



# ALO's Journey

## Website

[www.alowomen.org.au](http://www.alowomen.org.au)

## Email

[aloenlightenedwomen@gmail.com](mailto:aloenlightenedwomen@gmail.com)

## Follow us

-  [www.facebook.com/ALOWomen](https://www.facebook.com/ALOWomen)
-  [www.youtube.com/@ALOWomen](https://www.youtube.com/@ALOWomen)
-  [www.instagram.com/ALOenlightenedwomen](https://www.instagram.com/ALOenlightenedwomen)

**ALO Enlightened Women Inc.**

ABN 64 514 433 229

# ALO'S Story

## Our Vision

To see women from diverse backgrounds, maximise their personal and professional growth for an equitable future.

## Our Mission

Empowering women from diverse backgrounds by creating an inclusive and safe space through training, education, research, and advocacy.

## Our Purpose

ALO is a Bengali word meaning 'to light' or 'to give hope'. Our purpose is to let knowledge empower women and to give minorities a voice. It reflects the organization's goal to broaden understanding of gender issues, discrimination and unconscious biases that perpetuate gender stereotypes in society.

ALO is guided by the international frameworks on gender equality, women's rights, and empowerment such as the Convention on the Elimination of Discrimination Against Women (CEDAW), the Beijing Platform for Action, and the Sustainable Development Goals (Goal 5, Gender Equality).



## Highlights 2021-22

In the last 2 years (2020-2022), through various programs across our three focus areas, ALO has made a significant impact and real change to the lives of hundreds of migrants and refugee women.

**900+**

migrant women attended ALO's workshops and events,

**350+**

attended financial literacy workshops.

ALO members volunteered over

**1200** hours, costing at

**\$50** per hour amounting to

**\$60,000** worth of labour.

HerHealth online episodes received  
**150** live attendees, over  
**30,000+** views.

Raised over  
**\$45,000** in grant funding

Reach: A database of  
**500** women,  
hundreds more through our social platforms.

Delivered  
**28** free workshops,  
**60** hours of training.

Partnered with  
**20+** organisations

Women issues that have been addressed through training, workshops, research, philanthropy and advocacy.

- Women's financial literacy and wellbeing
- Women's health and mental wellbeing
- Women's leadership
- Domestic violence and violence against women and girls
- Respect and respectful relationships
- Intergenerational gaps and youth identity

## Who are our patrons?

Single parent

Marginalised women at-risk of domestic violence and financial abuse

Senior retired women

Newly arrived migrants and refugees

Culturally and linguistically diverse women

## What do our patrons think of us?

*"I strongly believe that this organization is very 'helpful' and realistic, practical, and useful, all their workshops are really very informative."*

*"Thank you for delivering valuable Zoom seminars over the last couple of months. We learn new things from the presentations, interactive discussions, and Q&A at the end of each session. I want to block off my Wednesday evenings for these life-enriching seminars. We always look forward to an ALO-sponsored invite."*

*"The workshop is very enlightening, very engaging. Speakers are very knowledgeable and articulate. I am very pleased to know ALO exist, there is a community that looks after the wellbeing of multicultural women in Australia."*

# A Message From the President



Lubna Alam

We, as migrant women, understand firsthand the difficulties emerging from the migration journey and the vulnerability it creates; particularly, for women who often encounter specific challenges related to cultural gender disparities, inequality, and societal prejudices. Our struggles have exacerbated further due to Covid19 financial and mental stressors. ALO strives to help these women to reach their full potential and celebrate their identity and diversity.

ALO's projects are informed by rigorous research knowledge and extensive community consultation and success is measured through evidence-based approach. We have videos and toolkits designed to build capacity in financial literacy, as well as 'HerHealth' informational programs, exciting car safety workshops, career clinics and raising awareness of gender inequality and biases through International Women's Day since 2019. Our Initiatives align well with the ACT

Women's Plan (2016-26) target areas to advance gender equality, social inclusion, economic security, health and wellbeing and respect and rights for women.

Looking forward, ALO will focus on women's representation at workplaces, specifically focusing on CALD women leadership in technology and career clinics for women who are returning to work after a break.. We aim to deliver targeted financial security workshops for women

at-risk of domestic violence, refugees, and senior women with low superannuation. ALO's interventions are mostly funded by the ACT Government grants; however, more funding is needed to make meaningful change in women's vulnerable situations.

To assist ALO in achieving its mission and giving voice to the minority, we cordially invite sponsors, funders, and volunteers. Join forces with us to showcase stories of resilience and approaches towards equity.

**Dr Lubna Alam**

*Associate Professor of Information Systems*

## AWARDS AND RECOGNITION

ALO has been nominated for multiple community awards and their work has been acknowledged in media and ACT parliament.

- Dr Lubna Alam, co-founder and president of ALO, was a finalist for the ABC Canberra Radio community spirit award (multicultural community champion) in 2022 for her leadership and vision, ingenuity and dedication that led to greater social good.
- Dr Lubna Alam, co-founder and president of ALO, has been finalist for the prestigious WIC's Wicked Women of the Year 2022 for her contribution to ICT profession through education and mentoring and her ingenuity and dedication for CALD women's empowerment.
- ALO has been awarded a National Changemaker award by Telstra Foundation in 2022
- ALO was announced as the June Canberra Community Champion by the Assistant Minister for Competition, Charities, and Treasury, Andrew Leigh MP.
- Appreciation certificate from MAC on Australia Day 2023 for promoting women's empowerment for diverse cultures.

## OUR PARTNERS AND SPONSORS

- We believe the best outcomes are achieved through partnership and collaboration. Our heartfelt thanks to our partners, sponsors, and supporters.
- To bring real change and give minorities a voice, we seek your help. Donate, partner, and volunteer for ALO. Become an ALO woman today!

*"Alone we can do so little;  
together we can do so much"*

- Helen Keller

Supported By :



# Our Impact

## Our Objective

To support women from CALD backgrounds

- in building capacity towards financial security, independence, and wellbeing
- by raising awareness about financial abuse, especially among the victims of domestic violence.

# Social and Financial Inclusion

Financial Wellbeing for CALD  
(Culturally and Linguistically Diverse)  
Women

[more@website](#)

## What's included in our financial toolkit for Women?

Develop a healthy relationship with money

Recognise warning signs of financial abuse

Build, secure, and maintain their financial independence

Manage everyday budgets and finances

Plan for retirement and superannuation

Discover paths to financial security and independence

Discover a diverse arena of support & resources

## Why the need

As women we are programmed from a young age to care for those around us but what about our money and our needs? Understanding how to navigate our money is one of the most fundamental skills in life that helps us be able to meet our basic needs now and into the future. Research has shown that women's relationship with money is impacted by gender, cultural stereotypes, and systemic barriers:



## What we did

- Financial literacy workshops organised in collaboration with financial experts from our partner organisations; and conceived, designed, led, and delivered by migrant women for migrant women.
- The Hon Multicultural Minister, for ACT government, Tara Cheyne has been a patron of this initiative. We are grateful to Ms. Cheyne for her ongoing support.

Harmony through Financial Literacy" 2021

Two ground-breaking f2f workshops in 2021  
(90 participants)

Financial Toolkit for Women 2021

Caring for your Money 2022

// A comprehensive (32-page) 'Financial Toolkit CALD Women', designed in a culturally accessible language, was made available for free download, an ACT-first toolkit for CALD women.

// Delivered a highly successful and popular 6-week online financial wellbeing program, run by women for women in a culturally safe learning environment (230+ participants)



## OUTCOMES

This flagship financial wellness program has been a resoundingly successful initiative with real impact on women; specifically, vulnerable women at-risk of domestic violence, divorcee, older women, and single parents.

- Empowered more than 300+ women with awareness of their legal rights under Australian law, that impacted over 900 people in the community (roughly 3 persons per household).
- Connected women with government/non-government support and services available to address culturally abusive practices leading to financial abuse (e.g., DVCS, MHub, WLC).
- Offered free financial advice pathways through partnership with Care Financial Inc.
- The financial toolkit has been made available for free download and continues to become an empowering resource well beyond ALO's workshops.
- Received numerous requests to share the slides and recordings of online financial wellness workshops and offer these to other communities including senior citizens and women with disability.
- Ongoing suggestions to offer sessions on important topics, such as superannuation for low-income earners, how to save for your first home, cryptocurrency, and passive income.

## CHALLENGES

Although the knowledge-based workshops are informative and useful, women from a CALD background would be benefited more through personalised assessment of their unique financial position and 1-1 advice on how they can improve their financial security. Hence, we need additional funding to offer personalised workbooks, and professional financial advice.



## A financial wellbeing success story

After getting married, Bangladeshi woman Fatima immigrated to Australia. She had no prior financial management expertise because the family's finances were managed by her father and later by her husband. After her husband passed away, Fatima found herself unexpectedly in charge of taking care of herself and her son's financial needs.

Fatima struggled to balance her finances and make ends meet; despite working long hours for a meagre wage, she was still unable to pay her bills or put food on the table. But she was determined to become financially independent, so she asked friends and local nonprofits for support.

Fatima participated in financial literacy programmes run by ALO to learn how to set up a budget, save money, and make investments in the futures of her and her kid.

Over time, Fatima became more assured in her financial judgements. She changed her spending patterns by reducing frivolous expenditure and looking for ways to increase her income. The tale of Fatima shows that anyone can overcome financial challenges, even in a strange and new environment, with willpower and knowledge.

“Kudos to the entire ALO team for a well-organized event! The workshop is very timely as I am practically new here in Canberra. Thank you for the toolkit, that's a lot of information to digest. It is also a good reference material when a need arises in the future

“The workshop is very motivating, encouraging, inspiring, and informative; especially, being aware and empowering on handling your own financial budgeting, allocating etc

“We attended the event on Zoom last night, and the presentation, breakout session, and exchanges were very enlightening. Thank you so much for organizing, facilitating, and making these seminars easily accessible via Zoom. We will join again next week (15 June) and the week after next (22 June)

“Inspirational! I really enjoyed meeting new people from diverse backgrounds and learning lots of useful information.

## HerHealth Series w/ALO

### Objective

To raise awareness and share knowledge about women's health and wellbeing (not limited to diseases that women are vulnerable to) including risks and preventions at the comfort of their own home.

### Why the need

Women's health matters, and all too often symptoms of health risks are ignored as women prioritise and try to balance work, family, and self. ALO believes a healthy woman is key to a healthy family and community.

### What we did

Every month, a women health expert, often from a multicultural background, is invited to tackle a health aspect that women from migrant backgrounds are vulnerable to, such as hormonal disorders, PCOS and Endometriosis, breast cancer, and reproductive health. Ten episodes of HerHealth are available on ALO's YouTube channel and Facebook Live. We have been breaking the stigma around counselling through our episodes on "Can counselling help?" for women and adolescents for various issues including marriage. Experts also helps women to understand how to access health care services, a barrier often faced by CALD women due to lack of information. ALO's hosted an art therapy session to raise awareness of mental health, to help migrant women deal with their painful emotions through paint and brush on canvas.

## Women's Safety and Wellbeing

[more@website](#)

## A safety and wellbeing success story

Maria, an immigrant, faced many health problems after moving to a new country with her husband. The stress of adjusting to her new culture, language and pregnancy took a toll on her mental and physical health.

Maria suffered from lot of health issues but was reluctant to discuss her health issues due to cultural and language barriers. She did seek medical help but also found local community organizations and resources such as free clinics and support groups for accessing health and mental health services, including ALO's HerHealth series.

Through, ALO Herhealth series, she learned the importance of taking care of herself, prioritizing her own health, and advocating for others facing similar challenges. Maria's story emphasizes the importance of seeking help and the resilience of the human spirit in overcoming adversity.

### Outcome

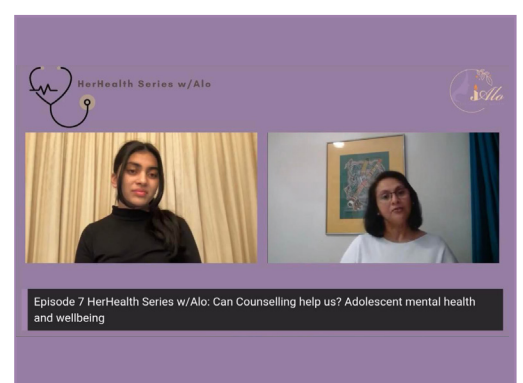
- 150 women joined live on Facebook for these episodes.
- Received over 30,000 views.
- Empowering women to take charge of their health and make wise choices regarding their wellbeing.

*// I wanted to say thank you so much for an utterly enriching experience on Saturday. I came away with some wonderful new contacts and story. And just a strong positive feeling for myself, and confidence in the future for other women because of the programs you run.*

*// Thank you, it was a great session and very helpful*

*// Good discussion, important for younger generation as well as the parents*

*// It's an essential topic, useful information for all people*



# Car and Road Safety Workshop

## Objective

To increase women's abilities to properly maintain cars for road safety and to build confidence in driving responsibly.

## Why the need

For many women, cars can serve as a sanctuary or a chance to escape an abusive relationship in addition to serving as a means of mobility. While many women are capable drivers, they frequently rely on their partners, fathers, brothers, or other males to take care of the automobile when it needs maintenance. This dependence can leave women susceptible to the whims and priorities of others as well as fuel underlying stereotypes and power dynamics. This dependence can also be a big barrier to women fleeing domestic violence situations.

On a broader level, this project seeks to address two major causes of violence against women: gender inequality and rigid stereotypes of male/female roles, both of which disempower women and increase their vulnerability.

## What we did

- Two 3-hour workshops on car care and maintenance were held in 2022 to educate women on how to drive safely.
- The workshops included a segment on road safety from the Australian Federal Police (AFP), followed by a hands-on segment on car maintenance and care in which participants could check oil, add water, and change a tyre.
- These workshops were funded by the ACT's Women's Safety Grant and were well received by the participants who attended.

## Outcomes

- 40 women receive car safety training.
- Workshops sold out prior to any promotions.

We are grateful to the ACT's Deputy Chief Minister and Minister for Women, Yvette Berry, for inaugurating the workshops and her ongoing support for this unique innovative program. We also acknowledge Australian Federal Police (AFP).

## Women's Safety and Wellbeing

[more@website](#)

## Story of an empowered attendee

Priya moved to Australia in 2017 despite being an excellent driver, she had a little knowledge of the car maintenance and safety.

Priya joined ALO's car maintenance and safety workshops where she was introduced to the basics of car maintenance and was amazed at all the small details required to keep the car running smoothly.

Following the workshop Priya no longer has to worry about car maintenance. She was confident that she could now keep the car in good working order and address any problems that arose quickly. She was grateful for the opportunity to learn and was proud of all she had achieved.





# IWD and Women's Leadership

## Objective

To laugh, learn, celebrate, and liberate together on International Women's Day (IWD), advocating for change to achieve D&I and increase intersectional representation.

## Why the need

International Women's Day, marked annually on March 8th, is a global day celebrating the social, economic, cultural, and political achievements of women. It also marks a call to action for accelerating gender parity. IWD is an important day to celebrate ordinary women's achievements, raise awareness about women's equality, advocate for accelerated gender parity, and fundraise for female-focused charities.

## What we did

ALO has been successfully celebrating International Women's Day with CALD women since 2019. Our targeted areas are mental health (2019), domestic violence (2020), women in leadership (2021), and gender equality sustainability (2022).

The IWD event has been a fantastic way to celebrate women's achievements and showcase CALD women's culture, achievements, and friendships. ALO continues to acknowledge and celebrate CALD women's contribution to society through transformational and inspirational story sharing, intersectionality, and harmony by promoting diversity and inclusion.

## Outcome

- ALO's IWD's are much celebrated among migrant women. Each year more than 100 migrant women attend these sessions.
- Elevated awareness for multicultural social inclusion and acknowledged CALD women's contribution to society through transformational and inspirational story sharing.
- The events helped to promote gender equality and empower women from CALD backgrounds to break the invisible systemic barriers that they face.



// Brilliant!

// Great Initiative

// Bravo!

// Ground-breaking!

// This is a great start and I am sure that ALO would organise many events like this in the future. Proud of you. (2019)

// was such an awesome arrangement!! Enjoyed a lot... Very well done team. Will wait for the next one."

// Excellent speeches and mind-blowing performances, surrounded by all inspiring faces, yesterday's program of ALO Enlightened Women IWD 2021. I'm feeling honoured having the opportunity of being there!! Special thanks to the ALO team and Lubna Alam. Food was awesome and the total program was very well organised.



# CALD women in technology leadership

## Objective

To advocate for gender and intersectional diversity in technology sector and mobilise personal growth and career development to increase diverse women's under-representation in technology leadership. Together, we will actively contribute to shaping a future in ICT that embraces diversity and fosters excellence.

## Evidence of Need

Technology jobs are predicted to skyrocket with more than 100,000 new jobs created by 2026, a key lever in the post-pandemic economic recovery. Even though gender parity is being achieved in many professions, women have a significantly lower rate of workforce participation compared to men in technology profession in Australia (currently sitting at 31%). According to the Digital Pulse report 2022, women are less represented in technology professions and leadership roles due to systematic and structural barriers including gender bias, stereotyping, discrimination, lack of sponsor/senior management support, unrecognised career breaks, and 'leaking pipeline' problem. Women from diverse backgrounds face further barriers and discrimination at the intersection of ethnicity, gender and race and stigmas around women technology leaders from multicultural background. Women with Asian background make up only 3% of C-suite senior leaders and 1.6% of CEOs in Australian organisations (Australian Human Rights Commission, 2018). The Diversity Council of Australia (DCA) (2022) reported that for Culturally and Linguistically Diverse (CALD) employees, only one in four has access to mentors or professional networks. As reported, "it takes twice the time for CALD to get to leadership positions compared to local born as CALD don't have sponsors".

## What we did

The phrase "You can't be what you can't see" highlights the significance of representation and visibility in influencing one's aspirations and ambitions. It emphasizes that when individuals from underrepresented or marginalized backgrounds lack role models who resemble themselves in successful positions, it can hinder their belief in their own potential to attain similar roles.

In partnership with Women in ICT Canberra (WIC), we hosted the 2023 International Women's Day (#crackingthecode) which was attended by over 250 technology professionals and leaders in Canberra. President of ALO, Dr Lubna Alam, delivered an inspirational keynote raising awareness of barriers for CALD women in ICT career progression, which was very impactful. Dr Alam was also invited to two other IWD celebration (GOPIO/MAC and Women in Inspiration Network), where she raised awareness of the gender inequality, bamboo ceiling and leaking pipeline problem for women from diverse backgrounds with evidence-based research data and inspired women from diverse backgrounds to take a leadership leap. She shared how women from diverse backgrounds have to constantly change their

identities to "fit-in", treated as an obvious outsider, unable to join in the drinking culture and being cautious of their accents. Women from diverse backgrounds face unique barriers that often stem from their own internal self and family circumstances rather than from the business ecosystem

Dr Alam was featured in ABC Canberra Radio on IWD2023 and Alo's Trasurer, Surabhi Mishra was featured with Canberra Weekly, sharing her personal challenges in STEM.

ALO is hosting a conference for CALD women in technology leadership, "See it to be it", on 20th August 2023 in collaboration with WIC, Australian Computer Society (ACS) and ANU School of Cybernetics. The conference has an impressive line-up of CALD role models and leadership and growth mindset training to address barriers within ICT workplaces. Our approach will be solution-driven, focusing not only on the challenges faced by CALD women in the ICT space but also providing effective strategies on "How to put your foot in the door" or "How to get the leadership role".



## Outcome

- 250 women attended the IWD2023 at the National Gallery of Australia to celebrate diversity and identity.
- 150+ women (and male champions) through keynote speech at IWD2023 events organised by GOPIO, MAC and WIN and NATA Australia.
- 50+ women will attend the See it to be it conference
- Enhanced women's capacity and embrace a mindset change through professional development in the IT profession and technology leadership.
- Expanded their professional network, bridging the gap between CALD women and leadership pathways.
- Showcased authentic leadership and role modeling by participating in a panel discussion alongside CEOs, technology leaders, and academics from CALD backgrounds.
- Strengthened their skills to succeed in the ICT industry as an emerging leader.
- Overcame challenges and barriers unique to CALD individuals in ICT.



## Testimonials

*“ It was the best day of my life and finally felt seen, understood and supported*

*“ Today I felt #seen, #heard and #valued. I had the absolute incredible honour to hear from and meet such incredible women ...Lubna Alam is so inspiring, and her work supporting migrant women breaking barriers is phenomenal. I love how she approached her panel today. She was very real, highlighting her own struggles and privileges but emphasising the diversity of problems faced by women in leadership. She drew from her own #LifeStory but didn't shy away from the difficult parts, embracing the values, the accent, the name and so much more that makes up diverse Australia.”*

*“ A very insightful speech that will leave impact to the life of a CALD women in Canberra*

*“ It was a privilege to hear really inspirational stories of women in ICT at the WIC International Women's day Luncheon 2023*



## Current Executive Team



### President - Dr Lubna Alam

Lubna is an Associate Professor of Information Systems with nearly two decades of teaching and research experience. Lubna has also taught at University of Canberra and North-South University in Bangladesh. She holds a PhD in Non-Profit Crowdsourcing, Master's degree in and Bachelor's in Information Technology. A recipient of Vice-Chancellor's Excellence Award for Outstanding Contribution to Student Learning, she has also received multiple industry and government grants and was a finalist for the prestigious WIC's Wicked Women of the Year 2022! As a professional migrant herself, Lubna is passionate about gender equity and women's independence.



### Vice President - Jas Kaur

Jas is a passionate Leadership Coach & Strategist with about two decades of corporate experience with the Federal government and private sector. Jas is passionate about contributing towards creating a psychologically safe socio-technical space where individuals especially women could thrive and achieve a real positive, lasting growth mindset and empowerment to thrive holistically in all the arenas of life. Currently working with the Commonwealth Bank of Australia as an Enterprise Coach (Leadership, Performance & strategy). Jas is on a mission to help women, specifically, those from culturally and linguistically diverse (CALD) backgrounds to discover and embrace what's at their core with dignity to maximise their impact and effectiveness.



### Treasurer - Surabhi Mishra

Surabhi is an Account Director working for Ignite Limited, specialising in IT Recruitment. She is committed to reducing bias against Culturally and Linguistically Diverse (CALD) women in the ICT industry. She works to promote diversity and inclusivity in technology by advocating for the empowerment of women and raising awareness of the challenges faced by CALD women in this field. She strives to create a more equitable and inclusive future for women in ICT through mentorship programs, community outreach, and diversity and inclusion events.



### Secretary - Mehniaz Aziz

Mehniaz moved to Australia from Bangladesh to pursue higher studies. She has been working in the federal government for more than 15 years and now as an ICT Procurement and Contract Specialist. She is passionate about workforce participation for CALD women. These women struggle to pursue a career due to their background and for the family and caring responsibilities they must undertake even after achieving Australian degrees due to their cultural and linguistic differences. Mehniaz's strong focus is to help ALO achieve their objective in empowering CALD women.

# Our Team and Volunteers



## Tulip Chowdhury (past President)

Tulip is a passionate advocate for women's welfare. Tulip joined the Australian Public Service in 1989 and served with distinction for 31 years, holding senior positions in industrial relations, international education and the delivery of a number of key government programs. Balancing the challenges of career, family and motherhood, she has also played leading roles in the Bangladeshi community and the Bangla Language School in Canberra. She questions prevailing norms to create a voice for the silent and vulnerable.



## Bushra Khanum (past Vice President)

Bushra is currently working for the National Library of Australia. Bushra has held executive roles for 10 years in charity organisations such as Let's Work for Bangladesh and the Fred Hyde Foundation. Her passion is to equip and empower regional Bangladeshi located in disadvantaged areas through education-based opportunities.



## Suilin Chung (past Treasurer)

She works locally in Canberra at the Reserve bank of Australia where she is part of the Banking portfolio. She has always been passionate about the need to empower and assist those in need. Since moving to Australia, she has been involved with Red Cross for over 5 years and now a part of ALO. She is passionate to work hard and relish in the opportunity to work with women from various backgrounds.



## Dr Nafisa Asif

With extensive experience working across the public (Commonwealth and state government) and the private sector, Nafisa found her calling in social research that informs policy and programs to achieve long-term outcomes for the most vulnerable communities in Australia. Currently she works as a Senior Researcher for the Department of Communities and Justice, NSW. Nafisa has had a long-standing commitment to improving women's health; in particular, the sexual health of women from culturally and linguistically diverse (CALD) backgrounds.



## Nasreen Haque

Currently at Department of Veterans Affairs (DVA), Open Arms - Veterans & Families Counselling, Nasreen is involved in the delivery of specialised support and care to members of the veteran community which has fostered her understanding on the issues faced by women and families in our community. Nasreen brings to ALO a wide range of experience to support women from culturally and linguistically diverse (CALD) background.



## Alice Nahar

Alice has a strong ability to build productive work relationships in a team environment. With years of public service experience in customer/client relations. Alice loves engaging with people from different backgrounds. This is why she is an active community worker. She has served her community as twice-appointed cultural secretary in the Bangladesh Australia Association in Canberra (BAAC). She has also engaged in many voluntary works, including fund raising for Red Cross, Salvation Army, Breast Cancer Association, and the Heart Foundation.



## Zaheen Rahman

Zaheen Rahman is currently working in ACT public service. Her life in Australia also includes working on different Australian charities, non-profit organisations. With a strong urge to network with CALD women, ALO is serving the right purpose for her. As a new mother of a girl child, she wishes to unleash girls' power in all its dimensions.



## Aliva Evana

Aliva has been involved with charity organizations in Australia and now working in a bank for the last eight years being responsible for various roles. She is passionate in empowering CALD women as she has extensive experience as being one of them. She has served two terms as the cultural Secretary of BAAC (Bangladesh Australia Association Canberra) successfully and hopes to contribute more to the society. She believes gender equality is not hard to achieve, we just need to change the way we have become habituated in perceiving women.



## ALO Advisors



### Ayesha Sheikh

Ayesha, a medical student, is the youngest member of the ALO team. She completed her secondary schooling at Canberra Girls Grammar and intends to pursue a career in medicine. As a young individual, born in Bangladesh and brought up in Canberra, Australia, she sees the world through a bicultural lens. Within a community that holds altruism as its core value, this positive influence led her to volunteer for organisations such as Amnesty International, St Vincent de Paul, Share the Dignity Charity, and Close the Gap foundation. Ayesha brings to ALO her background of activism in feminism, Indigenous rights, anti-racism, and inclusion.



### Devashi Paliwal

Devashi (Dia) is a medical student at the Australian National University, passionate about youth education and global health issues including migrant and refugee health. Having grown up in a small rural town in India, she has both witnessed and experienced issues surrounding gender inequality in a patriarchal society. Dia is an active volunteer of several community organisations such as Migrants and Refugees Services Australia, Australian Red Cross, Asian Medical Student Association International, Doctors for the Environment Australia, ANU COVID-19 Global Peer Support Program, ANU Women in Leadership, and Global Health society.



### Luna Purification

Luna has been working in international development for over 20 years, such as USAID (Bangladesh), AusAID, and now in DFAT. She is particularly passionate about women's rights and young women's leadership, and she believes that young women have strong potential to make a difference in their communities. She also believes that every young woman – from every socio-economic, cultural, or religious background deserves the support and understanding of their family and community to participate fully in life through equal access to education and work to be socially and economically empowered.

## ALO Volunteers

Asmaa Saira Sheikh

Raj Lakshmi

Afrin Chowdhury

Nicholas Lee-Murphy

## ALO in Media Coverage (selected)

ABC Radio Multicultural  
Community award nominee

Nomination for WIC Wicked  
Women of the Year award

Minister Andrew  
Leigh recognition

ALO's IWD2022  
in RiotACT

ALO's #IWD2021 celebration was  
on SBS Bangla news

ALO's launch was on  
SBS Bangla news

*ALO Enlightened Women Inc. acknowledges the Traditional Custodians of the lands on which we work. We recognise that this land was never ceded, and the experience of colonisation and loss continues to affect the lives of First Nations women and communities today. Despite this, First Nations peoples' connection to the land, sea and community is strong and continuing. We pay our respects to Elders past and present, and to Aboriginal and Torres Strait Islander children and future leaders, for they hold the memories, the traditions, the cultures, and the hopes of First Nations peoples.*



## We need your SUPPORT

*We regularly host events (online and offline) to create a sense of belonging and raise awareness in CALD women.*

*As part of our advocacy work, we submit position papers to relevant bodies and agencies with the goal of fostering understanding and instilling empathy to action.*

*Our programs are continuing to empower women and our engagement within the public and private sectors **to help facilitate** structural and systemic changes needed in workplaces and community*

*We need funds to continue and scale up our work on seeing women from diverse backgrounds, maximising their personal and professional growth for an equitable future.*

**Contact [aloenlightenedwoman@gmail.com](mailto:aloenlightenedwoman@gmail.com) to discuss the sponsorship opportunities**

**Become a part of the change you want to see in an equitable future.**

Get involved

“Volunteer,  
Donate or  
Sponsor”