



Australian Government
Department of Immigration
and Citizenship

Muslim Youth Summits

2007 report



Muslim Youth Summits

2007 report

A Report by the Department of Immigration and Citizenship

© Commonwealth of Australia 2008

This work is copyright. You may download, display, print and reproduce this material in unaltered form only (retaining this notice) for your personal, non-commercial use or use within your organisation.

Apart from any use as permitted under the Copyright Act , all other rights are reserved.

Requests for further authorisation should be directed to the:

Commonwealth Copyright Administration,

Copyright Law Branch,

Attorney-General's Department

Robert Garran Offices

National Circuit

Barton ACT 2600

Fax: 02 6250 5989

Email: commonwealth.copyright@ag.gov.au

Published by the National Communications Branch of the Department of Immigration and Citizenship

6 Chan Street Belconnen ACT 2617

ISBN 978-1-921446-65-8

Disclaimer: While the Department of Immigration and Citizenship and its contributors have attempted to ensure that the material in this booklet is accurate at the time of preparation, the booklet covers a range of matters that are subject to regular change. No liability for negligence or otherwise is assumed by the department or its contributors should anyone suffer a loss or damage as a result of relying on the information given in the booklet.

Contents

Executive summary	4
Acknowledgements	7
Format guide	8
Youth summit areas of focus	10
Employment	10
Education	12
Mentoring	14
Volunteering	15
Addressing marginalisation and radicalisation	17
Conclusions	23
Attachments	24
Attachment A National Muslim Youth Summit communique	24
Attachment B Project descriptions	27

Executive summary

The National Muslim Youth Summit held from 3-4 December 2005 in Sydney provided community input into the development of a National Action Plan to Build on Social Cohesion, Harmony and Security (NAP), an initiative of the Australian Government and state and territory governments.

The idea to hold the event came from the youth sub-group supporting the former Muslim Community Reference Group (MCRG). The group recommended that young Muslim Australians from a range of backgrounds be given the opportunity to meet and discuss ways of:

- forging links between Muslim youth locally and nationally and building on their sense of community involvement
- building leadership capacity among Muslim youth
- identifying issues of concern and possible strategies for dealing with these
- achieving an ongoing process of engagement with government so that government programs and policies can be more responsive to the needs of all young Australians.

The Australian Multicultural Foundation (AMF) was funded by the Department of Immigration and Citizenship (DIAC) to play a key role in facilitating the summit. Members of the youth sub-group supporting the MCRG were integral to the planning, running and success of the event.

Participants at the National Muslim Youth Summit identified a range of key issues facing young Muslims in Australia and generated 51 solutions, which were released through a public statement (Attachment A) issued at the time of the summit. The solutions were based on initiatives to support young Muslim Australians to build self esteem and a sense of belonging, identify ways to develop the capacity to actively contribute to the Australian community through leadership models and programs and develop a strong network to achieve success.

A key recommendation of the National Muslim Youth Summit was that state and territory specific youth summits should be held as soon as possible in order to explore, at a local level, key focus areas that emerged from the National Summit. These key focus areas were employment, education, mentoring, volunteering and addressing marginalisation and radicalisation.

The state and territory youth summits were subsequently held as follows:	
8-9 Apr 2006	Northern Territory Islamic Youth Forums (Darwin and Alice Springs)
30 Apr 2006	Youthfest (Victoria)
6 May 2006	Victorian Muslim Youth Summit
30 Jul 2006	Victorian Multifaith Multicultural Forum
29 Oct 2006	South Australian Muslim Youth Summit
10 Nov 2006	ACT Muslim Youth Summit at Australasian Police Bureau Meeting
25 Nov 2006	Independent Centre of Research Australia (ICRA) Youth Centre's 'All Eyes on Youth' Conference in NSW
Jan-Mar 2007	Al-Nisa Youth Group's Queensland Muslim Youth Forums
13 Feb 2007	Tasmanian Muslim Youth Summit
21 Feb 2007	Forum on Australia's Islamic Relations (FAIR) Muslim Youth Summit in NSW
13 Apr 2007	'Living in Multicultural Canberra' Youth Summit
27 May 2007	Western Australian Muslim Youth Summit

In addition to the AMF, many state and territory governments and some community based organisations, such as the ICRA Youth Centre and FAIR in Sydney; and the Al-Nisa Youth Group in Brisbane, were key contributors to state and territory youth summits.

Overall, the state and territory specific events were an extremely valuable source of additional information for government.

Issues raised included:

- Even when young people were born, educated and employed in Australia and totally familiar with the way of life and values, they can still feel they don't belong and face discrimination and barriers to participation in the wider community. Participants felt that this was because their religion was not that of the majority of Australians and they were often viewed with suspicion. The situation is exacerbated when Muslim identity is apparent through the hijab or their name. Participants recognised that discrimination is not always intended and can be connected to a lack of understanding of Islam as well as fear based on negative stereotyping. Programs to increase awareness and understanding of Islam in the wider community were recommended. It was also acknowledged that young Muslims need to increase their activity in the wider community with the aim of increasing their profile in leadership positions and other community roles, allowing them to change attitudes through positive influence.

Participants also stressed the value of positive role models and mentoring opportunities for Australia's young Muslims. Positive role models can be a source of advice and support to young people on how to make a positive contribution to Australian society. Programs to facilitate access to, and communicate with such role models as well as mentoring programs were strongly supported.

- Many participants are attracted to volunteering as a way to contribute to the wider community but sought increased support to do this through more inclusive and religiously sensitive approaches from mainstream volunteer organisations. A key issue was the safety of young women when volunteering. Young people also considered that linking volunteering to employment opportunities, cross generational connections and education are ways to encourage more participation in mainstream volunteering activities.
- The issue of identity was also a key concern of participants. They considered that the Australian identity should be allowed to grow in recognition of the various contributions of waves of migrants and diverse religions. Young people felt that there needed to be more recognition of their contribution to a richer Australia instead of a focus on difference, preventing them from being considered as true Australians.
- The media and those in high profile positions were seen as very influential in achieving a more inclusive Australia. The community is greatly influenced by their comments and approach and media and high profile Australians have considerable power to contribute in a major way to young people feeling valued and part of Australia's future.
- Participants suggested that more Muslims need to work in the media and there needs to be positive feedback for journalists who report in a way that contributes to Australia's unity. They also considered that more young Muslims should take up positions of leadership in Australian society.
- Participants spoke of the frustration, stress and mental health implications of continued feelings of isolation. This can further intensify anti-social behaviour and the marginalisation of young people. Young people considered that appropriate support, sensitive to religious issues, is crucial to the successful integration of young Muslims.
- Finally, young Muslim Australians stressed the importance of continued dialogue with government that builds on the positive outcomes from previous consultations and reinforces a shared commitment to giving a fair go to all Australians.



Acknowledgements

The Department of Immigration and Citizenship wishes to acknowledge the valuable contribution by Mr Hass Dellal and his staff from the AMF, state and territory governments, other Australian Government agencies, various community organisations and individual community members, for the success of the summits.

Format guide

This report is set out in five key focus areas: employment, education, mentoring, volunteering and addressing marginalisation and radicalisation.

Following a key issues summary, youth summit participants' suggestions addressing issues raised at each summit are listed. Suggestions put forward at the National Muslim Youth Summit are regarded as national and an acronym of the state or territory of origin for each recommendation follows.

NAT	National Muslim Youth Summit
NSW	New South Wales
QLD	Queensland
SA	South Australia
WA	Western Australia
ACT	Australian Capital Territory
NT	Northern Territory
TAS	Tasmania
VIC	Victoria
VIC YS	Victorian State Youth Summit
VIC YF	Victorian Youth Fest
VIC MF	Victorian Multifaith Multicultural Forum
ALL	All state and territories

The Australian Government has funded a range of initiatives under the NAP addressing the issues raised at the summits. Suggestions under each of the five key areas are followed by the relevant government response occurring in the form of community projects and Australian Government and state and territory government partnerships funded under the NAP. Descriptions of these projects and partnerships are detailed in Attachment B.

Acronyms of government departments, other agencies and community organisations (at time of conducting summits and preparation of this report).

ABS	Australian Bureau of Statistics
AGD	Attorney-General's Department
AMF	Australian Multicultural Foundation
ASC	Australian Sports Commission
DEST	Department of Education, Science and Training
DEWR	Department of Employment and Workplace Relations
DIAC	Department of Immigration and Citizenship
FaCSIA	Dept.of Families, Community Services and Indigenous Affairs
FAIR	Forum on Australia's Islamic Relations
HREOC	Human Rights and Equal Opportunity Commission
ICRA Youth Centre	Independent Centre of Research Australia Youth Centre
ICV	Islamic Council of Victoria
IWWCV	Islamic Women's Welfare Council of Victoria
MWNNA	Muslim Women's National Network of Australia
NAA	National Archives of Australia

Youth summit areas of focus

Employment

Although the majority of youth summit participants were fluent in English, well educated and versed in the Australian system and way of life, they still reported facing discrimination and barriers in employment, particularly when their Muslim identity was apparent, either through wearing the hijab (or other religious attire) or by their Islamic name. There were instances reported at the Queensland Youth Summits of individuals anglicising, completely changing their names, or removing the hijab to get a foot in the workplace door. This discrimination can be accentuated when cultural factors further complicate perceived differences. Young people indicated that first and foremost they feel under attack because their religious beliefs are not those of the majority of Australians. Participants recognised that discrimination was not always intentional and was generally connected to a lack of awareness and understanding, but in many cases it simply came down to bullying of those who are seen to be different from the “norm”.

Participants reported that a lack of understanding of the religious requirements of Islam (religious attire, prayer times, ablutions etc) on the part of potential employers led to reluctance to employ Muslim youth on the grounds that their beliefs would potentially interfere with productivity, may possibly offend co-workers and clients and that religious attire may even present an Occupational Health and Safety concern. A number of participants also cited instances of reluctance to employ on the grounds that young Muslims in client service roles may be ‘bad for business’, as a result of widespread negative stereotyping of Muslims in the community. NSW Youth Summit participants in particular believed that some employers did not protect them from discrimination from either fellow employees or hostile clients. In addition, many young Muslim Australians did not appear to be aware of their basic rights as employees or the avenues for complaints in cases of harassment or workplace discrimination.

Lack of appropriate facilities for religious observance in places of employment was also highlighted as an additional barrier to employment, along with childcare facilities that meet the needs of diverse communities. A need for training in interview skills and writing job applications was also identified, coupled with a feeling that many young people are disadvantaged in the job seeking process by their non-English speaking background. A number of young Muslim women also reported significant pressure from within the family not to join the workforce, particularly in light of possible pressure to remove the hijab or wear religiously inappropriate work wear. A number of young women choosing to wear the hijab in the workplace felt particularly targeted by negative attention from members of the public.

Participants considered that a key to addressing discrimination is increased opportunities for vocational training and education and indicated a need to be better informed of workplace rights and training in job-seeking skills. Increased exposure of the general public to the various faiths, including Islam, and subsequent increase of awareness and acceptance, was identified as a priority. Employers in particular need to be made aware of Islamic and other religious beliefs and practices. There was also recognition that an effective method of dealing with bullying and discrimination in the workplace would be to increase the number of Muslims in leadership positions and other influential areas.

Participants' suggestions

- 1 Highlight to employees the benefits of employing Muslims, for example they could attract additional clientele. (SA, VIC YS)
- 2 Provide greater awareness to employers about Islam, specifically what Muslims require in the work place and why (via wider distribution of information pamphlets, more involvement with Islamic organisations and/or attendance at open mosque days). (ALL)
- 3 Increase funding support for, and raise awareness of, apprenticeships among Muslims. (NAT)
- 4 Fund Muslim employment services in major cities and increase the number of Muslim workers in employment services. (NAT)
- 5 Train employers and employees to make them aware of their rights and responsibilities (with particular reference to employees being aware of discrimination legislation). (NAT, SA, VIC YS, VIC YF)
- 6 Larger employers could provide prayer and washing facilities to avoid absences due to attendances at mosques. (NT, SA)
- 7 Introduce worker's rights and job skills modules into the school curriculum so that young people can gain employment and enforce their rights at work. (NSW, QLD)
- 8 Provide more employment programs that are accessible and flexible and assist new arrivals to find employment quickly. (TAS)

National Action Plan Response

- African Think Tank - African Community's Initiative Workshop (VIC)
- ABS - Census data analysis (NAT)
- DEWR - Labour Force Survey (NAT)
- DEWR - Better Connections Workshops (NSW, QLD, VIC, WA)
- DEWR - Community Employment Coordinators (NSW)
- Australian Government/QLD Government partnership - Muslim Employment Worker Project (QLD)

Education

Participants reported facing similar barriers in the education system as those encountered in the workplace. In many instances, young Muslims felt discriminated against on the basis of religion. Name calling and other forms of harassment, in particular targeting female Muslim students wearing the hijab or other religious attire, were also of concern. Young Muslims in some states claimed that they felt unfairly treated by educators who were perceived to have a bias against Muslims. A number of participants noted a preference for attending Muslim specific schools as a result of racism and bullying present in mainstream schools. In common with experiences in the workplace, participants noted that a lack of understanding of the religious requirements of Islam has contributed to barriers to success in academic achievement.

A need for raising awareness of Islam in the general community, including mainstream educational institutions, was identified (including addressing the issue of negative media portrayal), in order to assist young Muslims to feel welcomed and valued. In addition, Queensland Youth Summit findings highlighted a need to develop young people's skills to enable them to positively respond to incidents of discrimination at school, including strategies to build resilience and raise awareness of their rights.

A significant number of Muslim Australians have recently migrated to Australia, many as refugees. As a result, participants widely reported difficulties obtaining recognition for prior learning where educational qualifications had been obtained overseas. Subsequently, young Muslims unsuccessful in transferring qualifications felt discriminated against and significantly disadvantaged in securing employment. A majority of NSW Youth Summit participants reported that the current education system offers very little assistance to Muslim youth in the area of 'life choices', with a majority of those surveyed reporting a lack of clear goals in life, most having contemplated leaving school before completion. In addition, recent migrants or second generation Australians with non-English speaking parents are also often disadvantaged in terms of English language proficiency.

In common with the workplace, a lack of appropriate venue for prayers in educational institutions is a significant inconvenience for practicing Muslims and can further reinforce their feelings of alienation from the wider community.

The summits identified a need to provide opportunities for young people to develop an 'Australian' social identity through active engagement with the wider community. Throughout the summits, participants indicated a strong desire for increased opportunities to engage with the wider community through social and recreational activities, in particular sport (strongly identified as an ideal venue for engagement) and discussion forums. Regular social interaction between Muslims and members of the wider community and increased awareness of Islam were identified as key priorities in breaking down barriers and increasing participation in the education system. In addition, participants highlighted the need for access to appropriate Islamic education to achieve a better understanding of living as a Muslim in modern Australia.

Participants' suggestions

- 1 Encourage more interfaith interaction through festivals, leadership programs, inter-school discussions. (NAT, NT, SA, VIC MF, VIC YS)
- 2 Increase interfaith courses in schools at primary and secondary levels. (SA)
- 3 Support wider community recognition of Muslim religious festivals (Eid, Jummah and Hajj). (NT, SA)
- 4 Increase cross-cultural training for advisers, teachers and in particular counsellors to be aware of, and appropriately address, cultural and religious issues. (NAT, SA, VIC MF, VIC YS)
- 5 Raise education providers' awareness of Islamic religious requirements via consultations with school administrators and Muslim communities. (NT, SA)
- 6 Increase teachers' skills to respond to bullying of Muslim youth and increase awareness of their legal obligations under anti-discrimination laws. (NAT, NT, VIC YS)
- 7 Increase Australian Government and state education departments' involvement in addressing racism and discrimination. (VIC MF)
- 8 Increase recognition of uniqueness in the school environment and celebration of difference to promote integration and sense of school pride. (SA)
- 9 Establish a national educational body to educate the wider community about Islam. This body would provide services for government bodies, including employment and health agencies, police, schools and community groups. (NSW)
- 10 Support counselling and/or boot camp for troubled youth in schools as an alternative to suspension or expulsion. (NSW)
- 11 Provide Muslim specific counsellors to assist students in dealing with transition issues when moving from one school sector to the next. (QLD)
- 12 Provide increased support with homework for new arrivals. (TAS)
- 13 Set up a book club to increase opportunities for engagement with the wider community. (TAS)

National Action Plan Response

- I-Care - Interfaith Youth Camp (QLD)
- Christian Schools Australia - Faith-based Schools Symposium (NSW)
- Islamic Council of Tasmania - Muslim Community Information Sessions (West Hobart - TAS)
- Minaret College - Forum to Develop an Islamic Leadership Program (Springvale - VIC)
- Monash University - Introducing Australia: A Short Course for Clergy New to Australia (VIC)
- FAIR and Muslim Students Association - Campus Conversations (NSW and VIC)
- DEST - University and Schools Project (NAT)
- DEST - National Centre of Excellence for Islamic Studies (NAT)
- DEST - Promoting Interfaith and Intercultural Understanding in School Settings (NSW)
- Australian Government/NSW Government Partnership - Scripture Resource Kit Youth Project. (NSW)

Mentoring

Summit participants identified the need for mentoring programs to assist young Muslims in successfully navigating their environment (including education, work, social, sporting, family or religious). Muslim youth identified a strong need for role models, citing widespread dissatisfaction with community leadership and a lack of existing support networks. Negative media portrayal of Islam, coupled with inappropriate representation of Muslim Australians and views on current issues by untrained and non-representational community leaders, was widely reported as impacting on participants' faith in leadership. Muslim youth do not currently feel they are given real opportunities to play a role in community leadership. In addition to a general lack of suitable role models for young Muslim Australians, young women in particular highlighted the need for female representation in community organisations and forums.

Feelings by many young Muslims of intergenerational disparities (age, language and culture) leading to barriers to effective communication with parents, adds to the difficulty of identifying convenient and effective mentors from within their immediate circle. Summit participants, particularly in NSW, indicated a willingness to engage a third party to assist in communication between youth and their parents, as a more formal mechanism for provision of assistance or life skills advice is not conveniently available or readily identifiable. Successful Muslim Australians and Muslim international students studying in Australia have indicated a desire to assist in mentoring young people, however, opportunities to do so are not common.

Young Muslims are seeking assistance with accessing successful Australians within the Muslim faith (and wider community) who can provide guidance on how to overcome social barriers and negative treatment, in order to make a positive contribution to Australian society without compromising their Islamic values. This could be addressed through increasing opportunities for successful Muslim Australians to provide mentoring and support the establishment of mentor networks, made accessible through websites and other central contact points such as drop-in centres.

Participants' suggestions

- 1 Promote the use of youth camps to help identify potential youth as leaders. (SA)
- 2 Implement further mentoring programs, with assistance from local council and/or government funding. (NAT, SA, VIC YS, TAS, WA)
- 3 Promote the use of specific mentoring programs that pair youth and adult leaders to work collaboratively and train future leaders. (VIC MF)
- 4 Promote widely the benefits of mentoring. (VIC YS)
- 5 Develop mentoring networks to specifically address the divide between old and young generations. (NAT, VIC MF, VIC YS)
- 6 Highlight inspirational people/leaders (across different fields) who can assist with mentoring. (SA, VIC YS, TAS)
- 7 Ensure current community leaders are more approachable, and access to them can be obtained from a central contact point – for example, from a website. (SA, VIC YS)
- 8 Identification of successful and high profile Muslim Australians to act as ambassadors to show the commonalities between Muslim and Australian identity. (NAT)

National Action Plan Response

- FAIR - Youth Fusion (Auburn - NSW)
- Royal Life Saving Society Australia - NSW Muslim Youth Aquatic Recreation Project Stage 1 (Auburn - NSW)
- Al Amanah College Inc. - Building Identity and Resisting Radicalisation (Western Sydney – NSW)
- ICV - Young Australian Muslim of the Year (YAMY) (Melbourne - VIC)
- Canberra Muslim Community - Youth Development Program (ACT)
- AMF - Leadership Australia - A new generation (VIC)
- Beyond Empathy - Across My Bridge Project (NSW)
- ICRA Youth Centre (in partnership with IBM) - Mentoring Project (NSW)
- FaCSIA - Mentor Marketplace Program (VIC, NSW)
- Australian Government/VIC Government partnerships - Post Disaster Planning Strategy (VIC)
- Australian Government/NSW and VIC Government partnerships - Royal Life Saving Society Australia - Muslim Aquatic Recreation Project (VIC, NSW)
- Australian Government/QLD Government partnership - Justice of the Peace Training (QLD)
- Australian Government/WA Government partnerships - 2006-07 - Integration and Inclusion Program (WA)

Volunteering

Volunteering was identified at all summits as one of the most effective ways to build social connections, facilitate integration, counteract negative stereotypes and to show mainstream Australia an accurate picture of Muslim identity. A significant number of young participants indicated a desire to be more involved in the broader Australian community, identifying volunteering as a useful method of doing so. Participants sought increased support to broaden their activities into the wider community and recommended more inclusive and religiously sensitive approaches from mainstream volunteer organisations.

A majority of summit participants identified the concepts of charity and community assistance as integral to Islam and recognised that more work needed to be done within Muslim Australian communities to promote the benefits of volunteering. Suggested methods included linking volunteering to education and employment opportunities, the establishment of cross-generational and cross-cultural connections and initiation of awareness campaigns that reach Muslim Australians.

Participants highlighted the increased opportunities for young Muslim Australians to positively engage with the wider community through volunteering, and to gain valuable social experience. Through these activities, members of the community with little previous exposure to Muslims, or with negative opinions based largely on media portrayal, may gain a valuable sense of understanding. Summit attendees highlighted the morale boosting benefits of volunteering as volunteers gain an increased awareness of people less fortunate than themselves, potentially putting some of their own issues into perspective and developing a sense of belonging and achievement in the process.

Through volunteering, barriers to employment faced by Muslim youth may be overcome by exposure to potential employers and valuable experience gained by working with community organisations and members of the general public. Furthermore, development of leadership capacity and gains in self confidence can be achieved.

In addition to the need for young Muslims to be able to access volunteering opportunities both within their own communities and the wider community, support from within the immediate family is also needed. In particular, the safety of young women must be taken into account when participating in volunteering activities.

Participants' suggestions

- 1 Set up a website listing places to volunteer and a directory of "What's On", advertising volunteering opportunities. (SA)
- 2 Develop a local Muslim youth network with young Muslims who are actively involved in volunteering. Members could go to schools and discuss volunteering. (SA, QLD)
- 3 Develop or identify existing promotional materials to give greater incentives and motivations to participate in volunteering for example, positive health benefits, a means to further engage with the wider community and increased opportunities for employment. (NAT, SA, VIC YS)
- 4 Encourage volunteering by increased promotion of incentives (link with existing awards). (VIC YS)
- 5 Tailor volunteering opportunities to relevant career and study preferences. (VIC YS)
- 6 Establish links with mentoring programs and/or other existing volunteer networks. (VIC YS, QLD)
- 7 Develop a national volunteering database. (NAT)
- 8 Encourage more parents to volunteer to create acceptance of youth volunteering and provide role models for youth. (VIC YS)
- 9 Build in opportunities for women to feel safe to volunteer. (SA)
- 10 Volunteer organisations promote services at mosques and community organisations to raise awareness. (QLD, WA)
- 11 Promote to Muslim communities the potential for volunteering to lead to employment opportunities. (QLD)
- 12 Provide funding to Islamic associations and mosques to encourage volunteering. (WA)

National Action Plan Response

- Mission of Hope – The Muslim Youth Leadership Challenge (MYLC) Project (NSW)
- DIAC, FaCSIA, Volunteering Australia and the AMF - Volunteering in Muslim Australian Communities. (NAT)

Addressing marginalisation and radicalisation

A. Media

In each state and territory, media coverage was seen as having a detrimental effect on the general community perception of Muslims and as reinforcing negative stereotypes. Young participants commented that the constant negative media attention coupled with irresponsible comments from high profile personalities, both within the Muslim and wider communities, contributed to emphasising difference and was a major cause of feelings of alienation and marginalisation. There was widespread acknowledgement that media spokespeople within Muslim communities were not truly representative of the Muslim community and that this further reinforced negative stereotypes.

Young participants commented that more truly representative Muslim Australians need to work in the media, and suggested increased recognition for journalists who report in a fair and balanced manner. They consider that awareness needs to be raised that Islam is a religion of peace, Islamic values are not contradictory to Australian values and not all Muslims are terrorists.

Participants' suggestions

- Reward and recognise journalists who report in a fair, informed and balanced manner. (VIC MF)
- Increase the training of Muslims to work in the media (including scholarships). (NAT, ACT, WA)
- Ensure stricter media monitoring laws to enforce a strong code of ethics to prevent the dehumanising, defaming and demonising of whole communities. (NSW)
- Establish a national response body similar to the Council on American-Islamic Relations (CAIR) to work with the media ensuring Islamic representation. (NSW)
- Provide training for mentors in media. (QLD)
- Establish or increase good contacts in the media to produce more positive Muslim stories. (WA)

National Action Plan Response

Australian Government/SA Government partnership - Media Project - 'I am a South Australian - I am a Muslim' (SA)

B. Leadership

Summit participants identified the need for a unified, cohesive voice within the Muslim Australian community to address negative issues and perceptions. However, participants highlighted a lack of leaders in the community with sufficient English language skills and a sound understanding of Islam in a modern context. Participants felt another way to counter negative stereotyping of Muslims is through increased leadership opportunities for Muslim Australians in the wider community, such as through holding political office or heading up high-profile organisations. Young people need a voice and a role in leadership.

Participants' suggestions

- 1 Identify leadership and decision makers in the education system and beyond. (VIC MF)
- 2 Facilitate increased accessibility to leaders and mentors. (SA)
- 3 Establish a national youth body representative of diverse cultures and faiths to advise government on youth related issues and policies. (NSW, ACT)
- 4 Create an education program that will help young Muslims become leaders in the future. (QLD, WA)

National Action Plan Response

- Canberra Islamic Centre - National Conference of Muslim Women Sawt. Voices of Women (ACT)
- IWWCV - Self Esteem, Identity, Leadership and Community Participation Project for Women (Northcote - VIC)
- Rotary Tasmania - Rotary Youth Leadership Program (Hobart - TAS)
- FAIR - Art-SLAM21 (NSW)
- Australian Council for the Arts - Multicultural Arts Development Project (NSW)

C. Intergenerational conflict

Conflict or confusion between cultural and Islamic practices was highlighted. Summit participants indicated a need to educate some parents (and other community members) about Islamic values so that cultural practices do not compound existing issues.

Participants' suggestions

- 1 Provide activities that include both children and parents such as camps, sporting and camping activities. (NAT, SA, VIC MF)
- 2 Encourage parents to become more involved in the child's schooling by being more active in school councils and committees. (NAT)
- 3 Provide further government funding for compulsory English language training and funding for parenting skill courses that are culturally and religiously sensitive for migrant and ethnic communities. (NSW)

National Action Plan Response

IWWCV - Community Capacity Building Program Development (Northcote - VIC)

D. Identity

Feelings of disconnection and identity confusion, compounded by lack of employment and educational opportunities, have led in some instances to Muslim youth turning to crime and other forms of antisocial behaviour as a seemingly viable alternative to participation in mainstream society.

Participants' suggestions

- 1 Organise a national day to allow people to explore the teachings of other faiths and promote a deeper understanding of Islam, perhaps by adopting a different faith just for that day. (NT)
- 2 Conduct government sponsored education for the public on Islam (NAT)
- 3 Provide a more proactive approach to promoting multiculturalism in schools. (NAT)
- 4 Promote programs and activities that increase the self-esteem of young Muslim Australians so they feel confident about their identity. (NAT)
- 5 Identify more successful and high profile Muslim Australians who can act as ambassadors. (NAT)

National Action Plan Response

- The University of Newcastle - Crossing Bridges and Strengthening Harmony: Understanding Muslim Australians (Callaghan - NSW)
- Multicultural Youth South Australia Inc (MYSA) - Multicultural Young Women's Leadership Program (SA)
- Beyond Empathy - Across My Bridge (NSW)
- NAA - Vrroom and Uncommon Lives websites (NAT)
- NAA - Archival Support Seminars (NSW, VIC)
- Australian Council for the Arts - The Western Sydney Arts Festival Project (NSW)
- Australian Government/ACT Government partnership - Intercultural Outreach Program (ACT)
- Australian Government/NT Government partnership - Islamic Awareness Week (NT)
- Australian Government/NSW Government partnership - Art Gallery of NSW - Arts of Islam (NSW)

E. Women

Summits revealed widespread concerns regarding the position of women in Muslim communities. Women reportedly are not shown the same level of respect, in particular in mosques, for example poor conditions in women's areas of worship. Segregation between sexes may also result in a reduction of the quality of Islamic education afforded to young women. Access to religiously appropriate social and recreational services, halal food and religious attire for Muslim youth (in particular women) were also highlighted as important issues.

Participants' suggestions

- 1 Increased support for women through women's support centres and extended programs for existing centres. (NAT)
- 2 More opportunities for Muslim women to meet with other women from diverse backgrounds. (ACT, NT, QLD, VIC, TAS, SA, WA)

National Action Plan Response

- MWNNA - Building Bridges (Auburn - NSW)
- MWNNA - Muslim Women's participation in Islamic Religious Life in Australia (Auburn - NSW)
- IWWVC - Reclaiming a Diverse Australia (Northcote - VIC)
- ICV - "My Dress, My Image, My Choice" (NSW, SA, QLD)
- IWWC - Self Esteem, Identity, Leadership and Community Participation (SILC) for Women Workshops (Northcote - VIC)
- Canberra Islamic Centre - Consultation and Research for 2nd Conference (ACT)
- MWNNA "Did You Know" Project (NSW)
- HREOC - Muslim Women's Forum 2006 (VIC)

F. Youth and police/justice

A significant number of young people indicated a fear of police and the justice system. Many Muslim Australians have migrated from countries in which authority figures often abused trust and therefore suspicions have been transferred. Youth that feel intimidated by police often react negatively to any level of interaction. Summit participants highlighted the need for more opportunities for positive engagement and increased cultural awareness on the part of police. Social and recreational activities (in particular sport) and discussion forums are needed to build community bridges between youth, police and the wider community.

The National Centre of Excellence for Islam Studies is a consortium established in 2007 with funding from the Australian Government, whereby Melbourne University is working in consultation with Griffith University in Queensland and the University of Western Sydney in New South Wales to deliver world class multi-disciplinary teaching and research in Islamic Studies at regional, national and international level.

Participants' suggestions

- 1 Recruit more Muslim police. (NAT, WA)
- 2 Encourage more positive interaction between police and young Australian Muslims through organised meetings. (NAT, WA)
- 3 Conduct cultural awareness programs for police, especially new cadets. (NSW, WA)
- 4 Look at community work as an alternative to incarceration for troubled youth. (NSW)
- 5 Discontinue the use of ethnic descriptors by police. (NSW)
- 6 Invite at-risk and disadvantaged youth regularly to participate with police in boot camps or other camps to develop a more positive relationship with police. (NSW)
- 7 Develop a stricter complaint procedures process to ensure that all complaints are followed up. (NSW)
- 8 Better promote information on law and justice. (TAS)

National Action Plan Response

- TAFE QLD - Justice of the Peace Training (Southbank - QLD)
- Al-Nisa's Youth Group - Building Positive Relations between the Muslim Community and the Queensland Police Service (Sunnybank - QLD)
- HREOC - Muslim Communities and Police Forums (NSW, VIC)
- AGD - Improving Crisis Management Planning for the Muslim Community (NAT)
- AGD - Improving Crisis Management Planning (NAT)
- HREOC - Addressing Discrimination through Human Rights and Responsibilities Education (NAT)

G. Discrimination

Young people indicated widespread anxiety concerning anti-sedition legislation, resulting in a fear of expressing opinions and being dismissed as extremist, or falling foul of anti-sedition measures. Summit attendees revealed concerns that a lack of support from community leaders, knock-on effects from international issues (particularly Middle Eastern affairs), incidents such as the 2005 Cronulla riots and Sydney gang rape cases, increased racial and religious vilification and discrimination, physical and verbal harassment and pressures from negative media attention and public perceptions, have all contributed to a heightened sense of isolation amongst young people and could lead to anti-social behaviour and further alienation.

Participants' suggestions

- 1 Provide further education on a person's rights and ways to exercise these, along with education on new anti-terrorism and sedition laws. (NT, SA, NSW)
- 2 Define Australian values more clearly. (NAT, SA, VIC YS)
- 3 Foster stronger links between Muslim community and mainstream youth activities. (ACT, QLD, SA, TAS, VIC, WA)
- 4 Conduct a media campaign similar to anti-violence campaigns to promote anti-discrimination. (NAT)
- 5 Conduct a national advertising campaign with the aim of protecting the rights of all Australians to practice their religion without fear of discrimination and promote harmony and social cohesion. (NSW)
- 6 Reform current laws to give Muslims legal redress and protection, should they be subjected to racism and discrimination. (NSW)
- 7 Instigate national youth consultations where the Australian Government and state and territory governments regularly host dinners for disadvantaged young people to enhance feelings of self worth and confidence and reduce feelings of fear and alienation. (NSW)
- 8 Ensure governments are more involved in local communities and grassroots organisations. (ACT)

National Action Plan Response

- Affinity Intercultural Foundation - Home Encounters Network (Auburn - NSW)
- Horn of Africa Relief and Development Agency (HARDA) Mulgoa Getaway (NSW)
- Multicultural Council of the Northern Territory - Back Out: Journey to the Heart (NSW)
- Greater Shepparton City Council - Word and Mouth - NAP Program (VIC)
- HREOC - Audit of Racial Intolerance and Prejudice in Sport (NAT)
- HREOC - Addressing Discrimination through Human Rights and Responsibilities Education (NAT)

H. Mental health/health and sport

Young people stressed how mentally draining the process of seeking acceptance under such negative conditions can be and the resulting mental health implications. In addition, mental health issues can result in anti-social behaviour (including drug and alcohol abuse and criminal activities) and further marginalisation of young people. In NSW in particular, a significant proportion of Muslim youth surveyed reported contemplating, and in some cases attempting, suicide as a result of overwhelming pressure. In this regard, support that can be easily and confidentially accessed and which is sensitive to religious issues, is crucial to the wellbeing of young Muslim Australians and their ability to contribute to society. Involvement in sports and other recreational activities was identified as key to maintaining the overall health and wellbeing of young people.

Participants' suggestions

- 1 Ensure counsellors/psychologists/doctors are culturally aware and sensitive. (SA)
- 2 Facilitate opportunities for sport in disadvantaged communities. This has an immediate effect of keeping young people away from anti-social activities and behaviour and provides positive health benefits. (NSW)
- 3 Increase promotion of sport and healthy eating through national campaigns involving schools, sporting clubs and key sporting figures. (NSW)
- 4 Develop and produce an Islamic-appropriate generic uniform to assist sports clubs in providing young Muslims with the opportunity to engage in all sports. (NSW)
- 5 Make the provision of healthier food in all school canteens compulsory. (NSW)
- 6 Encourage Muslims to participate in elite sporting competitions. (TAS)

National Action Plan Response

- Spectrum Migrant Resource Centre - Good Sports for Diversity (VIC)
- Queensland - South West Metro Basketball Association Inc - Understanding and Inclusion through Sport Project (QLD)
- ASC - The All Australian Sporting Initiative (NSW)
- Australian Government/TAS Government partnership - Sport and Youth Program (TAS)
- Australian Government/NSW and VIC Government partnerships - Royal Life Saving Society Australia Muslim Aquatic Recreation Project (NSW, VIC)

Conclusions

The National Action Plan to Build on Social Cohesion, Harmony and Security (NAP) relies on continuous engagement and close consultation with the Australian community.

National and state and territory Muslim youth summits were an invaluable opportunity for governments to hear and take into account the opinions and concerns of an important section of young Australia. The diverse range of attendees raised a vital range of issues which are informing the progress of the NAP.

Over a period of eighteen months, youth summits not only successfully identified key issues facing young Muslim Australians, but also assisted in the establishment of valuable community networks, the strengthening of social bonds and the promotion of potential future leaders.

The valuable perspectives of young Muslim Australians continues to inform the process of decision making, the focus and funding of community programs and the development of policy addressing social cohesion. The youth summits were a valuable opportunity for youth to highlight general issues of concern and influence policy and program directions through, for example, the NAP.

Work in this regard is being done by a range of Australian Government agencies such as DIAC, DEWR, DEST, AGD and FaCSIA as well as state and territory governments in partnership with the Australian Government. There is also a need for community groups to determine an appropriate course of action to address issues raised. Some issues are best addressed by communities themselves, or communities working in partnership with government, non-government organisations and the private sector.

Attachment A – National Muslim Youth Summit communique

The Australian Multicultural Foundation, in collaboration with the Australian Government's Muslim Youth Sub-group and the Department of Immigration and Multicultural and Indigenous Affairs, invited 66 young Australian Muslims from every state and territory, who came together to discuss those issues concerning young Australian Muslims. Most importantly, the Summit has focused on finding practical solutions to key issues such as: identity, relationships, employment/education and training, and discrimination.

These young Australians have come together in a spirit of inclusiveness to develop strategies and solutions that will also benefit the wider Australian community. We are encouraged by the many honest and positive contributions of today's Summit delegates. The young people themselves are confident in their commitment to take on the continuing role of advocating for the positive changes envisaged at the Summit.

The Summit identified the following core issues and solutions to be presented to government for its National Action Plan on community relations:

1. The perceived conflict between Muslim and Australian identity – solutions

- Government sponsored education for the public on what Islam is.
- Media campaigns promoting anti-discrimination including TV ads (similar campaign to the anti domestic violence campaign).
- Grass roots communication between Muslims and non-Muslims through social groups, sporting groups, activities, and camps, etc.
- Better education for Muslims about Islam.
- Better education about the compatibility between Australian law and Islamic values.
- School and university based interfaith activities.
- A more proactive approach to promoting multiculturalism should be taken in schools.
- Programs for Muslims to experience and understand Australia's Indigenous heritage.
- Programs and activities that increase the self-esteem of young Australian Muslims so they feel confident about their identity.
- Identifying more successful and high profile Australian Muslims who can act as Ambassadors.

2. Inter-generational conflict between parents and children, especially when parents are migrants and children have been born in Australia – solutions

- Providing parent support groups.
- Educating parents about Australian laws.
- Providing activities that include both children and parents such as camps, sporting and camping activities (i.e. father/son and mother/daughter events).
- Parents to be more involved in the child's schooling by being more active in school councils and committees.
- Islamic education that clarifies the differences between religion and culture.
- Improving literacy and English skills among older Muslims so they are better able to communicate outside their immediate community.
- Mentoring programs at schools.
- More interaction between Islamic schools and other denominational schools through school events and projects to break down barriers and misunderstanding.
- Pre-marriage counseling with marital workshops and parenting seminars.

3. Belonging versus marginalisation – solutions

- Improve networking among Muslims.
- Improve Muslim representation in politics, public service and community service organizations.
- Funding for Islamically friendly youth services.
- Funding for youth camps.
- Increased training for service providers in cultural/religious sensitivity.
- Increase funding and training available for current youth workers - most of them are volunteers.
- Address bullying and discrimination against Muslims in public schools.
- Building relationships with local councils and Muslim youth centres.
- Fund further programs to prevent or break the social isolation of Muslim youth.
- Promote the duty of community service/volunteerism among Muslim so that they can continue to engage in the wider community in a positive way.
- Appeal to religious leaders and Islamic organisations to improve a sense of unity among the Australian umma.

4. Unemployment – Solutions

- Gain government commitment to implementing legislation on non-discrimination in the work place.
- Provide an information pamphlet to employers about what Muslims require in the work place and why.
- Increase funding support for apprenticeships for Muslims.
- Increase funding for TAFE training for Muslims.
- Introduce Muslim workers in employment services.
- Fund Muslim employment services in major cities.

5. Muslims and the media – Solutions

- Increased training of Muslims who can work in the media (including scholarships).
- Funding for documentaries on Australian Muslims.
- Awards for constructive media representations of Islam.
- A monitoring body to prevent Islamophobia in the media.
- Using media campaigns to raise awareness of the impact of discrimination against Muslims and the illegality of religious discrimination in Australia.

6. Community building – Solutions

- Opening community centres at mosques.
- Imams to encourage connections between different groups.
- More childcare for Muslim women.
- Children's play groups for Muslim women to meet with other women from diverse backgrounds.
- Addressing drug use and its impact on the community and not hiding it.
- Addressing family violence and not hiding it.
- Funding for Muslim women's support centres and extended programs for existing centres.
- The actual contents of the anti terrorist laws need to be more transparent and available for young people to read and understand in simple language.
- More recruitment of Muslim police in police jurisdictions.

Attachment B – Project descriptions

Employment

National Action Plan Response

Community Projects 2005-2006
African Think Tank - African Community's Initiative Workshop (VIC)
Workshops to assist the African refugee community in Victoria to better plan for the future in culturally diverse Australia, including opportunities for employment and leadership for African youth. Workshop issues identified challenges at the individual, family and whole-of-community levels over the short, medium and long-term and developed strategies to maximise participation of grassroots African refugee communities in Victoria.
Australian Government Projects 2005-2006
ABS - Census data analysis (NAT)
ABS examined the 1991, 1996 and 2001 censuses and analysed Muslim Australian unemployment data using several indicators. The analysis confirmed that Muslim Australians were more likely to be unemployed than all Australians across all age groups.
DEWR – Labour Force Survey (NAT)
DEWR analysed ABS 2001 Census data and ABS labour force survey data to provide a rough estimate of the unemployment rate for Muslims at the regional level. The analysis showed Muslim unemployment in regions with a sizeable Muslim population to be two to three times higher than that of the general population.
DEWR - Better Connections Workshop (NSW, QLD, VIC, WA)
Workshops were held in cities with high Muslim populations and high Muslim unemployment levels such as Sydney, Melbourne, Perth and Brisbane to:
<ul style="list-style-type: none">• address labour supply and skill shortage issues.• increase labour market participation of Muslim Australian job seekers and labour market stakeholders.• reduce unemployment through connecting labour market demand with supply.• through local service providers and other stakeholders.• initiate local action plan.• undertake labour market and skills survey.

Employment – *continued*

Australian Government pilot project 2006-2009 - Lakemba and Macquarie Fields

DEWR - Better Connections Workshops (NSW)

Some additional workshops were held in the Sydney suburbs of Lakemba and Macquarie Fields to address local unemployment issues by bringing together employment services providers, local chambers of commerce and industry, and representatives of local employers. DEWR is continuing to establish projects based on outcomes from these workshops.

DEWR - Community Employment Coordinators (NSW)

Coordinators have been employed in Lakemba and Macquarie Fields in NSW, to engage with the community and build bridges between job seekers, employment service providers and employers, with a view to increasing labour force participation and employment.

Australian Government and state and territory government partnerships

Australian Government/QLD Government partnership - 2005-2008 - Muslim Employment Worker Project (QLD)

The Muslim Employment Worker Project, in partnership with the Queensland Government Department of Employment and Industrial Relations and Multicultural Affairs Queensland, employs two Employment Workers. These workers place members of the Muslim community in employment and training and implement an outreach strategy to ensure key community engagement in regional Queensland.

Education

National Action Plan Response

Community Projects 2005-2006

I-Care - Interfaith Youth Camp (QLD)

A four day camp in Queensland which allowed Muslim youth to interact with youth from other religions in a peaceful and harmonious environment.

Christian Schools Australia - Faith-based Schools Symposium (NSW)

A two day symposium was held for school and community leaders which discussed ways in which faith based schools can produce engaged, informed and law abiding citizens. The program for the symposium was developed around the theme 'Choice, Engagement, Service - What we offer to Australian Society'.

Islamic Council of Tasmania - Muslim Community Information Sessions (West Hobart - TAS)

A series of information sessions about Islam was delivered to colleges, schools (primary and secondary school), church communities, the University of Tasmania, the Hobart Mosque, Hobart City Hall, Tasmanian Police Academy, Lions Club, and to the 'Spirituality in the Pub' program. The information sessions involved interfaith forums with Christian, Jewish, Buddhist and other faith communities.

Education – *continued*

Minaret College - Forum to Develop an Islamic Leadership Program (Springvale – VIC)

The forum brought together key stakeholders to discuss a possible tertiary program in Islamic leadership. The aim of the program would be to produce knowledgeable and viable leaders from within the Muslim Australian community who could relate Islam to the context of Australian citizenship.

Monash University - Introducing Australia: A Short Course for Clergy New to Australia (VIC)

The course was aimed at imparting knowledge and understanding of Australia's cultures, values, political and religious diversity to Australian religious workers, particularly members of the clergy who are new arrivals to Australia. The project designed and prepared course material and ran two day courses. Courses included: legal and constitutional framework, religious/ethnic composition, religious settlement, interfaith relations, political culture and media issues.

Community Projects 2006-2007

FAIR and Muslim Students Association - Campus Conversations (NSW, VIC)

The forum involved a series of lectures in prominent universities in both New South Wales and Victoria aimed at tertiary students and the general public. The lectures aimed to breakdown the misunderstanding and stereotypes purported by the media and focus on dealing with current issues facing the community such as whether or not someone can be Muslim and Australian? The project aimed to promote fair and critical understanding of Islam and Muslim Australians to university students.

Australian Government Projects 2005-2006

DEST - University and Schools Project (NAT)

The aims of the project were to examine issues affecting young Muslims in schools who were at risk of potential isolation and document what schools, systems and sectors had done to encourage the message to Muslim young people, their parents and Australians generally, that Islam is compatible with, and can live alongside, other faiths and Australian values.

Australian Government Projects 2006-2010

DEST - National Centre of Excellence for Islamic Studies (NAT)

The National Centre of Excellence for Islamic Studies is a consortium, established in 2007 with funding from the Australian Government, whereby Melbourne is working in collaboration with Griffith University in Queensland and the University of Western Sydney in New South Wales to deliver world class, multi-disciplinary teaching and research in Islamic Studies at a regional national and international level.

Education – *continued*

Australian Government/QLD Government Partnership 2006-2008 – Justice of the Peace Training (QLD)

The project expands the scope of the previous NSW Arabic Youth pilot programme, which trained youth from Arabic communities in Bronze Medallion and Pool Lifeguarding, to areas with a high Muslim population. The programme aims include: developing links between Muslim community groups, Royal Life Saving Society and local aquatic facilities; providing skills leading to employment in aquatic careers; and assisting aquatic facilities to provide community friendly facilities and activities that meet the needs of the Muslim community. Initial scoping and planning for the project (Stage 1) occurred in 2005-06. The project ran in 2006-07 and continued in 2007-08.

Australian Government pilot project 2006-2009 - Lakemba and Macquarie Fields

DEST - Promoting Interfaith and Intercultural Understanding in School Settings (NSW)

The connectedness of students in Lakemba and Macquarie Fields is being enhanced through an initiative promoting interschool cooperation, the development of educational materials and support for the professional development of teachers. This initiative is designed to complement and build on the Australian Government's existing initiatives in civics, citizenship education and values education.

Australian Government and state/territory government partnerships

Australian Government/NSW Government partnership - 2005-2006 - Youth Project - Scripture Resource Kit (NSW)

Organisation of a youth festival plus an education roundtable which involves the NSW Department of Education, independent schools and religious leaders, to develop a uniform education kit for schools about Islam.

Mentoring

National Action Plan Response

Community Projects 2005-2006

FAIR- Youth Fusion (Auburn - NSW)

Youth Fusion engages young people who were looking for post-secondary school guidance by offering them a number of programs that reinforce Islamic and Australian values, strong leadership and a deeper understanding of the self. FAIR also provided youth mentoring which involved leadership training and public speaking.

Mentoring – *continued*

Royal Life Saving Society Australia - NSW Muslim Youth Aquatic Recreation Project Stage 1 (Auburn - NSW)

A Royal Life Saving Society of Australia scoping project for expanding the existing New South Wales Arabic Youth Program. The program trains youth from Arabic communities in areas with a high Muslim population in bronze medallion and pool life guarding. The program aims include developing links between Muslim community groups, Royal Life Saving Society Australia and local aquatic facilities, providing skills leading to employment in aquatic careers and assisting aquatic facilities to provide community friendly facilities that meet the needs of the Muslim community.

Al Amanah College Inc. - Building Identity and Resisting Radicalisation (Western Sydney - NSW)

Builds Muslim community capacity to respond to extremism issues through leadership development. The education and communication strategies aim to address misunderstandings about Islam and better inform both Muslim and non-Muslim communities that Islam is against extremism. The project also aims to assist the Muslim community to construct an “Muslim Australian identity”.

Community Projects 2006-2007

ICV - Young Australian Muslim of the Year (YAMY) (Melbourne - VIC)

The Young Australian Muslim of the Year Project and Award aimed to recognise the efforts of young people in contributing to the Australian community. This project focused on young Muslims aged between 14 and 19 years of age. The Young Australian Muslim of the Year project supports the development of positive role models for Muslim youth and recognises and celebrates existing role models. The project also highlighted the importance of contributing to the Australian community through personal achievement and community service.

Canberra Muslim Community - Youth Development Program (ACT)

Through the development of this program, the Canberra Muslim Community ran a series of activities to help Muslim youth in Canberra counter extremist media influence and increase their sense of belonging and identity to the wider Australian society. The project comprised of a series of activities divided into leadership and management skills, communication and conflict resolution, Islamic principles and understanding and its application to Australian society.

Mentoring – continued

Community Projects 2007-2008

AMF - Leadership Australia - A new generation (VIC)

This project delivers a leadership and mentoring skills program to 16 -18 young Muslim Australians drawn from each state and territory. The program commences with a three day intensive training program held in Melbourne and then participants return home to work on individual projects with the support of a local mentor. These individual projects include public presentations and mentoring other local young Muslims. In addition, the project participants compile an internet based leadership and mentoring resource kit for broader community use.

Beyond Empathy - Across My Bridge Project (NSW)

This project conducts arts-based workshops to engage at risk Muslim youth in the Canterbury, Auburn and Marrickville areas. These workshops are designed to build skills to enable the youth to engage with local support services such as schools, youth services and TAFE. Workshops include visual arts, dance, music, digital media, performance, writing skills development and leadership development. Two camps will be held to further leadership development prior to participants delivering projects in their community and guiding future apprentices.

ICRA Youth Centre in partnership with IBM - Mentoring Project (NSW)

The project involves IBM and the Department of Immigration and Citizenship (DIAC) in a partnership with the ICRA youth organisation to mentor young Muslim Australians to develop self esteem, leadership and employment skills and to encourage links to the wider community. The project takes a two pronged approach to mentoring Muslim youth using IBM programs in schools and providing IBM mentors with Muslim youth contacts over the age of 18 in order to assist young people to develop skills to enhance opportunities for employment.

Australian Government Projects 2005-2006

FaCSIA - Mentor Marketplace Program (VIC)

An extension of FaCSIA's national Mentor Marketplace program was piloted in Victoria to trial a number of approaches in a culturally and religiously appropriate manner in mentoring young people in Muslim communities.

Australian Government pilot project 2006-2009 - Lakemba and Macquarie Fields

FaCSIA - Mentor Marketplace Program (NSW)

Mentoring programs for young people aged 12 to 25 years are being trialled in Lakemba and Macquarie Fields, particularly for those at risk of disconnection from their families and communities.

Mentoring – *continued*

Australian Government and state/territory government partnerships

Australian Government/VIC Government partnerships - 2005-2007 - Post Disaster Planning Strategy (VIC)

A project to develop a plan that equips the Muslim community in Victoria with skills and knowledge to support their members through the challenging times following an emergency or disaster.

Australian Government/QLD Government partnership 2006-2008 – Justice of the Peace Training (QLD)

The project expands the scope of the previous NSW Arabic youth pilot programme, which trained youth from Arabic communities in Bronze medallion and Pool Lifeguarding, to areas with a high Muslim population. The programme aims include: developing links between Muslim community groups, Royal Life Saving Society and local aquatic facilities; providing skills leading to employment in aquatic careers; and assisting aquatic facilities to provide community friendly facilities and activities that meet the needs of the Muslim community. Initial scoping and planning for the project (Stage 1) occurred in 2005-06. The project ran in 2006-07 and continued in 2007-08.

Australian Government/WA Government partnerships - 2006-2007 - Integration and Inclusion Program (WA)

The provision of community-based workers and funding to community organisations to develop community relations and capacity building activities in new and emerging communities in Western Australia, particularly Muslim communities.

Volunteering

National Action Plan Response

Community Projects 2007-2008

Mission of Hope - Muslim Youth Leadership Challenge (NSW)

This Sydney based project consists of two components: a two day conference and a community participation day. The project involves at least 40 Muslim males and females aged 14-17 from various cultural backgrounds. The two day conference in early 2008 includes sessions on Australian values, history and culture, motivational speakers, as well as outdoor activities. The project aims to develop leadership and communication skills, encourage community involvement and integration and build personal confidence.

Australian Government Projects 2005-2006

DIAC, FaCSIA, Volunteering Australia and the AMF - Volunteering in Australian Muslim Communities (NAT)

This project aimed to develop opportunities for volunteering in Muslim Australian communities and included a literature review of research into Muslim volunteering, research into the attitudes of Muslim young people towards volunteering, and the development of a training manual for recruiting and supporting volunteers from diverse cultural and linguistic backgrounds. These resources are available on the Volunteering Australia website: www.volunteeringaustralia.org

Addressing marginalisation and radicalisation

A. Media

National Action Plan Response

Australian Government and state/territory government partnerships
Australian Government/SA Government partnership - 2006-2007 - Media Project - 'I am a South Australian - I am a Muslim' (SA)
A project to work with media to prepare and distribute to media organisations stories that challenge stereotypes and negative images of the Muslim Australian community and Islam.

B. Leadership

National Action Plan Response

Community Projects 2005-2006
Canberra Islamic Centre - National Conference of Muslim Women Sawt. Voices of Women (ACT)
A two-day conference for Muslim Australian women to explore ways in which Muslim women can be further empowered to participate in public life both within the Muslim community and in the wider Australian community. The conference included a mix of speakers, discussion forums and workshops on a range of issues facing Muslim women.

IWWCV - Self Esteem, Identity, Leadership and Community Participation Project for Women (Northcote - VIC)
The Self Esteem, Identity, Leadership and Community Participation for Women (SILC) workshops promote positive change for Muslim women at the individual, family and community levels and assists them to understand their rights and responsibilities. It is designed to develop Muslim women's leadership capacities and personal skills in a range of areas, including education, the workplace, parenting and dealing with domestic violence.

Rotary Tasmania - Rotary Youth Leadership Program (Hobart - TAS)
Supported the participation of a selected member of Tasmania's Muslim community to participate in the Rotary Youth Leadership Awards (RYLA) 2006 program. RYLA is an intensive training program provided to young people aged 18 to 26 who are selected for their leadership potential. It offers an all-expenses-paid seminar, camp or workshop to learn skills through discussion and practice. The program covered the topics of leadership fundamentals, ethics of positive leadership, the importance of communication skills in effective leadership, problem-solving and conflict management, building self-confidence and self-esteem, elements of community and global citizenship and Rotary's purpose and service to the community.

Addressing marginalisation and radicalisation – *continued*

Community Projects 2007-2008
FAIR - Art-SLAM21 (NSW)
This project focuses on marginalised Muslim Australian youth aged 15-26 through a series of arts projects. The young people are equipped with skills in leadership, assertiveness, communication and decision making to build a stronger sense of identity and self-esteem, enabling them to cope with negative stereotypes and discrimination and to become influential and involved in the activities of the wider communities. The project includes: Stand up Islam (comedy workshops); Cursive Connections (Arabic calligraphy classes), the Green Roomi (celebrating the poetry of Rumi through workshops), The Art of Leadership (mentors, rappers, and performers come together with selected youth in two day leadership and mentoring workshops), Faith Ways (eight inter-temple/church/mosque/art gallery walks); and Art-Slam (a major art event showcasing Muslim youth art to be held at the Museum for Contemporary Art).

Australian Government Projects 2005-2006
Australian Council for the Arts - Multicultural Arts Development Project (NSW)
By enhancing the skills of art workers in the local area, the Multicultural Arts Development Project raised the profile and professionalism of multicultural arts projects in Western Sydney with the aim of achieving greater cross-cultural understanding and appreciation.

C. Intergenerational conflict

National Action Plan Response

Community Projects 2005-2006
IWWCV - Community Capacity Building Program Development (Northcote - VIC)
The Self Esteem, Identity, Leadership and Community (SILC) Participation Project for Youth is a research and scoping project to adapt the SILC for Women program for delivery to young Muslim people. It focused on self-development, leadership skills, education, civic awareness and social engagement to overcome social and economic disadvantage.
The Connectedness, Interdependence, Regard, Commitment, Love, Empathy (CIRCLE) aims to build Muslim family capacity to assist them to deal with disadvantage and develop interpersonal skills to prevent the psychological and emotional factors that contribute to extremism. It addresses intergenerational issues between parents and children and provides information about Australian adolescent development, effective parenting and peaceful conflict resolution.

Addressing marginalisation and radicalisation – *continued*

D. Identity

National Action Plan Response

Community Projects 2005-2006
The University of Newcastle - Crossing Bridges and Strengthening Harmony: Understanding Muslim Australians (Callaghan - NSW)
This project involved the publication of three documents, which have been tested with students and academics. Two of the documents are aimed at the broader community and provide information about Muslim beliefs, practices and customs. These documents also include frequently asked questions and ideas for how the mainstream community can build closer relationships with Muslim people and provide information to Muslims new to Newcastle, to assist with their adjustment to living in a new city and country.
Community Projects 2007-2008
Multicultural Youth South Australia Inc (MYSA) - Multicultural Young Women's Leadership Program (SA)
This project in South Australia targets young culturally and religiously diverse women aged 14-30 years, with a particular focus on Muslim communities. The project provides 15 workshops for a minimum of 100 young women, as well as individualised support in addressing issues affecting their lives and focus on developing goals and future pathway plans. The project will also deliver a minimum of four media opportunities to promote the positive images of young women from diverse religious and cultural backgrounds, as well as an event to further inform the wider community of issues affecting young women. The young women will be required to act as role models in their respective communities.
Beyond Empathy - Across My Bridge (NSW)
This project conducts arts-based workshops to engage at-risk Muslim youth in the Canterbury, Auburn and Marrickville areas. These workshops are designed to build skills to enable the youth to engage with local support services such as schools, youth services and TAFE. Workshops include visual arts, dance, music, digital media, performance, writing skills development and leadership development. Two camps will be held to further leadership development prior to participants delivering projects in their community and guiding future apprentices.
Australian Government Projects 2005-2006
NAA - Archival Support Seminars (NSW, VIC)
Two archival support seminars took place in Melbourne in November 2006, and were followed by one in Sydney in June 2007. The seminars provided the opportunity for the Muslim community to develop the fundamental skills and know-how to preserve their documentary heritage and enable their collections to be available for the benefit of present and future generations. A resource book titled <i>Keep it for the Future: how to set up small community archives</i> was also produced.

Addressing marginalisation and radicalisation – *continued*

NAA - Vroom and Uncommon Lives websites (NAT)

Two online web products to highlight the contributions of Muslim communities to Australia's diverse history were developed. Both products are available on the NAA website: www.naa.gov.au.

Australian Council for the Arts - The Western Sydney Arts Festival Project (NSW)

The ARTiculate Arts Fair took place from 9-11 November 2006 at the Newington Armory at Sydney Olympic Park. The Fair comprised a series of events, including art demonstrations, forums, films, stands (featuring both art displays and art organisation representation) and live music. This project aimed to encourage greater understanding between all cultures by providing an opportunity for local artists and art workers from diverse backgrounds to have increased exposure and opportunities to receive vocational information and support.

Australian Government and state/territory government partnerships

Australian Government/ACT Government partnership - 2005-2006, 2006-2007 - Intercultural Outreach Program (ACT)

In collaboration with the ACT Government's Office of Multicultural Affairs, this program aims to enhance the understanding of Islam by members of the ACT community. The program supports a range of community building initiatives in the ACT region such as the Integrated Sports Project, which aims to give young people a chance to participate in mainstream activities and develop community connections. Open days at the Canberra Mosque have helped the local Muslim community share their religion with residents of the ACT.

Australian Government/NT Government partnership - 2006-2007 - Islamic Awareness Week (NT)

Held over one week in June 2007, activities included a Symposium at Charles Darwin University on topical issues regarding Islam, Open Days at Mosques, a Supplement/Lift out in a Northern Territory Newspaper promoting awareness of Islam, encouraging cross-cultural and interfaith understanding between youth, displays about Islam at various locations in the Northern Territory, Sports Days (for example soccer, cricket) and an Arts Exhibition.

Australian Government/NSW Government partnership – 2007-2008 - Art Gallery of NSW - Arts of Islam (NSW)

This project provided transport and entry to the Arts of Islam exhibition for approximately 600 primary and high school students in the Western Sydney region. It focuses on schools with high Muslim student populations. It educates all school students about Islam, while helping young people of Muslim background develop a positive connection with Islamic culture.

Addressing marginalisation and radicalisation – *continued*

E. Women

National Action Plan Response

Community Projects 2005-2006
MWNNA - Building Bridges (Auburn - NSW)
This project promoted the process of understanding, engagement and integration between Muslim women and other sections of the community. This was achieved through a series of events based on the United Nations Calendar of International Days to help dispel misunderstandings of Muslim women and to build relations between Muslims and non-Muslims. The aim was to develop respect and tolerance between those of different faiths and political persuasions and explore common interests and concerns.
MWNNA - Muslim Women's participation in Islamic Religious Life in Australia (Auburn - NSW)
This project investigated how Australian imams and religious scholars are positioned in relation to their attitudes towards Muslim women's participation in religious and broader society. This new survey research builds on earlier project research, which investigated women's access to mosques in Sydney. The new research is based on individual interviews with 15 imams and religious scholars.
IWWCV - Reclaiming a Diverse Australia (Northcote - VIC)
Research was undertaken into perceptions of Muslim women and Muslims in general held by non-Muslim people living in Victoria, including sources of information, media representation, and suggestions for improved relations.
Community Projects 2006-2007
IWWCV - Self Esteem, Identity, Leadership and Community Participation (SILC) for Women Workshops (Northcote - VIC)
This project aims to increase participation of Muslim women in their own communities and the broader Australian community through workshops which provide information and training in leadership, study skills, parenting and family issues. Workshops will be run in Melbourne, Adelaide and Perth.
ICV - "My Dress, My Image, My Choice" (SA and NSW)
The project aimed to break down barriers between Muslim and non-Muslim women by providing an opportunity to interact with each other in the non-threatening environment of a fashion parade. This project also provided leadership and capacity building skills for Muslim women through skills workshops. The project also engaged with local organisations and service providers, including mainstream and Muslim community groups. Events were held in Sydney and Adelaide.

Addressing marginalisation and radicalisation – *continued*

Canberra Islamic Centre – Consultation and Research for 2nd Conference (ACT)

This project is in the planning phase for delivery of the annual National Conference of Australian Muslim Women intended to consist of one day devoted to internal consultation and another day presenting to, and consulting with, external stakeholders, service providers and decision makers. Concurrent to the extensive consultation phase will be the development of a national database of Muslim women’s organisations, service providers and individual mentors and use of web facilities to identify issues to be addressed at the forum. The annual conference aims to bring together Muslim women from around Australia to promote their positive participation, representation and well-being both in their own communities and in Australian society.

Community Projects 2007-2008

ICV - “My Dress, My Image, My Choice” (QLD)

These women-only workshops incorporate a fashion show, panel discussion, speakers and entertainment in a relaxed setting. The project aims to challenge prevailing stereotypes about Islam and women, and encourages one-on-one interaction between Muslim and non-Muslim women. In addition, intensive event management training workshops are delivered.

MWNNA - “Did You Know” Project (NSW)

This project funds the printing and national distribution as well as on-line publication of the *Did You Know* book. This book aims to address the misinterpretation and misapplication of Islam as it affects the role, position and rights of Muslim Australian women. The book is for wide distribution across Australia through schools, universities, public libraries, migrant resource centres, government departments and federal, state and local politicians.

Australian Government Projects 2005-2006

HREOC - Muslim Women’s Forum 2006 (VIC)

The aim of this project was to engage Muslim Australian women in a dialogue about human rights and responsibilities and to increase understanding among Muslim women about human rights principles and the laws for protecting people against racial, religious and gender discrimination in Australia. The project also aimed to identify further strategies to improve the capacity of individuals and communities to respond to discrimination and vilification.

Addressing marginalisation and radicalisation – *continued*

F. Youth and police/justice

National Action Plan Response

Community Projects 2005-2006
TAFE QLD - Justice of the Peace Training (Southbank - QLD)
The project provided for community members to undertake a TAFE Justice of the Peace training course. The intent was for leading members of the community to be educated and available to Muslim community members to provide advice on basic legal and policing matters.
Community Projects 2006-2007
Al-Nisa's Youth Group - Building Positive Relations between the Muslim Community and the Queensland Police Service (Sunnybank - QLD)
Aims to establish more positive relations between women who hold senior positions within the Queensland Police Service and the Queensland Muslim community. It aims to develop strategic planning to build positive relationships between the Queensland Police Service and the Muslim community to educate the Queensland Police Service, specifically senior women officers about Islam and to develop resources and strategies to incorporate information on Islam into areas of police training.
Australian Government Projects 2005-2006
HREOC - Muslim Communities and Police Forums (NSW, VIC)
These forums aimed to build trust and cooperation between the police and Muslim and communities in order to build on the capacity of police to respond to incidents of racial or religious hatred and abuse. This project included the development of resources for law and community organisations regarding legal avenues and services for dealing with incidents of racial and religious intolerance.
AGD - Improving Crisis Management for the Muslim Community (NAT)
Crisis management initiatives for the Muslim community included the provision of a national emergency management workshop; review of the guidelines for emergency management in culturally and linguistic diverse communities and enhanced multicultural awareness programs for emergency management personnel at state, territory and local government levels. In addition, crisis management workshops involving state/territory governments, police, and emergency services will take place.
Australian Government Projects 2006-2010
AGD - Improving Crisis Management for the Muslim Community (NAT)
This project is a continuation of the project commenced in 2005-2006.

Addressing marginalisation and radicalisation – *continued*

HREOC - Addressing Discrimination through Human Rights and Responsibilities Education (NAT)

These measures aim to support groups at risk of being marginalised, focusing on assisting law enforcement agencies in addressing discrimination and vilification and impacting on the thinking of Muslim young people.

Australian Government and state/territory government partnerships

Australian Government/QLD Government partnership - 2006-2007 Justice of the Peace Training (QLD)

This partnership funds Justice of the Peace training courses for Muslim community leaders as part of the Queensland Government's Departments of Justice and Attorney-General's Multicultural Plan. The course encourages participants to build a better understanding of Australian law and Australian values of harmony, justice and democracy, thereby enabling them to give basic advice on legal and policing matters in their communities. Courses are being undertaken in several locations between Cairns and the Gold Coast.

G. Discrimination

National Action Plan Response

Community Projects 2006-2007

Affinity Intercultural Foundation - Home Encounters Network (Auburn - NSW)

Home Encounters Network aimed to expand an established network of people interested in continuing their interfaith experience through home meetings. The success of the smaller Home Encounters Network program reflects both the critical need as well as the relevance of such interfaith initiatives in the community at the grassroots level. The network will continue to develop innovative projects as well as interesting and worthwhile activities for the members of the network to maintain and grow their interfaith dialogue. A website has been developed to administer membership and activities and deliver construct evaluative responses to issues arising from interfaith dialogue.

Community Projects 2007-2008

Horn of Africa Relief and Development Agency (HARDA) - Mulgoa Getaway (NSW)

This Sydney-based project consists of a one week camp followed by community work linked with a volunteer organisation for 30 young African boys from different religious backgrounds aged 15-18. It will take place in early 2008. After the camp and community work, participants share their experiences in group discussions and are supported and monitored by community workers to enhance their individual development. The aims of the project include developing leadership skills as well as understanding and promotion of Australia values and cross cultural and interfaith issues.

Addressing marginalisation and radicalisation – *continued*

Multicultural Council of the Northern Territory - Back Out: Journey to the Heart (NSW)

This project involves two camps in the Northern Territory (one near Darwin and one near Alice Springs) for up to 32 disadvantaged boys from Muslim, Indigenous and other minority communities. The aim is for participants to develop skills in leadership and mentoring, as well as gain self-confidence and life skills through the five day camps.

Greater Shepparton City Council - Word and Mouth - NAP Program (VIC)

This project includes a leadership program, a camp, a discussion forum, production of a film, a fashion parade and a cultural display for young Muslim Australians and other young people in the Shepparton region from late 2007 to April 2008. The project aims to develop leadership and mentoring skills, and provide opportunities for exchange of ideas and positive interaction between Muslims and non-Muslims, including diverse community groups and leaders.

Australian Government Projects 2005-2006

HREOC - Audit of Racial Intolerance and Prejudice in Sport (NAT)

This agreement has been used to undertake an audit of the existing strategies addressing sport and racism and to provide recommendations and a draft strategy on future directions for sport and racism projects.

Australian Government Projects 2006-2010

HREOC - Addressing Discrimination through Human Rights and Responsibilities Education (NAT)

These measures aim to support groups at risk of being marginalised, focusing on assisting law enforcement agencies in addressing discrimination and vilification and impacting on the thinking of Muslim young people.

H. Mental health/health and sport

National Action Plan Response

Community Projects 2007-2008

Spectrum Migrant Resource Centre - Good Sports for Diversity (VIC)

This project aims to increase social cohesion amongst Muslim and non-Muslim youth in northern metropolitan Melbourne by utilising the youths' interest in sport to increase knowledge, awareness and understanding of Muslim culture; to reduce negative stereotypes; to foster leadership skills and increase the involvement of Muslim youth in local sports and mainstream organisations.

Addressing marginalisation and radicalisation – *continued*

Queensland - South West Metro Basketball Association Inc - Understanding and Inclusion through Sport Project (QLD)

This project operates in south-west Brisbane to help break down barriers among the local young people from Muslim, African, Maori and Indigenous communities through their participation in sports. The grassroots activities of come and try sports session, youth skills development sessions and a community youth cup are supported by a competition access program and a formal accreditation program. These are run in a way that helps foster tolerance and respect between people of all cultural backgrounds through education, skills development and use of youth culture including the provision of positive community role models.

Australian Government pilot project 2006-2009 - Lakemba and Macquarie Fields

ASC - The All Australian Sporting Initiative (NSW)

This initiative engages more primary school aged children, including Muslim children, in community sport through the expansion of the Active After-School Communities program and will be run in Lakemba and Macquarie Fields. Over 1000 primary school students have already participated.

Australian Government and state/territory partnerships

Australian Government/TAS Government partnership - 2005-2006 - Sport and Youth Program (TAS)

This project encouraged participation of migrant youth, particularly Muslim youth, through a sporting exhibition match and a series of sports skills sessions.

Australian Government/NSW & VIC Government partnerships - 2006-2007 - Royal Life Saving Society Australia - Muslim Aquatic Recreation Project (NSW, VIC)

The program aims include: developing links between Muslim community groups, Royal Life Saving Society Australia and local aquatic facilities; providing skills leading to employment in aquatic careers and assisting aquatic facilities to provide community friendly facilities that met the needs of the Muslim community.

