

HOW-ARE-YOU

'I like sharing the beauty of black and white art, just the beauty of simplicity.'

'I am proud and happy because I can contribute to their wellbeing.'

Migrant women unleash their artistic talents

'My Japanese-ness become so strong'

'As a performer, be creative present, generous and give it all to your audience.'

'Attitude is everything you need to achieve what you want to for your life.'

We acknowledge the Wurundjeri Wilan clan as the Traditional Owners of the land on which the magazine was produced and recognise their continuing connection to land, waters, and culture. We pay our respects to their Elders past, present and emerging.

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'Impossible is a thought not our truth'

ABOUT THE MAGAZINE

How-Are-You is an exclusive magazine for women from migrant & refugee backgrounds regardless of their race, culture, religion, social status, educated or non-educated women etc... It is a forum where women from all walks of life meet, connect to share their compelling and authentic life stories in an intimate Sisterhood-to-Sisterhood tone to Inform, Inspire, Invigorate and Empower some of us who from time to time navigate rough surface of own lives. At How-Are-You, a woman finds herself and believes 'She can', because she is heard and valued. 'Yes, you are Enough! just the way you are, no more no less!

She is sacred.

OUR MISSION

To inform, inspire, invigorate, and empower women through our publications and build competency through our Learning & Development programs (L&D) enabling women to achieve their full Woman-ity.

OUR VISION

A World where a woman finds herself, grows, and builds a better life for herself and those around her, through her own lens.

OUR SERVICES

Publication - Competency – Consulting - Multi-Stakeholders' Partnerships (PCCM)

1. Publication:

Digitally publishing ground-breaking editorial magazines through which women from migrant and refugees' backgrounds authentically share their compelling life stories to inform, educate, empower, and invigorate other women while weaving a supportive network.

2. Competency Building:

How-Are-You magazine expands beyond its digital flagship to implement multi-dimensional and multi-faceted Learning and Development programs in partnership with relevant organisations to build capacity of women responsive to their needs.

3. Consulting Services

provided to mainstream services to enhance the provision of culturally sensitive services to Culturally and Linguistic Diverse women's communities (CALD).

4. Multi-Stakeholders' Partnerships:

- We engage with women through the framework of our Voice of Women (VOW), to consult on a wide range of issues informing our decisions making shaping our organisational strategic Plan and operation model.

- We locally and globally work in partnership with relevant organisations in line with our strategic priorities to collaboratively innovate and implement joint-projects and viable solutions to women's emerging problems. (Consulting, Informing and collaborating).

OUR CORE VALUES

Women-Centric: Our business is a woman. We hear her, respect her and value her for who she is.

We are hospitable: What takes you so long to get here? Come on in, there is a room for you too.

Trust: We share our flaws, vulnerabilities, cracks, and triumphs that shape our lives, to let the lights of others heal us, while inspiring other women and build trustworthy long-lasting relationship.

Respect: If I do not respect you for 'Who you are', then I do not respect myself.

Impartiality: Please join us, just the way you are.

Inclusion: A platform where the biodiversity of culture and talent collides. We transcend cultural differences to connect through our priorities, goals, and the essence of our Woman-ity.

Responsible Leadership: Deliver excellent services that leave positive long-lasting footprint in communities within which we operate.

Shared Leadership: Through an agile operation model we co-lead projects in conjunction with stakeholders to devise collaborative responsive solutions to women's issues.

OUR OBJECTIVES

Against the backdrop of today's turbulent global pandemic (COVID-19) spawning various socioeconomics challenges, How-Are-You magazine focuses on building a healthy society by bringing an understanding of the challenging issues of intersectionality between gender, ethnicity, and its socioeconomic impact. We aim to:

Build bridges of understanding between women from migrant and refugees' backgrounds and the rest of the society.

- Provide an in-depth understanding of settlement challenges that women from migrant and refugees' backgrounds face, to inform decision makers and to enhance service provision fostering social cohesion in our society.
- Build capacity of women through stakeholders' partnerships delivering specific trainings and workshops tailored to women's needs aiming to enhance civic and economic participation as well as social health.
- Build capacity through our internship program to aspiring magazine's writers, editors, and journalists. How-Are-You is a platform for coaching and mentoring emerging artists who will work closely with our L&D program's team.
- Celebrate success stories of women from migrant and refugees' backgrounds who have made positive impact in our society and/or shattered glass ceilings in every sector.
- Uncover hidden talents of most marginalised and vulnerable women from migrant and refugees' backgrounds of our society assisting them in accessing employment.
- Actively contribute to enhancing best service delivery models for women from migrant and refugees' backgrounds.

OUR VOLUNTEERS

How-Are-You Magazine would like to thank the Steering Committee, which is made up of volunteers, for their exceptional tenacity, resilience, patience, and their passionate work for the Magazine's project.

Chantal Kabamba

Chantal is a lifelong learner who enjoys learning and continuously developing herself academically, professionally and in many ways she can. She successfully completed Master of Business Administration (MBA), a Postgrad in Business Administration, a Postgrad in Economics, and Bachelor's degree in Humanities (BA. Hum), all in Australia. A Former Chairperson for Community Leadership Network Inc (CLNV). She successfully devised and oversaw the organisational Strategic Plan, Learning and Development Programs (L&D) and Stakeholders' Engagement Plan (SEP). Chantal also co-founded and was a former President for the Congolese Community of Victoria (CCV).

Her passion to assist women started early on during her work placement at a maternity and childcare in the Democratic Rep Congo (her country of origin) as part of secondary school curriculum. 'It was there that I witnessed malnourished children with mothers unable to afford medical care for their children let alone feeding them. Poverty stricken women's communities and children are still very much alive and rapidly growing throughout the world'. Following her authentic call to assist women, Chantal also worked in Family Violence sector in Melbourne assisting women and children to live safe as 'Free members' of our society. 'It was an eye opener and a steep learning curve for me'. In addition, Chantal has extensive knowledge and expertise in property management through her career.

'A Woman is a Sacred Being', she says.



Krishanthi Liyanage

Krishanthi Liyanage worked as Lab Technologist Manager in a Family Planning Organisation in Sri Lanka, her country of origin. In Melbourne, she has been working as Childcare Educator for Whittlesea Community Connections (WCC). Krishanthi is a member of the 'Advocacy Women's Group' at Women Information and Referral Services (WIRE) and 'I Rise' project at Co-health. Krishanthi enjoys writing poems and short stories in Sinhala's language. Passionate about empowering communities, she had no second thought in joining How-Are-you Magazine Project.

'Be kind to one another', she says



Saranya Pranav

An Accountant by training with extensive accounting experience for over five years in Sri Lanka, her home country. Saranya is primarily working in accounting administration and bookkeeping roles while doing her Master's in International Development at RMIT. She is also a peer educator on 'Let's talk Money program', a financial literacy for Women run by Women's Health in the North (WHIN). Saranya joins How-Are-You Magazine to develop her capabilities in community development and contribute to the wellbeing of women from Culturally and Linguistically Diverse (CALD) communities.



Shida Pourlotfi

Shida Pourlotfi was born in Iran where she completed a Bachelor of Psychology. An entrepreneur from having successfully owned some photography business in Iran. She harnesses her psychological skills to build rapport with people capturing the moment and the essence of people with vivid images that tell stories.

In Melbourne, Shida has been helping refugees and asylum seekers from Iran and is in the process. She recently started working as a Real Estate agent. Shida joined How-Are-you magazine in 2018. She continuously enjoys developing herself whilst helping communitie

Dr Esther Tsafack

Dr Esther Tsafack, originally from Cameroon has a PhD in Economics from Monash University. Dr Tsafack lectured at the University of Yaounde II in Cameroon prior to moving to Australia. 'I am learning to navigate the Australian systems'. Prior to joining How-Are-You Magazine project, Esther worked with migrant and refugee women as the Vice-Chairperson for the Whittlesea Community Leadership Network (WCLN). She successfully led the Learning and Development (L&D) programs including Leading Women Health and Safety Program (LWHSP), which was sponsored by a range of organisations (Private, NGOs, government such as UNESCO-Australia). Esther currently combines missionary work and economic regulation work.

Ingrid Michel – Proof-reader: Our special thanks to Ingrid for her dedication and her indefatigable work on proofreading the magazine since its inception while working full time and looking after family.

Contributors to the 3rd Issue

We would also like to thanks to three special ladies who contributed to the third issue by writing some article:

Gulhan Yoldas: 'Contagious Henna'
Krishanthi Liyanage: 'Lockdown'
Chantal Kabamba: ' The Rescuer.'

Welcome to How-Are-You Magazine

Welcome to our 3rd Issue!

Wellbeing is our most fundamental asset for our being, it enables us to overcome hurdles in life, adapt and achieve our goals. The pandemic has made us more aware than ever before about our wellbeing. Certainly, being aware that the recent increase in 'pandemic fatigue' impacts our wellbeing is crucial, (WHO/Europe, 2020). It is important to prioritise self-care and seek help when needed.

As we are nearing the end of year festive time, it is uplifting with a lot of people taking some time off work. It is also time for social gathering with family and friends to celebrate Christmas and New Year.

Social support network is one of the determinants of health. Furthermore, summer holiday is exciting for doing all sort of outdoors activities while enjoying the sunshine. Gardening is one the things I enjoy, it is therapeutic! Artists would tell you the same thing as we are about to see this 3rd issue.

It is fascinating to see how much we take from our family. in this issue Yoko Nakazawa from Japan grew up in a family that organically grows almost everything they put on table to eat. Once arrived in Australia, Yoko embarked on artistic culinary Japanese cuisine, making miso, chutneys, soaps etc... that grew into a promising business that she has been selling at a market. She has also been teaching people how to make authentic Japanese food that she learnt from her family.

Not only this became her major source of her income, but she finds a lot of satisfaction from the positive feedback that her customers have been giving her about her home-made food. The chain of lockdowns has of course been causing a lot of disruption to her sustainability of her business.

On her side, Neda Rahamani fell in love with music from ever since she could remember.

An Australian born from a Mauritian mother and an Iranian father; Neda was born from such a rich music cultural heritage from both her parents. Neda's with other performers formed a music band called 'Tumbumrumba' which enjoyed enormous success. With this band, Neda performed around the world including in 2000 Melbourne soccer Olympic. Neda's love of music eventually took her around the world where she experienced a variety of cultural music which enriched her music and performing skills. As Devin wrote: 'Art is your emotions flowing in a river of imagination.'

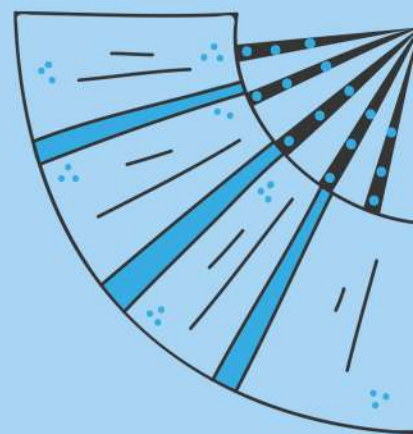
Wishing you a Merry Christmas, a Happy and a Safe New Year!

To my beloved late sister Anne-Marie who continues to live through her beautiful children, my nieces, and nephews. – Chantal

References

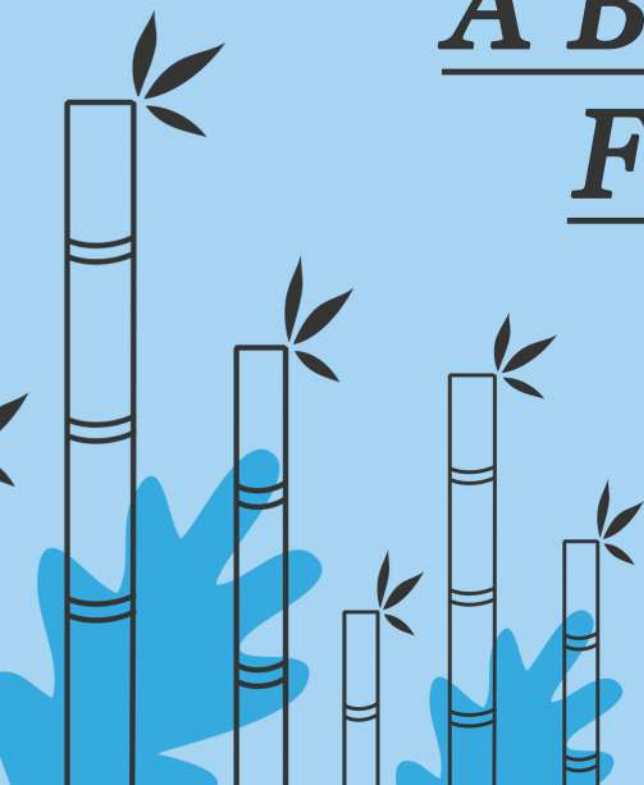
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A Beautiful Soul *From Saitama*

Yoko Nakazawa





Yoko Nakazawa, a vibrant Japanese woman who finds home in 3 old ways of cooking and Japanese calligraphy.

'My Japanese-ness became so strong'

Seven years ago, Yoko landed in Australia for the first time and felt a bit lost. Coming from a very traditional Japanese family, she needed to adapt. 'I didn't know how to behave, and I felt that my Japanese-ness became so strong. Sometimes being too quiet does not work well when you are new to a country, you have to push a bit.' Yoko draws her source of joy and income from the things that she loved so much in her home country; food and dancing!

Born in Saitama, Northern Tokyo, Yoko enjoyed the City's life very much. 'I never went home before midnight.'

In her dancing career Yoko performed for over a decade in studios from 5.00pm – 10.30pm. 'I really enjoyed dancing so much.' Growing up in a family that grew its own food, Yoko developed an interest in traditional Japanese food from a very early age. 'In addition to his full-time job, my dad grows all the vegetables in a more than organic way.' This ancient way of gardening involves not moving the soil around also as to preserve its organic state. 'We were busy cooking and making miso in my family. We always ate fresh vegetables and only bought food that we didn't grow like rice, meat and chicken. We never bought vegetables'. To learn other cooking styles, Yoko took up some cooking classes and learned a lot about natural farming technics. 'You don't even make the soil softer and no fertiliser at all.'

My Miso

Yoko is now making miso as her full-time business, which she sells at farmers' markets. 'I didn't plan on doing miso as a business, but people keep demanding more.' In order to cover her cost-of-living Yoko is now focusing on food because she feels responsible 'People who have been buying my miso have been writing to me saying that they are feeling well. I am proud and happy about that because I can contribute to their wellbeing.'

Home styles Japanese Cooking Classes

Yoko also teaches Japanese home style cooking and fermentation. She was inspired by the fact that after trying some Japanese restaurants in Melbourne, she felt that the food served in the restaurants tasted different, and she also missed her mum's cooking. 'A lot of Japanese street or pub food are only part of Japanese food. Japanese food is not only that. It is not healthy to eat that every day.' On weekdays Yoko runs 2.5 to 3 hours of Japanese home-style cooking classes for a maximum of four people. She cooks food from Northern Japan where she is originally from, educating people about the essence of Japanese food and travel in Japan. 'Japanese cooking is about enhancing the natural flavour while taking out spices.'

Yoko has so much interest in this world and in nature, like seasons, gardening and making clothes using natural ingredients. 'Now I want to make some natural vinegars with these peach palm fruits that I got from my friend,' said Yoko while picking up a peach from the basket on the kitchen table.



'I was like an orphan in Japan'

Yoko loves and appreciates her Japanese tradition. 'I was a kind of an orphan in Japan in terms of my culture as most young Japanese these days are transitioning into western culture.' Fond of her own Japanese culture and old values, Yoko loves making things from scratch, like making paper, dyeing clothes using old methods and tools etc... 'I know they cost a lot in terms of time and ingredients, but I truly love that because they are good quality and last longer. I appreciate when people use their time, effort and love to try and make particularly good quality things that last longer, like the Japanese wash paper made by hand.'

Yoko loves wearing her Kimono regularly, especially around the house. Although she is aware that a Kimono might not be as comfortable as a pair of jeans when moving around and working, but 'in the old days, women adapted to this kind of clothing, and it was all they wore all the time and did their work perfectly!'

Her dancing career in Australia

A professional jazz dancer, Yoko has not yet found a dancing studio where she feels at home. 'They have different styles that I have not yet connected with and don't feel settled within me'. To keep her body fit and agile, Yoko is doing ballet dancing so that every time she goes back to Japan, she can still slot back into dancing.





Japanese Calligraphy

'I like sharing the beauty of white and black art, just the beauty of simplicity.'

Yoko started doing calligraphy when she was 3-year-old but never thought of herself as an artist. 'For me calligraphy is meditation, I am in the present moment and one with calligraphy when I am doing it. I am really in it and I lose the concept of time.' Yoko enjoys hearing the sound of the stroke, the movement of the brush, the thickening and the smell of the ink. She took calligraphy lessons every week in Japan and participated in some exhibitions every year at Tokyo Metropolitan Museum. Last year Yoko and her artist husband took part in the art exhibition in Moonee Ponds gallery. 'My artwork expresses very old language made from very old Japanese paper'. Struggling with finding Japanese products such as papers and frames, she tries to get them from Japan when she travels or asks her family to send them to her. Yoko taught calligraphy in a private boys' school in Melbourne as they have Japanese language classes. 'The kids learnt a lot through my calligraphy and said that what they learn makes more sense with calligraphy than with a pen. I like sharing the beauty of black and white art, just the beauty of simplicity.' Yoko finds that calligraphy nurtures her Soul, 'It is healing and enjoyable, the smell of the ink. You use your full senses, you see, smell, hear and touch.' She is planning to participate in exhibition after the lockdowns. 'Take a bit of time and enjoy what you are doing,' Yoko's word of advice to all women.

Challenges as an artist

Yoko finds that knowing where to exhibit her artwork and networking with other artists for support as a migrant is a bit hard, 'Especially when you don't have the language. I was living in the dirt, could not see, breath or talk but now I came up, like a lotus. Now I came up, still in the cloud but better, I can see and breathe a lot more than before.'

Jobs Victoria Advocates can help you find work by connecting you to local support and training.

WHAT ARE JOBS VICTORIA ADVOCATES?

Jobs Victoria Advocates support people who are looking for work by connecting them to information, advice, and the right services.

There are more than 100 Jobs Victoria Advocates working in local communities across Victoria.

HOW CAN A JOBS VICTORIA ADVOCATE HELP YOU?

If you're looking for work, a Jobs Victoria Advocate can help get you started.

- We can connect you with skills and training through Work and Learning Centres, TAFE Skills and Jobs Centres, and apprenticeships.
- We can help you apply for jobs through the Jobs Victoria Hub.
- If you need more support, we can link you to a Jobs Victoria Partner who can provide hands-on support such as CV and interview skills, and then help you find a job.

ABOUT JOBS VICTORIA

Jobs Victoria:

- supports people looking for work
- connects jobseekers with skills and training
- matches businesses with local workers
- creates jobs for those who need them most.

We support Victorian jobseekers and employers in person, online and over the phone.

Hotline: 1300 208 575
Email: info@jobs.vic.gov.au
Website: jobs.vic.gov.au

WHERE ARE JOBS VICTORIA ADVOCATES?

Jobs Victoria Advocates are working in communities across the state in regional and metropolitan Melbourne.

They meet with people in community spaces such as libraries, sports clubs and shopping centres to make sure everyone knows about resources available to help them find a job.

CONTACT YOUR LOCAL JOBS VICTORIA ADVOCATE

Whittlesea Community Connections

jobadvocates@whittleseacc.org.au

03 9401 6666



Are you Looking for a Job? Do you need Support?



Help Is Here

Job Victoria Advocate at Whittlesea Community Connections and Whittlesea Womenhood Association are hosting a job advisory session together to provide information about how they can support and navigate pathways to employment.

1

Help with resume writing

2

Learn local- free non-accredited courses-2021

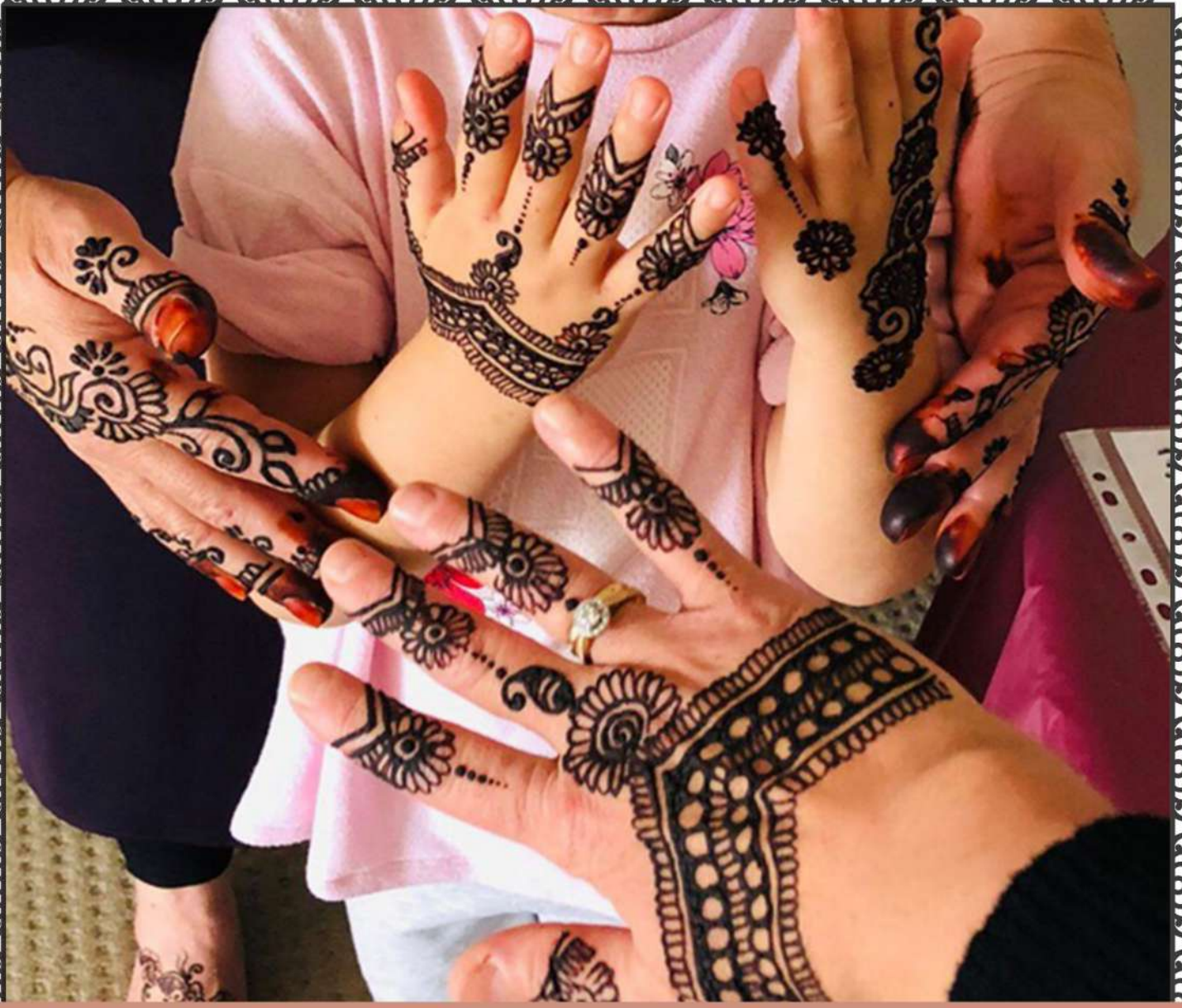
3

Your queries and our responses



Join us on Thursday, 9th September at 1:00-2:30pm on Zoom.

Please email at ssehgal@whittleseacc.org.au or contact us on 9401 6666 to register



Contagious Henna!

By Gulhan Yoldas

Community Engagement Facilitator , Al Siraat College

My mum loves henna! On the night before our very first Eid here in Australia back in the late 80s, my mum mixed some henna paste in a bowl and decorated my palms and fingers as is our tradition. She gently wrapped my little five-year-old hands in soft mittens and told me to quickly go to sleep so we can wake up bright and early for the Eid's family Celebrations the next morning.



I was so excited washing the henna paste off in the morning and seeing the red-orange hues of henna printed on my hands. I ran to share it with my mum and then showed pretty much everyone I met that morning. My dad and his brother were so thrilled to be sharing Eid together for the first time ever with both their families under the same roof and in our new land. It was truly a beautiful and memorable weekend of feasts with family and friends.

Monday morning at our local school, the responses were terrible and confused me. As we entered the classroom children complained to the teacher, 'Miss! Miss! Gulhan's hands are dirty, she has to wash them!'. 'Miss! Gulhan didn't wash her hands, they are disgusting!' 'Miss, I don't want her sitting next to me with her hands like that, I don't want to get sick!' Then the teacher finally told me to go wash my hands... with soap.

Henna could take a month to wear off. After trying desperately to wash off my henna prints from my hands, and inevitably failing, I remember dragging my feet back to class and trying to explain in a 5 year old migrant's broken English what Bayram is (the Turkish word for Eid) and what Kina is (the Turkish word for henna) to my teacher. We had cultural differences, we had language barriers, she wasn't too interested in understanding what I was trying to explain, and I ended up sitting back in my seat. The child sitting next to me, moved to another seat in fear of catching this perceived 'Contagious Henna' from me. I didn't want henna on my hands for a long time after that.

Fast forward thirty odd years and this year in 2019, a few days before Eid, I surprised my mum with a booking with an incredibly talented local traditional Pakistani henna artist. The henna artist decorated my mum's hands and feet with the most beautiful designs. She then decorated my hands and each of my three excited daughters' hands as well. We went home trying not to smudge the beautifully elaborated artwork henna now displayed on our hands.

The next day, as we walked through the main entrance at Mernda Village kindergarten with my four-year-old daughter, Lale, I remembered my first day at school with henna and I cringed a little at the thought of how her day might go. My daughter ran up to her teacher with excitement and her hands in the air, 'Look Aleesha! Look at my hands!' Her teacher took both Lale's hands in hers and matching her excitement said, 'Oh, wow Lale! Did you get henna on your hands for Eid???' Lale simply beamed a big happy smile and nodded... and I exhaled a sigh of relief and gratitude.

My role at the College

As a Community Engagement Facilitator for Al Siraat College my main priorities include:

1. Increasing social cohesion amongst the school community, the parents, students and staff,
2. Connecting our school community with the broader community and forming sustainable partnerships and lastly,
3. Developing our students, especially our girls, as spokespeople for our community.

At Al Siraat College we're an incredibly diverse community representing approximately 60 different ethnicities. These range from people from refugee backgrounds, newly arrived migrants, to indigenous Australians. I love developing projects that break barriers, connect communities, facilitate learning of new skills, supporting new families, celebrating milestones, achievements and celebrating our culture.

I simply watch friendships form, and the community growing and thriving. It's very humbling and rewarding to be able to do this as a job, so I feel very blessed and grateful.

By Gilhan Yoldas



The Water Well Project

The Water Well Project is an award winning not-for-profit charity led by volunteers and healthcare professionals, founded in 2011.

We aim to improve the health and wellbeing of individuals and communities from migrant, refugee, or asylum seeker backgrounds through health education.

Health literacy empowers you with the knowledge, skills, and motivation to improve your physical and mental health and wellbeing!



Partner with us

Are you supporting a community-based organisation for individuals from migrant, refugee and/or asylum seeker background, and would like to learn more about health education?

We offer free health education sessions on many topics including:

- Navigating the Australian Healthcare System
- COVID-19 and vaccination
- Women's Health
- Healthy Eating
- Mental Health
- Bone & Joint Health
- Dental Hygiene



Our sessions aim to be engaging, interactive and culturally appropriate. Sessions are facilitated by volunteer healthcare professionals, including doctors, nurses, midwives, physiotherapists, who all work within the Australian healthcare system. We have access to accredited interpreters if needed for sessions conducted during usual business hours!

Find out more and book a session
<https://www.thewaterwellproject.org/communityorganisations/> (QR code)



Online Sessions Available

COVID-19 restrictions and lockdowns have not stopped The Water Well Project's health education sessions. If anything, it is even more important that timely and accurate health education is provided to communities. Since March 2020, we have successfully facilitated over 200 online education sessions!



 The Water Well Project



Social Distancing

Image from the Department Of Health, Australian Government





Samba , Samba...

Music has brought abundance in her life and took her in some faraway places beyond her imagination. Neda Rhamani, this 44-year-old, Percussionist, Vocalist and Choreographer, loves, breaths and lives music all the time.

Entering Neda's home felt like stepping into a rich art gallery. Beautiful modern paintings in the hallway saluted me. I couldn't help but constantly stop along the way, admiring some of the artwork. 'I am obsessed with trays,' Neda said as she welcomed me into her home. Yes, she sure is! Grand Persian trays and antique lamps from Afghanistan and Iran with intricate designs in the loungeroom and bathroom show Neda's appreciation of her paternal roots. Dressed in vibrant colours, the walls reassured me that there is always summer, despite being in the middle of a shivering winter in Melbourne. The walls in her separate art' studio are covered with all types of drums including Mauritian, Neda's mother's homeland.

With her mother's encouragement, Neda completed a Bachelor of Art in Performing Arts at Melbourne University, which she really enjoyed. 'My mother could see through me that I was a performer.' By the third-year university, Neda was pulled into the thick of Melbourne's music scene. She met very influential people such as Vincent Lamberti and Michael Grunden and became interested in Samba music and drumming. By the late 2000s, Neda metamorphosed from being a performing dancer to becoming a choreographer as well. Neda spent a lot of time learning more about Samba music from her two masters Vincent Lamberti and Michael Grunden to whom she is very grateful for building up her capability in music performance. She took up Portuguese lessons and within six months of meeting Vincent and Michael, they founded Tumburumba, a percussionist music band of 6 -20 members depending on the size of the gig, playing metallic Brazilian Carnival' Samba. 'Tumburumba is an Aboriginal name meaning 'hollow sounding ground'. Neda spent a lot of time in Melbourne's pubs entertaining and learning what people like and how to engage them in dancing. Neda's first performance was at a Melbourne soccer match between Iran and Brazil teams in Melbourne during the 2000 Sydney Olympics Games. The band still rock today, writing their own carnival and metallic sounds. 'Tumburumba has enjoyed great success in the music world and works in strong collaboration with Multicultural Arts Victoria (MAV) who has been very supportive along the way.' A sneak peep of Neda's work can be found on www.nedalife.com

In Mauritius Islands - 'He finds melody in anything.'

In 1994, Neda travelled to Mauritius Islands, her mother's homeland. She met 'Menwar' meaning 'Black hands' in French - Créole, the lead singer for one of the famous local bands in Mauritius. 'A very old-fashioned Afro-Créole musician who finds melody in anything, like dropping some dried sugar cane on a cemented ground to get some sound. He would then record that and make a note out of it. I find him incredible!'

In Brazil - 'Samba is about Freedom, Openness and Choices...'

Four years later after Tumberumba was formed in 2003, Neda travelled to Brazil with some of her friends to study Samba music and the Brazilian people. She found that Samba in Northern Brazil is very earthy and settled in Peregrine.

She also travelled to Salvador, Rio and Sao Paulo. 'Samba is about freedom, openness and choices such as the choice of the design and colour of your costume.' Participating in some of the great Brazilian carnivals and watching massive bands such as 'Bloco' performing, enriched Neda's knowledge and understanding of Samba music.



In Europe

Neda travelled to Madrid several times to be with her younger sister and to follow her passion in music. She also lived in rural England, in Crediton, to study poetry which she incorporates into her performance.

Solo work

As Tumberumba grew, Neda found herself performing as a solo percussionist for African, Reggae and Hip-Pop bands which she really enjoyed. Inspired by West African and Brazilian carnivals, as a vocalist, Neda uses her storytelling skills to connect with the audience to engage them in her performance.

All-Colour Project

'This is when the world music scene has seen me perform with drums.'

'I believe that as a performer, you need to be generous, so dance as well.' Her love for dancing brought her to All-Colour Project, a band of 24 performers and dancers which performed in 2013 at Canberra 100 Year Anniversary for the first time. Despite not performing regularly, All-Colour Project performed at MAV's many festivals and Federation Square festivals. As an Australian house band, All-Colour Project steps in when overseas professional singers can't afford to bring their entire band. 'This is when the World music scene has seen me perform with drums.' Neda has toured with some of the big names such as Grey Ghost, MC - Mantra backing up their rappers, chorus or playing Congo's music with D' Afrix to get their Hip-pop, Soul, electro roots, Rock or Reggae beats going.

Inspired by the African Iconic singer, Miriam Makeba

'I am going to do what she did, continue to grow by putting one foot in front of the other, one at a time, continue to grow and be generous.

The moment she saw Miriam Makeba at WOMAD in Adelaide, Neda was moved and said to herself convincingly, 'I am not worrying, why am I worrying? I am going to do what she did, continue to grow one foot in front of the other, continue to grow and be generous.' For Neda, generosity brings abundance in life. 'Generosity is energy, music, creativity and presence that a performer brings to the stage and needs to be present. Give it all to your audience.' Where music has taken her and what it has brought into her life is beyond her imagination.

Attitude is one of the best ingredients for success



Neda believes that attitude is everything needed to achieve what you want for your life. She is available and present when she performs. 'I want to connect with people and more people. I am kind of doing life on my own terms', she says, giggling. 'I want to wake up and eat well. I am not perfect'. For Neda, respect of one another and being open to learning helps her get where she is today. 'I will always take music, drums, dancing and people with me throughout my life.'

A word to women aspiring to perform

Neda believes that practice makes a better performer. 'You have got to get out there, do a little bit of lesson, rehearse and then practices, but get out there, perform and perform'. Be available, share whatever talent you have got, and a lot more will come to you. Say 'yes' to what the world is offering you and see what is possible.' Neda advises spending some time alone, nurturing good thoughts, write them all up, in your own words. Talk to friends and family about it and see what's possible. Voice them all up to make dreams happen. Be yourself, be natural, we are here by nature.'



MIGRANT WOMEN LEADING THE WAY

MULTICULTURAL CENTRE FOR WOMEN'S HEALTH

Migrant and refugee women make exceptional leaders. How do we know this? Over the last 11 years, nearly 200 women have participated in the Multicultural Centre for Women's Health (MCWH) PACE (Participate, Advocate, Communicate, Engage) Leadership Program. MCWH has witnessed migrant women leading the way to improve their lives, families, workplaces and communities. They have become confident public speakers, panel members, advocates for migrant and refugee women's issues, decision makers in their households, small business owners, community activists and strong leaders in every shape and form.

MCWH is a national, community-based organisation that is led by and for women from migrant and refugee communities in Victoria. Established in 1978, their mission is to improve migrant women's health and wellbeing through in-language health education sessions, multilingual health resources, research, and training, such as the PACE Leadership program.

Their PACE Leadership program is Australia's first and only leadership program that is specifically tailored to migrant and refugee women's leadership development needs. Established in 2010, the program strengthens migrant and refugee women's skills to take on leadership roles by increasing their capacity to actively participate in their work, families or communities. The program's guiding principles encourage women to:

- Participate in work or the community
- Advocate on migrant women's issues
- Communicate leadership skills, and
- Engage with others to provide ongoing support.



"Leadership is more than just a public role. I didn't know that this course would encourage us to be better advocates for people's rights in our own community. I just learnt so much more about Aboriginal history than I ever did at school. Is there a way for us to continue working together?" – participant



Making a difference, one pace at a time

Migrant women are not afraid to take the lead, and want more opportunities to actively participate, advocate, communicate and engage. PACE Leadership is one of MCWH's most popular programs, with each workshop welcoming lines of migrant women that stretch out from the door. Its current series of programs funded by the Victorian Government booked out in a matter of days and gained an additional waitlist of over 60 women across Victoria.

"It is not just a leadership training course, but an open and supportive space where we can share our stories and grow together."
- participant

Women have shared that the program uniquely centres the experiences, knowledge and skills of migrant and refugee women. It is an approach that is unfortunately uncommon. They know that they already have many leadership skills, yet they are often undervalued and unseen. Barriers such as discrimination, visas status and cost, settlement issues, non-recognition of overseas qualifications, unequal caring and domestic duties, and expensive English language testing can lock migrant and refugee women out of leadership roles. The gap between demand and available opportunities is glaring.

"I believe women are capable and they can become great leaders if they are given the opportunity." – participant

In Australia, migrant women are greatly underrepresented in decision-making roles. Studies from the Australian Human Rights Commission show that the vast majority of people in formal leadership roles are men from Anglo-Celtic or European backgrounds.¹ This certainly does not mean that migrant women do not make good leaders. In fact, diverse leadership can lead to increased productivity and better workplace practices.²



"By understanding women's leadership, we can really learn more about the structural barriers and then be able to advocate for our rights to achieve a better society." - participant

By redefining leadership and moving away from the sole focus on individual skills, PACE Leadership focuses on addressing the structural barriers that stop migrant women from being viewed as leaders. In the program, participants gain skills to advocate on issues relating to migrant women and their communities. So that pace by pace, other migrant women too can be leaders.

"MCWH is an organisation that teaches women to be more independent and gives us information about our rights, what we are entitled." - participant "

This [program] has changed my life. I used to be scared of going to do things on my own. Now I'm not afraid. My world is so much bigger now!" -participant

1 Australian Human Rights Commission 2018, Leading for Change, pp. 9-11, <https://humanrights.gov.au/sites/default/files/document/publication/Leading%20for%20Change_Blueprint2018_FINAL_Web.pdf>

2 Vijay Eswaran 2019, We Forum, accessed on 22 November 2021, <<https://www.weforum.org/agenda/2019/04/business-case-for-diversity-in-the-workplace/>>

"PACE has been an amazing platform for me to tap into my existing skills and discover new skills." - participant

Art



Welcome to Nouha Saigh's Gallery



The Rescuer

A man went hunting with his dog, he walked far away from his village to where he knew the animals were. He managed to kill a deer and put it on his shoulder. Suddenly there was a thick black cloud signalling that heavy torrential rain was about to pour down. He realised he would not make it home without getting drenched.

Far on his left, he saw a house with smoke coming out of the chimney. He ran quickly towards the house with his dog leading the way.

Suddenly he heard a loud thunderclap which sounded like the sky falling on the ground followed by heavy tropical rain. He ran quickly to get to the house. Drenched, he knocked on the door, no one answered, panting he cautiously let himself in with his dog. 'Hello, hello... anyone home?' There was no answer. He called again, but in vain.

He put the deer down on the floor and quickly, but cautiously walked around the house with hope and fear at the same time, but he could not see anyone in the house. He sat by the fire which was cracking and flaming as if it was prepared for him and his dog.

Drying out slowly, he fell asleep with exhaustion. Then suddenly he heard someone ordering: 'Give your deer to your dog, you then eat the dog and then I will eat you!'

The hunter trembled, jumped off the chair and looked around the house, but could not see anyone. He searched every room with fear but could not see who was talking. He slowly went back to his seat; and thought he must be dreaming. Within half an hour of sitting down, the same voice ordered again:

'Didn't you hear what I just asked you to do? 'Give your deer to your dog, you then eat the dog and then I will eat you!' The hunter jumped off the chair, looked around the house again, but could not see anyone. He remained standing, trembling, and anxious. The dog barked. As he quickly started getting ready to leave, the door slammed shut with no way to open it.

Within another ten minutes the same voice ordered again: 'Give your deer to your dog, you then eat the dog and then I will eat you!' His dog barked again, again, 'hou, hou....'. The hunter realised that there was no way out of this situation.

He took the deer, and just when he was about to cut a piece of the deer, he heard a much deeper, authoritarian voice commanding: 'Give your deer to your dog, you then eat the dog and then I will eat you and I will eat too after you have eaten the man!' There was a big silence, then the second deeper voice ordered again:

'Give your deer to your dog, you then eat the dog and then I will eat you and I will eat too after you have eaten the man! Through the window, the man could see a giant lion running away from the house.

He was again about to cut the deer into pieces, when he heard the gentle running steps of an animal in the hallway. He stood up, there was a cute little mouse which said:

'hello, my friend, it is me who saved your life and your dog. From now on, every time you eat, ensure you leave something for me too.'

From then on, humans live with mice in their houses to repay the debt.

Congolese fable

By Chantal

Deakin CREATE and the Hume City Council Career Clinics.

For people from an asylum seeker or refugee background and overseas qualifications.

In partnership with the Hume City Council, a career clinic will be delivered by Deakin CREATE to offer eligible Hume participants:

- assist participants in identifying career pathways, and tools to build networks,
 - assist participants in sourcing professional employment opportunities,
 - prepare job applications, resumes, cover letters, and responses to key selection criteria.
- The Career Clinic program is based on a mentor-mentee relationship.

- Participants will be matched with a Mentor (someone with experience in the Australian employment landscape) who will work with you to explore pathways to meaningful employment.

- Participants will hear from expert speakers who will share their experience and knowledge.
- Participants will be assisted to educate employers on the benefits of hiring someone from an asylum seeker or refugee background.

To be eligible, you must meet the following criteria:

- live in one of the following postcodes: 3047, 3048, 3061 or 3064,
- be either an asylum seeker or refugee with full working rights in Australia; and
- have an overseas professional qualification and/or experience.

If you meet these criteria and would like to participate, please fill out the registration form

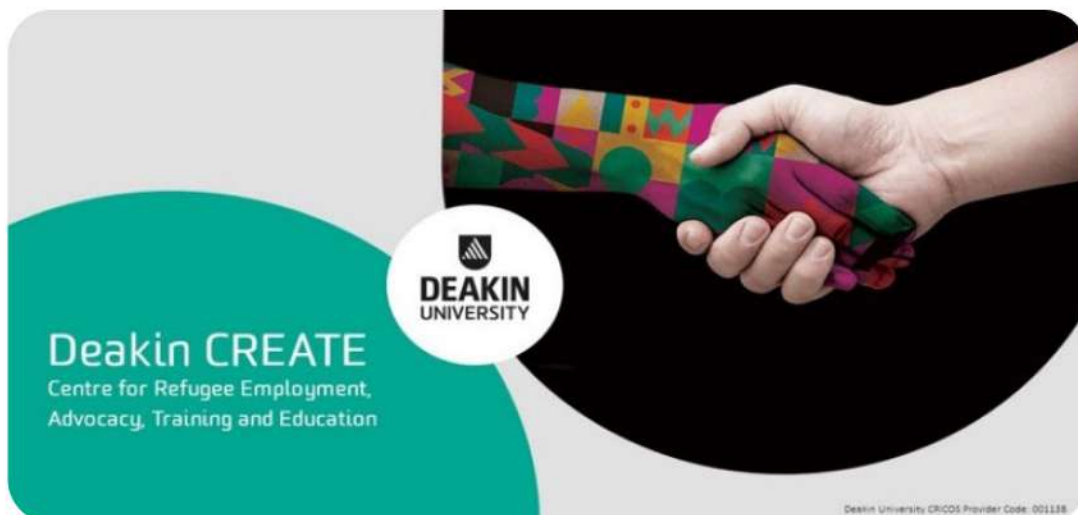
<https://surveys.hume.vic.gov.au/s3/Deakin-CREATE-2021>

When do the Career Clinics start?

- Every Monday, from 4 October 2021 22 November at 6pm-7pm

**The Program will be delivered by ZOOM

For further information, please contact Luke Macaulay (l.macaulay@deakin.edu.au) or Connie D'Souza (connied@hume.vic.gov.au).





SisterWorks

SisterWorks is a Social Enterprise, which was founded in 2013, and is currently operating in Melbourne and Bendigo. SisterWorks supports Migrant Refugees and Asylum Seeker women (MRAW) in Victoria to improve their confidence, mental wellbeing, sense of belonging and economic participation. It paves pathways to education, employment, and entrepreneurship for the most vulnerable MRAW in Victoria. SisterWorks generates a positive social return on investment (SROI) for women, volunteers, customers, and the Government. Every \$1 invested generates approximately \$2.40 of social, economic, and cultural value (Annual Report, 2019). In this Part 4 of the interviews, the Chief Operating Officer (COO), Ifrin Fottock, talks to us about the business performance.

BUSINESS PERFORMANCE

Q1. According to your latest Annual report for 2018-2019, your net profit decreased from approx. \$65,000 to \$37,000 in 2018-2019; can you please explain what caused this decline?

Ifirin: It is a combination of a lot of factors. The unpredictable decrease in funding. We can control the cost in many ways, such as labour cost which is mitigated by voluntary work and donated material used in product redevelopment. But the revenue is out of our control especially when ongoing funding is cut off, leading to a decline in profit during the last financial year. The other factor is that we are a NFP (not-for-profit) organisation, and our focus is 'Break Even'. Our wholesale to IGA enables an increase in productivity with a huge discount to we offer them but 50% of profitability is re-awarded to sisters while we are putting our names out there.

Q3. You have partnered with the UN on Global Second Chance Education, BHP..., Congratulations indeed! Your partnership with the UN is to roll out SisterWorks globally in developing countries and where there is high concentration of MRA women in developed countries, like Australia. That is an excellent vision! You have already started piloting this project in Cameroun, Jordan, Mexico, Chile. How is that all going, say in Cameroon and Mexico? How do you select countries to pilot SW? Can you talk about how SisterWorks participates in Global Second Chance Education?

Ifirin: SW and UN are piloting SW projects in both developed and developing countries ascertaining what works well in both areas. In developing countries, they adapt the project to meet the most pressing women's issues. For instance, in Mexico, where previously women were often put on the peripheral of the society, under the umbrella of Second Chance Education SW mobilises people to incorporate women as an integral part of the society. They are using the template of SW about mentoring for other programs in other countries.

Q2. Most of your staff come from internally, which is an excellent way to train and empower other women as they understand what their clients/students are going through b/c they have walked in their shoes. In your strategic plan, does your HRD incorporate building competencies on managing a succession plan by the Executives to avoid loss when unpredictable circumstances occur, resulting in losing some of your 'Type A' performers at top Management level?

Ifirin: Your wholesaling products to IGA increased to about 60% and 11% sales, according to your report. You have now joined hands with Australia Post. How do you think your wholesale performance will go with the current impact of COVID-19, which is negatively affecting so many businesses?



Q4. Looking forwards, you have set some good goals to achieve by 2021, meaning next financial year. Among other goals, these are:

- Engaging 2000 women into employment & education pathways,
- establishing 4 Empowerment Hubs in Vic, increase sales target from 50% to 80% to be self-sustainable.

How do you think you will fair in meeting these goals given that the current pandemic COVID-19 is crippling so many businesses?

Ifirin: We are nervous, but we are learning a lot to be as agile as we can. We are now running on-line vocational courses. It was a bit messy in the beginning, but the positive side is that participation is higher, women don't need to leave their houses to learn. Traditionally we were running a class of 6-8 people with online we can reach out to more sisters. We are now planning to invest in online trainings.

Q5. A lot of people lost their jobs during this pandemic, raising the level of unemployment in Victoria and Australia as a whole. When everything reopens do you think you will have enough capacity to cope as more women might want to use your services to learn new skills or refresh their skills? How do you think you will cope with this increase in demand for your services?

Ifrin: That is a very good question and 'Yes we can'. Online delivery course increases our training capacity as it accommodates more participants. It might not be as efficient as face-to-face learning but 'you still learn'. We have also started to provide mobile service to areas in partnerships with local organisations. Mobile service is cheaper because all it requires is sending our coordinator with a van to run programs while all necessary equipment (Venue, chairs, kitchen etc..) is supplied by a local partner's organisation. In addition, the targeted community is based in the area and are also clients of the partner's organisation. We can run one program in the morning and another one in the afternoon.




ENDING INTERVIEW


Q1. As a Social Enterprise how would you like organisations from all sectors (Government, NGOs and Private) to support Sisterworks in sustaining your amazing work that you have been doing?


Ifrin: The challenges that we face is the uncertainty in funding. We would like to be 100% self-sustainable if not at least increasing the level of self-sustainable. Currently we are about 60% self funded through revenue generated through our social enterprise and the other source of funding comes from regular donors. But this is still not enough because sometimes our aspirations do not match the capacity to carry out projects that we would like to implement. The community can help us by buying our products, and sharing a word about what we do. The government or other philanthropic organisations could make easier and simpler funding applications and acquittal reports because our mission is to create value rather than spending so much time in writing funding reports.

Q2. What would you like to tell the women out there from Migrant, Refugee and Asylum seeker backgrounds who are struggling in isolation?

Ifrin: Come out, you are welcome to SW any day, any time. Please do not stay home alone, step out of your house and in a community, SW is a community. There is no obligation for you to join our program but come out and eliminate your boredom, isolation, mitigate your depression, have a break from nagging husband, screaming children. Come and join our creative and wellbeing classes. If you would like to get in touch with Sisterworks, please visit <https://sisterworks.org.au/>

 info@howareyoumagazine.com.au

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