
From: I
Sent: Monday, 15 May 2017 5:25 PM
To:
Cc:
Subject: FW: Eman Sharobeem CV
Attachments: Dr Eman Sharobeem Q and Bio.docx; C V E Sharobeem april 2014.pdf

Phone
Level 7, 10 Valentine Avenue, Parramatta NSW 2150.
PO Box W213 Parramatta Westfield 2150
Web: www.antidiscrimination.justice.nsw.gov.au
Enquiries: adbcontact@justice.nsw.gov.au
Complaints: complaintsadb@justice.nsw.gov.au
Facebook: <https://www.facebook.com/antidiscriminationboard>
Twitter: <https://twitter.com/nodiscrim>

Please note that the Sydney office of the Anti- Discrimination Board of NSW has moved to new premises at Level 7, 10 Valentine Avenue, Parramatta NSW 2150. Telephone and email contact details remain the same.

-----Original Message-----

From:
Sent: Monday, 15 May 2017 5:02 PM
To:
Subject: Fw: Eman

Carley Tucker
Communications Officer
Anti-Discrimination Board of NSW

Phone: 02 9268 5525 | Freecall: 1800670812 | TTY: 02 9268 5522 | Fax: (02) 9268 55 00
Web: www.antidiscrimination.justice.nsw.gov.au
Facebook: <https://www.facebook.com/antidiscriminationboard>
Twitter: <https://twitter.com/nodiscrim>

----- Forwarded by Carley Tucker/ADB/NSW_AG on 15/05/2017 05:01 PM -----

From: Eman Sharobeem <emansharobeem@agd.nsw.gov.au>
To: "Carley Tucker@agd.nsw.gov.au" <carley_tucker@agd.nsw.gov.au>,
Date: 08/04/2014 05:09 PM
Subject: Eman

2014 Australia Day Ambassador

Dr. Eman Sharobeem

Director, Immigrant Women's Health Service CEO, NESH Women's Scheme INC Statutory Members, Anti-Discrimination Board NSW Member of NSW Domestic & Family Violence Council 02-97264044/ 02-97261016/ 0421611511 iwhs@swsahs.nsw.gov.au www.immigrantwomenshealth.org.au www.twitter.com/Sharobeem au.linkedin.com/pub/dr-eman-sharobeem/2a/494/4a1/

IWHS is funded by NSW Health Department via SSWLHD(See attached file: Dr Eman Sharobeem Q and Bio.docx)(See attached file: C V E Sharobeem april 2014.pdf)

Dr Eman Sharobeem
Director, Immigrant Women's Health Service

The physical, sexual, and psychological violence against women begins when the doctor says, "It's a girl." To revolutionize, we need to invest in girl's education, consequently she will change the world. I have been campaigning to educate people that slavery still exists today, in fact, despite all progress, if you count the number of women and girls in domestic or sexual slavery, you will find more slaves in the world today than at any other time in history.

Eman Sharobeem, Director of the Immigrant Women's Health Service NSW, works with disempowered immigrant women assisting them to escape forced marriages, and supporting those who suffer domestic violence, or who are exploited and enslaved in their own homes.

Eman was born in Egypt where her parents, both working in the education system, used their positions to start her education as early as possible, and to keep her studying constantly. She began First Grade when she was four, and, obviously a remarkable pupil as well as diligent one, she gained her degree in Accounting and Business Administration from Ainchames University when she was sixteen years old. Continuing what they saw as their duty to care for their daughter and also to keep their property in the family, they informed her when she was only 14 that she was to marry her cousin. She became his wife before she finished her degree. Eman accepts that her parents believed it was for the best, and although her two sons, both born in Australia after she and her husband immigrated, are her pride and joy, she suffered terribly in her marriage. Her husband, now deceased, used his power over her in many ways, including physically abusing her, imprisoning her for a period of time, stealing her sons away from her, and threatening to keep her "under his foot and annihilate her." These words and the violent actions that accompanied them, which she remembers clearly, confirmed in her a resolve to resist such disempowerment herself and to resist it on behalf of other women. She states that her life's experiences have caused her to do the work she does now, and sharing them assists in communicating the effect such experiences can have on women and young girls.

After arriving in Australia, Eman continued to study, gaining a Master's degree in Social Science and doctorates in Psychology and in Management in Organizational Leadership. She has worked internationally as a member of the UN task force/ Micro finance in The Middle East, on USA Education treaties with the Middle East, and as General Manager of the Department of International Relations of the National Council for Women/ Egypt. However, rather than working as an officer in a government organization she prefers to work in the community as she does now in Sydney's west, helping women directly herself and training others to work with them. As part of her aim to educate the public and bring about change she also participates in community organizations and serves as a contact and a point of information for the media and for numerous politicians in the NSW government.

Her work has earned her many awards, local ones such as the Community Award for Policing Program, for her contribution to the work of the NSW Police Force, and state and national recognition with her appointment as 2014 Australia Day Ambassador, Finalist of the 2013 NSW

Women of the Year for her work for women's rights, and with her presentation of a Certificate from the Parliament of Australia in recognition of her service and inspiration to Australian women. She was nominated as one of the Most Influential Women in Australia in 2012, for her Human Trafficking and Forced Marriage Advocacy campaigns. She is co-author of two books – 'HIV/AIDS, the Arabic Community Educators Manual' and 'Fairfield Community Harmony'.

Eman Sharobeem is presently Director of the Immigrant Women's Health Service, a Commissioner on the Community Relations Commission of NSW, a convener of Immigrant and Refugee Women's Network, chairwoman of the Non-English Speaking Housing Women's Scheme and on the board of Anti-Discrimination Board of NSW and Member of NSW Domestic & Family Violence Council. These positions support her work of educating and assisting migrant women, and of helping the wider Australian community understand, sympathize and act on the injustices that exist. Eman's campaigning on these issues has raised awareness and is starting to bring about changes to legislation.

The Immigrant Women's Health Service can be contacted on (02) 9726 4044.

www.immigrantwomenshealth.org.au

References:

McMah, Laurem: "Welfare Eman Sharobeem nominated for NSW Women of the Year Awards", *Daily Telegraph*, February 27 2013, <http://www.dailytelegraph.com.au/newslocal/south-west/welfare-eman-sharobeem-nominated-for-nsw-woman-of-the-year-awards/story-fngr8hxx-1226586502786> (Accessed 31/3/2014)

Overington, Caroline: "The wedding vow: when Australian girls are sold into marriage", *The Australian*, February 11, 2012, <http://www.theaustralian.com.au/news/features/the-wedding-vow-when-australian-girls-are-sold-into-marriage/story-e6frg8h6-1226264687995#> (Accessed 31/3/2014)

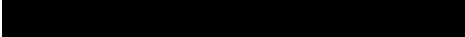
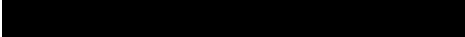
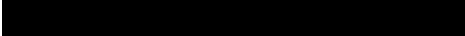

Partridge, Emma: "Hotline plan to help hidden child brides in Sydney", *The Australian*, March 3, 2014, <http://www.smh.com.au/nsw/hotline-plan-to-help-hidden-child-brides-in-sydney-20140301-33sqm.html> (Accessed 31/3/2014)

Patty, Anna: "Untying the knots that bind", *Sydney Morning Herald*, December 16, 2013, <http://www.smh.com.au/nsw/untying-the-knots-that-bind-20131213-2zcmh.html> (Accessed 31/3/2014)

<http://www.australiaday.org.au/australia-day/ambassadors/new-south-wales/eman-sharobeem/> (Accessed 31/3/2014)

Brief CV of Eman Sharobeem, PhD

PERSONAL DATA

Name : Eman Sharobeem
Address : 
Telephone & : 
Fax : 
Email : 

Educational Background

* American University in Cairo, registered with University of Technology, Sydney
PhD: Psychology, Family and Community

* University of Technology, Sydney
PhD: Management in Organizational Leadership

* American University - Master Degree of social science

* University of Technology - Sydney Australia
Diploma in Management /community organisations

* Faculty of Commerce - En Shams University Egypt/Cairo.
Bachelor of Business administration

Thesis titles:

1. Business Management /
2. The importance of feasibility studies to establish economic activities.

Employment History

Immigrant Women's Health Service
Director
2004 to Date

United Nation
Various posts as follow:
1997 to 2003

* **General Manager** for the department of external relation,
Responsible with a team of 36 staff for the international treaties concerning women and their standard in countries where CEDAW agreement had not been fulfilled.

* **Training Manager**, manage a team to deliver training packages for ministers and their cabinets in the Middle East, in cooperation with U.S.A

* **Micro Enterprise Unit Executive Director** "Poverty Alleviation and Employment Generation"

Parks Community Network (NGO) - Sydney, Australia
June 1995 up to June 1997
Manager

Dr.Eman Sharobeem

Immigrant Women's Health Service

June 1994 to June 1995

Coordinator

Granville Multicultural Centre (NGO) - Sydney Australia

June 1989 up to June 1994

Social Worker

Membership of Professional Organizations

- Anti Discrimination Board, Member
- Community Relation Commission, Commissioner
- Immigrant And Refugee Women's Network, Convenor
- Transcultural Mental Health, member and partner
- Fairfield Migrant Interagency, member
- Liverpool Macarthur Regional committee, Chairperson
- Ministerial Consultative Committee, member
- Fairfield Liverpool Workers Network
- The Association of Non English Speaking Background Women of Australia, Chairperson
- Multicultural Advisory Committee, member
- Somali Community Capacity Building Project, Advisor

publications and involvements

- Jointly writing Healthy Women Program
- On board with Women's Health in Industry
- Attended and provided Cross Cultural HIV \AIDS Training Program
- Jointly wrote HIV-AIDS epidemic in the Australian-Arabic community, education book
- Quit Smoking Leadership /UNICEF
- Confidence Building Training
- Domestic Violence Training / UN program
- Unlearning Racism Program /UN program
- Interview Processing Training (for program evaluations with participants)
- Conflict Resolution Skills Training
- Conflict Resolution Network - Train the Trainers
- Breast Screening Mammography Training
- Self Esteem Pilot Program
- BCE Supervision Training
- Cultural Diversity Advance Skills Training
- Women and Children Growing Together In a New Country Program
- Feasibility study and financial systems in the micro enterprise field

Dr. Eman Sharobeem

Media mentions

<http://www.2uc.com.au/blogs/2uc-blog/how-widespread-underage-marriage/20140318-34zjv.html>

<http://www.dailytelegraph.com.au/news/nsw/australian-research-council-rejects-funding-to-research-growing-problem-of-forced-marriages/story-fni0cx12-1226723284497>

<http://www.heraldsun.com.au/news/western-sydney-girl-8216bashed8217-by-dad-for-talking-to-boys-on-facebook/story-fnii5s3y-1226714057776>

<http://www.heraldsun.com.au/news/child-bride-reveals-the-dark-secret-of-unspoken-crime-in-sydney/story-fnii5s3y-1226714052940>

<http://www.smh.com.au/nsw/tafe-class-to-help-social-workers-prevent-violence-in-the-home-20130810-2ror8.html>

<http://www.dailytelegraph.com.au/newslocal/south-west/welfare-eman-sharobeem-nominated-for-nsw-woman-of-the-year-awards/story-fng8hxlh-1226586502786>

<http://www.fairfieldchampion.com.au/story/1326848/fighter-for-rights-up-for-award/?cs=1118>

<http://nedavanovac.com/tag/eman-sharobeem/>

<http://www.ninemsn.com.au/assetslideshow.aspx?assetid=272955>

<http://www.fairfieldchampion.com.au/story/1163422/forced-marriage-is-violence-against-women/>

<http://www.fairfieldchampion.com.au/story/1133525/forced-marriages-raise-awareness-call/?cs=1118>

<http://www.fairfieldchampion.com.au/story/245755/a-place-where-women-thrive/>

<http://www.theaustralian.com.au/news/features/inbox-enough-is-enough/story-e6f8h6-1226277073460>

<http://www.theaustralian.com.au/news/features/the-wedding-vow-when-australian-girls-are-sold-into-marriage/story-e6f8h6-1226264687995>

<http://www.abc.net.au/radionational/programs/spiritofthings/dr-eman-sharobeem/1151224>

<http://www.sbs.com.au/insight/episode/overview/179/polygamy>

http://books.google.com.au/books/about/HIV_AIDS_the_Arabic_Co

[mmunity_Educators.html?id=j9ycAAAACAAJ&redir_esc=y](#)

<http://www.flinders.edu.au/events/show/event/preventing-and-responding-to-violence-against-women>

<http://www.abc.net.au/news/2012-12-01/forced-marriages-a-growing-problem-in-nsw/4407186>

www.parliament.nsw.gov.au/Prod/LC/lcpaper.nsf/0/.../56770342.pdf

<http://www.abc.net.au/radionational/programs/drive/new-legislation-makes-forced-marriage-a-criminal-offence/4545932>

<http://al-ghorba6.blogspot.com.au/2013/01/to-charbel-baini-and-dr-sharobeem-vouel.html>

<http://theaustralian.com.au/news/standing-up-to-domestic-violence-in-a-culture-of-silence/story-e6frg6n6-1226663470654>

Projects Coordinated

Human resources selection and training

Capacity building evaluation for YWCA

Different Colour One People Project / United Nation Program

Australian Council for Women Survey

International Year of the Family Research & Consultation

Immigrant Women Speakout Association Consultation

Cultural Awareness Open Days Projects (workers and community)

Health Information Open Days (workers and community)

Women In The Work Place Project / UNICEF Program

Weaving and Ceramic Projects / planing and evaluation

Arabic Speaking Social Education Project

Workers (Train The Trainers) (HIV /AIDS Awareness and Academics)

International Women's Day (organizing and Leadership)

Western Breast Screening Mammography /Arabic Media Radio Campaign

Day of Action Against racism & discrimination

Ask Any Women -Women Safety and the Urban Environment Video

Dr.Eman Sharobeem

Literacy awareness and education (Radio & Television) campaign for the Adult Migrant Education Service

Working together UN project (formally The Conflict Resolution Network)

From:
Sent: Monday, 15 May 2017 5:24 PM
To:
Cc:
Subject: FW: media article
Attachments: Eman.docx

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-----Original Message-----

From: Carley.Tucker@justice.nsw.gov.au [<mailto:Carley.Tucker@justice.nsw.gov.au>]
Sent: Monday, 15 May 2017 5:02 PM
To: Elizabeth Wing
Subject: Fw: media article

Carley Tucker
Communications Officer
Anti-Discrimination Board of NSW

Phone: 02 9268 5525 | Freecall: 1800670812 | TTY: 02 9268 5522 | Fax: (02) 9268 55 00
Web: www.antidiscrimination.justice.nsw.gov.au
Facebook: <https://www.facebook.com/antidiscriminationboard>
Twitter: <https://twitter.com/nodiscrim>

----- Forwarded by Carley Tucker/ADB/NSW_AG on 15/05/2017 05:01 PM -----

From: Eman Sharobeem <emansharobeem@agdnsw.gov.au>
To: "Carley.Tucker@agdnsw.gov.au" <carley_tucker@agdnsw.gov.au>,

Date: 15/04/2014 12:19 PM

Subject: RE: media article

Hi Carley

Thanks for that, I did some changes, please look at the attached then Cheers Eman

2014 Australia Day Ambassador

Dr. Eman Sharobeem

Director, Immigrant Women's Health Service CEO, NESH Women's Scheme INC Statutory Members, Anti-Discrimination Board NSW Member of NSW Domestic & Family Violence Council 02-97264044/ 02-97261016/ 0421611511 iwhs@swsahs.nsw.gov.au www.immigrantwomenshealth.org.au www.twitter.com/Sharobeem au.linkedin.com/pub/dr-eman-sharobeem/2a/494/4a1/

IWHS is funded by NSW Health Department via SSWLHD

> To: emansharobeem@nsw.gov.au
> Subject: media article
> From: [Carley Tucker@agd.nsw.gov.au](mailto:Carley_Tucker@agd.nsw.gov.au)
> Date: Tue, 15 Apr 2014 09:25:50 +1000

>
> Hi Eman
>
> Please find proposed article attached.
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> Regards
>
> Carley Tucker
> Publications Officer
> Anti-Discrimination Board of NSW
>

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>
> Eman Sharobeem <emansharobeem@nsw.gov.au>
> 08/04/2014 05:07 PM

>
> To
> "[Carley Tucker@agd.nsw.gov.au](mailto:Carley_Tucker@agd.nsw.gov.au)" <carley_tucker@agd.nsw.gov.au> cc

>
> Subject
> Eman
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> 2014 Australia Day Ambassador
> Dr. Eman Sharobeem
> Director, Immigrant Women's Health Service CEO, NESH Women's Scheme

- > INC Statutory Members, Anti-Discrimination Board NSW Member of NSW
- > Domestic & Family Violence Council 02-97264044/ 02-97261016/
- > 0421611511 iwhs@swsahs.nsw.gov.au www.immigrantwomenshealth.org.au
- > www.twitter.com/Sharobeem
- > au.linkedin.com/pub/dr-eman-sharobeem/2a/494/4a1/
- > IWHS is funded by NSW Health Department via SSWLHD
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- >
- > Department of Attorney General and Justice - Promoting a Just and Safe Society.
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New Anti-Discrimination Board member Dr Eman Sharobeem has had quite a high profile of late, due to her championing of the rights of migrant & refugee women. As Director of the Immigrant Women's Health Service NSW, she has spoken publicly about arranged marriages, domestic violence, FGM, and slavery in Australia.

Eman became a Board member in 2013, and sees her new role as complementing her position as a Community Relations Commissioner. 'The Board can address issues affecting migrant and refugee women on a personal level and have a real effect on individuals' lives,' she said.

Eman has personal experience of the issues closest to her heart. She was born in Egypt to an educated family, and had an arranged marriage to her cousin when she was 15. 'My parents were concerned that my inheritance should be managed by a man within the family,' she said.

'Although I accept that my parents believed they were doing the right thing, and my two sons are my pride and joy, I suffered terribly because my husband was physically and psychologically abusive. He passed away 18 years ago, but if he had not, I might have divorced him. However, that abuse confirmed my resolve to resist disempowerment myself and to resist it on behalf on other women.'

Eman completed her first degree in Business Administration in Egypt after she married. She has since undertaken several more degrees: a Graduate Diploma in Community Management, a Masters in Social Science, PhD in Management and Organisational Leadership and another PhD in Psychology.

After she arrived in Australia, she worked as a social worker at Granville Multicultural Centre, then as Coordinator at the Immigrant Women's Health Service and Manager of the Parks Community Network.

After her husband died, Eman left Australia and worked for the United Nations in the Middle East, directing a unit developing microfinance projects and managing a team implementing the training segment of international treaties. She then managed the international relations department of the National Council of Women in Egypt, which was headed by Susan Mubarak, wife of then Egyptian President Hosni Mubarak.

She decided to return to Australia in 2003, so her sons could go to university here. 'Also, I saw the Arab spring ahead of me,' she said. 'As a representative of the first lady, I had to travel in a fancy car with a chauffeur, and I could see the abhorrence against this prestige, and the contrast between extreme wealth and extreme poverty in that society.'

'I wanted to return to community work, and initially came back to the Immigrant Women's Health Service as an interim manager. Over ten years later, I am still here! This work enables me to help women directly, while also educating the public, participating in community harmony and acting as a point of information and advice to the media & politicians.'

The service has 23 part-time staff and 35 volunteers who run social support groups, literacy programs and other training courses. There is also a nurse, a team of bilingual counsellors and a lawyer giving free advice.

'Last year, we provided a direct service to over 12,000 people,' Eman said. 'We also consult with professionals such as doctors about specific issues with patients, advise government and non-

government bodies on general issues relating to immigrant women, and act as an umbrella body for smaller groups such as the African Women's Association & the Mandaian Community Groups.'

Asked what are the main issues of concern to migrant women, Eman has a long list. 'Living in a different country and raising children here, the fear of the unknown, domestic violence, child marriage, conflict between communities and within communities, problems getting overseas qualifications recognised, gambling, drugs, female genital mutilation, financial concerns, understanding the Australian system, and the list yet to continue.'

'It's very common for immigrant women to be silent about domestic violence. They are afraid of the scandal, of being labelled as a homebreaker, of being rejected by their community, and in some cases they are afraid of the police. The most difficult thing for DV victims is the decision to act against their fear, the rest is merely determination to continue and the way to break fear down is through education, not college education only, although that is vital for women to gain employment as well.'

'My goal and my call in life is to change the mind-set. It's the passion that keeps me here at the service. Seeing the improvement in people's lives, and the successful stories I hear. When you can work on a community concern and see the result, that's satisfaction no money can give you.'

Eman believes that racism has become more apparent than it was when she arrived in the late 1980s. 'Although I have personally had wonderful support from the media, yet I believe the media can play a very positive roll in changing the negative impact of an individual act instead of stereotyping the whole community. You can't say, for example, that all Middle Eastern people are trouble because of an act of one person, or an African looking person would be the spokesperson of all African nations.'

'Also there is more prejudice between different communities; this is the implied and imperceptible. We always have tendency to look at difference in the oppositions and ignore our own actions deliberately.'

Along with this, Eman believes that migrant & refugees are more isolated now that they were 30 years ago. 'To give you an example, most of the 12,000 people who came to the service last year didn't see my interviews on free-to-air television, although I have done many for all the main channels.'

'Before satellite TV, people had to watch Australian television, and that improved their ability to speak English and their awareness about what was going on in the country. These days they only watch TV channels in their own language, or read ethnic newspapers, which locks them somehow into their own community and to some extent into the past.'

Her position on the Anti-Discrimination Board is another strategy to address these complex issues. 'I see myself as an envoy to raise awareness of the Board in the communities I interact with, and encourage people to address their subject matters and seek the Board intervention and arbitration.'

Among her many accolades, Eman's latest award is a particularly satisfying one: being selected by the Egyptian community as the Egyptian-Australian of the year. Whilst, Eman was also selected as Australia Day Ambassador, and a finalist in the Premier's Award for Woman of the Year, and

presented with a Certificate from the Parliament of Australia in recognition of her service and inspiration for Australian women.

"I was a product of circumstances and became a product of decisions. My deep foundation and belief in justice and human rights fulfil my passion and gives me life driven purpose, it is a decision to be concerned and dispense your support to others"

From: Eman Sharobeem
Sent: Tuesday, 16 May 2017 3:47 PM
To:
Cc:
Subject: FW: media article
Attachments: Eman.docx

-----Original Message-----

From:
Sent:
To:
Subject: Fw: media article

Anti-Discrimination Board of NSW

Phone: 02 9268 5525 | Freecall: 1800670812 | TTY: 02 9268 5522 | Fax: (02) 9268 55 00

Web: www.antidiscrimination.justice.nsw.gov.au

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----- Forwarded by ----- 03:27 PM -----

From:
To: emansharobeem@ho [REDACTED]
Date: 15/04/2014 09:25 AM
Subject: media article

Hi Eman

Please find proposed article attached.

Regards

Carley Tucker
Publications Officer
Anti-Discrimination Board of NSW (See attached file: Eman.docx)

Eman Sharobeem
<emansharobeem@ho
mail.com>
To
"Carley Tucker@agd.nsw.gov.au"
08/04/2014 05:07 <carley_tucker@agd.nsw.gov.au>

New Anti-Discrimination Board member Dr Eman Sharobeem has had quite a high profile of late, due to her championing of the rights of migrant refugee women. As Director of the Immigrant Women's Health Service NSW, she has spoken publicly about arranged marriages, domestic violence and slavery in Australia.

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Eman completed her first degree in Business Administration in Egypt after she married. She has since undertaken several more degrees: a Graduate Diploma in Community Management, a Masters in Social Science, and PhDs in Management and Organisational Leadership and Psychology.

After she arrived in Australia, she worked as a social worker at Granville Multicultural Centre, then as Coordinator at the Immigrant Women's Health Service and Manager of the Parks Community Network.

'I was young, and open to study, and I wanted to be part of the community. There were not so many people like me, a young, educated, married migrant woman with children. But I felt that Australians welcomed me with warm hearts and gave me lots of opportunities,' she said.

After her husband died, Eman left Australia and worked for the United Nations in the Middle East, directing a unit developing microfinance projects and managing a team implementing the training segment of international treaties. She then managed the international relations department of the National Council of Women in Egypt, which was headed by Susan Mubarak, wife of then Egyptian President Hosni Mubarak.

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Asked what are the main issues of concern to migrant women, Eman has a long list. 'Living in a different country and raising children here, the fear of the unknown, domestic violence, child marriage, conflict between communities and within communities, problems getting overseas qualifications recognised, gambling, drugs, female genital mutilation, financial concerns, understanding the Australian system.'

'It's very common for immigrant women to be silent about domestic violence. They are afraid of the scandal, of being labelled as a homebreaker, of being rejected by their community, and in some cases they are afraid of the police. The way to break that down is through education, not certificate education, although that is important in giving the power to earn your own income. It's teaching them that domestic violence is a crime, that they did nothing wrong and did not "deserve" it.'

'My goal and my call in life is to change the mind-set. It's the passion that keeps me here at the service. Seeing the difference in people's lives, and the successful stories I hear. When you can work at something and see the result, that's something no money can give you.'

Eman believes that racism has become more of an issue than it was when she arrived in the late 1980s. 'Although I have personally had wonderful support from the media, overall they are having a more negative impact now. There is a tendency to generalise about groups – you can't say, for example, that all Middle Eastern people are problems because of one person.'

'Also there is more racism between different communities, because you have people coming from so many different walks of life and trying to co-exist. And the hostility is more open now.'

Along with this, Eman believes that migrant women are more isolated now than they were 30 years ago. 'To give you an example, none of the 12,000 people who came to the service last year saw me on free-to-air television, although I have done interviews for all the main channels.'

'Before satellite TV, people had to watch Australian television, and that improved their ability to speak English and their awareness about what was going on here. These days they only watch TV channels in their own language, or read ethnic media, which locks them into their own community and to some extent into the past.'

Her position on the Anti-Discrimination Board is another strategy to address these complex issues. 'I see myself as an ambassador to raise the profile of the Board in the community and encourage people to find a refuge there. How many people have a problem that the Board could help them solve – there must be thousands of them, and most of them have never heard of it!'

Among her many accolades, Eman's latest award is a particularly satisfying one: being selected by the Egyptian community as Egyptian-Australian of the year. 'It is an honour because I am the opposite of everything that is traditionally valued by Egyptians – I am a woman and a Christian. Recognition by Australia is something I didn't expect, but recognition by Egyptians is something I never dreamed of!'

From:
Sent: Tuesday, 16 May 2017 3:48 PM
To:
Cc:
Subject: FW: media article
Attachments: Eman final.docx; Eman.docx

-----Original Message-----

From: '
Sent: Tuesday, 16 May 2017 3:27 PM
To:
Subject: Fw: media article

Web: www.antidiscrimination.justice.nsw.gov.au
Facebook: <https://www.facebook.com/antidiscriminationboard>
Twitter: <https://twitter.com/nodiscrim>

----- Forwarded by Carley Tucker/ADB/NSW_AG on 16/05/2017 03:27 PM -----

From: Carley Tucker/ADB/NSW_AG
To: Eman Sharobeem <emansharobeem>
Date: 17/04/2014 05:15 PM
Subject: RE: media article

Hi again Eman

Please find hopefully final draft attached.

The red sections are where I have clarified what you said.

I've also cut out a bit of the detail about your past employment as it was getting very long, and the current stuff is probably more interesting to our readers.

Regards

Carley Tucker
Publications Officer
Anti-Discrimination Board of NSW (See attached file: Eman final.docx)

Eman Sharobeem
<emansharobeem@[REDACTED]>
[REDACTED]
To
"Carley Tucker@agd.nsw.gov.au"
15/04/2014 12:19 PM <carley_tucker@agd.nsw.gov.au>
cc
Subject
RE: media article

Hi Carley

Thanks for that, I did some changes, please look at the attached then Cheers Eman

2014 Australia Day Ambassador

Dr. Eman Sharobeem

Director, Immigrant Women's Health Service CEO, NESH Women's Scheme INC Statutory Members, Anti-Discrimination Board NSW Member of NSW Domestic & Family Violence Council 02-97264044/ 02-97261016/ 0421611511 iwhs@swsahs.nsw.gov.au www.immigrantwomenshealth.org.au www.twitter.com/Sharobeem au.linkedin.com/pub/dr-eman-sharobeem/2a/494/4a1/

IWHS is funded by NSW Health Department via SSWLHD

> To: [emansharobeem@\[REDACTED\]](mailto:emansharobeem@[REDACTED])
> Subject: media article
> From: [Carley Tucker@agd.nsw.gov.au](mailto:Carley_Tucker@agd.nsw.gov.au)
> Date: Tue, 15 Apr 2014 09:25:50 +1000
>
> Hi Eman
>
> Please find proposed article attached.
>
> Regards
>
> Carley Tucker
> Publications Officer
> Anti-Discrimination Board of NSW
>
>
>
> Eman Sharobeem <[emansharobeem@\[REDACTED\]](mailto:emansharobeem@[REDACTED])>
> 08/04/2014 05:07 PM
>
> To
> "[Carley Tucker@agd.nsw.gov.au](mailto:Carley_Tucker@agd.nsw.gov.au)" <carley_tucker@agd.nsw.gov.au> cc
>

> Subject
> Eman
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>
> 2014 Australia Day Ambassador
> Dr. Eman Sharobeem
> Director, Immigrant Women's Health Service CEO, NESH Women's Scheme
> INC Statutory Members, Anti-Discrimination Board NSW Member of NSW
> Domestic & Family Violence Council 02-97264044/ 02-97261016/
> 0421611511 iwhs@swsahs.nsw.gov.au www.immigrantwomenshealth.org.au
> www.twitter.com/Sharobeem
> au.linkedin.com/pub/dr-eman-sharobeem/2a/494/4a1/
> IWHS is funded by NSW Health Department via SSWLHD
>
>
> Department of Attorney General and Justice - Promoting a Just and Safe Society.
>
> Visit us at www.lawlink.nsw.gov.au.
>
> Please consider our environment before printing this email. This email and any attachments may be confidential and contain privileged information. If you are not the intended recipient you must not use, disclose, copy or distribute this communication. If you have received this message in error please delete and notify the sender. When communicating by email you consent to the monitoring and recording of that correspondence.(See attached file: Eman.docx)

New Anti-Discrimination Board member Dr Eman Sharobeem has had quite a high profile of late, due to her championing of the rights of migrant and refugee women. As Director of the Immigrant Women's Health Service NSW, she has spoken publicly about arranged marriages, domestic violence, FGM, and slavery in Australia.

Eman became a Board member in 2013, and sees her new role as complementing her position as a Community Relations Commissioner. 'The Board can address issues affecting migrant and refugee women on a personal level and have a real effect on individuals' lives,' she said.

Eman has experience of the issues closest to her heart. She was born in Egypt to an educated family, and had an arranged marriage to her cousin when she was 15. 'My parents were concerned that my inheritance should be managed by a man within the family,' she said.

'Although I accept that my parents believed they were doing the right thing, and my two sons are my pride and joy, I suffered terribly because my husband was physically and psychologically abusive. He passed away 18 years ago, but if he had not, I might have divorced him. However, that abuse confirmed my resolve to resist disempowerment myself and to resist it on behalf on other women.'

Eman completed her first degree in Business Administration in Egypt after she married. She has since undertaken several more degrees: a Graduate Diploma in Community Management, a Masters in Social Science, PhD in Management and Organisational Leadership and another PhD in Psychology.

When she arrived in Sydney, Eman worked for several community organisations, including the Immigrant Women's Health Service. She left Australia after her husband died and worked for the United Nations in the Middle East. She then managed the international relations department of the National Council of Women in Egypt, which was headed by Susan Mubarak, wife of then Egyptian President Hosni Mubarak.

She decided to return to Australia in 2003, so her sons could go to university here. 'Also, I saw the Arab spring ahead of me,' she said. 'As a representative of the first lady, I had to travel in a fancy car with a chauffeur, and I could see the abhorrence against this prestige, and the contrast between extreme wealth and extreme poverty in that society.'

'I wanted to return to community work, and initially came back to the Immigrant Women's Health Service as an interim manager. Over ten years later, I am still here! This work enables me to help women directly, while also educating the public, participating in community harmony and acting as a point of information and advice to the media and politicians.'

The service has 23 part-time staff and 35 volunteers who run social support groups, literacy programs and other training courses. There is also a nurse, a team of bilingual counsellors and a lawyer giving free advice.

'Last year, we provided a direct service to over 12,000 people,' Eman said. 'We also consult with professionals such as doctors about specific issues with patients, advise government and non-government bodies on general issues relating to immigrant women, and act as an umbrella body for smaller groups such as the African Women's Association and the Mandaian Community Groups.'

Asked what are the main issues of concern to migrant women, Eman has a long list. 'Living in a different country and raising children here, the fear of the unknown, domestic violence, child marriage, conflict between communities and within communities, problems getting overseas qualifications recognised, gambling, drugs, female genital mutilation, financial concerns, understanding the Australian system, and the list is continuing.'

'It's very common for immigrant women to be silent about domestic violence. They are afraid of the scandal, of being labelled as a homebreaker, of being rejected by their community, and in some cases they are afraid of the police.'

'The most difficult thing for domestic violence victims is the decision to act against their fear, and the rest is merely determination to continue. The way to break that fear down is through education, and not only college education, although that is vital for women to gain employment as well.'

'My goal and my call in life is to change the mind-set. It's the passion that keeps me here at the service. Seeing the improvement in people's lives, and the successful stories I hear. When you can work on a community concern and see the result, that's satisfaction no money can give you.'

Eman believes that racism has become more apparent than it was when she arrived in the late 1980s, and the media has an important role to play in combating this.

'I have personally had wonderful support from the media, but I believe they have great influence on the way people think about different communities. You can't say, for example, that all Middle Eastern people are trouble because of an act of one person, or that an African-looking person is the spokesperson for all African nations.'

'Also there is more prejudice between different communities. This is mostly subtle and is rarely spoken about in the media. People have a tendency to perceive the behaviour of others in a negative way while ignoring the fact that their own behaviour is similar.'

Along with this, Eman believes that migrant and refugee women are more isolated now that they were 30 years ago. 'To give you an example, most of the 12,000 people who came to the service last year didn't see my interviews on free-to-air television, although I have been on all the main channels.'

'Before satellite TV, people had to watch Australian television, and that improved their ability to speak English and their awareness about what was going on in the country. These days they only watch TV channels in their own language, or read ethnic newspapers, which locks them somehow into their own community and to some extent into the past.'

Her position on the Anti-Discrimination Board is another strategy to address these complex issues. 'I see myself as an envoy to raise awareness of the Board in the communities I interact with, and encourage people to address issues of concern using anti-discrimination law and the Board's conciliation service when that is appropriate.'

Eman has received many accolades, including selection as an Australia Day Ambassador and a finalist in the Premier's Award for Woman of the Year. She also received a certificate from the Australian

Parliament in recognition of her service and inspiration for Australian women, and was recently selected as Egyptian-Australian of the year.

'I was a product of circumstances, but I took control of my life and became a product of my own decisions. My deep foundation and belief in justice and human rights fulfil my passion and give me my purpose in life. It is a decision to be concerned and dispense your support to others.'

New Anti-Discrimination Board member Dr Eman Sharobeem has had quite a high profile of late, due to her championing of the rights of migrant & refugee women. As Director of the Immigrant Women's Health Service NSW, she has spoken publicly about arranged marriages, domestic violence, FGM, and slavery in Australia.

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After she arrived in Australia, she worked as a social worker at Granville Multicultural Centre, then as Coordinator at the Immigrant Women's Health Service and Manager of the Parks Community Network.

After her husband died, Eman left Australia and worked for the United Nations in the Middle East, directing a unit developing microfinance projects and managing a team implementing the training segment of international treaties. She then managed the international relations department of the National Council of Women in Egypt, which was headed by Susan Mubarak, wife of then Egyptian President Hosni Mubarak.

She decided to return to Australia in 2003, so her sons could go to university here. 'Also, I saw the Arab spring ahead of me,' she said. 'As a representative of the first lady, I had to travel in a fancy car with a chauffeur, and I could see the abhorrence against this prestige, and the contrast between extreme wealth and extreme poverty in that society.'

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Eman believes that racism has become more apparent than it was when she arrived in the late 1980s. 'Although I have personally had wonderful support from the media, yet I believe the media can play a very positive roll in changing the negative impact of an individual act instead of stereotyping the whole community. You can't say, for example, that all Middle Eastern people are trouble because of an act of one person, or an African looking person would be the spokesperson of all African nations.'

'Also there is more prejudice between different communities; this is the implied and imperceptible. We always have tendency to look at difference in the oppositions and ignore our own actions deliberately.'

Along with this, Eman believes that migrant & refugees are more isolated now that they were 30 years ago. 'To give you an example, most of the 12,000 people who came to the service last year didn't see my interviews on free-to-air television, although I have done many for all the main channels.'

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Among her many accolades, Eman's latest award is a particularly satisfying one: being selected by the Egyptian community as the Egyptian-Australian of the year. Whilst, Eman was also selected as Australia Day Ambassador, and a finalist in the Premier's Award for Woman of the Year, and

presented with a Certificate from the Parliament of Australia in recognition of her service and inspiration for Australian women.

"I was a product of circumstances and became a product of decisions. My deep foundation and belief in justice and human rights fulfil my passion and gives me life driven purpose, it is a decision to be concerned and dispense your support to others"

NSW ICAC EXHIBIT

Name: SHARCBEE, Eman

Employee No: 1300590

Process Period: 12-SEP-2013 to 26-SEP-2013

Process Status: Manual

Pay Impacted:

Approval Status: Approved

Costing Status: Open

Approved: 23-SEP-2013 10:05:58 by: agosoma

Type	Code	Description	Amount	Hours/Units/Class	Date From	Date To	Std
Allowance	ADBFE	ADB Fee	2,232.46	1.00000	19-DEC-2012		
Deduction	TAX	Tax	674.00		26-SEP-2013		
Deduction	NETPAY	Net Pay	1,558.46		26-SEP-2013		
Deduction	HESEMP	HESTA-SGC	205.50		26-SEP-2013		

Name: SHARCBEE, Eman

Employee No: 1300590

Process Period: 17-JAN-2014 to 30-JAN-2014

Process Status: Manual

Pay Impacted:

Approval Status: Approved

Costing Status: Open

Approved: 24-JAN-2014 15:42:22 by: agniskr

Type	Code	Description	Amount	Hours/Units/Class	Date From	Date To	Std
Allowance	ADBFE	ADB Fee	1,063.76	0.33420	01-SEP-2013		
Deduction	TAX	Tax	274.00		30-JAN-2014		
Deduction	NETPAY	Net Pay	789.76		30-JAN-2014		
Deduction	HESEMP	HESTA-SGC	98.40		30-JAN-2014		

NSW ICAC EXHIBIT

Name: SHARBEEM, Eman

Employee No: 1300590

Process Period: 14-MAR-2014 to 27-MAR-2014

Process Status: Manual

Pay Impacted

Approval Status: Approved

Costing Status: Open

Approved: 24-MAR-2014 15:36:25

by: aghrskr

Type	Code	Description	Amount	Hours/Units/Class	Date From	Date To	Std
Allowance	ADBFEF	ADB Fee	795.75	0.25000	01-JAN-2014		
Deduction	TAX	Tax	182.00		27-MAR-2014		
Deduction	NETPAY	Net Pay	513.75		27-MAR-2014		
Deduction	HESEMP	HESTA - SGC	73.61		27-MAR-2014		

Name: SHARBEEM, Eman

Employee No: 1300590

Process Period: 06-JUN-2014 to 19-JUN-2014

Process Status: Manual

Pay Impacted

Approval Status: Approved

Costing Status: Open

Approved: 16-JUN-2014 15:41:12

by: aghrskr

Type	Code	Description	Amount	Hours/Units/Class	Date From	Date To	Std
Allowance	ADBFEF	ADB Fee	795.75	0.25000	19-JUN-2014		
Deduction	TAX	Tax	182.00		19-JUN-2014		
Deduction	NETPAY	Net Pay	613.75		19-JUN-2014		
Deduction	HESEMP	HESTA - SGC	73.61		19-JUN-2014		

NSW ICAC EXHIBIT

Name: SHAROBEEEM, Eman

Employee No: 1300590

Process Period: 29-AUG-2014 to 11-SEP-2014

Process Status: Manual

Pay Impacted

Approval Status: Approved

Costing Status: Open

Approved: 08-SEP-2014 15:28:05

by: aghrskr

Type	Code	Description	Amount	Hours/Units/Class	Date From	Date To	Std
Allowance	ADBFEF	ADB Fee	795.75	0.25000	01-JUL-2014		
Deduction	TAX	Tax	190.00		11-SEP-2014		
Deduction	NETPAY	Net Pay	605.75		11-SEP-2014		
Deduction	HESEMP	HESTA -SGC	75.00		11-SEP-2014		

Name: SHAROBEEEM, Eman

Employee No: 1300590

Process Period: 13-MAR-2015 to 26-MAR-2015

Process Status: Manual

Pay Impacted

Approval Status: Approved

Costing Status: Open

Approved: 23-MAR-2015 15:32:12

by: aghrskr

Type	Code	Description	Amount	Hours/Units/Class	Date From	Date To	Std
Allowance	ADBFEF	ADB Fee	795.75	0.25000	26-MAR-2015		
Deduction	TAX	Tax	190.00		26-MAR-2015		
Deduction	NETPAY	Net Pay	605.75		26-MAR-2015		
Deduction	HESEMP	HESTA -SGC	75.00		26-MAR-2015		

NSW ICAC EXHIBIT

Name: SHAROBEEEM Eman

Employee No: 1300590

Process Period: 19-JUN-2015 to 02-JUL-2015

Process Status: Manual

Pay Impacted

Approval Status: Approved

Costing Status: Open

Approved: 29-JUN-2015 15:41:40 by: agosorra

Type	Code	Description	Amount	Hours/Units/Class	Date From	Date To	Std
Allowance	ADBFE	ADB Fee	795.75	0.25000	02-JUL-2015		
Deduction	TAX	Tax	190.00		02-JUL-2015		
Deduction	NETPAY	Net Pay	605.75		02-JUL-2015		
Deduction	HESEMP	HESTA -SGC	75.60		02-JUL-2015		

Name: SHAROBEEEM Eman

Employee No: 1300590

Process Period: 09-OCT-2015 to 22-OCT-2015

Process Status: Manual

Pay Impacted

Approval Status: Approved

Costing Status: Open

Approved: 19-OCT-2015 15:43:55 by: agosorra

Type	Code	Description	Amount	Hours/Units/Class	Date From	Date To	Std
Allowance	ADBFE	ADB Fee	795.75	0.25000	22-OCT-2015		
Deduction	TAX	Tax	190.00		22-OCT-2015		
Deduction	NETPAY	Net Pay	605.75		22-OCT-2015		
Deduction	HESEMP	HESTA -SGC	75.60		22-OCT-2015		

NSW ICAC EXHIBIT

Name: SHARBEEM, Eiman

Employee No: 1303590

Process Period: 04-DEC-2015 to 17-DEC-2015

Process Status: Manual

Pay Impacted

Approval Status: Approved

Costing Status: Open

Approved: 14-DEC-2015 16:01:41

by: agschmp

Type	Code	Description	Amount	Hours/Units/Class	Date From	Date To	Std
Allowance	ADBFEF	ADB Fee	795.75	0.25000	17-DEC-2015		
Deduction	TAX	Tax	190.00		17-DEC-2015		
Deduction	NETPAY	Net Pay	505.75		17-DEC-2015		
Deduction	HESEMP	HESTA-SGC	75.00		17-DEC-2015		