee women resettled in a regional city in Australia are firstly examined in this paper. Then, based on observations from within that context, the paper documents how experiences of social exclusion and perceived discrimination can lead refugees to relocate.

Professor Andre Renzaho

University of Western Sydney

ARC Future Fellow, Professor of Humanitarian and Development Studies



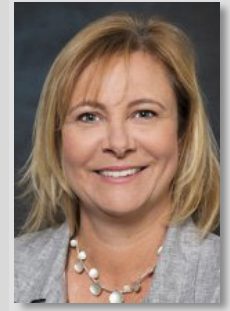
Professor Renzaho is an ARC Future Fellow and Professor of Humanitarian and Development Studies, University of Western Sydney (UWS). He joined UWS in 2015 and prior to that he was the Director of Migration, Social Disadvantage, and Health Programs within the Global Society Unit at Monash University (2012-2014) and a Principal Research Fellow at Deakin University (2007-2011). He has over 20 years of professional experience in humanitarian emergencies and development practice. From 2003 to 2006, he oversaw the evaluation of more than 40 AusAID NGO Cooperation Programs with World Vision Australia covering Sub-Saharan Africa, Eastern Europe, the Middle East, Latin America, the Pacific, and Asia. From 1992-1997 he worked with a number of United Nations including working with Care Australia, Concern Worldwide, Médecins Sans Frontières, the United Nations High Commission for Refugees, and the United Nations Children's Fund. He has been a member of a number of governmental and non-governmental boards, committees, expert panels, and taskforces. His research concentration is on migration and health, disaster epidemiology, and cultural competency & cross cultural practice. He has published more than 150 papers and attracted more than \$4.5 million in national competitive grants.

Exclusion of Migrants in Research and the Rhetoric of Social Cohesion: Lessons Learnt from the African Migrant Capacity Building and Performance Appraisal Initiative and the Need for a Cultural Competence Framework

Sub-Saharan African (SSA) migrants represent 1.1% of the Australian population. Once in Australia, they are faced with many social and health issues. However, research is required to establish their needs, community vulnerability, and health profile. Yet they remain under-represented in community-based interventions and research. Researchers have often excluded SSA migrants in research arguing that they either fail to understand the importance of the research process or are unable to participate because of language barriers. One of the inclusion criteria in most randomised controlled trials is proficiency in spoken English, hence excluding migrant populations who do not speak English, yet who are more likely to experience the highest burden of diseases. The reasons for excluding participants from non-English speaking backgrounds are diverse including the prohibitive costs associated with interpreting and translation during recruitment or data collection. In addition, adopting such an approach introduces a substantial bias, making a meta-analysis of RCTs flawed and further excluding migrants from current evidence-based and subsequent policy formulation. In this paper, I will outline challenges associated with engaging SSA migrants in research, the 'etic' and 'emic' meanings of 'social cohesion' in the context of participation in research, and outline dimension of a culturally-competent tool for community engagement using data from the African Migrant Capacity Building and Performance Appraisal framework.

Professor Katherine J. Reynolds

Australian National University
Professor of Social Psychology



Kate Reynolds is Professor of Social Psychology at the Australian National University. She has published widely in many of the leading journals in the field on a range of topics including intergroup conflict and co-operation, stereotyping, prejudice and discrimination. Her expertise is in investigating the role of social identity (sense of self as a group member – “we”, “us”) and associated group norms in shaping people’s attitudes, affect and behaviour. Recently she has developed and strengthened the connections between social psychology and public policy as team leader on two Australian Research Council Linkage Grants with Government including one with the Department of Social Services on diversity and social cohesion.

Co-Authors:

Luisa Batalha, Australian Catholic University, Sydney

Emina Subasic, University of Newcastle

Ben Jones, Australian National University

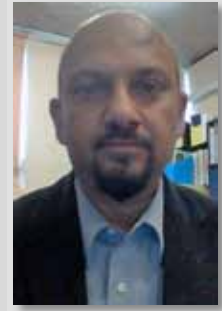
Building Social Cohesion in Ethnically Diverse Communities: What Works and Why?

With increasingly diverse communities governments are focused on the need to strengthen social cohesion. Recent "home-grown" terrorist events have re-energised debates about the consequences of discrimination, alienation and beliefs that the system is illegitimate (not working for "us" or "we" do not belong here). Social psychology has progressed our understanding of the dynamics of intergroup conflict and co-operation and its consequences for (il)legitimacy, prejudice, violence and social harmony. Drawing on these insights an ARC Linkage grant was developed in partnership with the Department of Social Services to investigate the impact of community-based interventions on social cohesion. Of interest are leadership, program (ingroup) norms, program identification and the emergence of a shared inclusive social identity. Evidence that these factors play a significant role in explaining tolerance and reducing alienation has wider implications for community and national-level efforts to build social cohesion. Implications of the findings for theory, research and policy processes will be outlined.



Mirja Sharif

Ahmadiyya Muslim Community
National Executive - Public Relations



My name is Mirja Sharif. I am a National Executive and Spokesperson of the Ahmadiyya Muslim Community. Over the years, I have organised a number of public events, including Australia Day, Peace Symposium, Clean Up Australia Day, Interfaith Dialogues and Mosque for Peace Day. I have represented my community as a speaker on a number of occasions at numerous interfaith and government platforms. My day job is Head Teacher of Science and Agriculture at a Western Sydney High School.

Islam and Extremism - An Ahmadiyya Perspective

Islam teaches its adherents to interact with all people and to cooperate with them for the betterment of mankind. It is a religion of justice and mercy. In this age and time, Muslims need to work together more closely with other groups that oppose oppression, bloodshed, corruption, promiscuity and perversion.

In fact, for over a decade, the current worldwide head of the Ahmadiyya Muslim Community, who is the world's only Khalifa and who leads world's single largest Muslim organization in over 200 nations, has carried on his predecessor's torch of tolerance and peace, and has responded emphatically against terrorism. In part, ISIS wishes to establish some sort of global caliphate to conquer non-Muslims and enforce religion. This ambition is nonsensical and even laughable, but also represents just how warped and dangerous their worldview is. What is Ahmadiyya solution in terms of averting World War 3?

The Ahmadiyya Muslim Community claims that in its 126 year history and from day one of its foundation, not a single Ahmadi has been radicalized. Why and what are the real solutions?

Professor Peter Shergold AC

University of Western Sydney
Chancellor



Peter Shergold is the Chancellor of the University of Western Sydney. He came to Australia in 1972 as an economic historian at UNSW. At the community level, he increasingly worked on a voluntary basis with ethnic communities. In 1986 he was recruited into the Australian Public Service to establish the Office of Multicultural Affairs (under PM Bob Hawke), but stayed on to head many government agencies, eventually serving for 5 years as Secretary of the Department of the Prime Minister and Cabinet (under John Howard). He now serves on a wide range of private, public and not-for-profit boards.

Multicultural Policies: Back to the Future?

A quarter of a century ago, having just been recruited into the Australian Public Service to establish the Office of Multicultural Affairs, I was given oversight of the development of a National Agenda for a Multicultural Australia. I faced fierce opposition from across the political spectrum from those who thought that 'assimilation', 'integration', 'cosmopolitanism' - even 'Australianism' - provided a much stronger foundation for social cohesion. Multiculturalism was seen by many as a poorly articulated ideology of divisiveness, a philosophy of social engineering driven by the increasing influence of ethnic lobbyists. Public debate needed to be reframed. I reflect on what I learned from that tumultuous experience and its relevance to contemporary debate.



Dr Hatice Sitki

SERSA

National Myths and Symbols Consultant



Dr Hatice Sitki is the founder and principal consultant of SERSA, National Myths and Symbols Consultancy. She has a PhD in Communication from Deakin University, as well as an MA and BA in Communication from the University of Canberra. Her research specializations include: semiotics, myths and symbols as they manifest in the following areas: branding national myths and symbols (BNMS) collective group identity/interactions; Europe/EU/Türkey; multiculturalism and polyculturalism, indigenous group identity, re-identification of diasporas; and branding peace. Sitki has given presentations on: cultural identity of ASEAN; cultural identity of Europe and EU; cultural identity of Türkiye; Australian national identity; multiculturalism; cultural identity of Vancouver, Shanghai and Canberra; cultural sovereignty for Australian Indigenous Peoples; Peace studies; diplomatic cultural studies; how to achieve tourism, merchandising of national identity for profit and cultural inclusiveness. She is founding President of SIETAR Australasia.

Rebranding the National Myths and Symbols of Turkey

The collective group internal identity of the Republic of Türkiye was ‘created’ using Gök-Türk myths and symbols. These Gök-Türk myths and symbols also ‘created’ the personal myths and symbols of Mustafa Kemal Atatürk and Ziya Gökalp and Nihal Atsız. Myths and symbols are the last manifestation (visible) of any idea/ideology (invisible). They are bland, banal and ubiquitous in our daily lives. Myths and symbols appear in three forms: as the ideology; as the narration; or as the combination of both these forms. As such, symbols are myths’ ‘visible + not silent’ (Sitki: 2009) demonstration that reinforces these three manifestations into our banal ‘collective unconsciousness’. The Republic’s creators revived Gök-Türk myths and symbols to distinguish themselves from the collective group identity of the Osman Empire’s myths and symbols. The recent events at Gezi revived the Republic’s ‘old’ identity and it made it ‘visually + not silently’ (Sitki: 2009) synonymous with Mustafa Kemal Atatürk and his Tribe. But something else happened that has not received any attention: being a ‘Republican’ became a symbol of opposition to the AK Party in Government. This sentiment is now manifested in a new set of Republic’s myths and symbols.

Patrick Skene

Red Elephant
Director



Patrick is a director of Red Elephant Projects and has been working in Diversity and Inclusion since 2004 where he implemented the first Diverse communities engagement plan for the Sydney Kings basketball club.

Since then Patrick has worked on Diversity and Inclusion programs with a number of sporting organisations including the Asian Football Confederation Asian Cup, AFL, Football Federation Australia, the NRL, Basketball Australia, Cricket Australia.

Patrick has an extensive network in Federal and State Government, LGA's, National & State Sporting Organisations, Community organisations and CALD, Indigenous and mainstream media partners.

Patrick is also a feature writer for Guardian Australia on diversity in sport.

Co-Author:

Reg Raghavan, Red Elephant

Advancing Social Cohesion Through Major Sporting Events

This paper examines the impact on social cohesion of 6 Asian Australian communities who were centrally involved in the AFC Asian Football Cup which was held for the first time in Australia in January 2015.

This nation building event was hailed as the most successful Asian Cup held since 1956 with communities embracing the event, exceeding the estimated attendance (350,000) by 85% (650,000)

The communities selected are a combination of high socio economic communities (China, Japan, Korea) and refugee communities (Iran, Iraq, Palestine).

The "Communities Program" ran for 22 months including 280 Community Ambassadors, 100 Asian Australian Media partners and 190 events.

An evaluation of the program showed an increase in respect and tolerance amongst those surveyed and an acceleration of the development of their Australian identity.

The research has profound implications for state and national governments and shows that major sporting events can be a key national initiative to advance social cohesion and to promote positive intercultural relations if the communities are engaged deeply from the outset including program design.



Dr Tim Soutphommasane

Australian Human Rights Commission
Race Discrimination Commissioner



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).

Combating Racism and Promoting Social Cohesion

Australia has been a successful multicultural society, but the challenge of combating racism remains. This paper reflects on emerging challenges in maintaining social cohesion and community harmony. Among other things, organised racist extremism, having been in retreat for some time, appears to be revitalised. As we mark 40 years of the Racial Discrimination Act, it is timely to reflect on our society's response to prejudice and discrimination. It remains vital that legislation play a role in setting standards for conduct. But this must be accompanied by educational responses in civil society – as well as by constitutional statements about racial discrimination. This paper also examines the ongoing relevance of Australia's 'multicultural citizenship' model of integration, amid public debates about citizenship and national security.

Acting Commander Richard Stanford APM

Australian Federal Police

Manager Counter Terrorism Engagement and Operations Support

Acting Commander Stanford is a career police officer with the Australian Federal Police (AFP), commencing in 1989. He has led several international deployments during his AFP career including to Pakistan, India, Indonesia, Europe, the Middle East and Africa. He was posted to Beirut, Lebanon for three years and to South Africa for four years as the AFP's Senior Liaison Officer.

He has degrees in politics and criminology from UWA and Sydney University respectively, and has studied terrorism in the Middle East, the USA and Australia.

He was the AFP's Senior Investigating Officer in terrorist cases in Iraq, India and Indonesia, and a member of an Interpol Emergency Response Team to India after the 2008 Mumbai attacks.

He is responsible for the AFP's Community Liaison Teams in addition to the AFP's international counter terrorism liaison officers.

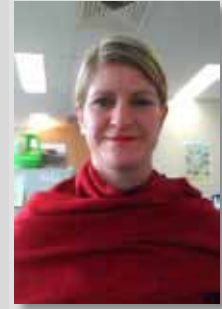
The Interaction Between Police Force Challenges and Efforts to Promote Social Cohesion

The presentation will provide an overview of the role of the Australian Federal Police (AFP) in building social cohesion within the Australian community, and how it responds to the challenges in the current 'high threat level' environment. The presentation will specifically focus on the AFP's Community Liaison. The AFP Community Liaison has been established to assist in building positive, trusting and cohesive relationships with the community. The AFP has Community Liaison members located in Melbourne, Sydney, Brisbane and Perth. The AFP aims to enable community groups to increase their resilience to extremist behaviours, and create greater levels of social cohesion, resulting in the reduced likelihood of vulnerable individuals becoming radicalised.



Kate Teys

Relationships Australia, NSW Community Builders Program
Senior Project Worker



Kate Teys has a Masters in International and Community Development and over eleven years experience in this field. Six of these were spent at Caritas Australia managing their South East Asia Program, regularly travelling to monitor and evaluate programs and set up new initiatives with local partners. Following this Kate has spent four years in Community Development at Relationships Australia, helping establish their Community Builders Program in the Northern Sydney region and managing their Community Hub in West Ryde. Kate is also the Convenor and Chair of the Intercultural Network - Ryde Area, supported by Ryde Council, consisting of 20+ different services whose joint vision is Social Harmony in Ryde.

Co-Author:

Ron Burgess, Manager of Relationships Australia, Community Builders Program

Community Hubs Delivering Social Cohesion

This presentation establishes the value of Community Hubs operating on community development principles and the asset-based approach in achieving Community Cohesion. For 3½ years Relationships Australia has managed three Sydney-based Community Hubs and the anecdotal evidence strongly supports the above proposition. A Formal Evaluation is currently underway to provide a robust evidence base. As such this presentation will be informed by a Literature Review investigating the link between Community Development based Hubs and Social Cohesion and will present significant results in addressing the social challenges outlined in Abstract Topic #5.

The presentation will highlight the place of localism, asset-based community building, interculturalism and collective impact in overcoming deep rooted challenges to Community Cohesion. It will feature the community building achievements of the Ryde Community Hub. It will provide poignant case studies that demonstrate the journey of local people moving from Social Isolation to Volunteer to Community Leader and the associated fostering of new community networks and active citizenship. This presentation supported by the Literature Review and Evaluation Results to hand will present an evidenced based future look at the role of Local Community Hubs in achieving and sustaining Community Cohesion.

Keysar Trad

Islamic Friendship Association of Australia Inc
Chair



Worked in the Australian Public Service for 14 years. Started volunteering with a wide range of Muslim community organisations in the late eighties. Served on the boards of numerous Muslim community organisations from the early nineties. Shared platforms with senior faith, political, community and academic leaders. Authored and translated a number of faith based books. Jointly convened many interfaith events. A regular commentator on Muslim issues and a bridge builder between Muslims and others in society. A vocal defender and advocate for equal rights for minorities.

Breaking the Vicious Cycle of Minority-Blame

In my considered view, the dominant obstacles to social cohesion that confront Australian society are:

1. Othering, and
2. Australia's invasion anxiety.

A trend recently salient in public discourse has given false legitimacy to xenophobia through an invasion anxiety in a society that wants to believe itself tolerant and respectful of others. The make-shift social engineers in public life have engaged in a targeted process of Othering and supremacist projectionism that are at times excused as some sort of initiation ceremony and at other times, presented as the only means to protect an artificial utopian status quo.

To the victim minority, the process of Othering is seen as coercion towards unnatural assimilation and blatant active blackmail to relinquish original identities (that now compound to create a new migrant identity) and links to these original identities and completely dissolve into a host culture whose elites are blaming them for many social woes.

To advance community cohesion, we need to bring to account every self-anointed social engineer who insists on assimilation or on xenophobic Othering. We must promote and cherish cross-cultural respect for the individuals who belong to those cultures whilst restricting criticisms to valid academic critique.



Husnia Underabi

University of Western Sydney
PhD Candidate



I am a PhD candidate from the School of Social Sciences and Psychology at UWS. My PhD project investigates the impact of mosque sermons on audiences in Sydney's mosques. My most recent research resulted in the publication of the NSW and Sydney Mosque Report.

Mosques, Muslim Leaders and Social Cohesion

Have mosque leaders done enough to promote social cohesion in the Australian context? This paper reports from a survey of 50 mosque leaders (Imams, office bearers and committee members) in NSW, and the recording and content analysis of 50 mosque sermons, 10 of which were recorded in the week immediately after the Martin Place Siege in Sydney. Survey results show that mosque leaders play a pivotal role in the promotion of peace and social solidarity in the Australian society. Mosque leaders strongly support Muslim-Australians integration with the wider Australian society through participation in the country's political and civic institutions. The sermons delivered in mosques on Fridays focused primarily on topics and issues of a social and spiritual nature, emphasising the importance of ethical conduct in all aspects of life. Most sermons delivered in the week immediately after the Martin place siege condemned the incident from an Islamic perspective. The evidence provided in this paper presents that religious leaders, as purported by Durkheim, play an essential role in facilitating social cohesion.

Tim Wilson

Human Rights Commissioner
Australian Human Rights Commission



Tim Wilson was appointed Australia's Human Rights Commissioner in February 2014.

Dubbed the "Freedom Commissioner", Tim is a proud and passionate defender of universal, individual human rights. As Commissioner he is focused on promoting and advancing traditional human rights and freedoms, including free speech, freedom of association, worship and movement and property rights.

Prior to his appointment Tim was a public policy analyst and a policy director at the world's oldest free market think tank, the Institute of Public Affairs. He has also worked in trade and communication consulting, international aid and development, as well as politics. He has served as a Board member of Monash University's Council and on the Victorian Board of the Australian Health Practitioner Regulation Agency. Tim is a Director of Alfred Health.

He has extensive experience in public debate and has had many regular radio and television commitments, with both commercial and public broadcasters. *The Australian* newspaper recognised Tim as one of the ten emerging leaders of Australian society. He has written extensively for newspapers, journals and books. He recently co-edited the book *Turning Left or Right: Values in Modern Politics*.

Tim graduated with a Bachelor of Arts (Policy) and a Masters of Diplomacy and Trade (International Trade) from Monash University. He has also completed executive education at Geneva's Institut de Hautes Etudes Internationales et du Développement and the World Intellectual Property Organisation's Worldwide Academy.

Civil Liberties as Essential Part of Social Cohesion

Ensuring all Australians have, and are able to exercise, their civil liberties is essential to social cohesion and formal equality. However, exercising civil liberties can be a friend and foe of social cohesion. These issues are particularly important in Australian culture where individual rights and civil liberties enjoy widespread support, but not in isolation. Australian culture equally places importance on other values, including concepts of 'fairness' and 'justice'.

Similarly, the accommodation of religious freedom and secular values can create social tensions about the limits of civil liberties. There is an increasing push to prioritise secular values above religious freedom.

Freedom of speech and association can involve protestors organising to promote policies of inclusion and tolerance, but also the reverse. The tension between free speech and social cohesion was demonstrated amply in the ongoing debate surrounding the operation of the Racial Discrimination Act and its limitations on acts that "offend, insult, humiliate or intimidate".

These debates include many lessons for anyone interested in advancing individual rights and social cohesion in 21st Century Australia. This panel session will explore the contribution and limitation of civil liberties to social cohesion and the legal, social and cultural mechanisms we use to ensure that we protect both in Australia's unique cultural context.

Dr Klaas Woldring

former A/Prof of Southern Cross University



Dr Klaas Woldring is a retired A/Prof. of Southern Cross University who taught Political Science and Management courses at that and other universities for 30 years. He was born in the Netherlands and migrated to South Africa in 1959 and to Australia in 1964. Has taught mostly in Australia, but also in Zambia and several Asian countries; has designed and taught courses in multicultural studies at SCU for teacher education students in the 1980s. Woldring has published six books, most recently in 2013 and 2014 on the need for structural and system change in Australia. He regards multiculturalism as a major strength of Australian society that needs to be embedded more effectively in the political, corporate and cultural institutions of the society.

Are Australian Governance Systems and Policies in Tune with a Multicultural Society?

Australia has adopted various policies to promote multiculturalism since 1972, starting with the initiatives by the Whitlam Government. This paper will endeavour to illustrate that several government systems and cultural practices in Australia do not adequately assist in preserving and further promoting the multicultural society. This is a particularly important issue in that in various parts of the world multiculturalism has acquired a quite negative connotation, e.g. in several European countries. Also the harsh policies of both our major parties in respect of political and religious refugees arriving by boat are not in harmony with the values underpinning our multicultural society.

Governance systems that will be identified as being in need of reform are the electoral systems, the Australian Constitution, representation in our parliaments and executive levels of corporations. Multiculturalism has generally been an outstanding success in Australia presenting a positive model to the world. The recent crisis related to asylum seekers has raised questions about the sincerity of cultural tolerance. Government responses to radical Islam expressions and violence appear extreme and polarise the society. Without quite major reforms in governance systems and representation the conflicts and intolerance demonstrated could stimulate latent prejudices and endanger social cohesion in Australia.



List of Delegates

(in alphabetical order by surname
as at 3 July 2015)



Title	Name	Company
Ms	Antoinette Abboud	A/Manager, Student Representation & Participation, UWS
Dr	Maria Abou Abdallah	Consultant, Synergistiq
Ms	Oriana Acevedo	Multicultural Consultant, State Library of New South Wales
Mr	Fil ah San	Assistant Section Manager, Department of Social Services
Dr	Bushra Al Obaidi	Community Member, Cabramatta Community Centre
Ms	Oishee Alam	Student, UWS
Dr	Jan Ali	Senior Lecturer in Islam and Modernity, UWS
Ms	Marion Allan	Learning for Life - Programs Coordinator, The Smith Family
Mr	Suleiman Alnaimi	PhD Candidate, Federation University Australia
A/Prof	Anne Aly	Early Career Research Fellow, Curtin University
Dr	Inocencia Amores	Founding President, Alliance of Philippine Community Organisations Inc
Ms	Jane Anderson	Manager Multicultural Engagement, Sydney TAFE
Dr	Lara Anderson	Senior Lecturer in Spanish & Latin American Studies, University of Melbourne
Mr	Tobias Andreasson	Senior Research Officer, UWS
Ms	Laura Angus	Branch Manager, Department of Social Services
Mr	Daniel Kwai Apat	Project Worker, Anglicare
Miss	Jen Armstrong	UWS
Mrs	Leah Armstrong	Chairperson, Supply Nation
A/Prof	Nicole Asquith	Associate Professor of Policing & Criminal Justice, UWS
Mr	Atem Atem	Research Student, Australian National University
Ms	Rosalie Atie	PhD Candidate/Research Assistant, UWS
Mrs	Lillian Augoustinos	Western Sydney GWC Coordinator, Greek Welfare Centre
Mr	Chris Bajkowski	Editor, Bumerang Media
Ms	Rebecca Ball	Executive Director, Western Australian Office of Multicultural Interests
Ms	Marguerite Baptiste-Rooke	Coordinator, Multicultural Community Services of Central Australia Inc
Dr	Luisa Batalha	Australian Catholic University
Mr	John Beever	CEO, The National Accreditation Authority for Translators and Interpreters
Ms	Phillipa Bellemore	PhD Student, Macquarie University
Dr	Heather Benbow	Senior Lecturer in German Studies, University of Melbourne
Councillor	Susai Benjamin	Hon Director & Acting Principal Solicitor, Toongabbie Legal Centre
Ms	Barbara Bennett	Deputy Secretary, Department of Social Services
Prof	Christine Bennett AO	Dean, University of Notre Dame Australia
Miss	Amelia Best	Federation University Australia
Rev	Satya Nanda Bhikkhu	Student, Buddhist and Pali University of Sri-Lanka
Ms	Kathleen Blair	PhD Candidate, UWS

Title	Name	Company
Dr	Lynda-ann Blanchard	Honorary Associate, Centre for Peace and Conflict Studies, Sydney University
Emeritus Professor	Gary Bouma AM	A/Director, Monash Global Terrorism Research Centre, Monash University
Dr	Irene Bouzo	Executive Officer, Ethnic Communities' Council of Victoria
Ms	Hannah Brissenden	Student, University of Notre Dame Australia
Ms	Kelli Brown	A/Manager, Multicultural Affairs Queensland
Miss	Rachel Brown	Student, UWS
A/Prof	John Buchanan	Director, Centre for Research in Learning and Change, University of Technology, Sydney
Mr	Ron Burgess	Manager, Relationships Australia, New South Wales
Mr	Martin Burgess	National Security Policy Officer, Department of Immigration and Border Protection
A/Prof	Nina Burrridge	Co-Director, Cosmopolitan Civil Societies Research Centre, University of Technology, Sydney
Senator The Hon.	Kim Carr	Shadow Minister for Higher Education, Research, Innovation and Industry and Shadow Minister Assisting the Leader for Science
Ms	Julie Cassidy	Executive Assistant, University of Canberra
Ms	Alison Childs	PhD Candidate, University of Canberra
Ms	Joyce Cho	Principal Settlement Program Coordinator, The Migrant Centre Organisation Inc
Ms	Shikha Chowdhary	Programs Manager, Ethnic Community Services Cooperative
Ms	Deborah Civardi	Student, University of Notre Dame Australia
Ms	Fiona Clarke	Assistant Director, NSW Multicultural Community Liaison, Department of Social Services
Mr	Kevin Cocks	Commissioner, Anti-Discrimination Commission Queensland
Ms	Neroli Colvin	PhD Candidate, UWS
Ms	Debbie Cooke	Chairperson, Multicultural Community Services of Central Australia Inc
HE General The Honourable Sir	Peter Cosgrove AK MC	Governor-General of the Commonwealth of Australia
Mr	Kamalle Dabboussy	CEO, Liverpool Migrant Resource Centre
Mr	Paul Davidson	Economist, Productivity Commission
Prof	Cindy Davis	Associate Dean, Learning and Teaching, University of the Sunshine Coast
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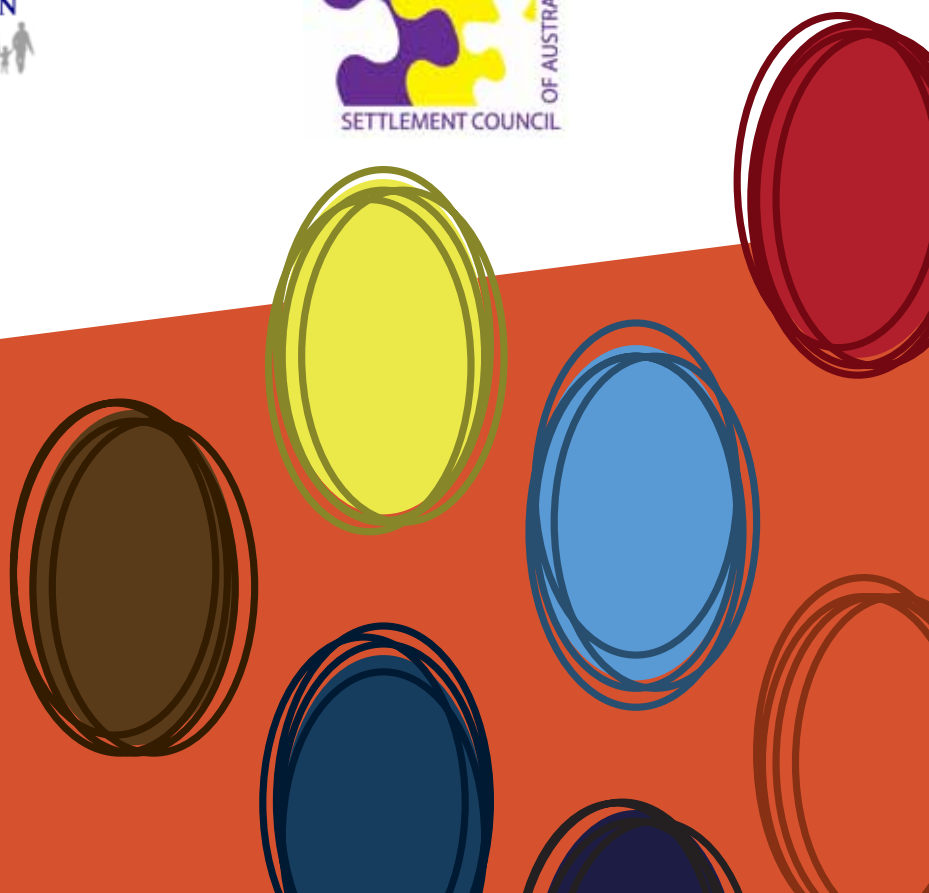
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