



Great Lakes Agency for Peace and Development International Ltd

PO Box 887 Fairfield, NSW 2165, Australia

www.glapd.com

ABN 45 154 194 813

**GREAT LAKES AGENCY FOR PEACE & DEVELOPMENT
INTERNATIONAL (GLAPD Int.)**

ANNUAL REPORT 2014 – 2015



*Uniting hearts and minds in Africa's Great Lakes Communities
locally, regionally and internationally.*

CONTENT

Forward.....3

Introduction.....4

Overview of programs and activities 2015.....5

Future programs and activities.....17

Income and expenditure statement of GLAPD Int. for the financial year 2014-2015.....19



FORWARD

Mr Emmanuel Musoni

**Chair of the board of directors GLAPD
Int. 2015.**

Since its establishment, GLAPD Int. made tremendous achievements, thanks to hard working and devoted teams of men and women who served as Board members from 2012 to date. They deserve our recognition and appreciation. From the beginning, we have been operating basically on the tireless efforts of volunteers (be it the Board members and other GLAPD Int. members) who do what it takes to keep the organisation functioning and most of all achieve the utmost results, thus they deserve our sincere appreciation for keeping the candle burning. Nevertheless, at the beginning of 2014/2015 financial year, GLAPD Int. received a 3 year funding up to 2018. This grant has been instrumental in realizing GLAPD Int. mission and objectives; hence it is once again our great pleasure to thank the Department of Social Services for supporting our communities. We also thank Settlement Services International (SSI) and Fairfield Migrant Resource Centre (FMRC), for partnering with us in tendering for settlement grant program.

Our heartfelt thanks to Multicultural NSW for funding GLAPD Int. in its project of Ambassadors of Peace, a youth project. As a result, young people from our communities have acquired skills in performing arts - dance and drama, they got engaged in community participation and most of all they spread messages of peace to our communities

During this reporting period, GLAPD Int. accomplished various activities ranging from information sessions, community consultations, referrals for new arrivals, partnering with various organisations/institutions, promotion of youth initiatives, Mental health workshop and supporting our communities to successfully bring them together and promote peace and harmony.

We are endeavouring to achieve more in this financial year, in the areas of multiculturalism, employment, regional and rural settlement of community members, capacity building. We will widen the spectrum of our partnership to increase opportunities and settlement services for our communities.

Dear valued members, friends and partners of GLAPD Int., we thank you for supporting our organisation up to this level. We will need more of your support to accomplish more tasks ahead, as we endeavour to increase our service coverage to reach more people and open more windows of services and opportunities.

“Unity is our strength and our neighbour is our opportunity”

Mr Emmanuel Musoni

Chair GLAPDInt Board of Directors

INTRODUCTION

GLAPD Int., pronounced “glah-ped”, was formally established on August 15, 2011 by members of the Congolese, Rwandan, Burundian and Ugandan communities living in Australia. GLAPD Int. was officially incorporated by ASIC on the 25th January 2012. GLAPD Int. is a non-profit, non-religious and non-political organisation, which was established to promote peace and development amongst people of Africa’s Great Lakes region, at the local, regional and international level.

Our vision is to promote peace, harmony and development among the people of Africa’s Great Lakes region, at the local, regional and international level. We work in partnership to create positive change.

Our MOTO is “Uniting hearts and minds in Africa’s Great Lakes communities locally, regionally and internationally”

Our target groups are communities from the Great Lakes region of Africa: Rwanda, Burundi, Uganda and DR Congo.

GLAPD Int. carried out several activities and provided services to the target communities for the last three years. These include promotion of Peace and harmony among the communities, Community consultations, Information sessions, workshops, trainings and settlement programs.

This report details all the programs and activities accomplished in 2014-2015. It also highlights new initiatives such as Community Dialogue and Peace initiative, African Australian Inclusion Program, Community Language School and Regional and Rural Settlement of Migrants and Refugees , just to mention a few.

Our contact details:

Great Lakes Agency for Peace and Development Int.

ABN 45 154 194 813

PO. Box 887 Fairfield NSW 2165

Suite 4/ 1 The Crescent, Fairfield NSW 2165 AUSTRALIA

Website: www.glapd.com

Facebook page: Great Lakes Agency for Peace and Development.

Facebook account: GLAPD Int.

Phone: (+61) 2 97238865

Email: nadine.glapdint@ymail.com

OVERVIEW OF PROGRAMS AND ACTIVITIES IN 2015

❖ Conflict resolution workshop (4/ 2/ 2015)

The workshop was held at Fairfield Migrant Resource Centre and the session was facilitated by Mrs Shoshana Faire, an expert in conflict resolution and member of the Creators of Peace. A conflict in the workplace or in community just seems to be a fact of life. We've all seen situations where different people with different goals and needs have come into conflict. And we have all seen the often intense personal animosity that can result. The fact that conflict exists, however, is not necessarily a bad thing as long as it is resolved effectively, it can lead to personal and professional growth. In many cases, effective conflict resolution can make the difference between positive and negative outcomes. The good news is that by resolving successfully, you can solve many of the problems that it has brought to the surface, as well as getting benefits that you might not at first expect: Increased understanding: the discussion needed to resolve conflict expands people's awareness of the situation, giving them an insight into how they can achieve their own goals without undermining those of other people.

Increased group cohesion: when conflict is resolved effectively, team or community member can develop stronger mutual respect and a renewed faith in their ability to work together.

Improved self- knowledge: conflict pushed individuals to examine their goals in close details, helping them understand the things that are most important to them, sharpening their focus, and enhancing their effectiveness.

However, if conflict is not handled effectively, the results can be damaging. Conflict goals can quickly turn into personal dislike. Teamwork or community breaks down. And it's easy to end up in a vicious downward spiral of negativity and discrimination.

❖ The meeting with Patria Garcia _ University of Sydney Centre for conflict resolution 18/02/2015

Venue: University of Sydney

The major purpose of this meeting was discuss with the University of Sydney centre for Conflict studies about our new initiative of Dialogue on peace and conflict resolution between communities of the Great Lakes.

After I introduced the rationale behind the initiative, Patricia proceeded to recommend the following:

1. That it's a good initiative to champion such an initiative especially with communities like ours whose past have witnessed troubling moments of wars and conflicts,
2. That, the Centre for conflict studies of the University of Sydney is ready to facilitate our community dialogue,

3. The dialogue is meant to reconnect our people, because before the war and conflicts our people were connected,
4. The dialogue should be inclusive of men, women, youth and other groups, if any;
5. During the dialogue sessions, we will use narrative theory of people's experiences only, because it will be the communities with experience and the centre staff will be facilitators only
6. It's important that during the dialogue sessions, we limit our discussions to specific selected topics by our communities
7. We need to mobilize resources together for organizing sessions. Way forward:

We decided that GLAPD Int. will arrange all the preparations regarding the availability of the community, topics of discussion, starting date, venue and choice of people to be engaged in the dialogue.

University of Sydney Centre conflict studies will organize facilitators, contribute towards resources of during dialogue sessions, sometimes facilitate in getting venues for example at the centre premises.

❖ **GLAPD Director presents at International Women's Day, Waratah Room, Parliament House 9/3/2015**

On March 9th, 2015, the UNAANSW and Humanist Society of NSW held one of many Australia wide events commemorating International Woman's Day.

GLAPD's Women's Affairs Director, Margaret Conway, was one of this event's speakers. She presented a detailed summary of the changes to women's freedoms and rights in the Great Lakes region between 1981 and today. Her talk touched on the ongoing concern of violence against women in the region, which is acutely heightened in times of political strife and civil war. Other speakers also addressed gender violence, from the moving personal testimony of Robyn Carroll (Walla Mulla Family & Community Support Woolloomooloo) to the political promises of The Hon Jillian Skinner MP (NSW Minister for Health). This informative session covered a range of perspectives, from the historical experiences of early Australian settler women, to the experiences of women in countries that many currently settled in Australia are from, and still maintains strong ties to.

❖ **Fairfield/Cabramatta Harmony Day 19/03/ 2015**

The theme of this year's Fairfield/Cabramatta Harmony day event was 'Everyone Belongs'. It was a fitting theme, for the vibrant cultural diversity of the Fairfield region was wonderfully represented in Thomas Ware Plaza on the 19th of March. The bright and bold Greek dancers stamped musically while a troupe of Cantonese women danced delicately to country music and a Rwandan dance troupe performed a beautiful, swooping series of traditional dances. As well as being a supporter of the event, GLAPD's Nadine Shema addressed the crowd to invite them to our upcoming Harmony Day get-together and to impart a message of peace and goodwill on GLAPD's behalf.

❖ Harmony day 11/4/2015

It was in an atmosphere of joy, happiness and excitement that communities from the Great Lakes region of Africa and the mainstream Australian community came together to celebrate the rich and vibrant cultures and colours from Rwanda, Burundi, Uganda and D.R. Congo.

We were honoured to be with our guest of Honour the Hon. Senator Concetta FierravantiWells, the parliament secretary of the Department of Social Services, Hon. Chris Hayes, Member of Fowler, Clr. Scott Lloyd, Lord Mayor of Parramatta and different community leaders.

We were deeply inspired by our guests who gave us hope for a better future in Australia, our new country.

It was a great moment for sharing our stories and cultures including food, outfits and costumes, artworks, traditional dances and music. The young ambassadors of Peace showcased different skills that they acquired through mesmerising and inspiring performances of songs, dances, poetry and drama spreading great messages of peace and Harmony to all.

The wide Australian community present on the day expressed their gratitude for what was offered to them on the day.

To finish up, a cake was cut by all the community leaders along with our guest of Honour Senator the Hon Concetta Fierravanti-Wells as a symbol of Unity and togetherness wishing a brighter future to all our communities.

This was GLAPD Int.' second Harmony get-together celebration and we are committed to make it an annual event. We look forward to a bigger and greater event next year in 2016.





Photos: Highlights of the Harmony day_ Traditional dancers, fashion show, inspirational guests, symbol of unity through cake cutting.

❖ **Community Consultation for communities from the Great Lakes region of Africa on the 11th April 2015.**

During the Harmony day, GLAPD Int. took the opportunity to carry out a community consultation through a short survey and community members from the Great Lakes of Africa expressed their needs, issues and challenges to safely settle in Australia.

These are the results of the survey:

- There were twenty participants from the four communities (Rwanda 4, Burundi 5, D.R Congo 5 and Uganda 6).
- Regarding the question about having any challenges or issues settling in Australia:
 - ✓ Some of the clients said they find difficulties finding friends which because of the language barrier and this makes them isolated and affect them in different aspects such as studies, finding employment, communication with others
 - ✓ Others find it hard to find job or to seek for help from community organisations because they have temporary visas. One of the clients said: “I have family back in my country to look after, how can I help them to survive while I don’t have any income/ job? Or to talk to them that’s all need from me money”.
 - ✓ Some of the clients which mentioned that their main issue is how to seek for immigration information and update as the legal aid many community organisations don’t provide any help to Bridging visa holders.
 - ✓ One of the clients had an issue finding accommodation as his wife is pregnant and has a two years old baby. They live with their friends and they have bridging visa.
 - ✓ So the challenge that the clients have when they arrive to Australia is the visa type: bridging/temporary visa as they are put on hold until they have permanent visas then that may be able to settle in Australia.

More than 250 people came to that event and the most of all they had great time dancing, having their traditional food and enjoying the group dancing. The main purpose for this consultation is to communicate directly with the communities and ask them which kind of challenges and issues they face since they arrived to Australia and to remove difficulties and obstacles faced by both immigrants and asylums seekers.



Community Consultation Ugandan 23rd May 2015

Date: 23rd May 2015

Attendees: 14 people

The Venue: Community Youth Centre

During Peace and Harmony appearance GLAPD Int. had a community consultation for the families from the Ugandan Association of NSW, 14 people came to that consultation and the most of all they had great time. They came from different suburbs and the main purpose for this consultation was to communicate directly with the community and ask them what kind of challenges they face since they arrived to Australia. we found out that the issues the community faced while settling in Australia are unemployment, finding social service, social exclusion, lack of education and training, language barrier and health issues.

They suggested that the way to resolve those issues is to provide more training and workshops, talk to different people and seek advice/information. The aim of this community consultation is to talk and approach directly to the clients from Ugandan community to consider the problems they had been facing and the necessary solutions to such obstacles and what are the steps for our organisation to minimize the issues in order to help the community.

❖ Visa types Information Session 6th June 2015

On the 6th June 2015 at Fairfield Migrant Resource Centre in Cabramatta, 20 participants from the great Lakes region (Rwanda, Burundi, Uganda and DR Congo) and the mainstream Australian community attended an information session organised by GLAPD Int. on different types Visas and their requirements. The session was facilitated by Solicitor Julia Steward from the Refugee Advice and Casework Service.

The info session was organised in response to many concerns that our community people expressed during several community consultations that GLAPD Int. carried out in order to understand various requirements and criteria to have a permanent residency as many of the participants are on bridging visas with still unresolved applications for residency.

The aim of the session was to give the clients the knowledge about:

- What are the immigration law?
- How to apply for residency or other visas?
- What are the different stages?
- What is the maximum duration for the process?
- Where to find help/assistance?

The facilitator mentioned that there have been changes in the immigration law especially for asylum seekers. The session was very informative and participants asked many questions.



Photo: Participants of the Visa information session.

❖ Career Development workshop 20th June 2015

The workshop was facilitated by Mrs Sheila Matete-Owiti, a life/Career Coach and Consultant. The workshop was attended by 20 participants. Sheila broke the ice by asking participants to talk about what they would like to do in their career, what is their passion and what are their dream jobs.

Sheila gave tips for an effective job search and a successful job application:

- How to effectively search for a job: she recommended several job search websites in the different sectors,
- How to write, review and update impressive CVs.
- How to effectively address the selection criteria by using the STAR (Situation, Task, action, Result) approach.
- How to prepare and practice for interviews, - Negotiate salary and promotion.
- How to set up goals and plans to make dreams happen.

The workshop was very instructive and very useful for participants as they showed interest and actively participated throughout the session.



Photo: Participants in the career Development workshop

❖ **Great Lakes Sports Gala 1st August 2015**

GLAPD Int. organized Great Lakes Sports Gala-2015, for the communities of the Great Lakes on 1/8/2015 and it was the first of its kind. The Purpose of this event was bringing together our community as a way of moving our people from social isolation to social inclusion and participation. It was attended by more than 200 members of different communities. Four communities of Burundi, Democratic Republic of Congo, Rwanda and Uganda participated. Five games were organized and 5 trophies were awarded to the best teams (Soccer, Volley ball, Basket Ball, Net Ball and Table Tennis). Trophies awarded to the best teams as follows: Soccer trophy-Burundi, Volley Ball trophy-Rwanda, Basket Ball trophy-Uganda, Net Ball trophy-Rwanda, and Table Tennis trophy-Uganda.

Communities have recommended the continuity of organizing Great Lakes Sports Gala for the coming years and everyone is invited to Great Lake Sports Gala-2016.

At the end of the games communities were entertained by the **Ambassador of Peace**, a dance and drama group of youth from Great Lakes Communities, funded by former CRC now Multicultural NSW.



Trophies: Five trophies were awarded to the best winning teams of the 5 organized games



Indoor soccer: Burundi Vs Rwanda and the trophy awarded to Burundi after beating D.R Congo (3-2)



Ambassadors of Peace: Dance and drama performance group funded by Multicultural NSW

❖ **Training/workshop for Board members: 4/7/2015**

In partnership with STARTTS, we received a consultant (Mrs Margaret Piper) to train the Board in their Roles responsibilities. The following were covered

- The Role of Board
- Legal and Financial Responsibilities of the Board
- Monitoring and Supervisory Role of the Board - including Risk Management
- Strategic Planning
- Policy Formulation
- Roles and Responsibilities of Board Members: overarching responsibilities, day-today responsibilities, code of conduct, board meetings, managing conflict of interest, challenges faced by board members, fundraising and advocacy.
- Identifying personal responsibility

The board members were fully empowered to effectively perform their daily duties and responsibilities.

❖ **Meeting with David Hammond (Managing Director Jesuit social service: 15/9/2015)**

First contact on establishing working relations between GLAPD Int. and Jesuit Social services especially on the Program of African Australian Inclusion Program (AAIP).

Update on the meeting with David Hammond (Managing Director Jesuit Social Services)

We discussed about:

1. The benefits of Africa Australia Inclusion program (AAIP)

The purpose of the program is to integrate professional of African Background into the Corporate World in Australia. So far the program is up and running between Jesuit Social Service and NAB, with some of the beneficiaries from Great Lakes Communities.

2. How GLAPD Int. can facilitate in providing volunteers who can assist during the recruitment and interview process at NAB.
3. Dave is here to brief the AGM about the program

❖ Partnership with the Western Sydney University on research 5/11/2015 The

following were the key points discussed:

1. Return to School

As an organization, we are grateful that you have this program of return to school especially at higher level of education, simply because some of the parents in our communities complained about school dropout during one of the community consultations that I organize with communities. They went further to suggest a research in this area of school dropout and come out with the most probable causes, since they (parents) were giving varying reasons.

Conclusion and way forward:

GLAPD Int. will attend events of return to school organized by the office of Widening Participation, Western Sydney University. We also talked about a possible research into the causes of school dropout, and one of the hypothetical opinions being "Bullying"

2. Research

Great Lakes Agency for Peace and development International is a community based organization, with most of its members as Migrants and Refugees. Over the last decade, our communities have been struggling to settle well in Australia through numerous challenges that affect them daily. Some of these challenges are: Social, Cultural, Economic, Legal, Health, Gender and Others.

Through our organization, we have tried the best to help our people in this process of settlement by providing basic solutions to the above mentioned issues, through service provision and referrals to service providers. However, settlement issues keeps surfacing in the form of the above categories among our people. Together with our Board of directors, we have been thinking that, addressing some of these issues through research would be the plausible way of knowing the real problem and then look for a durable solution through scientific findings, rather than applying hypothetical solutions and opinions.

Conclusion and way forward:

Alan will talk with (contact), the School of Education and the School of Social Sciences and Psychology about developing a partnership in research with GLAPD Int. in different areas of interest, given community needs.

3. Assisting the intake of 12,000 Syrian Refugees

The Commonwealth Government has accepted to receive 12,000 refugees from Syria as part of humanitarian entrants. This has required the government and Institutions both public and private to stand up for help, because they will arrive in big numbers with enormous needs. Western Sydney University would like to participate in this important program of settling Syrian refugees in NSW.

As an academic Institution, the level of participation would be more of learning and teaching of English Language for the newly arrived refugees. However, as GLAPD Int., we are

ONGOING AND FUTURE PROJECTS

	Project/Program Name	Project Description	Partner
1	Settlement Services	Provide settlement services to Migrants and refugees from Great Lakes Region (funded up to 2018)	Department of Social Service
2	Community Language school	Teaching common languages used back home to Kids and others	NSW Federation of Community Languages
3	Regional and Rural Settlement of Migrants and Refugees	Integrating Migrants and refugees into the Agricultural sector in regional and rural area. The case of Mingoola.	DSS/Department of Agriculture and Mingoola Association
4	Community Dialogue & Peace initiative	Dialogue between members of our community to promote peace, harmony and bridge the conflict gap in our communities	University of Sydney/ Centre for Peace and Conflict Studies.
5	African Australian Inclusion Program	Integrating professionals of African background into the Australian Corporate World (The case of NAB)	Jesuit Social Service and NAB

6	Research project entitled: “African women migrants' access to reproductive health services in South Western Sydney: a pilot study “	The research pilot project aims to examine the access to and the experience of reproductive health services by African women refugees and migrants from the Great Lakes Area (Rwanda, Burundi, Uganda and DR Congo). Using qualitative research methods, it will analyse the experiences of the women to form a picture of the reproductive health access needs of this group.	The University of New South Wales/School of Public Health and Community Medicine.
Projects in Pipeline			
1	Cleaning	Establish a cleaning company that employ migrants from Great Lakes Region	Jesuit Social services
2	Financial support to small and emerging businesses	Provide financial support to small and emerging business initiatives	Westpac Bank
3	Social Research Project	Develop a research hub/Desk together with Western Sydney University	Western Sydney University