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ENGAGEMENT AGREEMENT

AGREEMENT DETAILS

Item	Clause reference	
Parties		1. The Commonwealth of Australia represented by the Department of Home Affairs ABN 33 380 054 835 (the Commonwealth) and
		s. 47E(c), s. 47F(1)
Engagement	2	Nature of appointment Assist and advise Government by: • Providing advice to the Prime Minister and the Minister for Immigration, Citizenship and Multicultural Affairs to inform policy development, legislation, campaigns (in accordance with the Australian Government Guidelines on Information and Advertising Campaigns by non-corporate Commonwealth entities) and programs that will go to effectively combatting Islamophobia and social cohesion factors that drive the behaviour across online and social media, traditional media, and within education, arts, culture and industry sectors • Promoting public awareness and understanding of the impacts of Islamophobia, by highlighting the ongoing contributions of Muslim Australians and combatting stereotypes and misinformation in communication channels • Engaging with public and private sector stakeholders across whole of society and utilising research and data to identify the drivers of Islamophobic behaviour • Supporting efforts to address systemic and interpersonal racism, hate speech, discrimination and divisive language (including Islamophobia) through public education and awareness, through engaging in media opportunities, facilitating roundtables and participating in public discussion with the support of the Department of Home Affairs • Identifying ways to strengthen broad social cohesion, including fostering inter-faith dialogue, for all Australians • the production by the Appointee of an annual report in a form agreed by the parties for the Prime Minister of Australia and subsequent publication to the Australian public within 20 days of presentation to the Prime Minister of Australia or, in circumstances where this timeframe cannot be met, that the publication will not be unduly delayed by either party; and • Undertaking other related tasks that may be necessary from time to time. Incidental matters If incidental materials, services or functions are required in order for the Engagement to be performed (e.g. pre-reading or preparation), they will be

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		taken to be included in the scope of the Engagement and subject to the payment of Fees notwithstanding that they are not specifically set out in this Agreement. In order to carry out the Engagement, the Appointee will be provided with a mobile phone and laptop during the Term. These remain the property of the Commonwealth and must be returned to the Commonwealth on or before the Expiry Date as requested by the Commonwealth. Please refer to the attached Terms of Reference for further detail on engagement.
Expiry Date	3.1	36 calendar months from date of signature of the Agreement
s. 47E(c)	4.2/4.3	s. 47E(c), s. 47F(1)
s. 47E(c)	4.1	s. 47E(c), s. 47F(1)
s. 47E(c)	1	s. 47E(c), s. 47F(1)

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s. 47E(c)	4.6 (if applicable)	s. 47E(c), s. 47F(1)
Travel Arrangements	5	Is travel applicable? Are any travel arrangements or entitlements applicable to the Engagement? Yes Travel Entitlements Where the Appointee is required to travel as part of the Engagement and this requires an overnight absence, the Appointee will be entitled to a travelling allowance in accordance with the Remuneration Tribunal (Official Travel) Determination applicable from time to time, at rates consistent with travel tier 2. s. 47E(c) s. 47E(c) s. 47E(c)
s. 47E(c)	6	s. 47E(c), s. 47F(1)
s. 47E(c)	7	s. 47E(c)
Intellectual Property	10	See definition of Intellectual Property in clause 1.2; clause 10 in relation to Intellectual Property under this Agreement Clause 10.12 applies.
Commonwealth Confidential Information	11	The definition of Commonwealth Confidential Information will apply. No additional information specified.

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Commonwealth's Privacy Representative	12	The Commonwealth's nominated representative for handling privacy matters, contactable at: s. 22(1)(a)(ii) @homeaffairs.gov.au
Security	14	Is a security clearance required for the Engagement? Yes If yes, specify the level of clearance required: Baseline
Commonwealth Representative	26	The Commonwealth Representative is Malcolm McAllister, Assistant Secretary, Envoy Support Branch.
Commonwealth's address for notices	27	Postal address: 6 Chan St Belconnen ACT 2617 Physical address: 4 National Circuit Barton ACT 2600 Email address: s. 22(1)(a)(ii) @homeaffairs.gov.au
Appointee's address for notices	27	s. 47E(c), s. 47F(1)
Premises	29	The Commonwealth will provide the Appointee access to a suitable secure office facility in the s. 47E(c), s. 47F(1) for them to use for the sole purpose of performing the Engagement. Access to the Premises will be provided at no cost to the Appointee.
s. 47E(c)	30	s. 47E(c)

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s. 47E(c)

PARTIES

This Agreement is made between and binds the Parties shown in the Agreement Details.

CONTEXT

This Agreement is made in the following context:

- A. The Australian Government has requested that the Appointee undertake the Engagement.
- B. This Agreement sets out the terms and conditions on which the Engagement will be undertaken.

1. INTERPRETATION

1.2 In this Agreement, unless the contrary intention appears, the term:

Agreement Material means all Material supplied, created or collected, or required to be supplied, created or collected, as part of, or for the purpose of, the Engagement under this Agreement. Agreement Material does not include Commonwealth Material.

Applicable WHS Law means any applicable occupational health and safety law, including the WHS Act and any corresponding WHS law (as defined in section 4 of the WHS Act).

Appointee means the person identified as such in the Agreement Details table.

Business Day means all days except Saturdays, Sundays and public holidays in the Australian Capital Territory.

Commonwealth Confidential Information means information of the Commonwealth that:

- (a) is by its nature confidential;
 - (b) is identified as such in the Agreement Details or is otherwise designated by the Commonwealth as confidential; or
 - (c) the Appointee knows or ought to know is confidential,
- but does not include information which:
- (d) is or becomes public knowledge other than by breach of this Agreement or any other confidentiality obligations; or

- (e) s. 47E(c)

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s. 47E(c)

Commonwealth Record means a "Commonwealth record" as defined in the *Archives Act 1983* (Cth).

s. 47E(c)

Confidentiality Undertaking means an undertaking in the form of Schedule 2.

Eligible Data Breach has the same meaning as in the Privacy Act.

Engagement means the engagement as described in the Agreement Details.

Expiry Date has the meaning given to that term in the Agreement Details.

Fees means the fees as set out in the Agreement Details.

GST has the meaning given by the GST Law.

GST Law has the meaning given in the *A New Tax System (Goods and Services Tax) Act 1999* (Cth).

s. 47E(c)

Intellectual Property or IP means all present and future rights conferred by statute, common law, equity, in or relating to copyright, trademarks, designs, patents, circuit layouts, plant varieties, business and domain names, inventions and other results of intellectual activity in the industrial, commercial, scientific, literary or artistic fields and includes the rights to the registration of those rights. Intellectual Property does not include Moral Rights or rights to keep information confidential.

Material includes documents, equipment, software, goods, information and data stored by any means, but does not include rights in relation to Intellectual Property.

Method of Payment has the meaning given to that term in the Agreement Details.

Moral Rights means rights of integrity of authorship, rights of attribution of authorship, rights not to have authorship falsely attributed, and rights of a similar nature conferred by statute that exist, or may come to exist, anywhere in the world.

Personal Information has the same meaning as the term 'personal information' in the *Privacy Act 1988* (Cth) and includes 'sensitive information'.

Premises has the meaning given to that term in the Agreement Details.

Privacy Act means the *Privacy Act 1988* (Cth).

Staff has the meaning given to that term in the Agreement Details.

Tax Invoice means an invoice. Where there is a Taxable Supply (as defined in the GST Law), a Tax Invoice must be in the form of a tax invoice complying with the requirements of the GST Law.

WHS Act means the *Work Health and Safety Act 2011* (Cth).

1.3 In this Agreement, unless the contrary intention appears:

- (a) words importing a gender include any other gender;
- (b) words in the singular include the plural and words in the plural include the singular;
- (c) clause headings are for convenience reference only and have no effect in limiting or extending the language of provisions to which they refer;
- (d) words importing a person include a partnership and a body whether corporate or otherwise;

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- (e) a reference to dollars is a reference to Australian dollars;
 - (f) a reference to any legislation or legislative provision includes any statutory modification, substitution or re-enactment of that legislation or legislative provision;
 - (g) if any word or phrase is given a defined meaning, any other part of speech or other grammatical form of that word or phrase has a corresponding meaning;
 - (h) a reference to writing is a reference to any representation of words, figures or symbols, whether or not in a visible form;
 - (i) a covenant on the part of two or more persons binds them jointly and severally and a covenant for the benefit of two or more persons is for the benefit of them jointly and severally;
 - (j) a reference to any deed, agreement, licence, document or other instrument (including this Agreement) includes a reference to that deed, agreement, licence, document or other instrument as renewed, extended, novated, varied or substituted from time to time;
 - (k) where the day on or by which any act, matter or thing is to be done under or pursuant to this agreement is not a Business Day, the act, matter or thing must be done on the next Business Day; and
 - (l) references to clauses are references to clauses of this Agreement.
- 1.4 A provision of this Agreement will not be construed to the disadvantage of a party solely on the basis that it proposed that provision.

2. PERFORMANCE OF THE ENGAGEMENT

- 2.1 The Appointee will perform the Engagement.
- 2.2 The Engagement must not be subcontracted or performed by any person other than the Appointee, unless otherwise agreed by the Commonwealth.
- 2.3 The Commonwealth will provide the Premises for use by the Appointee and Staff in the performance of the Engagement.
- 2.4 The Commonwealth will make the Staff available to assist (subject to relevant Commonwealth policies and procedures) the Appointee in the performance of the Engagement.

3. TERM

- 3.1 This Agreement will commence on the later of:

- (a)
- (b)

s. 47E(c)

subject to earlier termination in accordance with this Agreement, will expire on the Expiry Date (the Term).

4. FEES

- 4.1 Subject to this Agreement and the provision of a correctly rendered Tax Invoice, if the Appointee undertakes the Engagement to the satisfaction of the Commonwealth, the Commonwealth will pay the Fees in accordance with the Method of Payment.

Individual not registered for GST

- 4.2 If the Agreement Details say that this clause applies:

- (a)
- (b)

s. 47E(c)

no GST has been included in the Fees.

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The Appointee is registered for GST

- 4.3 If the Agreement Details say that this clause applies, the Fees are inclusive of GST.

PAYG taxation

s. 47E(c)

- 4.5 The amount deducted is determined by Australian tax laws and will depend upon a number of factors including:

s. 47E(c)

Superannuation

- 4.6 This clause applies if the Agreement Details indicate that Superannuation is payable.

- (a) The Commonwealth will make superannuation contributions for the benefit of the Appointee in accordance with the *Superannuation Guarantee (Administration) Act 1992* (Cth).

s. 47E(c)

Amounts otherwise inclusive

- 4.7 Subject to clause 5 and any other provision of this Agreement pursuant to which the Commonwealth has agreed to make available Premises, equipment, travel, Staff, ancillary support services and reimbursements, the Fees are inclusive of all other costs of undertaking the Engagement.

- 4.8 **s. 47E(c)**

- 4.9 **s. 47E(c)**

- 4.10 **s. 47E(c)**

5. TRAVEL AND OTHER ALLOWANCES

- 5.1 This clause 5 applies if the Agreement Details say that it applies.

- 5.2 Arrangements for booking, payment or reimbursement of travel, accommodation and travel allowances will be in accordance with the Agreement Details.

s. 47E(c)

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s. 47E(c)

7. INSURANCE

7.1

7.2

s. 47E(c)

8. CARRYING OUT THE ENGAGEMENT

8.1 The Appointee must carry out the Engagement by:

- (a) exercising high professional standards of skill, care and diligence;
- (b) ensuring that the Engagement achieves its intended purpose, is complete and is performed in a manner that achieves all standards of performance included in or referred to in this Agreement;
- (c) ensuring that the Commonwealth is fully and accurately informed on all matters which are relevant to the Engagement;
- (d) complying with all applicable legal (including statutory and regulatory) and Australian Government policy requirements as notified by the Commonwealth to the Appointee from time to time;
- (e) ensuring that all obligations (including deadlines) specified in this Agreement are fully satisfied unless otherwise agreed between the parties;
- (f) ensuring that all information provided to the Commonwealth, including in reports, documents and other Agreement Material is correct, complete and not misleading in any respect; and
- (g) ensuring that all Agreement Material is neatly and legibly compiled and that it contains adequate information to demonstrate the Engagement undertaken and to support all conclusions, findings and opinions.

9. NO EMPLOYMENT OR AGENCY

9.1

9.2

s. 47E(c)

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9.3

s. 47E(c)**10. AGREEMENT MATERIAL AND COMMONWEALTH MATERIAL**

10.1

s. 47E(c)

10.2

Title to and risk in relation to the physical property in Agreement Material passes to the Commonwealth upon delivery of the Agreement Material to the Commonwealth.

10.3

Subject to clause 10.4, title to and ownership of all Intellectual Property in all Agreement Material vests immediately upon its creation in the Commonwealth.

10.4

Nothing in this clause 10 affects the ownership of Intellectual Property created before this Agreement was executed, or created by a third party for a purpose unrelated to this Agreement.

10.5

s. 47E(c)

10.6

s. 47E(c)

10.7

s. 47E(c)

10.8

s. 47E(c)

10.9

s. 47E(c)

- (a) Commonwealth Material;
- (b) Agreement Material; or
- (c) other documents that contain Commonwealth Confidential Information,

s. 47E(c)

10.10

10.11

10.12

(a)

(b)

s. 47E(c)**11. DISCLOSURE OF INFORMATION**

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11.1 s. 47E(c)

11.2 s. 47E(c)

- (a) to the extent required by law, or as required by any government or governmental body, authority or agency;
- (b) to disclosures to legal advisors to the extent necessary to obtain advice in relation to rights under this Agreement.

s. 47E(c)

11.3

11.4

11.5

s. 47E(c)

12. PRIVACY

12.1 s. 47E(c)

- (a) not do any act or engage in any practice that would breach the Privacy Act if done or engaged in by the Commonwealth;
- (b) not access, use, disclose, publish, communicate or retain, or otherwise deal with the Personal Information in any way, except for the purpose of:
 - (i) performing the Agreement; or
 - (ii) complying with the Privacy Act;
- (c) implement all reasonable measures to meet the requirements of this clause 12;
- (d) cooperate with any reasonable demands or enquiries made by the Privacy Commissioner or the Commonwealth, including in the investigation of any complaints;
- (e) immediately notify the Commonwealth Privacy Representative if it becomes aware that a disclosure of such Personal Information may be required by law, or when it becomes aware that there are reasonable grounds to suspect that there may have been an Eligible Data Breach and provide a written report in relation to such breach or suspected breach within 3 Business Days;
- (f) in the event of a breach of privacy obligations under this clause 12, take steps to limit any further unauthorised access to the relevant Personal Information or the possible compromise of other Personal Information;
- (g) s. 47E(c)
- (h) take all reasonable measures to ensure that such Personal Information is protected against loss, unauthorised access, use, modification, disclosure or other misuse and to mitigate the risk of an Eligible Data Breach causing serious harm to any of the individuals to whom it relates. For the

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avoidance of doubt, Personal Information must not be used for, or in any way relating to, any direct marketing purpose;

- (i) not transfer such Personal Information outside Australia, or allow parties outside Australia to have access to it, without the prior approval of the Commonwealth;
- (j) notify the Commonwealth's Privacy Representative of, and cooperate with the Commonwealth in the resolution of, any complaint alleging an interference with privacy; and
- (k) upon written notice from the Commonwealth destroy or permanently de-identify any Personal Information as soon as practicable after it is no longer required for the purpose for which it was originally collected.

12.2 s. 47E(c)

- (a) refer any requests for access by third parties to Personal Information to the Commonwealth's Privacy Representative; and
- (b) assist the Commonwealth, if requested to do so, to enable any person, on request, to ascertain in respect of Personal Information:
 - (i) s. 47E(c)
 - (ii) the nature of the information;
 - (iii) s. 47E(c)
 - (iv) the steps the person should take if the person wishes to obtain access to the information.

12.3 s. 47E(c)

13. CONFLICT OF INTEREST

13.1

13.2

13.3

- (a) use its best endeavours to ensure that a situation does not arise that may result in a Conflict of Interest arising during the Engagement;
- (b) notify the Commonwealth if it becomes aware of any Conflict of Interest or potential Conflict of Interest, while the Appointee undertakes the Engagement; and
- (c) comply with all directions given by the Commonwealth for dealing with any Conflict of Interest.

13.4 s. 47E(c)

14. SECURITY

14.1

s. 47E(c)

14.2

14.3

s. 47E(c)

14.4

s. 47E(c)

- (a) take reasonable steps to inform itself of the security requirements; and
- (b) advise the Commonwealth promptly in writing of any relevant circumstances that, in its reasonable opinion, might affect any authorisation or security clearance provided.

14.5

s. 47E(c)

15. ACCESS TO RECORDS

15.1

s. 47E(c)

- (a) the Commonwealth or any persons authorised in writing by the Commonwealth; and
- (b) the Commonwealth Auditor-General, the Commonwealth Ombudsman, the Privacy Commissioner, or their delegates,

for the purposes of performing their respective statutory functions and/or for inspection and/or copying.

15.2

15.3

s. 47E(c)

16. AUDIT REQUIREMENTS

16.1

An audit of all or any part of this Agreement and its performance may be undertaken at any time by the Commonwealth or its nominee.

16.2

s. 47E(c)

16.3

Each Party must bear its own costs of any audits.

17. ARCHIVES ACT 1983

17.1

s. 47E(c)

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17.2

17.3

s. 47E(c)

18. NOTIFICATION OF SIGNIFICANT EVENTS

18.1 In this clause 18, **Significant Event** means:

(a)

(b)

s. 47E(c)

18.2

s. 47E(c)

18.3 The notice issued under clause 18.2 must provide a summary of the Significant Event, including the date that it occurred and whether the Appointee was involved.

18.4

18.5

18.6

18.7

18.8

18.9

s. 47E(c)

19. TERMINATION OR REDUCTION TO SCOPE WITHOUT DEFAULT

19.1

s. 47E(c)

19.2 A notice issued in accordance with clause 19.1 may provide that termination or reduction is to be effective:

(a) immediately; or

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(b) s. 47E(c)

19.3

19.4

19.5

19.6

S. 47E(c)

20. TERMINATION FOR DEFAULT

20.1 s. 47E(c)

(a) s. 47E(c)

(b) the Commonwealth is entitled to terminate this Agreement in accordance with clause 20.2, 20.3 or 20.4;

(c) s. 47E(c)

(d) s. 47E(c)

20.2 Subject to clause 20.3, if:

(a) s. 47E(c)

(b) in the Commonwealth's sole and absolute opinion a breach is capable of being remedied,

s. 47E(c)

20.3

20.4

(a)

(b) the Commonwealth determines under clause 20.2 that a breach is not capable of being remedied,
the Commonwealth may immediately terminate this Agreement under this clause 20.

21. s. 47E(c)

21.1 s. 47E(c)

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(a) **s. 47E(c)**

- (i) a first notice 30 days after the due date of the invoice, specifying the failure to pay and giving the Commonwealth at least 30 days to pay the invoice; and
- (ii) a second notice 15 days after the first notice, referring to the first notice and giving the Commonwealth at least 15 days to pay the invoice,

or

(b) **s. 47E(c)****22. TRANSITION OUT****22.1 s. 47E(c)**

- (a) cease access to and use of the Commonwealth's systems, Agreement Material and Commonwealth Material;
- (b) at the Commonwealth's direction, either return or destroy all:
 - (i) Commonwealth Material;
 - (ii) Agreement Material; or
 - (iii) other documents that contain Commonwealth Confidential Information,

s. 47E(c)(c) **s. 47E(c)**

- (d) comply with all other obligations in this Agreement, including those relating to Commonwealth Material and Agreement Material.

22.2 The following clauses will survive the expiration or termination of this Agreement:

- (a) clause 7 (Insurance);
- (b) clause 10 (Agreement Material and Commonwealth Material);
- (c) clause 11 (Disclosure of Information);
- (d) clause 12 (Privacy);
- (e) clause 14 (Security);
- (f) clause 15 (Access to Premises and Records);
- (g) clause 16 (Audit Requirements);
- (h) this clause 22 (Transition Out); and
- (i) clause 30 (Applicable Law),

as well as any other provision which by its nature is intended, either expressly or implicitly, to survive the expiration or termination of this Agreement.

23. WARRANTIES,**23.1 s. 47E(c)**

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- (a) it is duly authorised to enter into, perform and observe its obligations under this Agreement;
- (b) its execution of this Agreement is valid and binding on it; and
- (c) it is not entering into this Agreement as a trustee for any trust.

24. COMPLIANCE WITH DIRECTIONS

24.1 s. 47E(c)

- (a) all reasonable and lawful directions and instructions issued by the Commonwealth Representative, whether they are issued with respect to the Engagement or any other matter which the Commonwealth Representative considers may be reasonably relevant to the Engagement;
- (b) all relevant legislation, codes of practice and national standards relating to work health and safety; and
- (c) all applicable policies and procedures relating to work health and safety, including those that apply to the Premises or the Commonwealth's premises when using those premises.

24.2 s. 47E(c)

25. PUBLIC ANNOUNCEMENTS

25.1 s. 47E(c)

- 25.2 The Appointee may consult with the Commonwealth in connection with any significant public announcement. If the Appointee does consult with the Commonwealth, the Commonwealth will use best efforts to provide context and feedback promptly.

26. COMMONWEALTH REPRESENTATIVE

- 26.1 The Commonwealth Representative is responsible for supervision of this Agreement on behalf of the Commonwealth and has authority to issue and receive any written notices under this Agreement.

27. ADDRESSES FOR NOTICES

27.1 s. 47E(c)

27.2 s. 47E(c)

28. ASSIGNMENT

28.1 s. 47E(c)

29. ENTIRE AGREEMENT AND VARIATION

- 29.1 This Agreement constitutes the entire agreement between the parties and supersedes all prior representations, statements, communications, negotiations, arrangements, understandings and agreements, either oral or written, between the parties with respect to the subject matter of this Agreement.

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- 29.2 No agreement or understanding that varies or extends this Agreement will be legally binding upon either party unless in writing and signed by both parties.
- 29.3 If any provision of this Agreement is invalid or not enforceable in accordance with its terms, other provisions, which are self-sustaining and capable of separate enforcement with regard to the invalid or unenforceable provision are, and continue to be, valid and enforceable in accordance with their terms.

30. APPLICABLE LAW

- 30.1 This Agreement will be governed by the laws for the time being in force in the Australian Capital Territory and the parties agree to submit to the jurisdiction of the courts of that jurisdiction.

30.2

s. 47E(c)

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Executed as an Agreement

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SIGNED for and on behalf of the
Commonwealth of Australia represented
by the **DEPARTMENT OF HOME
AFFAIRS ABN 33 380 054 835** by its
authorised representative:

STEPHANIE FOSTER

Name of authorised representative

In the presence of:

s. 22(1)(a)(ii)

Name of witness

Date: 16.10.24

s. 22(1)(a)(ii)

Signature

s. 22(1)(a)(ii)

Signature of witness

SIGNED by s. 47F(1)

s. 47F(1)

Signature

In the presence of:

s. 47F(1)

Name of witness

Date: 14/10/24

s. 47F(1)

Signature of witness

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SCHEDULE 1 - APPOINTEE CONFLICT OF INTEREST DECLARATION

Name: **s. 47F(1)**
 Position Title: **Special Envoy to Combat Islamophobia**

I, **s. 47F(1)** (Name of Appointee), declare that:

- (a) I am aware of my responsibilities in relation to the proposed engagement by the Commonwealth comprised of advising and assisting the Commonwealth to combat Islamophobia in Australia (**Engagement**). These include an obligation to behave honestly and with integrity, to disclose, and take reasonable steps to avoid any conflict of interest (real or apparent) in connection with the Engagement and not make improper use of (a) Commonwealth confidential information, or (b) my duties, status, power or authority, in order to gain, or seek to gain, a benefit or advantage for myself or for any other person;
- (b) the list of my private interests and relationships at Annexure A has been prepared on the basis of the particular roles and responsibilities of the Engagement; and
- (c) I undertake to immediately inform the Commonwealth Representative of any changes to:
 - (i) my responsibilities or to the issue or subjects on which I am required to make decision or give advice; and
 - (ii) my personal circumstances,

that could affect the contents of this declaration and to provide an amended declaration(s) using this pro forma.

I undertake to declare any private interests or relationships of my immediate family that I am aware of should circumstances arise in which I consider that they could or could be seen to influence any decision I am taking or the advice I am giving in connection with the Engagement I understand that this would require the consent of the family member to the collection by the Department of Home Affairs of personal information and a declaration that he/she is aware of the purpose for which the personal information has been collected, the legislative requirements authorising the collection and the third parties to whom the personal information may be disclosed, and consents.

I understand that I will not be permitted to take part in the discussions or decision-making processes where a material conflict of interest exists unless a member of the Senior Executive Service in the Department of Home Affairs determines otherwise.

Signed **s. 47F(1)**

Date 14 / 10 / 24

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ANNEXURE A

PRIVATE INTERESTS DECLARATION

PROPOSED POSITION & ORGANISATION	s. 47F(1) Special Envoy to Combat Islamophobia
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Please answer the following questions by circling the reply that applies to your personal circumstances.

If you answer "yes" to any question, please provide details in the provided attachment to this form, **signed and dated**. Please note that answering "yes" to any question does not necessarily preclude you from being appointed. Your response will be treated as confidential and will only be used for purposes connected with this proposed appointment.

1. Do you have any disclosable criminal convictions, i.e. convictions as an adult that form part of your criminal history other than those protected by the Spent Convictions Scheme (see Part VIIC of the <i>Crimes Act 1914</i>)?	s. 47E(c), s. 47F(1)
2. Are you, or have you been, the respondent or defendant in any civil or criminal court action (including as a company director or other office holder)?	
3. (a) Have you ever been declared bankrupt, entered into a debt agreement under Part IX of the Bankruptcy Act 1996 (the Bankruptcy Act) or entered into a personal insolvency agreement under Part X of the Bankruptcy Act? (b) If you are in a partnership, have any of your partners ever been declared bankrupt, entered into a debt agreement under Part IX of the Bankruptcy Act or entered into a personal insolvency agreement under Part X of the Bankruptcy Act?	
4. Has any business or commercial enterprise for which you, or if applicable your partner(s), have had responsibility ever gone into receivership or a similar scheme or arrangement?	
5. During the last 10 years have you, or if applicable your partner(s), been the subject of a court order in connection with monies owing to another party?	
6. Have you ever been summonsed or charged concerning non-payment of tax or outstanding tax debts, investigated for tax evasion or defaults, or negotiated with the Australian Taxation Office over outstanding tax debts?	
7. Have you ever been the subject of a complaint to a professional body which has been substantiated, or is currently under investigation?	
8. Have you ever been dismissed from employment because of a discipline or misconduct issue?	
9. Are you the director of a company? <u>If yes, please provide details in the following page.</u>	
10. Do you or your immediate family have any financial interest in any company or business, or are you or your immediate family employed or engaged by any company or business, which might have dealings with, or an interest in the decisions of, the office to which you may be appointed? If yes, include advice in a separate attachment on how this conflict of interest would be managed.	
11. Are you a lobbyist registered on the Australian Government's Lobbyists Register or the register of a state or territory? If yes, please provide details in a separate attachment.	

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s. 47E(c), s. 47F(1)

12. Are you currently employed by the Commonwealth, the Administration of a Territory, or a public statutory corporation or incorporated company owned by the Commonwealth on a full-time/part-time basis? If yes, please provide details.

13. Is there any other information, which could be relevant to your suitability for the proposed appointment? i.e. advisory roles/not-for-profit boards or any other sector related roles.

ASSURANCE

I advise that to the best of my knowledge my private, business and financial interests, including taxation affairs, would not conflict with my public duties or otherwise cause embarrassment to myself or to the Government during my term of appointment.

I also undertake to advise the responsible minister should a situation arise in the future, which might cause a conflict of interest with my responsibilities under this appointment.

Name

s. 47F(1)

Signature

s. 47F(1)

Date

14/10/24

Released by Department of Home Affairs
under the Freedom of Information Act 1982

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PRIVATE INTERESTS DECLARATION - ATTACHMENT

PROPOSED POSITION & ORGANISATION	s. 47F(1) Special Envoy to Combat Islamophobia
---	--

Please provide details for all 'yes' answers to any question on the Private Interests Declaration form. Please detail how any conflict(s), actual or perceived, will be managed if appointed. Please note that responses to Q12 may be relevant to remuneration payable for part-time appointments with reference to section 7(11) of the *Remuneration Tribunal Act 1973* (Cth). The Act provides that a person is not entitled to remuneration for part-time appointments when holding certain full-time employment, engagement or appointment. Your responses will be treated as confidential and will only be used for purposes connected with the proposed appointment.

S. 47E(c)

ASSURANCE

I declare that to the best of my knowledge, the information provided above is true and correct.

s. 47F(1)	s. 47F(1)	14/10/24
Name	Signature	Date

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SCHEDULE 2 CONFIDENTIALITY UNDERTAKING

Date

This Deed Poll is made on

2024

Parties

This Deed Poll is made by the following person for the benefit of, and enforceable by, the Commonwealth of Australia represented by the Department of Home Affairs ABN 33 380 054 835 (**the Commonwealth**):

- 1) **s. 47F(1), s. 47E(c)**

Context

- 1) The Confidant has been engaged to perform the Engagement pursuant to the Engagement Agreement.
- 2) In the course of performing the Engagement under the Engagement Agreement, the Confidant may become aware of Confidential Information belonging to the Commonwealth or in the possession of the Commonwealth but belonging to a third party.

Operative Provisions

By this Deed Poll the Confidant covenants and agrees as follows:

1. Interpretation

- 1.1. In this Deed Poll, unless the context indicates otherwise:

Confidential Information

means:

- (1) any information provided to the Confidant in the course of performing the Engagement under the Engagement Agreement that:
 - (a) is by its nature confidential;
 - (b) is designated by the Commonwealth as confidential; or
 - (c) the Confidant knows or ought to know is confidential;
 and includes any notes or copies based on or arising out of that information, and includes:
- (2) any information relating to the internal management and structure of the Commonwealth or the personnel, policies, procedures and strategies of the Commonwealth;
- (3) any information comprised in or relating to any intellectual property rights of the Commonwealth; and
- (4) any information relating to the financial position of the Commonwealth.

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Engagement Agreement	means the Engagement Agreement between the Commonwealth and the Confidant (as applicable) dated on or around the date of this Agreement.
Engagement Permitted Purpose	has the same meaning as in the Engagement Agreement means only for the performance of the Engagement under the Engagement Agreement. This may include interacting with Ministers, Commonwealth agencies, contractors and advisers engaged by the Commonwealth

2. Undertakings

2.1. s. 47E(c)

- a. treat the Confidential Information as confidential;
- b. only use the Confidential Information as strictly necessary for the Permitted Purpose;
- c. comply with all information management policies and protocols as notified to the Confidant by the Commonwealth;
- d. not disclose or copy the Confidential Information unless prior written authority is given by the Commonwealth; and
- e. immediately notify the Commonwealth if the Confidant becomes aware that any of the Confidential Information:
 - (i) has been used, copied or disclosed in breach of this Deed; or
 - (ii) is required to be disclosed by law pursuant to clause 2.3.b.

2.2. s. 47E(c)

- a. to take all reasonable measures to ensure any Confidential Information held or developed by the Confidant in connection with the Engagement is protected against loss, unauthorised access, use, modification or disclosure and against other misuse; and
- b. to observe the Australian Privacy Principles contained in the *Privacy Act 1988* (Cth) in the course of undertaking the Confidant's work.

2.3. The obligations of this Deed relating to Confidential Information do not apply to any information that is:

- a. in the public domain, unless it is in the public domain because of a breach of confidence by any person; or
- b. is required to be disclosed by law (to the extent that such disclosure is required and subject to the Confidant's obligations under clause 2.1.e).

2.4. s. 47E(c), s. 47F(1)

- a. use their best endeavours to notify the Commonwealth prior to disclosing the Confidential Information; and
- b. provide full details of the relevant legal requirement and information to be disclosed; and
- c. take any reasonable action requested by, and reasonably cooperate with any action taken by the Commonwealth to challenge, prevent or limit such disclosure.

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2.5. **s. 47E(c), s. 47F(1)**

- a. immediately stop accessing, using and disclosing the Confidential Information; and
- b. return, secure or dispose of all forms of the Confidential Information in their possession in accordance with the instructions given by the Commonwealth.

2.6. **s. 47E(c), s. 47F(1)**

- 2.7. The Confidant consents to any act or omission by the Commonwealth that would otherwise infringe any Moral Rights that he or she may have in the Agreement Material, as those terms are defined in the Engagement Agreement.
- 2.8. The obligations under this Deed continue indefinitely.
- 2.9. This Deed is governed by the laws applicable in the Australian Capital Territory.

OFFICIAL

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Signed, sealed and delivered as a deed poll

This Deed Poll is made on

2024 by

SIGNED, SEALED and DELIVERED by **s. 47F(1)**)
)
)**s. 47F(1)**

Signature

In the presence of:

s. 47F(1)

Name of witness

Date: 14/10/24

s. 47F(1)

Signature of witness

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AUSTRALIA'S SPECIAL ENVOY TO COMBAT ISLAMOPHOBIA

Annual Report 2024 – 25 **Establishing Islamophobia as a National Concern**

Dear Prime Minister

Islamophobia in Australia has been persistent, at times ignored, at other times denied, but never fully addressed. Islamophobia has intensified over the past two decades and Islamophobic incidents in Australia are continuing to rise.

Since my appointment in October 2024, my focus has been on engaging Muslim communities across Australia and listening to their concerns about Islamophobia. I have also provided advice, promoted education and awareness, engaging relevant stakeholders to address anti-Muslim hate and anti-Muslim sentiment so we all can succeed and contribute positively to society.

In September 2025, 11 months into my appointment, I released my independent report to Government, marking a critical and long-awaited moment for the Muslim communities of Australia. My report including my 54 recommendations, follow hundreds of hours of consultations and listening with Muslim communities and Muslim leaders across Australia and my engagement with national and international experts. It seeks to address Islamophobia not only as an interpersonal phenomenon, but also as an institutional and systemic issue that requires urgent attention. My report provides a strategic framework to address Islamophobia, through achievable, robust, and practical actions. It proposes a way forward for the religious protection of all religious communities. I welcome the Government's response to my recommendations.

My ongoing priority is to shift the national conversation to recognise that Islamophobia is not "fictitious," but real, and harmful to both Muslims and wider society. Achieving this requires a multifaceted approach that combines education, visibility, community engagement, legal action, and cultural change.

Yours sincerely

s. 47F(1)



AUSTRALIA'S SPECIAL
ENVOY TO COMBAT
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AUSTRALIA'S SPECIAL ENVOY TO COMBAT ISLAMOPHOBIA

Annual Report 2024 – 25 Key Activities

The Office of the Special Envoy to Combat Islamophobia (OSECI) Terms of Reference detail the mandate and commitment of the Special Envoy to assist and advise Government on the most effective way to combat the growing problem of Islamophobia. Below is a summary of the key activities that have been undertaken since the Special Envoys appointment. The full Terms of Reference are available online at [OSECI.gov.au](https://oseci.gov.au).

Appointment

Mr Aftab Malik has been appointed as Australia's Special Envoy to Combat Islamophobia for a 3-year term from 14 October 2024.

Terms of Reference

The OSECI Terms of Reference were established as a priority and subsequently published on the OSECI website when it launched on 30 May 2025.

Recruitment

Following the outcome of the Federal Election 2025, recruitment commenced for the Office. On 1 September 2025, applications opened for five key roles including: Senior Advisor, Communications Manager, Legal Policy Advisor, Community Engagement Lead, and Media Monitoring Officer. Applications closed on 10 September 2025, with a total of 344 applications received, these applications are currently under consideration.

Report and Recommendations to Government

On 12 September 2025, the Special Envoy's report including 54 recommendations: [*A National Response to Islamophobia: A Strategic Framework for Inclusion, Safety and Prosperity*](#) was published. The Special Envoy's recommendations followed hundreds of hours of consultations and listening to Muslim communities and Muslim leaders across Australia, and engagement with national and international experts. The report outlines the deep impact of anti-Muslim prejudice on our nation and provides a robust strategic framework with practical steps to address the problem.

- The launch received over 620 mentions across media outlets with a potential reach of 9.4 million.
- To date, 33 individuals and organisations have publicly [endorsed](#) this report including; all national organisations dedicated to combating Islamophobia and providing support for its targets, Australia's peak bodies for Imams, Islamic schools, religious edicts, Islamic Societies, and Muslim organisations from across Australia have endorsed this report.



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This also includes the national representative body for Muslim university students, some of the nation's peak community and social welfare organisations and critical community leaders.

Submissions

On 11 August 2025, the Independent National Security Legislation Monitor (INSLM) Mr Jake Blight, initiated the inquiry to review the terrorist act definition in section 100.1 of the Criminal Code Act 1995 (Cth). The Special Envoy's submission outlined that linking terrorism to religion – particularly Islam – has resulted in significant social harm, further entrenching Islamophobia. It has undermined trust between communities and government and diverted valuable law enforcement resources away from emerging security threats in Australia.

As part of ongoing engagement with the University Chancellors Council (UCC) and Universities Australia (UA), in June 2025, the Special Envoy made a submission to their Social Licence Steering Committee on '[Strengthening Safety, Inclusion and Dialogue on Campus](#)'. The Special Envoy's submission outlined the importance of committing to systemic change, and enshrining dialogue, respect, and safety as foundational principles of the way universities educate and operate.

In February 2025, the Special Envoy made a submission on the draft legislation to make it an offence to intentionally incite hatred towards another person or a group of persons on the ground of race (the NSW Crimes Amendment (Inciting Racial Hatred) Bill 2025). The Special Envoy's submission emphasised the context in which this draft legislation was being proposed and suggested alternative measures to take.

Campaigns

On 15 March (2025), in recognition of the United Nations, International Day to Combat Islamophobia, OSECI launched a campaign '[Living with Hate, Islamophobia in Australia](#)'. The campaign highlighted the violent and dehumanising effects that Islamophobia is having on the Muslim community in Australia, an increase in Islamophobic incidents and the urgent need for all Australian society to act, to cultivate a future where every Australian, regardless of faith or ethnicity, contributes to our shared vision of a peaceful and inclusive society.

Subsequently, recommendation 2 of the Special Envoy report, calls for the formal recognition of the International Day to Combat Islamophobia on 15 March, as established by the United Nations General Assembly.

In June 2025 OSECI joined and participated in the United Against Hate, Global Reporting Campaign Against Antisemitic and Anti-Muslim Hate Speech Online. This campaign, led by the



AUSTRALIA'S SPECIAL ENVOY TO COMBAT ISLAMOPHOBIA

Online Hate Prevention Institute and Online Hate Task Force, focuses on reporting content that incites hate and violence to the relevant social media platform for them to take action and to enforce rules against hate speech. The results of this campaign are available at [United Against Hate](#).

Statements

OSECI actively challenges and seeks to correct media portrayals of Muslims as well as statements, comments, and articles that are Islamophobic in nature and mispresent or harm the Muslim community. The Office utilises all resources available to increase awareness, advocate for change and enhance public knowledge. OSECI aims to publish statements online via the OSECI website, via the OSECI Instagram account and via the media. Since the Special Envoy's inaugural speech on 30 September 2024, the Office has published over 27 statements.

- 8 October 2025 – [Statement issues on the Christchurch terror threat made to the Australian Islamic Culture Centre in Sydney.](#)
- 11 September 2025 - [Sharing the Islamophobia Register Australia's press release detailing their concerns with the sharp rise in alleged violent attacks targeting Australian Muslims over the past week.](#)
- 11 September 2025 - [Sharing Senator Paul Scarr's Statement of Support for the Islamic Society of the Gold Coast, following the hoax bomb threat at the Arundel Mosque.](#)
- 9 September 2025 - [My thoughts are with the Gold Coast Muslim community following a fake bomb threat at a mosque in Arundel over the weekend.](#)
- 8 September 2025 - [Sharing Senator Paul Scarr's Statement of Support for the Islamic College of Brisbane \(ICB\), following the bomb threat and threat to murder school children that ICB received on Friday 5 September 2025.](#)
- 6 September 2025 – [Bomb threat and threat to murder Muslim schoolchildren at the Islamic college of Brisbane \(ICB\).](#)
- 5 September 2025 – [Threats to Senator Mehreen Faruqi.](#)
- 2 September 2025 – [Alleged anti-Palestinian racism on NSW transport.](#)
- 1 September 2025 – [The office of Australia's Special Envoy to Combat Islamophobia is hiring.](#)
- 22 August 2025 – [Threats towards Senator Fatima Payman.](#)
- 12 August 2025 - [Online death threats directed at a mosque in Lakemba, Sydney.](#)
- 8 August 2025- [Meeting with Federal Members and Senators.](#)
- 23 July 2025 – [Alleged Incident Outside Hume Islamic Youth Centre.](#)
- 10 July 2025 - [Special Envoy to Combat Islamophobia Announces Submission of Comprehensive Recommendations to the Prime Minister.](#)
- 18 June 2025 – [United Nations International Day for Countering Hate Speech.](#)



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- 2 May 2025 – [Condemnation of Recent Hate Crime Targeting Australian Islamic College of Sydney](#)
- 1 May 2025 – [X repost by @NovaPeris.](#)
- 16 April 2025 – [Alleged assault on Ms Diana Abdel-Rahman OAM in Canberra.](#)
- 7 April 2025 - [Sharing the Islamophobia Register Australia's press release: Attack on Mothers and Children.](#)
- 3 April 2025 – [Lakemba Mosque Threat.](#)
- 20 March 2025 - [Vile Islamophobic threat against Lakemba Mosque.](#)
- 21 March 2025 – [Special Envoy denounces threats against Muslim youth organisation.](#)
- 18 March 2025 – [Apparent drive-by shooting in Logan, Queensland provokes fear and unease among Muslims.](#)
- 6 March 2025 - [Special Envoy alarmed over threat to school in Sydney's southwest.](#)
- 4 March 2025 - [Special Envoy condemns threat to the Australian Islamic House Masjid.](#)
- 27 December 2024 - [Statement on Bankstown Kmart incident.](#)
- 30 September 2024 - [Special Envoy to Combat Islamophobia, Inaugural speech.](#)

Media Engagement

Ongoing media engagement is critical to the OSECI mandate, to raise awareness of the reality of Islamophobia and its consequences. For access and transparency, OSECI aims to publish media engagements, opinion editorials, and articles that the Special Envoy has written on the website at [OSECI.gov.au](https://oseci.gov.au).

- 12 September 2025 – Joint Press conference – Sydney - Report of the Special Envoy to Combat Islamophobia.
- [Read full transcript – Prime Minister of Australia, The Hon Anthony Albanese MP, Media](#)
- 15 March 2025 - Aftab Malik reveals his list of recommendations to ensure the Government takes Islamophobia seriously
[Read full transcript: ABC Breakfast Radio, Melbourne, 15 March 2025](#)
- 14 March 2025 - Faith envoy calls for end to hatred
[Read full story \[subscription only\]: The Australian, 14 March, 2025](#)
- 15 March 2025 - Islamophobia is an invisible daily struggle for too many Australian Muslims
[Read opinion editorial \[subscription only\]: The Australian, 15 March, 2025](#)
- 2 March 2025 - Islamophobia: What's the problem?
[Read full transcript: Introductory remarks at Adelaide Writers' Festival, 2 March, 2025](#)
- 5 March 2025 - Aftab Malik responds to news of the online social media threat against a Sydney mosque
[Read full transcript: Mornings with Hamish MacDonald, ABC Radio Sydney, 5 March 2025](#)



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- 4 March 2025 - Combating Islamophobia: 89 Seconds to Midnight
[Read opinion editorial: Australian Muslim Times \(AMUST\), 4 March 2025](#)
- 25 February 2025 - Radicaliser? Undercover agent? Aftab Malik is used to dodging accusations
[Read full story \[subscription only\]: The Sydney Morning Herald, 25 February 2025](#)
- 19 February 2025 - Aftab Malik discusses the 'normalisation' of Islamophobia following attack on two women at Melbourne shopping centre
[Read full transcript: Radio National Breakfast, ABC, 19 February 2025](#)
- 18 February 2025 - Aftab Malik believes Islamophobic incidents are under-reported in Australia
[Read full transcript: ABC Radio Melbourne, Drive, 18 February 2025 \(5:19pm\)](#)
- 18 February 2025 - Aftab Malik notes general culture of bystander inaction in the wake of attack on two women
[Read full transcript: ABC Radio Melbourne, Drive, 18 February 2025 \(5:15pm\)](#)
- 14 February 2025 - 'Deliberate orchestrated incident': Daily Telegraph caught up in stunt gone wrong
[Read full story \[subscription only\]: The Sydney Morning Herald, 14 February 2025](#)
- 24 January 2025 - 'Endemic and unreported': Special envoy says Islamophobia 'normalised' in Australia
[Read full transcript: SBS news, 24 January 2025](#)
- 20 December 2024 - Ordinary Islamophobia, extraordinary Muslims
[Read opinion editorial: Australian Muslim Times \(AMUST\), 20 December 2024](#)
- 18 December 2024 - Islamophobia is an everyday reality for too many Australians
[Read opinion editorial: The Guardian, 18 December 2024](#)
- 17 December 2024 - Aftab Malik labels Islamophobia a hidden cancer and says the scale of it in Australia, is shocking
[Read full transcript: Radio National Breakfast, ABC, 17 December 2024](#)
- 24 November 2024 - The quickest way to divide a country is to 'other' those we know little about
[Read full story \[subscription only\]: The Sydney Morning Herald, 24 November 2024](#)

Stakeholder Engagement

Stakeholder engagement is a core priority for OSECI, to inform all activity, to raise awareness of its mandate and to communicate its work and success. During November and December 2024, the Special envoy undertook a [National Listening Tour](#) of Australia meeting with over 100 Muslim community members, representing academics, experts on Islamophobia, youth, women, religious leaders, Muslim community leaders, Islamic societies and peak bodies from across Australia. Their experiences, fears, challenges, and frustrations living as Muslim Australians



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directly informed the 54 recommendations the Special Envoy made to the Government to combat Islamophobia. Following engagement with Muslim communities across Australia (which remains ongoing), the Special Envoy also met with [government agencies, NGOs, members of the private sector](#) and [Federal Members and Senators](#) to inform them of the OSECI mandate to address Islamophobia.

The Special Envoy has been the keynote speaker at several events including the [s. 47G\(1\)\(a\)](#) alongside [s. 47F\(1\)](#), followed by a panel discussion, the town hall meeting at the [s. 47G\(1\)\(a\)](#) in Canberra as well as addressing students and schools during a visit to [s. 47G\(1\)\(a\)](#)

s. 47G(1)(a)

Resources

On 13 March 2025, the OSECI Instagram account went live. From March 2025 to September 2025, OSECI published 86 posts that received over 69,000 views, with over 19,000 views immediately following the release of the report on 12 September 2025.

On 30 May 2025, the OSECI website went live creating a centralised hub of resources for the Australian public. While the Office continues to update and enhance the content, the website currently includes information on the Special Envoy's background and appointment, Terms of Reference, recommendations to the Prime Minister - including a link to the report and endorsements, news articles, media statements and engagement as well as resources relating to Demystifying Islam, Exploring Islam in Australia, and Combatting Islamophobia. From 30 May 2025 to September 2025 the website received over 22,800 views by over 7,400 users. Over 12,000 views were immediately following the release of the report on 12 September 2025.

Research

The Special Envoy is seeking to advance research to identify gaps, and to inform/guide Office efforts by convening an interdisciplinary network of professionals and academics working on combatting Islamophobia.



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Procurement

OSECI has undertaken s. 47G(1)(a)

These initiatives were designed to enhance public engagement, build internal capacity, and support the release of the Special Envoy's report and recommendations to Government.

- Specialist Research

s. 47G(1)(a)

- Incident Desktop Analysis

s. 47G(1)(a)

The aim of this initiative is to provide a toolkit for Muslim leaders in Australia to respond effectively to future challenges, avoiding polarisation and improving strategic responses.

- OSECI staffing

s. 47G(1)(a)

- Film and Video Services

OSECI is partnering with a service provider to produce five educational videos aimed at:

- Encouraging reporting of Islamophobia within the Muslim community.
- Raising awareness of its impact and the importance of accountability.
- Promoting solidarity and inclusion.

A collaborative workshop was held on 29 September 2025 with the selected service provider and the five national Islamophobia registers to inform and shape the video series.

- Film and Video Services

OSECI is partnering with an additional service provider to develop 12 educational videos to:

- Refute extremism as contrary to normative Islam.
- Challenge stereotypes and misconceptions.
- Foster understanding through inclusive dialogue.



AUSTRALIA'S SPECIAL ENVOY TO COMBAT ISLAMOPHOBIA

A National Response to Islamophobia:
A Strategic Framework for Inclusion, Safety and Prosperity

Special Envoy to Combat Islamophobia

FOREWORD BY USMAN KHAWAJA

Released by Department of Home Affairs
under the *Freedom of Information Act 1982*



AUSTRALIA'S SPECIAL ENVOY TO COMBAT ISLAMOPHOBIA

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www.oseci.gov.au

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under the *Freedom of Information Act 1982*



AUSTRALIA'S SPECIAL ENVOY TO COMBAT ISLAMOPHOBIA

A true-believer is one with whom others feel safe. One who returns love for hatred.

THE PROPHET MUHAMMAD

It is strange that we should not realise that no enemy could be more dangerous to us than the hatred with which we hate him, and that by our efforts against him we do less damage to our enemy than is wrought in our own heart.

ST. AUGUSTINE



AUSTRALIA'S SPECIAL ENVOY TO COMBAT ISLAMOPHOBIA

Contents

Acknowledgement of Country

Acknowledgements

FOREWORD

Introduction: Context is Everything

Purpose of these recommendations

Recommendations

Department of Prime Minister and Cabinet

Parliamentary Joint Committee on Human Rights

Department of Home Affairs

Attorney-General's Department

Department of Education

Department of Health, Disability and Ageing

Department of Foreign Affairs and Trade

Australian Sports Commission

Department of Social Services

Department of Employment and Workplace Relations

Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Parliament of Australia - Parliamentary Joint Committee on Parliamentary Standards

Appendix I: Comparison sweep: key documents and frameworks that complement the proposed recommendations

Appendix II: Academics, scholars and specialists consulted on the recommendations



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Acknowledgement of Country

(see separate doc)



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Acknowledgements

These recommendations stand as a testament to the incredible resilience of Muslim Australians (and Muslims living in Australia), who have silently endured hatred, abuse, prejudice and violence for too long, most of which has been either unacknowledged, questioned or denied. Truly a community of communities. These recommendations were made possible by the generous and heartfelt participation of over 100 individuals across Australia who dedicated their time and energy to attend consultations. Many faced their own challenges to attend, yet they chose to overcome them and share their experiences, ideas, and expertise, demonstrating a profound resilience and commitment to challenge Islamophobia. Thank you for trusting me.

Thanks to the experts, academics, scholars and specialists for lending me their expertise and time, for indulging me in discussions and for sharing their goodwill.

I would also like to express my heartfelt thanks to the Special Envoy support team.



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Foreword

Islamophobia, or any hate and prejudice, has no place in our society. Since the tragedy that occurred on 11 September 2001, the world has had its eyes not only on the Islamic world, but on Muslims living in their countries too. I still remember going to school the morning of 12 September and, with my schoolmates, trying to figure out what just happened. But I would never have believed that the day before would have such a profound effect not only on my life in Australia, but for many Muslims around the world. Before that event, people had barely heard of or even tried to understand Islam. To the Western world and from my experience in Australia (with its strong Christian roots), Islam seemed like this out-of-the-world religion that was so different from Christianity. The feeling I got from others was that Christianity was this white, wholesome religion, while Islam was something so foreign it was hard to understand. Although I knew deep down inside that that was wrong.

There are 3 main 'Semitic' religions in the world. Judaism, Christianity and Islam. Their leaders spoke Hebrew, Aramaic and Arabic. Throughout history they have been intertwined and linked through Abraham and his sons Isaac and Ishmael, and they remain linked until this day. Other than Christianity, no other major religion but Islam holds Jesus and his mother, Mary, in such high regard: to the point where Jesus is mentioned more times in the Qur'an than Muhammad himself. Why is this important? Well, it's to break the stigma. Jesus was a Semite who most likely spoke and prayed in Aramaic and was a person of colour. Muhammad was also a Semite who spoke and prayed in Arabic. Moses was a Semite who spoke and prayed in Hebrew. Millions upon millions of Muslims around the world pray in a Semitic language every day; as do I. This shows we are not that different. We are one but the same in a long history of monotheism.

There is a reason why I'm pointing out these similarities. Although all 3 religions believe in very similar things, Muslims are treated very differently. Islamophobia has a deep correlation with racism. Most Muslims you will find around the world are people of colour. Hence, when someone thinks about Islam, they think of a person of colour, even though there are many Caucasian Muslims. But it is this feature of 'colour' and difference that allows people, particularly in Australia, to attack people of the Islamic faith without hesitation. Because even though Muslims in Australia love Australia, we don't look 'Australian'.

Some people believe Islamophobia isn't real or doesn't really exist, or maybe it's not considered as important as other prejudices. But I can tell you it's real. And it has become more prevalent than ever over the last few years, and I can provide you with a real-life example.

My mother is a hijab-wearing woman. I respect her and love her very dearly. For the last 10 years, I have seen how people look at her as she is walking down the street, going to the supermarket or the park for a walk. Many times, I purposely walk slightly behind my parents in case someone tries to do something out of hate, just so I can see and respond and defend them adequately. The looks and double takes she gets from people are quite disturbing, and it does rile me up. I believe that there is nothing more difficult than being a hijab-wearing Muslim. They literally wear their religion on their sleeves. As a Muslim man, much like many other people belonging to any faith, no one knows what I am. I walk down in my plain clothes as an Australian, and no one can tell what religion I belong to, only that I am a person of colour. But a Muslim woman who covers her hair is out there for the world to see; she can't hide, and she automatically becomes a target for hate and prejudice. And in today's environment, when Islamophobia is at an all-time high, who knows what someone might do. Honestly, when I think about it and put myself in their shoes, it would be daunting to leave home every time. That's not the Australia I know and love.



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But hate is everywhere in today's society. And my mother, of all people, experienced it last year during the Boxing Day Test match. She had come to watch me play with my family. It's always a momentous occasion. Unfortunately, this time 2 young men decided to walk behind my mum and scream obscenities in both ears, simply because she was wearing a hijab. Imagine yourself, just walking along, minding your own business at the MCG races, and 2 guys walk behind you out of nowhere only to scream insults in your ear. She was terrified. My mum was distraught; she didn't know what to do and she was extremely frightened, shocked and upset by the incident. A security guard saw everything. The guys were detained, and the police were called and they were taken away. But God bless my mum's soul, she didn't want to proceed any further. "I don't want to ruin the rest of these young boys' lives over one incident", she told me. I was furious that someone treated my mother that way, but I respected my mum's wishes, and we kept it quiet and hidden, even from my teammates. But my mum's mercy was inspirational to see. Something she had learned from Islam, the religion of so-called "violence and hate". But don't tell me Islamophobia doesn't exist.

The actions of those 2 individuals were purely based on hate and creating fear, and as I said earlier, nothing is more visible than a woman wearing a hijab. This incident is not solely confined to my mum. Sadly, they occur too often for Muslim women across Australia. There are so many. Take in 2019, for example, where young Fahima Adan had her scarf ripped from her head, with the assaulter yelling "I hate Islam," to which Fahima replied, "I'm Australian as well". Or in 2024 in Adelaide, when a Muslim woman and her toddler were abused in a shopping centre, with a teenage girl asking, "Can I pat your dog?", referring to her toddler in her pram. She then proceeded to try to rip off her head scarf and tell her, "Go back to your country". Or most recently in February 2025, when 2 women were assaulted by another woman, one who was choked by her own hijab as the assailant tried to rip it off. These are all hate crimes, and all have the same objective to create fear and animosity. But most of all, they are racially driven just as much as they are religiously driven. The common theme of "go back to your country" is something that the government and the whole of Australia must address. We are all Australian, no matter what you look like, or what you wear or what you believe in.

If you hadn't heard about these incidents, I wouldn't be surprised. Most of them are not centrepieces in news stories, and get swept under as quickly as they come out. An antisemitic attack against a person of the Jewish faith is no different from an Islamophobic attack on a person of Islamic faith. Yet, particularly by the media and some politicians, these 2 crimes get covered very differently, with one far outweighing the other in terms of exposure and outrage. And it begs the question: Why? Are both these crimes not the same? Or let's talk about the other narrative that is often propagated. Namely, that all crimes or murders committed by anyone remotely connected with Islam are terrorist attacks. Yet a crime committed by a Christian, Jewish or any other religious background, is just that: a crime. Profiling incidents based on someone's background, particularly those of the Islamic faith or ties with the Islamic faith, is unjust. It creates tension in the community that is not needed and puts into the public a false narrative which further fuels Islamophobia.

These recommendations should serve as a line in the sand for all Australians. It should serve as a reality check that far too many Australians are being discriminated against based on their beliefs and the way they look. This report offers a practical, evidence-based approach that is rooted in dignity, respect and our shared commitment to a more inclusive and just Australia.

At its core, Islamophobia is not just about individual prejudice; it is also institutional, structural and systemic. It affects the ability of Australians who are Muslim, or perceived to be Muslim, to feel safe,



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valued and included. It erodes trust in our public institutions, weakens social cohesion and undermines the democratic ideals that bind us together.

This report and its recommendations, written by the Special Envoy to Combat Islamophobia, Aftab Malik, are not only timely but necessary. They reflect the voices of fellow Australians (including mine) and the urgent need to act with empathy, courage and resolve. Furthermore, the recommendations are not punitive: they seek to work with people, respect free speech and engender coming to know Muslims better, rather than placing penalties and monitoring people's actions and words.

Let's not allow Islamophobia or any other form of hatred to corrode the values we hold dear. The responsibility of dealing with Islamophobia doesn't lie with a select few, but all of us. But, only a select few, including the Prime Minister and others, can enact real change, and make a long-lasting difference felt for years to come.

I recommend this report to be read by all Australians. I also urge us all to listen, learn and most importantly, act collaboratively as one nation, proud of all its people.

Usman Khawaja

Introduction: Context is Everything

Defining Islamophobia

Many may find it surprising to learn that there is no universally accepted definition of Islamophobia.

The term gained notoriety in 1997 when the Runnymede Trust, a United Kingdom think tank on race and cultural diversity, used it to refer to a “dread or hatred of Islam” (Runnymede Trust, 1997, p. 1).¹ Since this initial report, a wide range of scholars across various disciplines have worked to define and describe the phenomenon across the globe. This body of work grew following the intensification of Islamophobia following the 11 September 2001 attacks, which marked the Global War on Terror.

Governments in comparable contexts to Australia have sought to establish national definitions. The United Kingdom Government is currently undergoing its second attempt to arrive at a robust definition.² The United States’ first ever *National Strategy to Counter Islamophobia and Anti-Arab Hate*, defines Islamophobia as “hatred, discrimination, or bias directed at Muslims or those perceived to be Muslim” (The White House, 2024, p. 3).³ Canada’s Anti-Racism Strategy 2024-2028 defines it as “racism, stereotypes, prejudice, fear or acts of hostility directed towards individual Muslims or followers of Islam in general” which “can lead to viewing and treating Muslims as a greater security threat on an institutional, systemic and societal level” (Government of Canada, 2024, as cited in Elghawaby, 2024).⁴

The term is contested, and debated,⁵ as Islamophobia takes different forms in different national contexts.⁶ However, broadly speaking, it is a perceived “fear” (Gabsi, 2024, p. 17)⁷ of, and “threat” (Awan & Zempi, 2020, p. 7)⁸ from Islam and Muslims, and encapsulates a range of anti-Muslim behaviours, such as anti-Muslim hatred, anti-Muslim sentiment, and anti-Muslim prejudice. Increasingly, many academics, activists and community leaders define it as (anti-Muslim) racism,⁹ in that it propagates negative perceptions of Islam based on religious and cultural signifiers such as dress, name, language, and physical appearance. The consequence of Islamophobia is that it causes Muslims *and* those perceived to be Muslim to experience exclusion, discrimination, hatred, and violence.

The absence of a universal definition should not deter us from acknowledging that Muslim Australians are facing increasing instances of prejudice, discrimination, assault, and attacks. Indeed, academic debate is “less about *what* actually exists than it does *how* we label it” (Lean, 2019, p. 15).¹⁰

This report does not seek to define Islamophobia, but to convey its pervasiveness and impacts.

Combating Islamophobia: an urgent priority

Widespread evidence, research and anecdotes have pointed to the persisting negative impacts of Islamophobia in Australia, particularly following the 11 September attacks in 2001.¹¹ Experts on Islamophobia have highlighted that the prevalence, intensity and impacts of Islamophobia are



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compounded by sociopolitical events. It is within these contexts that climates of suspicion and fear lead to violence, discrimination and exclusion, threatening the safety, wellbeing and prosperity of Muslims in Australia. The 7 October 2023 attacks in Israel mark the most recent turning point, where Islamophobia has since reached unprecedented levels according to rigorous research and anecdotal incidents.¹²

These recommendations emerged from my national listening tour of diverse Muslim communities during November and December 2024, placing their embodied concerns at the heart of these recommendations. Some of the data that I have gathered indicate that, as in other country contexts in which Islamophobia is a concern, the phenomenon is multidimensional, covering not just discursive and interpersonal hate, but also institutional and structural forms of discrimination.

While some of the recommendations I make cover these multiple dimensions, systematic dimensions of discrimination faced by Muslims require a deeper examination. This could include, for example, key approaches specified in my proposed recommendations, such as examining how counter-terror legislation has impacted Muslim communities, and how support services can be strengthened to support victims of Islamophobic hate crimes.

Islamophobia is real and pervasive

My role emerges following a legacy of work that has documented the rise of Islamophobia in Australia, long before the 7 October attacks. Still, it has yet to see their observations or warnings acknowledged and taken seriously. In my role as Australia's first Special Envoy to Combat Islamophobia, I travelled across the nation and heard heartbreaking stories about how Islamophobia negatively impacts the daily life of everyday Australians.

In Australia today, Islamophobia is a pervasive, and at times, terrifying reality that has devastating consequences for victims, eroding social cohesion. The normalisation of Islamophobia is so widespread that many incidents go unreported. It manifests online and in person, on social media, within institutions, and in everyday public spaces. From vile, hate-filled graffiti, the vandalism of Muslim property, and the verbal, as well as physical violence towards Muslim bodies, Islamophobia is a part of everyday life for Muslim communities in Australia. In the online space, we can measure the escalation of Islamophobic hate crimes, following "trigger" events of international and regional significance, manifesting in hate speech, threats to safety and online stalking and harassment.¹³

Muslim women, who comprise the majority of targets of reported incidents of everyday Islamophobia, have had their hijabs pulled and ripped off. They have been subjected to foul, disgusting and degrading behaviour. They have been spat at, punched, choked, pushed, had hot drinks and food thrown at them, and have even been threatened with rape and murder. The visual markers of the Islamic faith serve as



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identifiers that trigger Islamophobic responses, explaining why certain individuals and groups, such as women, are more likely to become targets for hostility than others.¹⁴

Mosques have been threatened, with chilling references made to the 2019 Christchurch attacks, and anti-Muslim hate messages have been graffitied on homes and in public spaces, including calls for Muslims to be killed. Muslim school children have not been spared from the consequences of Islamophobic hatred.¹⁵ The Australian Human Rights Commission Report, *Sharing the Stories of Muslim Australians*, captures some of the Islamophobic experiences of children. One in particular concerns a young Muslim family being approached by a stranger on the train who not only verbally abused the parents but also approached the children, saying that he would “love to kill them all” (Australian Human Rights Commission, 2021, p. 64).¹⁶

A licence to hate

The evidence documenting anti-Muslim hate is overwhelming, and Islamophobia is propelled by Muslims being perceived as a national security threat¹⁷ and the perpetuation of negative stereotypes about Islam and Muslims by sections of the media¹⁸ and, regrettably, some of our parliamentarians—both intentionally and, perhaps, inadvertently.¹⁹ These messages have provided a social licence to hate Muslims,²⁰ with many Muslim Australians speaking of harassment and attacks on mosques “following divisive comments by politicians and negative media commentary” (Australian Human Rights Commission, 2021, p. 11).²¹ This has led to their constant “othering,”²² with massive, multiple implications for Muslim Australians that range from mental health to employment and social exclusion.²³

As a dominant number of academics, scholars and activists—often with legal, sociological and anthropological backgrounds - have argued, these are all symptoms that point to deeper, underlying institutional²⁴ and structural²⁵ forms of Islamophobia. This understanding is also reflected in the definition of Islamophobia by Professor Awan and Dr Zempi, which has been adopted by the United Nations as part of the “International Day to Combat Islamophobia” on 15 March annually.²⁶ Whereas Muslim women form the majority of targets of everyday Islamophobia, research demonstrates that Muslim men are often disproportionately targeted by structural Islamophobia, particularly in relation to law enforcement.²⁷

In stark contrast to the findings of the latest *Islamophobia in Australia* report, a survey released on Australia Day 2025 revealed that only 9 per cent of the Australian public believe that Islamophobia has increased since 7 October 2023—a decrease from 14 per cent just 3 months earlier.²⁸ The gap between the lived experiences of Muslim communities and existing evidence of Islamophobia, compared with general public perceptions of this issue in Australia, is deeply concerning. It is exacerbated by voices in public discourse that downplay the seriousness of Islamophobia,²⁹ while others deny its existence outright.³⁰



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Palestinian, and Arab Australians and their supporters are being dehumanised

The current discourse surrounding Islamophobia in Australia has taken a deeply disturbing turn, with the targeting of Palestinian, Arab-Australian communities, and their supporters. This framing, especially rampant on social media, includes dehumanisation,³¹ which reduces the rich and diverse identities of Palestinian and Arab Australians into abhorrent stereotypes. As a homogenising discursive frame, it often essentialises all Palestinians as Muslim, regardless of whether they belong to Christian or other faith groups within the Palestinian community. This frame arguably triggered, but most certainly contributed significantly to, the wave of Islamophobia following the 7 October attacks, and indeed, has sustained it.

While at times anti-Palestinian, anti-Arab racism and Islamophobia do intersect,³² I am wary of using Islamophobia as a proxy for, or to conflate it with these manifestations of racism, which can also manifest as their own distinct forms of prejudice and discrimination.³³ Nasser Mashni (2024), president of the Australia Palestine Advocacy Network (APAN), unequivocally states that “Anti-Palestinian racism isn’t just another form of prejudice, nor can it be subsumed under the banner of Islamophobia; it’s a deep-seated, systematic effort to silence, exclude, demonise and dehumanise Palestinians and those showing solidarity with them.”³⁴ Regardless of this nuance, the persistent attacks on Palestinian and Arab-Australians and their supporters³⁵ are deeply alarming and should be condemned.

Although anti-Palestinian racism must not be absorbed by Islamophobia, there appears some connection. These connections are demonstrated in how this broader climate of suspicion and alleged discrimination has also manifested within our educational institutions.³⁶ For example, the presidents of Australia’s 2 national peak bodies for Muslim students—the Muslim Students Association of Australia (MSAA) and the Coalition of Muslim Students Association Australia (CoMSAA)—have conveyed to me concerns nearly identical to one another, concerns I have heard from other students as well. Muslim female students have explicitly expressed their unease to remain on campus after classes, and instead resign themselves to prayer spaces which they view as “safe zones”. Many students are tired of the university’s concern with “extremism”. Through their efforts to humanise and raise awareness of Palestinians’ suffering, they feel abandoned, unwelcome, and silenced. The students and the presidents, repeatedly refer to these experiences as Islamophobic. This is all eroding trust between Muslim students and their universities.

Meanwhile, Palestinians are deprived of their moral agency, and the full spectrum of their lived experiences remains unacknowledged.³⁷ Members from both Palestinian and Arab-Australian communities often speak of the pressure they feel to conceal their identities, being vilified for their views on Palestine, and linked to extremism.³⁸ I have listened to accounts of Palestinian students and teachers that involve alleged censorship of cultural expression, procedural unfairness, harassment, bullying and intimidation—all of which have resulted in most feeling unsafe and suffering from severe emotional distress. They are fearful of disciplinary measures for asserting their Palestinian identity, or for



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advocating for Palestinian rights. They feel isolated, dejected, and invalidated. The censorship of what amounts to pro-Palestinian discourse³⁹ points to a systematic effort across society, in educational settings, at our workplaces, and in sections of our media, to silence and suppress vital voices in public conversations. This is not just a matter of representation, but it undermines the principles of fairness, justice and equity that are foundational to a democratic society.

It is abundantly clear that the hellish suffering inflicted upon the people of Gaza is mobilising world opinion, which has left growing numbers “with such an intolerable weight of grief, perplexity and bad conscience” (Mishra, 2025, p.8).⁴⁰ This grief over the mass destruction of life is being compounded by what I am hearing from community leaders, activists, youth (as young as 7), students, service providers, and many others in our society—the government’s lack of moral action and exactitude. “The destruction of Gaza”, writes Peter Beinart, has become “a symbol of our age” signifying “unchecked cruelty and unbearable pain” (Beinart, 2025, p.120).⁴¹

I have been actively engaging with the National Student Ombudsman and various police forces across states and territories to provide support in addressing these experiences, and the domestic repercussions of those speaking out against the ongoing “crisis” in Gaza. At the time of writing, one of the world’s largest children’s charities (United Nations Children’s Fund, 2023) has called Gaza “the most dangerous place in the world to be a child”,⁴² a “catastrophic humanitarian situation”,⁴³ as described by the International Court of Justice (ICJ, 2024), and either “a genocide in the making” (United Nations, 2023),⁴⁴ an “unfolding” genocide” (Office of the High Commission for Human Rights, 2024),⁴⁵ “an act of genocide” (Human Rights Watch, 2024),⁴⁶ or an actual genocide,⁴⁷ according to numerous leading international human rights organisations and United Nations experts. The horror has also been called a “textbook case of genocide” (Segal, 2023)⁴⁸ by some scholars of Holocaust and Genocide Studies.

However one describes the diabolical situation in Gaza, Oxfam has determined that more women and children have died there “over the past year than the equivalent period of any other conflict over the past two decades” (Oxfam International, 2024).⁴⁹ The inescapable reality that confronts us all is that despite the stated aims of the Government of Israel, tens of thousands of children have reportedly been either killed or seriously injured in what has been described by the United Nations Children’s Fund as a “ruthless war on children” (UNICEF, 2025).⁵⁰

I urge the Commonwealth Government to take a clear and public stand against the dehumanisation, hate, racism, and silencing directed at Palestinian and Arab-Australians, as well as their supporters. These forms of prejudice often intersect with and are compounded by Islamophobia, further marginalising Muslim communities in Australia. Accordingly, I recommend the establishment of a commission of inquiry to investigate the main drivers, causes, impacts, and lived experiences of anti-Palestinian, anti-Arab racism, and Islamophobia.



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Islam and Muslims remain mistrusted

Assertions regarding the inherent violence of Islam are not confined to far-right extremist echo chambers; such claims have also been propagated within scholarly and popular literature. In the aftermath of the 11 September 2001, terrorist attacks, there was an overwhelming proliferation of publications that contributed to narratives depicting Islam as intrinsically associated with violence, extremism and terrorism.⁵¹ Despite more than 2 decades of grassroots initiatives by community organisations and efforts by Muslim scholars, imams and academics to distinguish between terrorism and mainstream Islam,⁵² the continued rise in global terror incidents post the 11 September terror attacks perpetuated the obscuring of extremist acts within the broader, diverse spectrum of Muslim beliefs and practices. As such, nearly 25 years after the 11 September terror attacks, questions linger among some public intellectuals about whether a genuine separation exists between extremism and mainstream Islam.⁵³

This persistent ambiguity fuels ongoing confusion about the true nature of Islam—and by extension, Muslims—possibly prompting then-prime minister Scott Morrison to express that he was unsure “if Australians understand Islam very well” (Williams, 2019).⁵⁴ Compounding the problem is that public perceptions of Islam have been described as “dominated by misrepresentation and distorted images” (Pratt, 2011, p. 380),⁵⁵ resulting in Professor Bryan S. Turner, one of the world’s leading sociologists of religions, to conclude that there remains a “considerable misunderstanding of Islam” (Turner, 2023, p. 4).⁵⁶ This in turn, has contributed to a malaise experienced across the Western world, dubbed as “Islam anxiety” by Professor Juan Cole (Cole, 2009).⁵⁷

In the aftermath of the 11 September 2001 terror attacks, a wave of unprecedented counter-terrorism legislation, public expectations and demands to condemn terror attacks, and a socio-political environment that facilitated the growth of Islamophobia, many Muslim Australians feel weary. They also feel isolated, marginalised and disenfranchised, as they are perceived to be framed as the threat from within, and divided along the lines as “good Muslim, bad Muslim” (Mamdani, 2004).⁵⁸ Five years after the terror attacks, Maria Vamvakinou MP, observed that Australia is experiencing:

a new climate of fear, suspicion and sometimes open hostility directed towards Australia’s Arab and Muslim communities, one in which the ‘war on terrorism’ has all too often been translated, both in sections of our media and by some members of the Australian community, as a war on Australia’s Arab and Muslim population. Since 9-11 there has been an alarming increase in documented cases of racial vilification and racially motivated violence directed at Arab and Muslim Australians. Muslim women in particular who wear the hijab, as well as young schoolchildren, have been the main targets for these attacks. (Cheng, 2017, p. 79)⁵⁹

Vamvakinou’s observations 5 years on from the 11 September 2001 terror attacks remain tragically relevant today, a stark reminder of how deeply ingrained anti-Muslim sentiment has become. The climate of fear, suspicion, and hostility she described, persists. The Islamophobia Register Australia has



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consistently documented a continued rise in anti-Muslim hate incidents, which saw an “alarming escalation” (Carland et al., 2025, p.75)⁶⁰ during 2023- 2024. This data confirms that the fear and hostility Vamvakinou described 2 decades ago, have not receded, and in many ways have intensified.

Conversely, the combination of local and global terrorist attacks, the promotion of a constant fear of, and threat from local Muslim extremists, confusion, distortion, and misrepresentation of Islam, has generated significant anxiety and fear toward Muslim Australians, who have been perceived more negatively than members of any other religious group for an extended period.

Polls consistently reveal a bleak reality for Muslim Australians

In a 2007 survey of racist attitudes in Sydney, Muslims were the primary out-group identified among respondents (12 per cent),⁶¹ and again in 2015, whereby 32 per cent of respondents to a national survey expressed negative views towards Muslim Australians.⁶² Overall, studies on racial attitudes in Australia found that Muslims were viewed most negatively over all other out-groups nationally.⁶³ A 10-year study published in 2011 found “50% of Australians self-identified as being anti-Muslim” (Carland, 2023, p. 1).⁶⁴ Eleven years later, the Scanlon Foundation’s 2022 *Mapping Social Cohesion* report revealed that Muslims are perceived with the highest levels of negative sentiment.⁶⁵ In 2023, the Australian Cohesion Index revealed that only a quarter of Australians hold a positive view about Muslims.⁶⁶ Most recently, in 2024, the Scanlon Institute found that more than 1 in 3 Australians (34 per cent) express negative attitudes towards Muslims, an increase from 27 per cent the year before.⁶⁷

The impacts of Islamophobia are devastating

During November and December 2024, I met with more than 100 Muslim community members, representing academics, experts on Islamophobia, youth, women, religious leaders, Muslim community leaders, Islamic societies and peak bodies from across Australia. I listened to their experiences, fears, challenges and frustrations living as Muslim Australians. Many told me that they were called “terrorists”, “murderers” and “killers” by strangers in everyday settings and spaces. The impact of Islamophobia upon Muslims across Australia has often led to persistent psychological strain, resulting in anxiety, depression and suicide ideation for many victims.

The Islamophobia Register Australia records in its most recent report that 92 per cent of victims of Islamophobic incidents “reported one or more long-term impacts on their own lives or that of their family or community”. This included feelings such as “fear, anger, humiliation, despair, or sadness” (Carland et al., 2025, p. 25).⁶⁸ I heard how families consciously avoided certain public spaces due to fear, and how this engendered a sense of isolation and a lack of belonging. This, too, is corroborated by evidence.⁶⁹ I also observed how others struggled with their emotions, feeling trapped between optimism and pessimism when thinking about their place and that of their children, in Australia.



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The recommendations are proposed from a multidisciplinary perspective

My recommendations were considered against others made within key Australian and international reports.⁷⁰ They reaffirm the insights in the Australian Human Rights Commission's report, *Sharing the Stories of Muslim Australians*, and align with the recommendations in the Commission's *National Anti-Racism Framework*. I also sought critical feedback on my recommendations from 30 national and international experts in Islamophobia, social cohesion, community activism, criminology, news media, psychology, hate crime, anti-racism, mental health and Islam–West relations.⁷¹ The aim was to address Islamophobia from a multidisciplinary perspective, thus addressing the multidimensional impacts and consequences of Islamophobia. The recommendations take a whole-of-society approach, reflecting evidence that shows Islamophobia permeates all levels and corners of society.

What many Muslim Australians are experiencing are not random, isolated events; they are occurring far too often, to far too many Muslims. Islamophobia cannot be addressed by Muslims alone and necessitates urgent government intervention to achieve lasting change and foster a more inclusive society. Islamophobia, like other forms of discrimination, racism and hate, is a societal issue that requires a comprehensive approach to combat effectively. Efforts to combat Islamophobia should be integral to existing broader efforts to promote equality and justice, thus ensuring a cohesive and effective strategy.

I urge the Commonwealth Government to adopt these recommendations in their entirety and, in doing so, reflect its commitment to addressing Islamophobia in a systematic manner. All Australians have the right to practice their religion and express their political beliefs freely, without fear of violence, racial discrimination, hatred or persecution.

Freedom of speech is a critical pillar of a free society

It is imperative to affirm that these recommendations are not aimed at censoring legitimate, lawful discourse or even the dislike or critique of Muslims or Islam. Instead, they are intended to address the serious issue of prejudice, racism and hate that incite discrimination, hostility or violence. Criticism of Islam or Muslims, when grounded in respectful and lawful debate, must remain protected as a fundamental exercise of free speech.

Despite the unprecedented levels of Islamophobia that the Muslim community is enduring and their laudable resilience,⁷² I am cautious that Islamophobia should not become another meaningless plastic word, nor accusations of it be wielded as a weapon to silence or suppress respectful discussions and debate. Upholding this distinction is essential to safeguarding democratic values, ensuring the freedom of expression, and preserving the integrity and effectiveness of efforts to combat genuine hate crimes,



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discrimination and vilification. Freedom of speech is a cornerstone of our society, but it should not be abused.

In fighting hatred, do not espouse hatred

As I look towards tomorrow and beyond, I believe that meaningful change is possible. The resilience, courage and voices of Muslim Australians, paired with the insights and support of experts and allies, serve as a powerful foundation upon which to build a more inclusive society. These recommendations seek to remedy the challenges that everyday Muslim Australians endure and have accepted as part of their reality as Muslims living in Australia.

Importantly, Islamophobia not only impacts Muslim communities but also has far-reaching implications for all Australians. It creates suspicion, fear and hate. It legitimises prejudice and dehumanisation, corroding social cohesion. Together with specific, targeted measures, a responsive commitment and collective effort, I am confident that we can foster a society where anti-Muslim hate and prejudice are acknowledged, challenged and rectified.

Both my Office and I will advocate for policies and initiatives that not only protect Muslim Australians against individual acts of discrimination but also challenge structural and institutional inequalities. This will be a daunting task, especially in a time described as a “disorienting present” (Brown, 2023, p. 4)⁷³ marred by polarisation, contempt, and where everyone “feels that they are somehow being violated and victimized” (Aly & Stephens, 2022, p. 1).⁷⁴

Combating hatred, particularly after enduring prolonged experiences of racism, prejudice and bigotry, inevitably takes a significant emotional toll. Friedrich Nietzsche cautions us “Whoever fights monsters should see to it that in the process he does not become a monster. And when you look long into an abyss, the abyss also looks into you” (Nietzsche, 1966, p. 89).⁷⁵

This warning underscores the importance of maintaining moral integrity and psychological resilience while confronting injustice. Combating hate should not entail reciprocating with hatred; rather, it involves a conscious effort to heal and transform hearts. Aristotle, in his *Nicomachean Ethics*, emphasises virtue as the pursuit of what has come to be known as the “golden mean”⁷⁶ (Bartlett et al., 2011, pp 33-36)—striving for moderation and balance even amid challenging circumstances. Guided by this principle, I endeavour to foster inner change within those who revel and trade in hate, wherever possible.

A key part of my effort is engendering common sense—simple, foundational principles of fairness and respect. My aim is to actively combat Islamophobia and promote inclusivity and equity within our communities. These core values will guide my actions, policies and partnerships as I work towards a more caring,⁷⁷ just and compassionate society—one rooted in virtues such as empathy, justice, courage and wisdom.⁷⁸ Fostering these virtues through difficult yet respectful conversations is also essential to



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overcoming prejudice, as they help us develop the common sense needed to see beyond stereotypes and recognise the inherent dignity of every individual. Ultimately, the goal is to cultivate a society where understanding replaces fear and compassion triumphs over hatred.

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Notes

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⁷⁸ Drawing on the Aristotelian-Platonic tradition of virtue ethics, the 14th century renowned Asharite theologian and Chief Judge, Adud al-Din al-Iji (d.1355), stated there are 4 moral virtues: wisdom, courage and temperance. Justice, he argued, was the combination of these virtues. He posited that wisdom has 7 subdivisions (including clarity of discernment, quickness of apprehension, retention and recall); courage has 11 (including greatness of soul, patience, humility, endurance, indignation and empathy); temperance also has 11 (including modesty, sedateness, good disposition, scrupulousness and liberality) while justice has 14 (including friendship, concord, fidelity, amiability, maintaining kinship bonds, contentment and worshipful devotion).

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OFFICIAL

Australian Government
Department of Home Affairs

Background Brief

For information

PDMS Number: MB25-001017

To: Minister for Multicultural Affairs**Subject: *A National Response to Islamophobia: A Strategic Framework for Inclusion, Safety and Prosperity***

Purpose

To provide you with an overview of issues and recommendations in the report, *A National Response to Islamophobia: A Strategic Framework for Inclusion, Safety and Prosperity*, authored by Mr Aftab Malik, Australia's Special Envoy to Combat Islamophobia.

Background

1. On 30 September 2024 the Australian government announced Mr Aftab Malik as Australia's Special Envoy to Combat Islamophobia. He was formally appointed on 14 October 2024.
2. The Special Envoy's focus is on all forms of Islamophobia - addressing and combating hate, abuse, prejudice and discrimination towards Muslims in Australia. The role also includes providing advice, promoting education and awareness, engaging relevant stakeholders to address anti-Muslim hate and anti-Muslim sentiment.
3. s. 47E(d)
[REDACTED]
[REDACTED]
[REDACTED] the Special Envoy provides advice and an annual report to update the Prime Minister and the Minister for Home Affairs on progress and findings.

Key Issues

4. The Special Envoy listened to and engaged with over 100 individuals across Australia who attended consultations.
5. The report sets out 54 recommendations to address Islamophobia faced by Muslim Australians.
6. The report articulates the various negative impacts that Islamophobia has on the Muslim community and the broader Australia community, including:
 - creating social exclusion which damages belonging and trust in government
 - producing an "us" and "them" mentality, undermining Australia's core values of mutual respect, inclusion, fairness and compassion
 - encouraging people to react based on fear, hatred and mistrust, allowing people to then legitimise prejudice and dehumanisation
 - being a social cohesion issue and should not be relegated to just a Muslim issue.

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7. The recommendations are listed by responsible departments and specific recommendations for the Department of Home Affairs seek to strengthen funding, community monitoring and reporting, training and education; address foreign interference; and review character requirements. Specifically:
- Recommendation 7. Strengthen funding to **enable research** teams to gather evidence on effective interventions that combat Islamophobia in Australia, and to develop, evaluate and disseminate anti-Islamophobia programs.
 - Recommendation 8. Establish a funding program aimed at **enhancing the safety and security** of Muslim not-for-profit institutions (such as Islamic centres, schools, community facilities), particularly mosques, large and small. The grant should encapsulate protection, planning and capability, incident management and wellbeing and resilience.
 - Recommendation 9. Support the capacity building of existing **community monitoring and reporting** efforts that document the extent of Islamophobic hate crimes and hate incidents, as well as community-based support services for those affected by such crimes and incidents.
 - Recommendation 10. Work with the Australian Federal Police and state and territory police agencies to improve **data collection** on hate crimes, including those motivated by Islamophobia, to inform policy and resource allocation.
 - Recommendation 11. Working in partnerships with states, territories and local government, provide **grants** that specifically aim to **combat Islamophobia and strengthen social cohesion**. These community grants must be evaluated, leveraging the research capacity mentioned above.
 - Recommendation 12. Address the role of foreign actors and domestic affiliations in spreading Islamophobic content as part of broader **foreign influence** operations.
 - Recommendation 13. Establish a position of Liaison to Muslim communities within the **National Emergency Management Agency** to embed tailored programs for Muslim communities within universal disaster risk reduction, response and recovery services to minimise barriers to access and also reduce Islamophobia linked to specific emergency events.
 - Recommendation 14. Expand existing **bystander training** to include capacity-building for frontline practitioners, workers and teachers to recognise and respond to Islamophobic incidents.
 - Recommendation 15. Mandate compulsory **religious sensitivity training** for all Australian Federal Police officers, similar to domestic violence and family violence-related training.
 - Recommendation 16. Review existing provisions in the Migration Act regarding **character grounds** to make clear the Minister's ability to refuse visas for visitors promoting hate speech, including those with a history of promoting Islamophobic hatred.

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8. The report also includes recommendations aligned with your broader portfolio and charter letter responsibilities including, but not limited to, combatting racism, support for Muslim entrepreneurs and women's economic participation.
9. Mr Malik notes that for the recommendations to be effective they need to be approached as a national, whole of Government responsibility, with coordination across federal, state and territory governments.

Sensitivities

10. The Government has not yet responded to the recommendations of the report from the Special Envoy's Plan to Combat Antisemitism, Ms Jillian Segal AO, released on 10 July 2025.

Consultation

11. Nil.

Authorising Officer	Contact Officer
Meredith Byron Assistant Secretary Multicultural Policy and Engagement Phone: s. 22(1)(a)(ii) Date: 8 September 2025	s. 22(1)(a)(ii) Director Multicultural Policy and Research Phone s. 22(1)(a)(ii)

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MEETING BRIEF

MINISTER: Julian Hill

ADVISER: Sarah Spivak

**Meeting brief - Meeting with Australia's Special Envoy to Combat Islamophobia Mr Aftab Malik - Friday
24 April 2026 11:00 am**

Meeting commencement time: 11:00 am

Date and Location: Friday 24 April 2026, Australian Parliament House

Person/ Organisation

Mr Aftab Malik, Australia's Special Envoy to Combatting Islamophobia (CV at [Attachment A](#))

Has the Minister met with this person/organisation in the past?

The Hon Dr Anne Aly MP, Minister for Small Business, Minister for International Development and Minister for Multicultural Affairs, met with Mr Malik on 24 February 2026 in Sydney to discuss his *A National Response to Islamophobia: A Strategic Framework for Inclusion, Safety and Prosperity* (National Response to Islamophobia). This is at [Attachment B](#) for your information.

Purpose of Meeting

What is the person/organisation seeking?

- To seek a formal Australian Government response to the National Response to Islamophobia, including to discuss:
 - the current risk environment and its impacts on Muslim Australians
 - recommendations from *A National Response to Islamophobia* most relevant to your portfolio
 - opportunities for collaboration

What are the Government's objectives?

- To listen to Mr Malik's perspectives and acknowledge his efforts to address Islamophobia in Australia.

Key Messages

- **Reaffirm** Government's commitment to combating Islamophobia in all its forms and strengthening social cohesion.
- **Recognise** Islamophobia (and Antisemitism) threatens the safety and security of Australia's Muslim (and Jewish) communities, but also Australia as a whole and its future as a peaceful, free, cohesive and diverse multicultural society.
- **Emphasise** the Government appreciates the important work Mr Malik has delivered and is giving careful consideration to the recommendations within the *National Response to Islamophobia*.
- **Acknowledge** the International Day to Combat Islamophobia on 15 March 2026, and Mr Malik's speech to mark this day at United Nations in New York, promoting awareness of the issue and its significance for affected communities.

Background

Special Envoy Role

- The Government appointed a Special Envoy to Combat Islamophobia (and a Special Envoy to Combat Antisemitism) to address concerns about an increase in Islamophobia (and Antisemitism), in both online and physical contexts, following the 7 October 2023 Hamas terrorist attacks on Israel.
- The Special Envoy has listened to and engaged with the Muslim Australian community, the wider Australian community, religious discrimination experts and all levels of government, on the most effective ways to combat Islamophobia.

- On 12 September 2025, the Prime Minister and Mr Malik launched the Special Envoy's National Response to Islamophobia which outlines 54 recommendations for the Australian Government's consideration.
- The Office for Multicultural Affairs (OMA) within the Department of Home Affairs (the Department) is consulting with agencies across the Government to identify options for addressing the recommendations outlined in the National Response. The nature and timing of any Government response to the recommendations is a matter for Government.
- In the 2024-25 MYEFO, the Government provided \$16.7 million over 3 years from 2024-25 to the Department to appoint a Special Envoy to Combat Antisemitism and a Special Envoy to Combat Islamophobia. It is up to each Special Envoy to determine how best to allocate their resources based on their individual priorities and needs.

Increase in Islamophobia

- Australia recognises the International Day to Combat Islamophobia every year on 15 March, as established by the United Nations General Assembly, making its stance clear on the global stage. To mark this occasion, Australia delivered a statement at the United Nations General Assembly in New York on 16 March 2026.
- The Special Envoy to Combat Islamophobia, Mr Aftab Malik, also delivered a statement which highlighted an increase in incidents of Islamophobia in Australia, the real-world impacts of Islamophobia, the barriers to reporting, and the importance of institutional accountability, and education in addressing prejudice.
- There have been reports of increased incidents of Islamophobia since both the 7 October 2023 Hamas attack on Israel and the terror attack at Bondi Beach on 14 December 2025:
 - The Islamophobia Register Australia reports a 540% increase in reports of Islamophobic incidents since the 2023 attack
 - the Australian National Imam's Council reported an almost 200% increase in anti-Muslim hate incidents in the 2 weeks immediately following the Bondi attack
 - Mosques across Australia have reported vandalism and receiving Islamophobic letters and messages including threats of violence, and
 - The Scanlon Institute reports that 35% of adults in Australia held a negative attitude towards Muslims in 2025 - an increase on 27% in 2023.
- Several high-profile incidents have led to increased public discourse and safety fears for Muslim communities. These include the forcible removal of Muslims at prayer by police during a protest and the arrest of a man in Western Australia who was planning a mass casualty terror attack against public buildings, including Muslim places of worship in February 2026.

Government response to Islamophobia

- The Australian Government values the significant contribution made by Australia's Muslim community to support Australia's successful multicultural society. Over one quarter of Australia's residents were born overseas and have migrated from over 200 countries. The Government celebrates this diversity and strives for a unified and harmonious nation.
- The Government is carefully considering Mr Malik's recommendations, but is already undertaking a range of initiatives that align with them, including:
 - An initial \$25 million to support Palestinian, Muslim and other communities affected by the conflict, including grassroots projects, community organisations and social cohesion programmes
 - An additional \$25 million this year to enhance the security at mosques, Islamic centres, Islamic schools and other facilities
 - \$15 million to construct the Bachar Houli Foundation national 'Aspire' centre for sporting excellence
 - \$4 million to the Islamic Museum of Australia
- As part of the 2025 Election campaign, the Australian Government has committed to provide \$10 million to construct the United Muslims of Australia Community Centre for sports, education and social services.
- The Government has also recently released the first phase of the Hate Crimes Database on the Australian Institute of Criminology website. This initiative is being undertaken with all States and Territories and will empower a clearer understanding of the prevalence and impact of hate crimes to enable the development of better-targeted policies.

List of Attendees

- Mr Aftab Malik, Australian Special Envoy for Combatting Islamophobia

Clearance

Clearance officer: S. 22(1)(a)(ii) A/g Assistant Secretary Branch: Office for Multicultural Affairs Mobile: S. 22(1)(a)(ii) Date: 14 April 2026	Contact officer: S. 22(1)(a)(ii) Director Branch: Office for Multicultural Affairs Mobile Phone: S. 22(1)(a)(ii)
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Attachments:

A: Biography (including photo)

B: A National Response to Islamophobia: A Strategic Framework for Inclusion, Safety and Prosperity

Attachment A: Biography

Name	Mr Aftab Malik
Title	Australian Special Envoy for Combatting Islamophobia
Organisation	Office for the Special Envoy for Combatting Islamophobia (OSECI)

Brief Work History: Aftab Malik, is a distinguished figure in the field of strengthening social cohesion and a thought leader in Australian countering violent extremism policy and program design. He has dedicated nearly a decade of his career to public service within the New South Wales (NSW) Department of Premier and Cabinet and the Premier's Department. Throughout his tenure, Aftab has continued to work successfully with a diverse network of major peak bodies, organisations, and critical stakeholders, sustaining deep ties of trust and respect.

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Attachment B: Supporting Information

A copy of *A National Response to Islamophobia: A Strategic Framework for Inclusion, Safety and Prosperity* is included.

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MEETING BRIEF

MINISTER: Tony Burke

ADVISER: A/g DCoS Georgia Betros

Meeting Brief - Minister Burke meeting with Aftab Malik, Special Envoy to Combat Islamophobia - Tuesday 17 February 2026

Meeting commencement time: 5:45pm

Date and Location: Commonwealth Parliamentary Offices (CPO), 1 Bligh Street, Sydney

Person/Organisation

You are meeting with Australia's Special Envoy to Combat Islamophobia, Mr Aftab Malik.

Has the Minister met with this person/organisation in the past?

Yes. You previously met Mr Malik, including when you publicly announced his appointment as Special Envoy to Combat Islamophobia on 30 September 2024, and prior to that on 6 September 2024 to discuss the role.

Purpose of Meeting

What is the person/organisation seeking?

- An update on the Government's response to Mr Malik's report, 'A National Response to Islamophobia: A Strategic Framework for Inclusion, Safety and Prosperity' (the National Response), including progress to date and resources/funding for implementation.
- To address community concern over the increase in Islamophobia, particularly post the Bondi terror attack, and recent reported incidents involving police violence towards Muslim Australians, including how these issues may be addressed through the Government's response and broader policy settings.
- To ensure the Government recognises and acknowledges the International Day to Combat Islamophobia on 15 March 2026, promoting awareness of the issue and its significance for affected communities.
- Mr Malik may raise the Royal Commission on Antisemitism and Social Cohesion, to seek an update, discuss its impact on the community and consider the implications for addressing Islamophobia.

What are the Government's objectives?

- To acknowledge the importance of Mr Malik's role and contribution to addressing Islamophobia and fostering social cohesion.
- To assure Mr Malik that the Government is giving thorough and careful consideration to the National Response, with coordinated input from all the relevant agencies across government portfolios.
- To manage expectations in relation to timing of the Government's response.

Key Messages

- **Thank** Mr Malik for taking the time to meet and **express** appreciation for his leadership and advocacy, as well as the significant body of work undertaken during the first year of his term as Special Envoy.
- **Reaffirm** the Government's commitment to combating Islamophobia in all its forms and strengthening social cohesion.
- **Reiterate** there is no place in Australia for Islamophobia, hatred or discrimination of any kind, and the Australian Government unequivocally condemns it.
- **Emphasise** the Government's commitment to providing a coordinated whole-of-Australian-government approach to the National Response. Actions underway that align with the National Response are at **Attachment B - Actions Underway Aligned with National Response**.

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- **Highlight** that while the Department of Home Affairs (the Department) has necessarily heightened its focus on antisemitism in the wake of the Bondi terrorist attack on 14 December 2025, it has continued advancing efforts to address the recommendations outlined in the National Response to tackle Islamophobia and to promote social cohesion in the wider context.
- **Recognise** community concerns regarding recent reported incidents between police and Muslim community members and note the importance of transparency and accountability in law enforcement.
- **Welcome** ongoing collaboration and **commit** to continued dialogue as the Government response progresses.

Background

A National Response to Islamophobia: A Strategic Framework for Inclusion, Safety and Prosperity

- On 12 September 2025, the Prime Minister and Mr Malik, launched the Special Envoy's 'A National Response to Islamophobia: A Strategic Framework for Inclusion, Safety and Prosperity' (the National Response) which presents 54 recommendations for the Australian Government's consideration.
- The Department is consulting with agencies across the Government to identify options for addressing the recommendations outlined in the National Response. The nature and timing of any Government response to the recommendations is a matter for Government.
- The 54 recommendations in the National Response touch on a number of Commonwealth agencies, including the Australian Federal Police.
- The Office for Multicultural Affairs (OMA) within the Department is coordinating with relevant agencies on the Government's response to the recommendations outlined in the National Response.
 - The Department is actively engaging with agencies across Government to identify options to address recommendations.
 - The nature and timing of any formal response to the Special Envoy's recommendations remains a matter for Government consideration.

Sensitivities

- Mr Malik has been actively highlighting the increase in Islamophobia through his social media and website. Most recently, Mr Malik issued a statement on 9 February 2026 regarding incidents involving NSW police, where he requested an official apology.
- On 14 February 2026, Mr Malik wrote in *The Guardian* that the police disruption of Muslims praying in Sydney was deeply symbolic and damaging, highlighting long-standing concerns about Islamophobia ([Closed-door apologies are not enough for a community confronted by images of worshippers being seized by NSW police](#)).

List of Attendees

- Mr Aftab Malik, Special Envoy to Combat Islamophobia
- S. 22(1)(a)(ii) Director Envoy Support, Office for Multicultural Affairs, Department of Home Affairs

Consultation

- Department of Home Affairs – Priority Response Team, Royal Commission Taskforce

Clearance

Clearance officer: Malcolm McAllister Assistant Secretary, Special Envoy Support and Grants Programs Branch Office for Multicultural Affairs Phone: S. 22(1)(a)(ii) Date: 17/02/2026	Contact officer: S. 22(1)(a)(ii) Director, Envoy Support Division: Office for Multicultural Affairs Branch: Special Envoy Support and Grants Programs Mobile Phone S. 22(1)(a)(ii)
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Attachments:

A: Biography (including photo)

B: Supporting Information - Actions Underway Aligned with National Response; Talking Points – Royal Commission

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Attachment A: Biography

Name	Mr Aftab Malik
Title	Special Envoy to Combat Islamophobia
Organisation	Office of the Special Envoy to Combat Islamophobia

Brief Work History:

Mr Malik is a distinguished figure in the field of strengthening social cohesion and a thought leader in Australian countering violent extremism policy and program design. Mr Malik has dedicated nearly a decade of his career to public service within the New South Wales (NSW) Department of Premier and Cabinet and the Premier's Department. Throughout his tenure, Mr Malik has continued to work successfully with a diverse network of major peak bodies, organisations, and critical stakeholders, sustaining deep ties of trust and respect.

Among notable achievements, Mr Malik spearheaded the first government-funded conference in Australia that examined the impacts of the extremist right-wing and Islamophobia on social cohesion after the 15 March 2019 terrorist attack in New Zealand.

His international influence extends beyond Australia. Mr Malik has previously served as a Board Advisor to the British Council's "Our Shared Future" project, headquartered in Washington, D.C., underscoring his global commitment to fostering intercultural dialogue. Recognised as a permanent designated "Global Expert" on Muslim Affairs by the UN Alliance of Civilisations, Mr Malik's knowledge and subject matter expertise have been invaluable in advancing cross-cultural understanding and cooperation on a global scale.

In 2009, Mr Malik was acknowledged as a "Muslim Leader of Tomorrow", by The Muslim Leaders of Tomorrow; the largest global program creating a new generation of Muslim civic leadership. Renowned scholar Professor John L. Esposito (Georgetown University, Washington, D.C.) has lauded Mr Malik as "a first-rate scholar", while the academic journal, The Muslim World Book Review, referred to him as "a rising intellectual star". Professor Philip Lewis, Department of Peace Studies (University of Bradford, UK) noted that Mr Malik is at the cutting-edge of research on Islam and at the heart of a group of young, emerging Muslim scholars, as well as established scholars.

Mr Malik has recently been a keynote speaker at the Addressing Violent Extremism and Radicalisation to Terrorism Research (AVERT) Network's symposium on the impact of the Hamas/Israel conflict on extremism. Mr Malik spearheaded the first Government-funded conference in Australia that examined the impacts of far-right extremism and Islamophobia on social cohesion after the 15 March 2019 Christchurch terrorist attacks.

s. 47F(1)



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Attachment B: Supporting Information

Actions Underway Aligned with National Response

- In November 2025, the Department and the Department of Prime Minister and Cabinet jointly established and chaired a Whole-of-Government Interdepartmental Committee (IDC) to consider the recommendations of both the Special Envoys (Antisemitism and Islamophobia), as well as the Australian Race Discrimination Commissioner's National Anti-Racism Framework. Following the Bondi terrorist attack targeting the Jewish community, the Government escalated its response to the recommendations of the Special Envoy to Combat Antisemitism, Ms Jillian Segal AO.
- In January 2026, the Department re-commenced engagement with agencies to identify options for addressing the recommendations outlined in the Special Envoy's National Response to Islamophobia. The Office of the Hon Anne Aly MP, Minister for Multicultural Affairs, has engaged with Mr Malik on his priorities in terms of any response that may be made to his recommendations.
- Several of the recommendations in the National Response are aligned with Government actions already in progress, including:
 - o *(aligned with recommendation 2)* Australia has marked the International Day to Combat Islamophobia on 15 March and supports the Special Envoy's initiatives to mark the day, including his Living with Hate – islamophobia in Australian campaign.
 - o *(aligned with recommendations 7, 8 and 9 and 11)* - The Government, including through the OMA, has provided targeted funding to support and strengthen Muslim communities, focusing on safety, inclusion, and social cohesion. Such as:
 - \$25 million over 3 years for security at Muslim faith-based sites
 - \$5.9 million in community grants to support Australian, Palestinian, Muslim and Arab communities
 - \$4 million for grassroots community and cohesion programs
 - \$7 million to national anti-racism and anti-Islamophobia programs, including \$1 million for the Islamophobia Register Australia
 - \$2 million for youth-focused programs by the Lebanese Muslim Association and Islamic Museum of Australia
 - \$5 million for emergency relief to new arrivals from Gaza, and
 - \$3 million for cash assistance to temporary arrivals from Palestine and Israel via the Red Cross
 - o *(aligned with recommendation 10)* The Australian Government is enhancing the collection and analysis of hate crime data, through the establishment of a national database of hate crimes and incidents.
 - o *(aligned with recommendation 28)* In the education sector, the Government has allocated \$2.5 million to the Australian Human Rights Commission to lead the Respect at Uni Study to investigate the prevalence, nature and impact of individual and systemic racism in Australian Universities.
 - o *(aligned with recommendation 41)* To support Sports Integrity Australia, the Government is bolstering the safety of sport in Australia, investing more than \$36.3 million from 2023–24 to 2027–28 to tackle abuse, bullying, discrimination and sexual misconduct.
 - o *(aligned with recommendation 50)* In 2025, the Government allocated \$1.5 million in funding to support capital works for the creation of the Islamic Museum of Australia in Melbourne.
 - o *(aligned with recommendation 51)* The Government is supporting diverse voices in media and the arts by providing \$85.7 million over three years from 2025–26 to the Community Broadcasting Foundation for more than 450 community broadcasters, and \$24 million annually to boost underrepresented perspectives, foster local content, and strengthen media skills.

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Talking Points - Royal Commission on Antisemitism and Social Cohesion

- The Royal Commission was established by Letters Patent issued by the Governor-General on **9 January 2026**.
- The Royal Commission will cover four key areas:
 1. Tackling antisemitism by investigating the nature and prevalence of antisemitism in institutions and society, and its key drivers in Australia, including ideologically and religiously motivated extremism and radicalisation.
 2. Making recommendations that will assist law enforcement, border control, immigration and security agencies to tackle antisemitism, including through improvements to guidance and training within law enforcement, border control, immigration, and security agencies to respond to antisemitic conduct.
 3. Examining the circumstances surrounding the antisemitic Bondi terrorist attack on 14 December 2025.
 4. Making any other recommendations arising out of the inquiry for strengthening social cohesion in Australia and countering the spread of ideologically and religiously motivated extremism in Australia.
- The Royal Commission will deliver an interim report to the Governor-General by **30 April 2026** and a final report by **14 December 2026**.

Incorporation of the Richardson Review

- On **21 December 2025**, the Prime Minister announced that an independent review of Australia's federal law enforcement and intelligence agencies would be led by Mr Dennis Richardson AC.
 - Mr Richardson is assessing whether relevant Commonwealth intelligence and law enforcement agencies – predominantly the Australian Security Intelligence Organisation and the Australian Federal Police – in the context of the Bondi terrorist attack performed to maximum effectiveness; have adequate powers; have the right systems, processes and procedures; and have an appropriate authorising environment for information sharing with other federal, state and territory agencies.
- In announcing the establishment of the Royal Commission on **8 January 2026**, the Prime Minister indicated that Mr Richardson's review would become part of the Royal Commission and that he would support its work, with delivery of an Interim Report by the Commission by 30 April 2026.
- The Richardson review has been incorporated into the Royal Commission, with all staff supporting that review (including Mr Richardson) being engaged as staff of the Office of the Royal Commission.

State and territory participation

- In announcing the establishment of the Royal Commission on **8 January 2026**, the Prime Minister indicated that, to ensure this is a truly national Royal Commission, all states and territories will be asked to join the Commission.
- As at **6 February 2026**, NSW, SA and WA have issued Letters Patent, establishing the inquiry as a concurrent Royal Commission or Commission of Inquiry in those jurisdictions. Other jurisdictions have indicated they are considering doing so.
 - Territories are not formally required to issue complementary Letters Patent, given the Australian Government has a plenary power to legislate in respect of the territories.



Freedom of Information Request – FA 26/06/01504

Funding received by the Department of Home Affairs to combat Antisemitism and Islamophobia

Payments (\$m)

	2023-24	2024-25	2025-26	2026-27	2027-28
Department of Home Affairs	-	1.5	5.6	5.7	-

The Government will provide \$16.7 million over four years from 2023-24 for a Special Envoy to Combat Antisemitism and a Special Envoy to Combat Islamophobia, including secretariat and communications support for the Special Envoys, to preserve social cohesion and tackle the ongoing impacts of the Hamas-Israel conflict in Australia.

The Government has already provided partial funding for this measure.

Reference:

Mid-Year Economic and Fiscal Outlook 2024-25 - <https://archive.budget.gov.au/2024-25/myefo/download/myefo2024-25.pdf> - page 275.

The Budget funding profile for Special Envoy to Combat Antisemitism and a Special Envoy to Combat Islamophobia

NPP Funding	2023-24 \$millions	2024-25 \$millions	2025-26 \$millions	2026-27 \$millions	2027-28 \$millions	Total \$millions
2024-25 Budget	\$0.9	\$3.1	\$0.0	\$0.0	\$0.0	\$4.0
ASL	1	4	0	0	0	
2024-25 MYEFO	\$0.0	\$1.5	\$5.6	\$5.7	\$0.0	\$12.7
ASL	0	10	10	10	0	
Total	\$0.9	\$4.6	\$5.6	\$5.7	\$0.0	\$16.7

The department's internal budget setting process is approved by Senior Committees at a Group level, not at a Branch level, with decision on funding allocations taken by Group heads. Funding for corporate overhead costs are taken centrally and not allocated to business areas.

The funding for special envoys has been split between the envoys equally with some variation due to timing of commencement.

Funding allocated in the internal budget system for Office of the Special Envoy to Combat Islamophobia						
	2023-24 \$millions	2024-25 \$millions	2025-26 \$millions	2026-27 \$millions	2027-28 \$millions	Total \$millions
Special Envoy for Islamophobia	0.0	1.56	2.26	2.31	0	6.13

Notes:

1. Source: Department of Home Affairs (internal documents)

Caveats:

- *This information is provided for the specific purpose of this request.*