



DIVERSITY & INCLUSION **DONE RIGHT**

A FORUM ON
INCLUSION
DIVERSITY
HUMAN RIGHTS

12 November 2021

PROGRAM

Accessible

DIVERSITY & INCLUSION
DONE RIGHT

REGISTER
trackc.com.au/forum



We acknowledge the First Nations People of this land, the Wadawurrung People of the Kulin Nation, the true custodians of the country we walk on.

We pay our deepest respects to their elders, past, present and emerging. We acknowledge all the Aboriginal and Torres Strait Islander Peoples of this land. We take an oath to walk with them, we honour and respect their culture as the oldest living culture of the world.

VENUE:

Wurdi Youang (Level 5)
Geelong Library and Heritage Centre
The Dome
51 Little Malop Street, Geelong

Organised by



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INTRODUCTION

For nearly two years, the world has been occupied with fighting the pandemic and social justice warriors have brought to our attention that the human rights of many people have been impacted by the pandemic around the globe.

Social and cultural rights, gender equality, migrants and refugees have all been highlighted as key human rights priorities for governments of the world.

The Black Lives Matter movement has grown stronger and stronger everyday as have the calls for inclusion of diverse voices, fair treatment of refugees and asylum seekers and gender equality.

Whilst Diversity, Inclusion, Equity and Equality have dominated our discourse for quite some time, and we have been busy developing policy documents, strategic frameworks, programs and initiatives framed within these headings, the question remains as to whether we are on the right track.

What has been our guiding framework and are we all heading in the right direction to protect and uphold the human rights of every person in our community?

This forum will focus on inclusion and equity presented by people with lived experiences of exclusion and inequity. It will shine a bright light on human rights and social justice principles, it is a call to action to statutory bodies, decision makers, law enforcement agencies, legal profession, health sector, community leaders, community based organisations and sporting clubs to move beyond the rhetoric and make a shift in their way of practice.



ABOUT TRACK C

I founded Track C Consulting in late 2019. I am a legal professional and community development expert with a passion for cultural inclusion, human rights and community participation.

My professional expertise combined with my lived experiences guide me to tune into the diversity that is all around us. I listen, and help you listen, and capture the voices of the community and pave the path towards inclusion, equity and equality. Having a deep and respectful understanding of diversity and what it means is integral to making policies, designing and delivering services, running programs, and engaging with people of all walks of life.

Various International Covenants on Human Rights, the Victorian Charter of Human Rights are my guiding principles combined with my commitment to ethical practice, professional integrity and transparency.

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PROGRAM TIMETABLE

<p>8.30-9.30 Arrival and registration</p>	<p>9.30 Welcome to Country</p>	<p>9.45 Forum opens</p>
	<p>9.45-10.30 Keynote Speech: NYADOL NYUON</p>	<p>10.45-11.30 Working in Two Worlds TERORI HAREKO-AVAIVILLA Director, Salt Studio Consultancy</p>
<p>11.45-12.30 Refugee & Migrant experience of inclusion/exclusion Youth Voices Mehak Sheikh – Director, U-Learn with Mehak</p>	<p>12.30-13.30 Lunch & Networking</p>	<p>13.45-14.30 Living, life and growing up on Wadawurrung Country NORM STANLEY Wurri-Ki Culture</p>
<p>14.30-15.30 Yarning Circle facilitated by TERORI HAREKO-AVAIVILLA</p>	<p>15.45 Forum Closes</p>	



NYADOL NYUON KEYNOTE SPEAKER

Nyadol Nyuon was born in a refugee camp in Itang, Ethiopia, and raised in Kakuma Refugee camp, Kenya. In 2005, at the age of eighteen, she moved to Australia as a refugee.

Current Work: Since then, Nyadol has completed a Bachelor of Arts from Victoria University and a Juris Doctor from the University of Melbourne.

Nyadol is a vocal advocate for human rights, multiculturalism, the settlement of people with refugee experiences and those seeking asylum. She has worked and volunteered extensively in these areas with a range of organisations.

Nyadol is also a regular media commentator in these areas, having appeared on ABC's The Drum, as a panellist on Q&A and contributing to The Age, Sydney Morning Herald and the Saturday Paper, to name just a few.

In both 2011 and 2014, Nyadol was nominated as one of the hundred most influential African Australians. In 2016, she was the recipient of the Future Justice Prize.

In 2018 her efforts to combat racism were widely recognised, with achievements including the Australian Human Rights Commission's Racism. It Stops With Me Award. The prestigious award was in recognition of her advocacy and activism on behalf of the Australian-African and Melbourne's South Sudanese communities.

Nyadol also received the Harmony Alliance Award for significant contribution to empowering migrant and refugee women, and was a co-winner of the Tim McCoy Prize for her advocacy on behalf of the South Sudanese Community. She also received the Afro-Australian Student Organisation's Unsung Hero Award.

Drawing from her lived experience as a refugee, her expertise as a lawyer, and her passion for social justice and human rights, Nyadol will talk about her personal stories of combating racism.

She will share her insights as to where Australia is positioned within the Human Rights framework, how we are faring compared to the rest of the world and what we need to do to get there.





WORKING IN TWO WORLDS

TERORI HAREKO-AVAVILLA

Director, Salt Studio Consultancy

www.saltstudioconsultancy.com.au

First Nation employees working in mainstream agencies often feel burdened and experience challenges that impact on their cultural safety and wellbeing. The concept of 'working in two worlds' might be new to many cross-sector agencies but for First Nation employees this can be a barrier to career satisfaction and progression.

Terori will invite you to build a deeper understanding of 'Working in Two Worlds'; how you as allies can best support and facilitate cultural safety within your organisations, lead in the First Nations space to support your First Nations colleague to contribute without feeling burdened.

BIO

Terori is a First Nation Artist, cultural knowledge keeper, cultural educator, cultural mentor and water ceremony holder. Her cultural knowledge journey comes from her elders and traditional knowledge keepers. Terori established Salt Studio Consultancy originally as a platform for Aboriginal and Torres Strait Islander female artists to grow their brand within the visual art space. The consultancy half of the business was added later to combine Terori's love of sharing her creative culture and education. Terori comes from a health, community services and water industry background with many years of strategic and project planning, policy advice, development, and project implementation.



SALT STUDIO
CONSULTANCY



REFUGEE & MIGRANT EXPERIENCE OF INCLUSION/EXCLUSION - YOUTH VOICES

MEHAK SHEIKH

Director, [U-Learn with Mehak](#)

This session will provide an insight into the current experiences of young advocates in the diversity and inclusion + non-profit space. Mehak will share her own journey, what inclusion and exclusion in policy, planning and program delivery looks like and how to approach social and sustainable change through a systemic and intersectional lens. Mehak will cover this using anecdotal evidence, lived experience of navigating culture and diversity in Australia and some tangible tactics to engage multicultural young people.

BIO

Mehak is a connector by nature, and a facilitator by nurture. As a 24-year old woman from Melbourne's Western suburbs, she identifies as a fourth-generation Kenyan background with Muslim Punjabi heritage, currently residing on unceded Country of the Kulin Nation. With her identity strongly guiding her work and values, she is driven by her passion for systems change, community and youth-led voice and education. She is also influenced to engage in social justice causes by hearing from peers and her own lived experiences of being a young person from a migrant background living in Melbourne (Naarm). Having trained in Psychology (Hons), published works on acculturation attitudes in education for migrant communities and as the Founder of Unconventional Learning, Mehak's expertise lies in intercultural and intergenerational dialogue, emotional intelligence, accessible capacity building and advocacy.



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LIVING, LIFE AND GROWING UP ON WADAWURRUNG COUNTRY

NORM JURRAWAA STANLEY

Wurri-Ki Culture

Join in a yarn with Norm Jurrawaa Stanley as he shares his life growing up and living on Wadawurrung Country through art, music and storytelling. Norm will share his experiences of seeing voices of the custodians of the land being overlooked, dismissed and ignored. He will yarn with us about the impact of this on him and his people and why it is important that the oldest living culture of the world, is talked about everyday and is present in all we do.

BIO

I am a proud Aboriginal man with heritage connected to the Kurnai and Wotjabaluk people of Victoria. I am a musician, artist and storyteller born here on Wadawurrung Country. I am a proud father of 5 children who were all born and live here on Wadawurrung Country too. Sharing the love I have for my Culture is my life passion. I follow in the footsteps of my ancestors by honoring and sharing the stories of land, life and culture through the many different art forms that I am continuing to practice. I have over 25 years' experience in education, music and art. Below is a statement that I wrote and believe in as I walk my journey.

“Our stories are the oldest stories in the world. Our ancestors passed these stories down to us over thousands of years and across hundreds of generations. Now we have a role to play, we have become the holders of these stories. We are now The Keepers of the flame”

Wurri - Ki Culture

wurrikiculture.com.au



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KUBO KREATIVE