

Being **the Other**

INCLUSION UNMASKED

A FORUM

8 November 2024

Jan Juc Surf Life Saving Club
10 Clubhouse Rd
Jan Juc VIC 3228



BOOK HERE: <https://events.humanitix.com/being-the-other-inclusion-unmasked>

trackc.com.au

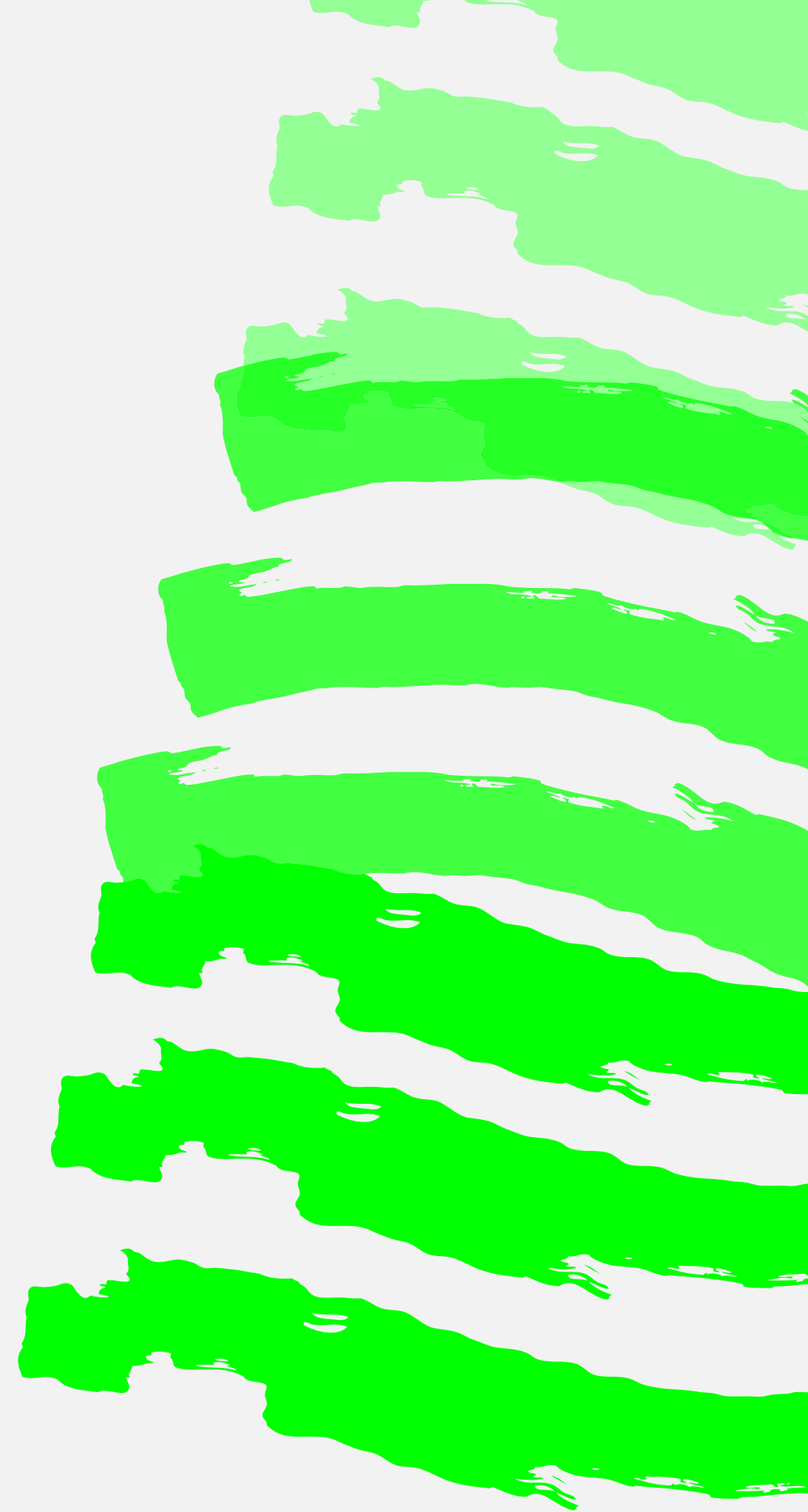
PROGRAM



Acknowledgement of Country

We acknowledge the First Nations People of this land, the Wadawurrung People of the Kulin Nation, the true custodians of the land, sky & water Country where we meet. We pay our deep respects to their elders, past and present and thank them for sharing their wisdom with us.

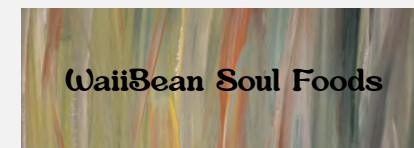
We acknowledge all the Aboriginal and Torres Strait Islander Peoples of this land. We take an oath to walk with them, we honour and respect their culture as the oldest living culture of the world.



Host



Event Partners



COVER ARTIST AND DESIGNER:
TET KELLY | KUBO KREATIVE

Being **the Other**

Welcome

Definitions belonged to the definers, not the defined. —Toni Morrison, *Beloved*

The conversation around diversity, equity and inclusion has evolved over the years. Every year we see the emergence of different definitions and applications of these terms in policy and in law, all intending to create just and equitable environments for all. Alas, there are still a large group of people who feel the pain of being othered by systems that are limiting and limited.

Being the Other, Inclusion Unmasked is an unapologetic move to have an open and honest conversation about Inclusion, what it means, how it is interpreted, and who defines it.

We are privileged to be in the company of some of the best professionals who will share their insights with us throughout the day and will invite you to challenge your perceptions and understanding of “Inclusion” and how it is experienced by many.

If you are an intellectual who is passionate about other human beings and their right to live free from any form of exclusion, then this conversation is for you and we look forward to having you with us.





About Track C Consulting

Track C Consulting, established in 2019 by Pirooz Jafari, is based on Wadawurrung Country.

Born in Iran, Pirooz migrated to Australia in the late 1990's as an ambitious photographer, holding a Bachelor in Visual Arts. His passion for social justice and human rights compelled him to pursue law and upon successful completion of a Bachelor of Laws at University of Wollongong, he worked in the community sector and local government both in NSW and Victoria for over two decades.

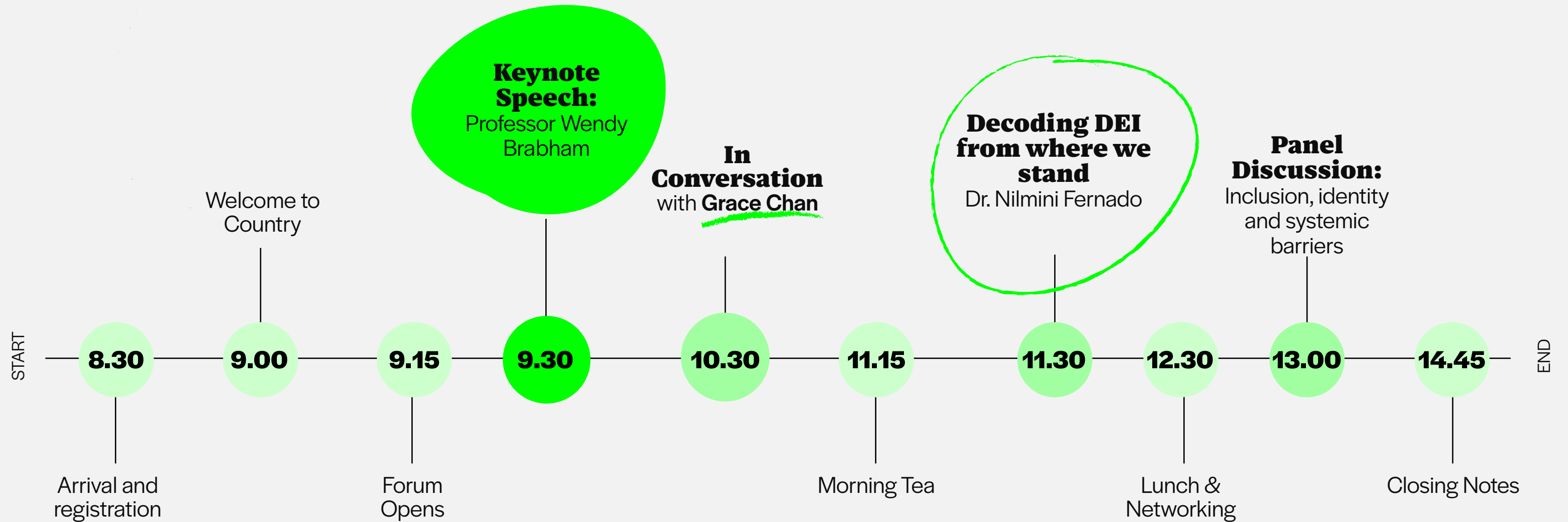
Over the years, Pirooz has offered his services as a pro bono lawyer at several community legal centres including Refugee Advice & Case Work Service in NSW, and Western Suburbs Legal Service and Refugee Legal (formerly known as Refugee & Immigration Legal Centre) in Victoria.

Pirooz ran his own migration law practice for over 5 years specialising in asylum seeker and humanitarian cases. This experience enriched his understanding of people's challenging experience of gross violations of human rights.

Pirooz is committed to bringing critical conversations to the Geelong region and has hosted three major forums in Geelong: Diversity & Inclusion (2021), Racism, Raw & Real (2022) and Gender Equality (2023).

Pirooz is also a writer and a story-teller, as such, has a unique set of skills and sensitivity to capture people's stories and voices, his debut novel *Forty Nights* was published by Ultimo Press in 2022 and was long listed for the Miles Franklin Literary Award in 2023.

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program

KEYNOTE SPEECH



Professor Wendy Brabham

(Aunty Wendy)

and a panel of representatives from the First Nations community

Professor Wendy Brabham is a Traditional Owner from the Wamba Wamba, Wergaia, Nyeri Nyeri and Dhudhuroa first nations. She is a respected academic who has been a representative on various boards and committees. Aunty Wendy commenced as a Director of Wathaurong Aboriginal Co-operative at the 2017 AGM and was most recently re-elected to the Board in February 2023.

“There is a great deal of quiet sadness in our community.”

[WATHAURONG.ORG.AU/ABOUT-US/#BOARD](https://wathaurong.org.au/about-us/#board)



Grace Chan

In Conversation with Grace Chan:
Identity, inclusion & belonging

Grace is an award-winning speculative fiction writer. She writes about brains, minds, and space. Her critically acclaimed debut novel, *Every Version of You*, is about staying in love after mind-uploading into virtual reality. It won the NSW Premier's Literary Awards People's Choice Award, and was shortlisted for The Age Book of the Year and longlisted for the Stella Prize and the Indie Book Awards.

Her short fiction can be found in *Clarkesworld*, *Lightspeed*, *Going Down Swinging*, and many other places. Grace was born in Malaysia and lives in Melbourne. In her other life, she works as a psychiatrist.

“What we really need is existing organisations to be restructured, and a redistribution of power.”

GRACECHANWRITES.COM



Andrew Fitisemanu

Andrew is a Diversity, Equity, and Inclusion Practitioner and creative consultant in non-for-profit and corporate environments. With experience in project management, corporate wellbeing strategies, and mentoring programs, he has worked across various international settings. Andrew is dedicated to promoting DEI and actively volunteers with Inclusion and Diversity groups to raise visibility and support psychological safety in the workplace from a Southern Hemisphere lens. As a former athlete, he still enjoys health and exercise, integrating these elements into his approach of Advocacy. Andrew is a sharer of insights and strategies for fostering belonging and creating supportive work environments.

“Listening is a powerful action a person can initiate to participate in deconstructing the barriers.”



*Decoding DEI: Unravelling
race, identity and power.*

Dr. Nilmini Fernando

Dr. Fernando is a Sri Lankan-Australian feminist, pracademic, and consultant renowned for her work in bridging academic insights with innovative practice applications in gender and race. She collaborates with individuals, teams, and organisations to enhance racial literacy, dismantle structural racism, and promote intersectional equity in workplaces and community services. As an Adjunct Research Fellow at the Griffith Centre for Social and Cultural Research, Dr. Fernando's forthcoming co-edited volume, *Critical Racial and Decolonial Literacies: Breaking the Silence*, set for release by Bristol University Press in August 2024, reflects her commitment to collectivity, transformative dialogue and thought leadership that promotes freedom, equity and solidarity with whom we serve.

Decoding DEI from where we stand: Identity, Positionality, Power and Agency

What forms of inclusion do DEI policies promise? What forms of inclusion do those who are 'othered' seek from such policies? In this session, Nilmini will first decode DEI through a racial literacy lens and illustrate what forms of exclusion are included and what are left out, in word and deed. Drawing from her work with DEI and Gender Equity teams, managers and practitioners whom she assists to navigate systems in the not-for-profit and community sector, she will unravel how identity and power operate in the encounter between the person, policy, process, and structures. This interactive session will provoke critical thinking, illuminate how we are 'othered' differently in contemporary social conditions, and find ways to strategically exercise our agency from where we stand to disrupt and change the racial/colonial/patriarchal systems we are embedded in.



Making sense of the complexity of diversity and inclusion: The allure of reductionist thinking.

Dr. Tèa O'Driscoll

Tèa came to Australia as a refugee from the Former Republic of Yugoslavia, with her family when she was 5 years old. All throughout her academic and professional life she has worked with culturally diverse communities, and was fascinated by culture, and particularly the effects that adapting to a new culture has on people who resettle in new countries. Tèa has a broad community development experience across 5 different local government bodies in Queensland and Victoria, primarily in community development roles focused on cultural diversity. Her expertise includes cultural diversity, concepts of health and wellbeing, refugee health, and bridging the gap between research and practice in this space. Tèa has specialist expertise in conducting needs analysis, program development and implementation, evaluation, and reporting.

In her current role as a research fellow at VU, she is involved in a place-based systems change initiative applying co-design and collective action in a complex community program. As a refugee to Australia, Tèa is especially passionate about working with culturally diverse communities, and applies a complexity and systems lens to understanding and acting to address 'wicked' social problems.

Tèa will be on the panel discussion on inclusion, identity and systemic barriers.



Hannah Mattingley

Hannah Mattingley is an Operations Manager with All Aboard disABILITY Support Services. Hannah has worked in the field of disability support for four years. Hannah has been a youth mentor and has a Bachelor of Health Sciences.

Hannah grew up witnessing firsthand the accessibility challenges posed for a family member who requires the use of a wheelchair and is a passionate advocate for people with disability.



“Our society will become the best it can be when it recognises its need for everyone’s individual and collective gifts and contributions. We know we belong if our absence leaves a gap, and our presence is actively sought, beyond the achievement of targets and celebrations of diversity. It is an embrace of who we are, and the ability to similarly embrace others.”

Helen Freris

Helen Freris, Advocacy Lead at Women with Disabilities Victoria, is a not-for-profit, community, and disability sector leader with more than 20 years’ experience in capacity building, service and training delivery, program design and coordination. She is strongly committed to social justice, equity and belonging, bringing community sector experience of service delivery and management within family service and disability organisations.

Helen holds qualifications in social work, family dispute resolution and community sector management, and is currently Advocacy Lead at Women with Disabilities Victoria. She serves as a director of Blind citizens Australia, currently in the role of Acting President. She also serves as a member of the Board and Policy Council of the World blind Union Asia Pacific region, and on the Executive Committee of the Australian Disability and Development consortium.



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