



# DIVERSITY SYMPOSIUM 2005

## Women, Diversity and Human Rights

### DRAFT PROGRAM

(updated 29 November 2005)

RMIT University  
Storey Hall  
Melbourne, Australia  
7-8 December, 2005



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# DIVERSITY SYMPOSIUM

7 – 8 December, 2005  
RMIT University, Melbourne

## PROGRAM TIMETABLE

<b>DAY 1 – Wednesday 7th December</b>		
Registration desk will be open from 7:30am		
9:00-9:20	Conference Opening	Vicki Nicholson-Brown – Welcome to Country, Mary Delahunty, Vivienne Nguyen, <i>Chair: Prof. Mary Kalantzis</i>
9:20-9:45	Keynote Address	Jackie Huggins, AM
9:45-10:45		Laila Al-Qatami
10:45-11:00	<b>MORNING TEA</b>	
11:00-12:15	Plenary Panel 1	<i>Theme: Human Rights / Construction of Women and Race</i>
12:15-1:00	<b>LUNCH</b>	
1:00-2:00	GROUP 1: Papers and Workshops	
2:00-3:30	GROUP 2: Papers and Workshops	
3:30-3:45	<b>AFTERNOON TEA</b>	
3:45-5:00	Plenary Panel 2	<i>Theme: Culture and the Law – Intersectionality / Challenging Culture</i>

<b>DAY 2 – Thursday 8th December</b>		
Registration desk will be open from 8:00am		
9:00-10:00	Plenary Panel 3	<i>Theme: Representation &amp; Intersectional Identities</i>
10:30-10:45	<b>MORNING TEA</b>	
10:45-11:45	Keynote Address	Dr Iwona Safi
11:45-1:15	GROUP 3: Papers and Workshops	
1:15-2:00	<b>LUNCH - Incorporating a performance by the “The Signoras”</b>	
2:00-3:00	GROUP 4: Papers and Workshops	
3:00-4:00	Plenary Panel 4	<i>Theme: Enigmas and Responses</i>
4:00-5:00	GROUP 5: Papers and Workshops	
4:15-5:15	<b>AFTERNOON TEA (Will be offered during sessions)</b>	
5:15	Reflections/Closing	Facilitated by Mary Kalantzis & Maria Dimopoulos

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<b>DAY 1 – Wednesday 7<sup>th</sup> December</b>	
<b>7:30</b>	<b>REGISTRATION - Secretariat &amp; Registration Desk will be open from 7:30am</b>
<b>9:00-9:20</b>	<b>CONFERENCE OPENING</b>
	<p><b>Vicki Nicholson-Brown</b> – Welcome to Country  <b>Mary Delahunty MP</b>, Minister for Women's Affairs  <b>Vivienne Nguyen</b>, A Commissioner of the Victorian Multicultural Commission  <i>Chair: Prof. Mary Kalantzis, RMIT University, Australia</i></p>
<b>9:20-10:45</b>	<b>KEYNOTE ADDRESS</b>
	<b>Jackie Huggins AM</b> , Deputy Director, Aboriginal and Torres Strait Islander Studies & Unit and Co-Chair Reconciliation Australia
	<b>Laila Al-Qatami</b> , Communications Director, American-Arab Anti-Discrimination Committee – ADC
<b>10:45-11:00</b>	<b>MORNING TEA</b>
<b>11:00-12:15</b>	<b>PLENARY PANEL 1</b>
	<p><i>Panel:</i> <b>Dr Hurriyet Babacan</b>, Sunshine Coast University, Australia  <b>Joumanah El Matrah</b>, Islamic Women's Welfare Council of Victoria, Australia  <b>Eleanor Bourke</b>, Co-Chair, Reconciliation Victoria, Descendant of the Wergaia &amp; Wamba Wamba Peoples of Northwestern Victoria  <i>Chair: Maria Dimopoulos, Myriad Consultants</i>  <i>Theme: Human Rights / Construction of Women and Race</i></p>
<b>12:15-1:00</b>	<b>LUNCH</b>

<b>1:00-2:00 GROUP 1: PAPERS and WORKSHOPS</b>		
	<b>1:00-1:30 (30 min sessions) GROUP 1A</b>	<b>1:30-2:00 (30 min sessions) GROUP 1B</b>
ROOM 1	<b>Dr Elizabeth Hobman</b> , School of Psychology, University of Queensland, Australia The Role of Team Identification in the Dissimilarity - Conflict Relationship	<b>Guanzhong Hou</b> , School of Management, Xi'am Jiaotong University, China Promoting Local Cultural Through Everyday Items
ROOM 2	<b>Dr. B. Allen Talbert</b> , Department of Youth Development and Agricultural Education, Purdue University, USA Enhancing Opportunities for Diverse Secondary Students: Case Study of an Urban Agricultural Magnet School	<b>Dr Perry Rettig</b> , Human Services and Professional Leadership College of Education and Human Services, University of Wisconsin Oshkosh, USA Democratic Principles in Schools
ROOM 3	<b>Dr Erica Lewin</b> , Australia Social Context as a Determinant of Identity: Anglo-Indian Women in Western Australia	<b>Deirdre Tedmanson and Dr Lia Bryant</b> , School of Social Work & Social Policy, University of South Australia, Australia Telling the Future
	<b>1:00-2:00 WORKSHOP (60 minute session) GROUP 1C</b>	
ROOM 4	<b>Dr Martin Leekey and David Brant</b> , Disability Australia, Australia UN Convention on the Rights of Persons with Disabilities: Progress Report and Discussion	
ROOM 5	<b>Jan Ashford</b> , CAUS Inc, <b>Corrine Collins</b> and <b>Evelyn Moseley</b> , Disability Advocate, Australia Developing a Human Rights Audit Tool with a Disability Lens	

<b>2:00-3:30</b>	<b>GROUP 2: PAPERS and WORKSHOPS</b>		
	<b>2:00-2:30</b> (30 min sessions) <b>GROUP 2A</b>	<b>2:30-3:00</b> (30 min sessions) <b>GROUP 2B</b>	<b>3:00-3:30</b> (30 min sessions) <b>GROUP 2C</b>
ROOM 1	<b>Dr Rigardt Samuel Pretorius and Maserame Maria Letsie</b> <i>Department of African Languages, North-West University, South Africa</i> Considerations Regarding Illness and Health in Setswana Culture: What Should be Taught in a Basic Language Acquisition Course	<b>Lloydetta Quaiocoe</b> , <i>School of Education, Division of Education, Arts and Social Sciences, University of South Australia, Australia</i> Negotiating a Sense of Belonging: Immigrant and Refugee Children in a New School Environment in Canada	<b>Dr. Carol Parker Terhune</b> <i>School of Nursing, Oregon Health and Science University, USA</i> Biculturalism, Code-Switching, and Shifting: A Search for the Identity of the African American Woman
ROOM 2	<b>Jinman Kyonne</b> , <i>School of Social Work, University of Missouri-Columbia, USA</i> The Different Aspects of the Children's Division (CD) Staff of the State of Missouri in Their Work Environment: What Workplace Dimensions Do They Feel Differently in terms of Gender and Race?	<b>Beatrix Schwarzer</b> , <i>Department of Political Science, Johann-Wolfgang Goethe University, Germany</i> Discourses on Race and Gender in South Africa Transition Process: A Challenging Liaison	<b>Tafa Mulitalo</b> , <i>Social Policy and Social Work, and Karin Menon</i> , <i>Department of Psychology, Massey University, Auckland, New Zealand</i> Sense of Connectedness and Empowerment: Story-Telling and its Therapeutic Effect on Polynesian Women
ROOM 3	<b>Prof. Constantine P. Danopoulos</b> <i>Department of Political Science, San Jose State University, USA</i> Coping with Post-War Trauma: Women and Children in the Former Yugoslavia	<b>Dr Bryan Poulin</b> , <i>Faculty of Business Administration, Lakehead University, Canada</i> Leadership and Leadership Succession: The Advantage of Diversity	<b>Dr. Kimberly Adams</b> , <i>Assistant Professor, Roger Williams University, USA</i> Gender Equity in Legislative Representation: A Global Perspective
ROOM 4	<b>Robyn Doyle</b> , <i>Faculty of Social Work, University of Toronto, Canada</i> Achieving and Measuring Diversity: An Organizational Change Approach	<b>Sabra Brock</b> , <i>The Training Advantage, USA</i> Exploring the Effect of Gender on Transformational Learning in Business and Professional Education Curricula and Implications for the USA and Australia	<b>Margaret Milne</b> , <i>Department of Immigration &amp; Multicultural &amp; Indigenous Affairs, Australia</i> Towards Education for Cultural Competency: Promoting Education and Training for the Skills and Knowledge Base that will Enable Australian Business to Harness the Economic Benefits of Australia's Language and Cultural Diversity
	<b>2:00-3:30 COLLOQUIUM</b> (90 minute session) <b>GROUP 2E</b>		
ROOM 5	<b>Georgina Clark, Shona Sadeghi and Rachel Lazarov</b> , <i>Multicultural Disability Advocacy Association, Australia</i> More Than just Ramps and Multilingual Posters: Improving Access to Services for Women from Non-English Speaking Backgrounds (NESB) with Disability/Carers who Experience Violence		
<b>3:30-3:45</b>	<b>AFTERNOON TEA</b>		
<b>3:45-5:00</b>	<b>PLENARY PANEL 2</b>		
	<p><i>Panel:</i> <b>Padma Raman</b>, <i>Chief Executive Officer, Victorian Law Reform Commission</i>  <b>Dr Savitri Taylor</b>, <i>Senior Lecturer, La Trobe Law, La Trobe University, Australia</i>  <b>Samia Baho</b>, <i>Statewide FARREP (Family &amp; Reproductive Rights Education Program) Coordinator, Working Women's Health, Victoria</i></p> <p><i>Chair:</i> <b>Dalal Smiley</b>, <i>Darebin City Council, Australia</i></p> <p><i>Theme:</i> Culture and the Law – Intersectionality / Challenging Culture</p>		

## DAY 2 – Thursday 8<sup>th</sup> December

	<b>REGISTRATION - Secretariat &amp; Registration Desk will be open from 8:00am</b>		
<b>9:00-10:30</b>	<b>PLENARY PANEL 3</b>		
	<p><i>Panel:</i> <b>Marion Lê</b>, OAM, Marion Lê Consultancy, Australia  <b>Margherita Coppolino</b>, Disability and Diversity Consultant, Australia  <b>Dr Nabila Jaber</b>, University of Canterbury, New Zealand  <b>Hala Abdelnour</b>, Victorian Arabic Social Services – VASS, Australia</p> <p><i>Chair:</i> <b>Georgia Prattis</b>, Metropolitan Fire Brigade MFB, Australia</p> <p><i>Theme:</i> Representation &amp; Intersectional Identities (Representation of Ethnic Identities in the Discourse)</p>		
<b>10:30-10:45</b>	<b>MORNING TEA</b>		
<b>10:45-11:45</b>	<b>KEYNOTE ADDRESS</b>		
	<p><b>Dr Iwona Safi</b>, Senior Lecturer, Faculty of Arts and Humanities, American University of Technology, Lebanon</p> <p>Incorporation of International Human Rights Standards into National Laws and Policies: Mechanism to Protect Migrant Women’s Rights</p>		
<b>11:45-1:15</b>	<b>GROUP 3: PAPERS and WORKSHOPS</b>		
	<b>11:45-12:15</b> (30 min sessions) <b>GROUP 3A</b>	<b>12:15-12:45</b> (30 min sessions) <b>GROUP 3B</b>	<b>12:45-1:15</b> (30 min sessions) <b>GROUP 3C</b>
ROOM 1	<p><b>Carol Butler-Mader and Dr Deborah Peach</b>, Faculty Education and Creative Arts, Central Queensland University, Australia</p> <p>Influencing Student Perceptions of Diversity: Is DOL the Answer?</p>	<p><b>Dr. Lane Crothers</b>, Department of Politics and Government, Illinois State University, USA</p> <p>Globalisation and the Representation of Gender in American Popular Culture</p>	<p><b>Nellie Green</b>, Ngarn –gi Bagora Indigenous Centre, La Trobe University, Australia</p> <p>Culturally Appropriate Inclusive Practices for Indigenous Women in Higher Education: Indigenous Women in Higher Education</p>
ROOM 2	<p><b>Dr. Heidi Stevenson</b>, Benerd School of Education Department of Curriculum and Instruction, University of the Pacific, USA</p> <p>Emotional Self-Regulation in Education: The Means to Develop Empathy and Celebrate Diversity</p>	<p><b>Dr Lepono Peter Boshego</b>, Department of African Languages, School of languages, University of South Africa (UNISA), South Africa</p> <p>The Manifestation of Cultural Diversities in the South African Sotho: The Case of Marriage as a Cultural Institution</p>	<p><b>Dr Lia Bryant</b>, Director, Research Centre for Gender Studies, University of South Australia, Australia</p> <p>Still no Room at the Inn? Gender Justice and the Australian Legal Profession</p>
ROOM 3	<p><b>Dr Shih-chung Tristan Hsieh</b>, Department of Anthropology, National Taiwan University, Taiwan</p> <p>Are They Still Buddhist Women? On Tai-Lue Female Immigrants in Taiwan</p>	<p><b>Prof Alexander Josef Antonites</b>, Department of Philosophy, University of Pretoria, South Africa</p> <p>The Challenge of Cultural Diversity in Tertiary Education: Towards a Solution of Possible Conflict</p>	<p><b>Jawad Syed</b>, Department of Business, Macquarie University, Australia</p> <p>The Ageing Workforce: Changing Agenda of Australian Labour History</p>
	<b>10:45-11:45 WORKSHOP</b> (60 min session) <b>GROUP 3D</b>		<b>12:45-1:15</b> (30 min sessions) <b>GROUP 3C</b>
ROOM 5	<p><b>Dr. Ophera Davis</b>, President, Davis Career Consulting, USA</p> <p>Working with Diverse Groups Counseling African American and Latino Students: Counseling First Generation Students of Colour</p>		<p><b>Dr Keri Logan</b>, Department of Information Systems, College of Business, Massey University Wellington Campus, New Zealand</p> <p>The Information Technology (IT) Workplace: Does Gender Matter?</p>
<b>1:15-2:00</b>	<b>LUNCH</b>		
	A performance by “The Signoras”		

<b>2:00-3:00</b>	<b>GROUP 4: PAPERS and WORKSHOPS</b>	
	<b>2:00-2:30</b> (30 min sessions) <b>GROUP 4A</b>	<b>2:30-3:00</b> (30 min sessions) <b>GROUP 4B</b>
ROOM 1	<b>Dr. Mary Z. Stange</b> , <i>Department of Philosophy and Religion, Skidmore College, USA</i> Goddesses and Amazons: Religious Images of Female Power in Feminist Activism	<b>Dr Shari Stoddard</b> , <i>Art, Central Washington University, USA</i> The Making of Braided Rugs
ROOM 2	<b>Julie Phillips</b> , <i>Advocacy Advisor, Deaf Children Australia</i> Smoke and Mirrors: Human Rights for People with Disabilities in Australia	<b>Virginia Mansel Lees and Mark Furlong</b> <i>School of Social Work &amp; Social Policy Bundoora Campus, La Trobe University, Australia</i> Recognition of Diversity is More than Enjoying Multi-cultural Cuisine
ROOM 3	<b>Karin Menon</b> , <i>School of Psychology / Te Kura Hinengaro Tangata College of Humanities and Social Sciences Albany Campus and Tafa Mulitalo</i> , <i>Massey University, New Zealand</i> The Socio-Cultural Meaning of 'Night Life' to Samoan Women in Auckland: Observed Variations in Females' Behaviour on the Dance floor Across Euro-American and Polynesian Cultures	<b>Prof. Sooshin Choi</b> , <i>School of Design, University of Cincinnati, USA</i> Universal Design: A Practical Tool for a Diverse Future
	<b>2:00-3:00 WORKSHOP</b> (60 min session) <b>GROUP 4C</b>	
ROOM 4	<b>Dr Valarie Spiser-Albert</b> , <i>Department of Leadership Studies and Charles Salter</i> , <i>Our Lady of the Lake University, USA</i> Leading Change in Diverse Organizations	
ROOM 5	<b>Maureen Goldman</b> , <i>English Department, Academic Affairs Interdisciplinary Program, Academic Affairs and G. Elizabeth Kirsch</i> , <i>English Department, Bentley College, USA</i> Women, Leadership and Social Change: Past and Present	
<b>3:00-4:00</b>	<b>PLENARY PANEL 4</b>	
	<p><i>Panel:</i> <b>Anne Phillips</b>, FBA, Professor of Gender Theory, The Gender Institute and Government Department, London School of Economics</p> <p><b>Perle S Besserman</b>, <i>Instructional Assistant Professor of English, Illinois State University, USA</i></p> <p><i>Chair:</i> <b>Prof. Mary Kalantzis</b>, <i>Globalism Institute, RMIT University, Australia</i></p> <p><i>Theme:</i> <i>Enigmas and Responses</i></p>	

<b>4:00-5:00</b>	<b>GROUP 5: PAPERS and WORKSHOPS</b>	
	<b>4:00-4:30</b> (30 min sessions) <b>GROUP 5A</b>	<b>4:30-5:00</b> (30 min sessions) <b>GROUP 5B</b>
ROOM 1	<b>Angela Jury</b> , <i>School of Sociology, Social Policy and Social Work, Massey University, New Zealand</i> Supporting or Marginalising?: Discourses of Abuse, Shame and Helping Agencies	<b>George Wilson</b> , <i>School of Social Work, Queen's University Belfast, United Kingdom</i> Mental Health Social Work in Northern Ireland and the Republic of Ireland: Challenges and Opportunities for Empowering Practice
ROOM 2	<b>Dr. Carol Strong</b> , <i>Centre for Citizenship and Human rights, Arts Faculty, Deakin University, Australia</i> Cultural Diversity: Global Developments Reflected at the Local Level	<b>Joanne Pyke</b> , <i>Victoria University, Institute of Community Engagement and Policy Alternatives, Australia</i> Diversity Management by Australian Organisations: Cultural Diversity or Gender - the either/or Nature of Practice in Australian Organisations.
ROOM 3	<b>Dr. Lesley D. Harman</b> , <i>Department of Sociology, King's University College at the University of Western Ontario, Canada</i> Faith Without Fear: Energy Work and the Emergence of the Feminine	<b>Eric Youn</b> , <i>School of Social Work, University of Texas at Arlington, USA</i> Diversity Training through a Virtual Learning Environment
ROOM 4	<b>Elizabeth Anna Szczepanska</b> , <i>National Network of Polish &amp; Multicultural Community Organisations, Poland</i> "Before It's Too Late" Domestic Violence in the Polish Community: An Analytical Approach to Defining the Nature and Prevalence of Domestic Violence in the Polish Community	<b>Emma Dawson</b> , <i>National Centre for Australian Studies, Monash University, Australia</i> Not so Special Anymore?: SBS Television in a Globalised Media Landscape
	<b>4:00-5:00 WORKSHOP</b> (60 min session) <b>GROUP 5C</b>	
ROOM 5	<b>Dr. Alan Brown</b> , <i>Arizona Prevention Resource Center, Arizona State University, USA</i> Determining What Works in the Public Sector (and What Doesn't)	
ROOM 6	<b>Elizabeth Gertsakis</b> , <i>Artist, Writer, Curator and Varvara Ioannou</i> , <i>Educator, HR Professional /Community Activist, Australia</i> A Peacock, some Penguins and an Accidental Artist in the Corporation: Two Perspectives Meet in One Organisation	
<b>4:15-5:15</b>	<b>AFTERNOON TEA</b> (Will be offered during sessions)	
<b>5:15</b>	<b>REFLECTIONS / CLOSING SESSION</b>	
	<i>Facilitator:</i> Mary Kalantzis & Maria Dimopoulos	

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