

PRACTICE VOICES

1. EMPOWERING INTEGRATION – DR FAHREEN ALAMGIR AND DR AYDOGAN KARS

The Rohingya Community Centre in Springvale was established in 2024 by the Rohingya community. The objective of our research has been to connect and collaborate with them so that they can represent themselves within broader Australian society with dignity, recognition, and agency.

Our involvement stems from a sense of social responsibility to assist in their integration process. We invest our intellectual and technical support to develop their capability for a deeper, more grounded integration of Rohingyas into Australian culture—especially for a community historically exposed to violence, including sanctions, segregation, and the denial of ethnic rights and citizenship. It is critical for members of the community—many of whom have spent significant time in refugee camps or detention centres—to understand issues of violence (including domestic violence), as well as equity and equality within families, communities, and the wider society. In such contexts, cultural integration must begin with institutional recognition and systematic inclusion.

The establishment of the Rohingya Cultural Centre marks a significant step toward recognition and social inclusion. Through this centre, the Rohingya

community in Springvale—and more broadly across Victoria—is becoming more visible and engaged. This visibility is enhanced through partnerships with the Department of Multicultural Affairs, other Muslim communities, and South-East Asian communities, broadening their social networks and representation.

They initially approached us to help build the Rohingyas' capacity to apply for grants from local councils and the Department of Immigration and Multicultural and Indigenous Affairs (DIMIA). We contribute to this process by offering input and facilitating capability development through workshops. These workshops include dialogue on gender issues, violence, and community leadership. Over time, participants gain a deeper understanding of cultural diversity, inclusivity, and equity. Such support enables the community to engage more confidently and pragmatically within the labour market.

To strengthen partnerships, the community visits other cultural centres and actively participates in networking initiatives. At a broader level, the Rohingya Community Centre is expanding its connections with government bodies, civil society organizations, and business sectors. Their children are also increasingly participating in sports, which supports social inclusion and cultural integration.



We continue to support the Rohingya community in developing their skills and fostering connections with educational institutions to promote responsible, inclusive, and accountable management practices in line with the values of sustainable development for all.

**THE ESTABLISHMENT OF THE
ROHINGYA CULTURAL CENTRE
MARKS A SIGNIFICANT STEP
TOWARD RECOGNITION AND
SOCIAL INCLUSION.**

2. INTERACTION FOR HEALTH AND HUMAN RIGHTS – DR ALICE DE JONGE

InterAction for Health and Human Rights brings together two leading national intersex-led organisations: Intersex Peer Support Australia (IPSA) and Intersex Human Rights Australia (IHRA). In 2024 Dr Alice De Jonge from the Department of Business Law and Taxation is a nonexecutive director of InterAction clinical governance committee. They provided policy advocacy advice on “Submission on the Use of Genetic Testing Results in Life Insurance Underwriting on behalf of Intersex Human Rights Australia”; to the Department of the Treasury Inquiry; 2024. Previously, Dr De Jonge has represented IHRA at Federal election events and has addressed a question to national Party representatives on behalf of the Intersex community as well as co-ordinating and leading a Pride Week Event “Transgender and Intersex Rights: A Conversation”.

3. GENDER EQUALITY AND INCLUSION – DR ADRIANA ORIFICI

The study investigated the views and experiences of academic staff at Monash Business School (school), with respect to programs and grants designed to promote gender equality and inclusion. As part of the study, we conducted a survey of staff in 2023 in accordance with approval received from the Monash Human Research Ethics Committee. Based on 144 responses to this survey, we delivered in depth findings and a set of recommendations to the school in 2024. These findings and recommendations were presented in several forums in the school, including to the school's executive. The school responded to each of the recommendations, and key recommendations were subsequently incorporated into the most recent Business School Implementation Plan.

A range of changes have been implemented based on the findings and recommendations of the study, to date, which demonstrate its impact. For example, the school has: committed to developing infrastructure—some of which may already have been delivered—to improve the dissemination of information about existing grants. This includes regular reminders, updates, and establishing procedures at the department or centre level to ensure staff are uniformly informed about these opportunities; undertaken a review of the mentoring program, based on recommendations from the study, and is planning changes accordingly; and commenced reviewing the eligibility requirements and application procedures for several of the grants we analysed, with the aim of making them more accessible, particularly to female staff, who were often the intended beneficiaries of such grants.

