



Multicultural
NSW

ANNUAL REPORT

.....
2018-19
.....



TOGETHER WE
thrive



OUR PURPOSE

To build and maintain a cohesive and harmonious multicultural society that enriches the lives of all people of NSW.

OUR VISION

A stronger NSW: Through excellence in promoting and advancing cultural diversity, social cohesion and community harmony.

OUR STRATEGIC PRIORITIES

Community: Embracing a shared and active commitment to cultural diversity by sustaining wide-reaching, accessible and robust relationships.

Language: Cultivating participation through language services for all people of NSW.

Capability: Utilising cultural diversity as an asset to improve social cohesion and community harmony.

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LETTER OF SUBMISSION



**Multicultural
NSW**

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The Hon Gladys Berejiklian MP

Premier of New South Wales
GPO Box 5341
Sydney NSW 2001

The Hon Dr Geoff Lee MP

Acting Minister for Multiculturalism
GPO Box 5341
Sydney NSW 2001

Dear Premier and Acting Minister

On behalf of Multicultural NSW, it is a pleasure to submit the Annual Report for the year ended 30 June 2019. This report is for presentation by the Acting Minister to the Parliament of New South Wales.

The report has been prepared in accordance with the requirements of the Annual Reports (Statutory Bodies) Act 1984 and the Annual Reports (Statutory Bodies) Regulation 2010.

Yours sincerely

Joseph La Posta
Chief Executive Officer
31 October 2019



01 ABOUT US

FROM OUR CHIEF EXECUTIVE OFFICER

I am proud to present the Multicultural NSW Annual Report for the 2018-19 period, my first as CEO.

It has been a privilege to meet and engage with the wide variety of stakeholders who contribute to social cohesion and multiculturalism in NSW since commencing the role in January.

One of my earliest priorities has been a focus on people and a renewed emphasis for the Agency to enhance the way in which we connect with people and build lasting and valuable partnerships across sectors.

Since mid-January, we have undertaken an extensive internal and external engagement process to guide the work of the Agency and to set a strong foundation for the development of the next Strategic Plan. Consulting with a broad cross section of key government, non-government, corporate, NGO, youth, media, regional bodies and community stakeholders, we have met with over 400 individuals from culturally, religiously, linguistically, geographically and ethnically diverse backgrounds.

They told us that our society works better in harmony and that New South Wales is stronger because of its diversity.

Social cohesion has become increasingly important in the face of challenging global issues. There are a small number of individuals with extreme views who want to divide us by inciting fear and hate. This year's devastating attacks on churches in Sri Lanka, synagogues in the United States of America, and mosques in Christchurch, New Zealand, really hit home the importance of the work we do at Multicultural NSW.

We need to safeguard the values that bind us together and stand up and stand united for our peaceful and harmonious way of life. However, Government cannot do this alone. I am proud of the great work that the Community Partnership Action (COMPACT) Program continues to deliver.

This flagship program supports 24 youth engagement projects involving close to 60 partner organisations, who aim to inspire and empower young people to stand united as champions for community harmony.

Having engaged over 20,000 young people in over 130 schools in its first two years, these programs recognise that building an alliance is a necessary step to amplify positive voices and overcome hate. The COMPACT Alliance includes grassroots community organisations, peak NGOs, private sector partners, schools, universities, government agencies and police all working together to safeguard social cohesion.

A lot of the work we do is shaped by a rapidly changing landscape. Multicultural NSW seeks to forge deeper connections and better understand the ever-changing needs of regional communities in NSW. I'm proud of the work undertaken by the team to support Professor Peter Shergold AC, in his capacity as the NSW Coordinator General for Refugee Resettlement, which positively impacts the successful settlement of refugees in regional NSW. Investing time to equip regional towns with the tools required to attract people to their town and bring a bright future of strong economic opportunities is vital.

I'd like to express my sincere thanks to Professor Shergold for his unwavering commitment to tackling the complexities faced by refugees settling in NSW.

Retiring this year, I would also like to thank Policy, Settlement and Briefings Director, Victor Duranti for his many years of service and his commitment to Multiculturalism.

The Agency is committed to the ethos that sport is a powerful vehicle for inclusion and that sports and grassroots sporting organisations play an important role in reducing barriers to participation, social isolation and discrimination in multicultural communities.



FROM OUR ADVISORY BOARD CHAIR

I acknowledge the leadership, passion and guidance provided by Minister John Sidoti MP. The appointment of a new Minister for Multiculturalism presents the perfect opportunity to shape a new future for multiculturalism in NSW at a time of significant local and global challenges and rapid technological change.

I'd also like to pay tribute to the work accomplished by his predecessor, Minister Ray Williams MP, and the Multicultural NSW Acting Chief Executive Officer, Ross Hawkey and former Chief Executive Officer, Hakan Harman.

Finally, I would like to express my gratitude to the people who drive Multicultural NSW, our staff, the Advisory Board, chaired by Dr Hari Harinath, and our leadership team for their determination and hard work. The skills, expertise, courage and inclusivity demonstrated across the organisation continues to inspire.

In striving to become a more inclusive organisation, we have introduced a Reconciliation Action Plan group and LGBTIQA+ working group to take action that further supports and responds to our diversity. The female representation on our senior leadership team and the percentage of culturally and linguistically diverse employees indicates our commitment to inclusivity and diversity.

We all have a tremendous opportunity to create the kind of society that we are proud to be part of. I remain optimistic and am excited to continue our collaboration with all sections of society. We have a platform for unity in diversity.



Joseph Le Posta
Chief Executive Officer

It has been a great honour to serve as Chair of the Multicultural NSW Advisory Board for another year.

This year, Multicultural NSW has undergone a dynamic period of transformation. In 2019, we welcomed our new CEO Mr Joseph La Posta, who brings a wealth of experience from the private, public and community sectors and is someone who our multicultural communities have embraced.

Joseph has a bold vision to continue progressing Multicultural NSW and building on the 40-year legacy of the Agency. The Advisory Board looks forward to continuing its work with Joseph and the entire Multicultural NSW team to achieve great outcomes for the people of NSW.

The Multicultural NSW Advisory Board brings an assorted set of complimentary capabilities, specialist knowledge and understanding of a broad range of communities. The Advisory Board's diverse skills have enabled them to be an important conduit to our communities and the Agency.

I want to extend my deepest thanks to all the members of the Multicultural NSW Advisory Board for their service to NSW this year.

I also wish to thank the Agency's key stakeholders across Government, the not for profit sector and our diverse communities for joining us on our journey towards achieving a truly shared society. Without their commitment, and without the leadership of the Premier, the Minister for Multiculturalism, and the dedicated staff across the Agency, these achievements would not have been possible.



Dr G.K (Hari) Harinath, OAM
Chair Multicultural NSW Advisory Board

ADVISORY BOARD MEMBERS

**Dr G.K (Hari) Harinath OAM**

Chair
MB BS, DT M&H (Syd)
Appointed 1 July 2013
Appointment expires 5 August 2021

**Joseph La Posta**

Chief Executive Officer
B App Sci (Town Planning) RMIT
Appointed CEO 14 January 2019
Advisory Board Member
31 January 2018 – 14 January 2019

**Simon Chan**

B.Arch (Hons.) B.Sc.(Arch)
Appointed 31 January 2018
Appointment expires 31 January 2021

**Margaret Piper AM**

B.Ed (Hons) M.Ed (Syd)
Appointed 15 Sept 2014
Appointment expires 25 October 2020

**Prof Sandra Hale**

BA, Dip.Ed., M.App.Ling., PhD, NAATI
Appointed 1 August 2015
Appointment expires 5 August 2021

**Sonia Sadiq Gandhi**

M.Com
Appointed 31 January 2018
Appointment expires 31 January 2021

**Kyung (Kenneth) Hong**

B.Laws (Bond)
Appointed 15 Sept 2014
Appointment expires 25 October 2020

**Devpaal Singh**

Youth Member
Civil Engineering & Law student (Syd)
Appointed 15 Sept 2014
Appointment expires 25 October 2020

**Dai Le**

B.Arts Political Science (Macquarie)
Appointed 1 Aug 2012
LOA Dates
Appointment expires 5 August 2021

**Cristina Talacko**

Appointed 31 January 2018
Appointment expires 31 January 2021

**Cav. Felice Montrone OAM**

Appointed 1 Dec 2012
Appointment expires 5 August 2021

**Albert Vella**

Appointed 31 January 2018
Appointment expires 31 January 2021

**Steve Widders**

Appointed 15 Sept 2014
Appointment expires 25 October 2020

ADVISORY BOARD ATTENDANCE

ADVISORY BOARD MEMBERS	31/08/18	26/10/18	14/12/18	15/02/19	12/04/19	21/06/19	Eligible	No of mtgs
Dr G K (Hari) HARINATH OAM (Chair)	●	●	●	●	●	●	6	6
Mr Joseph LA POSTA (AB)	A	●	A				3	1
Mr Joseph LA POSTA (CEO)				●	●	●	3	3
Mr Simon CHAN	●	●	●	●	●	●	6	6
Prof Sandra HALE	●	A	●	●	●	●	6	5
Mr Kenneth HONG	●	●	●	●	A	A	6	4
Ms Dai LE	●	A	●	●	●	●	6	5
Mr Felice MONTRONE OAM	●	●	●	●	●	●	6	6
Ms Margaret PIPER AM	●	●	●	●	●	●	6	6
Ms Sonia SADIQ GANDHI	A	A	●	●	●	A	6	3
Mr Devpaal SINGH	LOA	LOA	LOA	●	●	●	3	3
Ms Cristina TALACKO	LOA	●	●	●	●	●	5	5
Mr Albert VELLA OAM	●	A	●	●	●	●	6	5
Ms Steve WIDDERS	●	●	●	A	●	●	6	3

FORMER ADVISORY BOARD MEMBERS	31/08/18	26/10/18	14/12/18	15/02/19	12/04/19	21/06/19	Eligible	No of mtgs
Mr Hakan HARMAN – resigned 30.9.18	A						1	0
Mr Ross HAWKEY – A/CEO 14/7/18-13/1/19	●	●	●				3	3
Prof Andrew JAKUBOWICZ – expired 1.8.18							0	0
Ms Sage NEMRA – resigned 8.8.18							0	0

Key: A = Apology, LOA = Leave of Absence, ■ Outside Dates of Appointment

FORMER ADVISORY BOARD MEMBERS



Hakan Harman

B.Com (UWS) MP Admin (Syd) FCPA
Chief Executive Officer
Resigned 30 September 2018



Prof Andrew Jakubowicz

BA (Hons), PhD, MAICD
Appointed 1 August 2015
Appointment expired 1 August 2018



Ross Hawkey

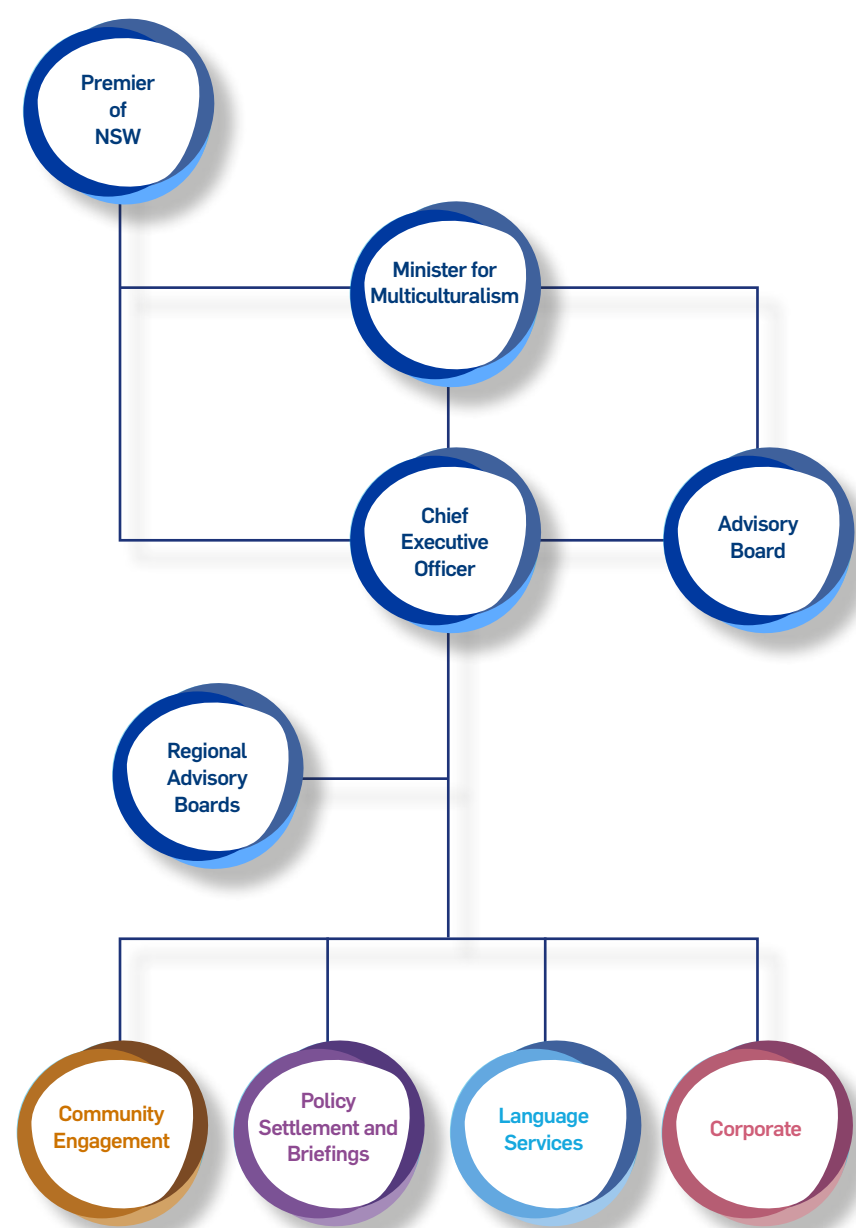
BBS, CA, JP
A/Chief Executive Officer
4 July 2018 – 13 January 2019



Sage Nemra

LLB (First Class Hon) B.Bus
(Financial Services)
Appointed 7 Dec 2016
Resigned 8 August 2018

OUR FUNCTIONAL STRUCTURE



- | | | | |
|---|--|--|--|
| <ul style="list-style-type: none"> • Community Engagement • Regional Advisory Councils • COMPACT • Communications and Marketing • Awards • Events and Forums • Community Resilience • EmailLink | <ul style="list-style-type: none"> • Multicultural Policies and Services Program • Settlement and Immigration Planning • Research and Investigation • Policy and Advice • Ministerial Liaison • Community Profiles | <ul style="list-style-type: none"> • Interpreting • Translations • MediaLink • Language Testing • Cultural Competence | <ul style="list-style-type: none"> • Finance • Human Resources • Information Technology • Governance • Risk Management • Grants • Secretariat |
|---|--|--|--|

OUR EXECUTIVE TEAM



Joseph La Posta
B App Sci (Town Planning) RMIT
Chief Executive Officer



Ross Hawkey
BBS, CA, JP
Director, Corporate, CFO/CIO



Megan Lancaster
Honorary Fellow, Institute for Governance and Policy Analysis MPA, B. Comm.
Director, Community Engagement



Victor Duranti
BSc (Psych), Grad Dip PSM
Director, Government Policy and Research



George Bisas
BA
Director, Language Services



02 SPOTLIGHT



"If we can get community, civil society organisations and advocacy organisations to actually contribute to identifying what is working well and what is missing in public policy, and we incorporate that experience, we are likely to get better designed and delivered programs."
Professor Peter Shergold AC



AN INTERVIEW WITH THE NSW COORDINATOR GENERAL FOR REFUGEE RESETTLEMENT, PROFESSOR PETER SHERGOLD AC

Professor Peter Shergold AC became the NSW Coordinator-General for Refugee Resettlement in 2015. Professor Shergold has coordinated the settlement of refugees in NSW across all tiers of government, the not-for-profit and private sectors. As of 2017, Multicultural NSW has led the NSW Government's response to humanitarian settlement, including supporting the work of the NSW Coordinator General for Refugee Resettlement. Professor Shergold spoke to Multicultural NSW about his priorities and passions in the role.

Why do you advocate for strong partnerships and collaboration across sectors to support refugee resettlement in NSW?

Often in government the relationship between public servants and community organisations is based upon a contract. We outsource a program, and you deliver it and are held accountable for how you deliver it. The problem is that often fails to use the front-line experience of the community organisations themselves in the design of the program. It's clear to me that if we can get community, civil society organisations and advocacy organisations to actually contribute to identifying what is working well and what is missing in public policy, and we can incorporate those experiences, we are likely to get better designed and delivered programs.

The initial Budget commitment of \$146 million which has been expanded, the creation of the Refugee Employment Support Program, and the program to bring refugees into the NSW public sector have all been based upon a genuine partnership between government agencies and community organisations, in which Multicultural NSW has played a key role as facilitator. My aim is to move the relationship from one of contractual management to one of partnership.

Why are regional communities across NSW interested in welcoming refugee newcomers?

We know that there are many regional communities in NSW who would desperately like to sustain their populations, and see migrants in general, and refugees in particular, as one way of being able to do that. There is great interest in how to keep people in regional communities – they are constantly seeing their young people leaving for the cities. And then there is another set of interests by some community organisations that genuinely want to show a humanitarian response by providing safety and sanctuary for people who have been subject to the most horrendous living conditions overseas. It is a mixture of the drive to sustain the economic basis of communities, combined with a genuine willingness to be supportive of refugees and migrants and see the positive role that they can provide.

What can Government do to encourage refugee settlement to regional NSW?

The challenge for the State Government is the Commonwealth decides where refugees are initially settled. This happens, for very obvious reasons, predominantly in metropolitan areas where there are established services and support networks. Yet the challenge we have at the moment, is that it is very difficult for refugees or migrants to actually be aware of what opportunities exist in regional areas. There is an understandable unwillingness to take the risk of moving themselves and their families to a regional area if they don't believe the level of support will be the same as exists in Western Sydney. We need to develop programs that can help refugees and migrants see the opportunities and to link them with communities, with local governments, with schools, with employers and with community organisations who would welcome them into their community.

Why is working with young people with refugee backgrounds one of your priorities?

It is very apparent to people who work in the field that there are certain groups of refugees who find settlement and integration in Australian society harder. One of those groups is young people who arrive in Australia around 14 to 25 years of age. If you are younger than that you will get very good support through NSW schools - through intensive English, and being incorporated into the Australian education system. If you are older than that, if your education has been highly disrupted, if you don't speak English, and, if as a result of the refugee experience you are essentially functionally illiterate, it is very hard to find where you can go to build up the education and skills that you require. You are essentially too old to benefit from schools and you don't tend to fit into TAFEs because you don't have the English language skills. This is a group that finds it uncomfortable sitting in classrooms for adult migrant English often with their parents in the same room. So we know this is a group that faces particular challenges and disadvantages.

One of your passions is employment for people with refugee backgrounds. Why and what programs have you led to achieve this?

It was obvious to me from my first meeting with refugee communities after I took up the position of Coordinator General, that the single biggest issue that adult refugees wanted to talk to me about was employment. There was significant concern that they were finding it so hard to find employment. To a very large extent that was because they didn't have any Australian work experience. We thought we should pilot a program that could demonstrate that we can have more effective pathways into employment. That was the genesis of the Refugee Employment Support Program (RESP), a program that was designed in collaboration with employers and community organisations. I think at the most fundamental level, there is already significant evidence that it has been a success. There are a large number of people we have helped to find employment by connecting them with new educational opportunities, having their overseas qualifications recognised, and developing their business skills.

What about the public sector's responsibility in this area?

At a more modest level, when I spoke to the Premier about encouraging corporate NSW to get involved in providing employment, we were of the joint view that the NSW Government, as a major employer in NSW, needed to play its part. That's why we made amendments in the Government Sector Employment rules to allow recent refugees to have an opportunity. Now we've placed over 125 of those recent refugees in NSW Government roles with remarkable success. So in both of those programs, the RESP and the NSW Government Refugee Employment Program, we have been able to demonstrate I think conclusively that by having a focused program, designed to meet the particular needs of refugees, you can get more positive outcomes than simply treating them as part of the general labour market.





Successful participants of the Multicultural NSW Interpreter Program, accompanied by **The Hon John Sidoti MP, Minister for Multiculturalism** (far right), **Mr Joseph La Posta, Chief Executive Officer, Multicultural NSW** (far left), **Mr George Bisas, Director, Language Services, Multicultural NSW** (second from right).



NSW INTERPRETER SCHOLARSHIP PROGRAM – SORYAS KHERO

In 2018-19, Multicultural NSW launched the NSW Interpreter Scholarship Program, which provides fully funded scholarships for students who speak in-demand languages to study interpreting at TAFE NSW. The program is qualifying the next generation of interpreters in NSW, especially from new and emerging communities. Soryas Khero is one of the first of 18 students to complete the interpreting skills program.

"The NSW Interpreting Scholarship Program gave me my first opportunity to become certified in interpreting."
Soryas Khero

When I first came to Australia in 2016, my family and I needed an interpreter to find our feet. We are Yazidis who fled ISIS persecution from northern Iraq in 2014.

The Yazidi community in NSW is a new community. Back in 2016, we were part of the second group of Yazidis to migrate to Australia as refugees because of the war in Iraq and Syria.

I'm lucky enough to speak five languages: Kurdish-Kurmanji, Kurdish-Sorani, Arabic, Turkish and now English. When I first came to Australia, I couldn't speak English. My family and I needed an interpreter to understand and access information and services.

I learnt English intensively and as it improved, I began working as a volunteer interpreter. Soon after, Centrelink offered me a job as an interpreter in two Kurdish dialects.

The NSW Interpreting Scholarship Program gave me my first opportunity to become certified in interpreting. Learning interpreting skills at TAFE NSW has been amazing. Our teacher and program manager worked hard and really cared about our learning. The course taught me my rights and responsibilities as an interpreter and has helped me become a more confident interpreter.

For me, interpreting isn't just a job to get paid, I feel really happy that I'm helping someone in my community. I also know what that person feels and needs because only a few years ago, I was in the same position.

In Australia, for the first time, we enjoy absolute freedom. No one asks us about our religion and we are not isolated based on our beliefs and cultural practices. I want to keep giving back to the Yazidi community and contributing to my new home in Australia.

I'm committed to continuing to work as an interpreter, and as my English improves, I'm also planning to qualify as a translator.



Ali Asghar Ali with Mariam Chendeb at the 2019 Young Humanitarians Conference.



YOUNG HUMANITARIANS PROJECT-ALI ASGHAR ALI

More than 200 young people took part in the Young Humanitarians Conference in Bankstown at the beginning of 2019. The conference was a key part of the Multicultural NSW COMPACT funded Young Humanitarians Project. The project, led by the Australian Red Cross in partnership with the Multicultural Youth Affairs Network NSW, STARTTS and the NSW State Emergency Service, engages young people with refugee and migrant backgrounds in the Canterbury Bankstown areas to increase community resilience, and access to volunteering opportunities and support networks.

Ali Asghar Ali, a Master of Research (Biomedical Sciences) student, was involved in designing the Young Humanitarians Conference.

It's important to give young people voice and agency. This is all the more important for young, newly arrived migrants and refugees in our community.

The Young Humanitarians Conference was the culmination of more than six months of work, which gave young people of all ages and backgrounds the opportunity to develop a two-day program they wanted to be involved in. From the get go, the conference was for young people, by young people.

I ended up co-coordinating the conference's speed mentoring workshops and Opportunity Expo. I support refugee/asylum seeker background students. My main focus has been assisting them in academic communications and finding research and mentorship opportunities.

Mentors can have an instrumental effect on a young person's life. They share new perspectives and experiences, and show young people they are not alone in embarking on new paths.

The speed mentoring workshops at the conference were a huge success. We engaged 24 mentors at the workshops from as many different professional backgrounds as we could, including across the legal, education, arts, and

community sectors. We received lots of positive feedback on the day, and afterwards people said they were able to connect with mentors with similar interests.

Visibility has such an important educational function. Seeing people you can relate to in leadership positions, tells you there is someone out there who is exactly like you. It's inspiring to know that person has likely gone through a similar struggle to you and has achieved something great.

The conference was all about showcasing young migrant leaders and creating new ones. When I first migrated to Australia, I didn't know youth support and social networks like the Multicultural Youth Affairs Network existed.

Now I encourage everyone to get involved in similar networks, which are places of stories, exchange and welcome.





Maggie Jabarian with the Multicultural NSW finance team (from left) Nimesha Bulathsinhala, Gavin McCormack, Malcolm Giang and Anani McMahon.



NSW GOVERNMENT REFUGEE EMPLOYMENT PROGRAM – MAGGIE JABARIAN

In 2016, the NSW Government established the NSW Government Refugee Employment Program.

The program offers paid positions to newly arrived refugees in the NSW public service. The program has exceeded its initial target of 100 refugee employees, having employed 127 people as at 30 June 2019. Multicultural NSW coordinates the program across the NSW Government and convenes a forum of agency Champions to exchange best practice in the employment of people with refugee backgrounds in the public sector.

Maggie Jabarian started work at Multicultural NSW as part of the program in January 2019.

I'm from the City of Homs in western Syria.

I have a degree in Economics and always enjoyed accounting. Soon after I graduated, I became an accountant at the Al-Baath University. I worked there for 15 years before my husband, my two daughters and I fled for Lebanon because of the war.

When we first came to here in November 2017, I was happy and relieved. I thought finally, we can have a safe life here.

One of my biggest challenges to start with was English. In Syria, I only learnt reading, writing and English grammar, but we never practised spoken English.

In the beginning, I learnt English intensively. I liked everything about Australia, but I was surprised at how difficult and confusing it was to find work.

It's very important to have a job. Until you are in that position, it's hard to understand how people feel when they don't have a job. Refugees want to work, but for many of them it can be difficult.

If it wasn't for the refugee employment program, I don't think I would have this opportunity.

I enjoy working at Multicultural NSW. The people are very nice and from my very first day here, I have felt welcome. I enjoy rotating around all parts of the Agency.

I have recently finished my Certificate III in Business Administration. I'm happy that I can apply what I learnt about the Australian workplace to my job at Multicultural NSW.

I want to keep improving my English and growing my Australian professional experience, and it is my dream to keep working for the NSW Government.



Daniel Nadebaum speaking at a community event in Walla Walla.



WALLA WALLA REFUGEE RESETTLEMENT – DANIEL NADEBAUM

Walla Walla is a small community about 40 kilometres north of Albury-Wodonga. In 2017, community members established a group to promote Walla Walla to refugees. Multicultural NSW has worked with Walla Walla to create links with refugees living in Sydney and tailor strategies to attract and welcome refugee newcomers to the community.

Daniel Nadebaum is a shed manufacturer and a member of the Walla Walla Refugee Resettlement Committee.

About 700 people live in our town, and we have a lot of industry for a population our size. Walla has a silo manufacturer, a car and a farming machinery dealership and I'm a shed manufacturer.

Like many small towns, we are always looking to grow our population and sustain the high-quality infrastructure and services we have managed to build and attract.

A couple of years back, a few members of the community started talking about how Walla could help with the humanitarian impact of the Syrian refugee crisis.

We heard that there are refugees in Australia who may have come from a rural area that weren't comfortable living in cities. We live in a pretty nice part of the world, and we thought we'd like to promote our town to people who have fled war and could see themselves calling Walla home.

In the beginning we held a community meeting about refugee resettlement that was overwhelmingly positive.

Lots of people put up their hands to help and before long, we created the Walla Walla Refugee Resettlement Committee which included our local pastor, our school principal, teachers and manufacturers.

We have been actively promoting our town to refugees living in western Sydney. Multicultural NSW has assisted us every step of the way - coordinating bus visits from western Sydney and other opportunities such as employment expos to promote our town to new people.

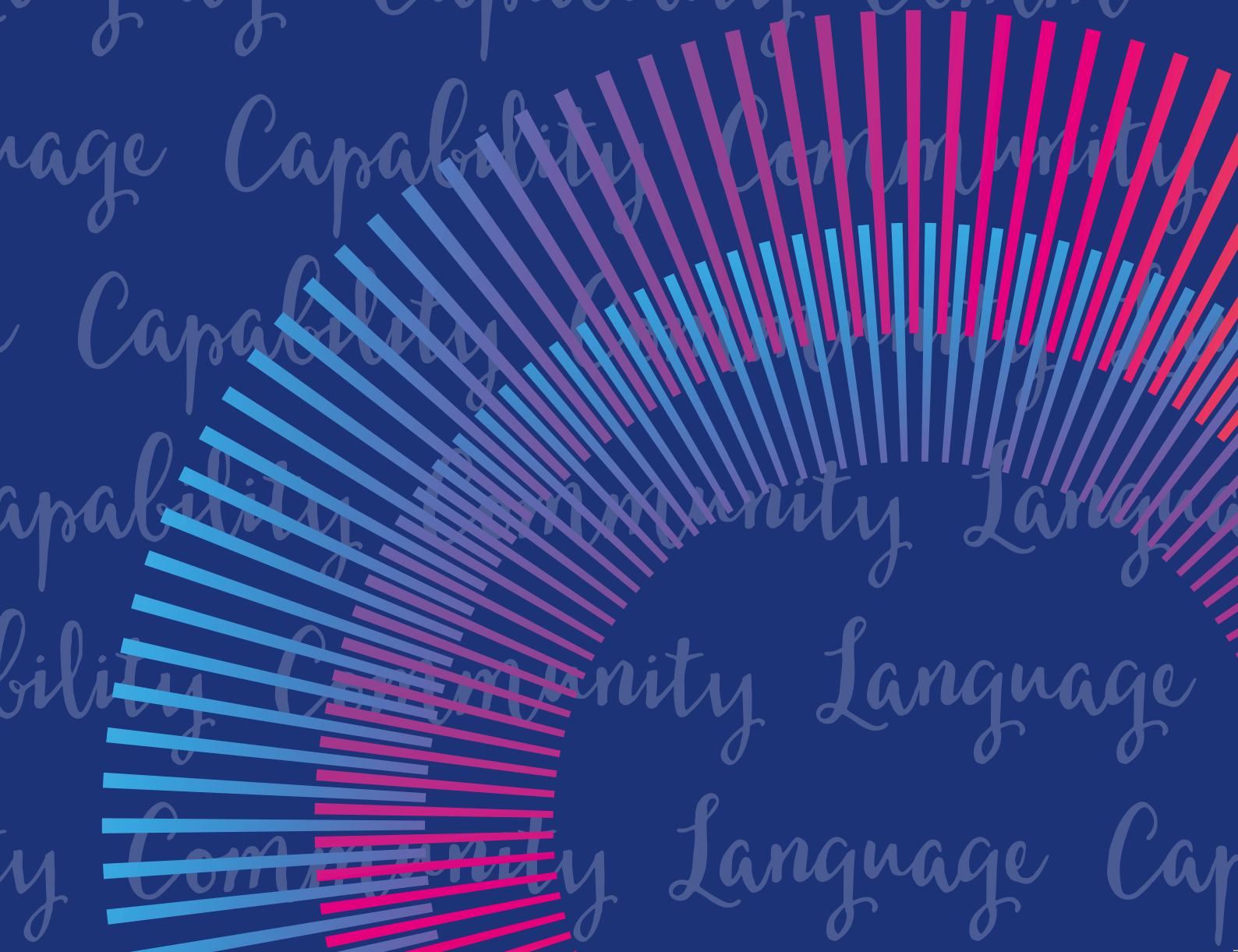
After a bus visit from Western Sydney earlier this year, an Assyrian family of three decided to move to Walla. They are easygoing and a great fit in their workplaces and the community.

The bus visits and the newly arrived family have played a big part in getting the whole community on board with refugee resettlement.

I tell other communities that there are people out there who will fit really well in your community. Other regional towns like Leeton and Temora are now looking at learning from our experience and doing the same.



03 THE YEAR IN REVIEW





COMMUNITY ENGAGEMENT

Community engagement is critical to everything Multicultural NSW does and seeks to achieve. Community engagement is the source of our knowledge and understanding of communities and the issues they face. It is the basis of this Agency's expertise and it directly influences the quality of our advice to government, the development of government policy and the design of government programs.

Community engagement serves a more strategic purpose than mere "consultation" or passive "listening" to communities in need. Community engagement is also a proactive strategy by which Multicultural NSW aims to promote and instil a shared and active commitment to cultural diversity in the broader community. Community engagement is a way of forming strategic alliances and supporting strong advocates for multiculturalism. We need strategic allies who will champion the cause of multiculturalism and publicly advocate for a Multicultural NSW that is well-positioned to deliver outcomes for the community into the future.

For these reasons, the Community Engagement Division aims to sustain effective, wide-reaching, accessible and robust relationships with communities over the long term.

REGIONAL ADVISORY COUNCILS



The Multicultural NSW Regional Advisory Councils (RACs) are established under *Section 10 of the Multicultural NSW Act 2000*.

The reconstituted Multicultural NSW Regional Advisory Councils have been operating across 12 regions in NSW for the past three years. This year, the RACs continued to play a key role in engaging with diverse communities in Greater Sydney and regional NSW to identify issues and coordinate local solutions.

At the three year mark, Multicultural NSW launched a RAC review in June 2019 to measure the impact of the RACs in building social cohesion and community harmony. Working in collaboration with RAC members and participants, Multicultural NSW is committed to enhancing our engagement with the diverse communities of regional NSW to bring about positive social change. The review will inform the development and implementation of an active oriented and outcomes driven approach to community engagement.

GREATER SYDNEY RAC FORUM

In June 2019, as a first under the current Regional Advisory Council (RAC) structure, Multicultural NSW brought together members of the five Metropolitan RACs for a joint Greater Sydney Forum. The five Metro RACs covering the Greater Sydney area are North Sydney, East Sydney, South Sydney, West Sydney and South West Sydney.

The inaugural Greater Sydney RAC Forum enabled a robust exchange of ideas and experiences across the different metro RAC regions. The Forum was an opportunity for community members and local and state government representatives to explore new ways to achieve real outcomes for multiculturalism in the Greater Sydney region. Ideas put forward at the Forum will contribute to a new four year Multicultural NSW Strategic Plan.



LEETON FORUM

On 8 November 2018, Multicultural NSW and the Riverina Regional Advisory Council co-hosted a community forum in Leeton. This meeting was attended by Riverina RAC members, a range of government and community stakeholders and people from migrant and refugee backgrounds currently living in and around the Leeton area.

Multicultural NSW Advisory Board member, Margaret Piper facilitated the forum, presenting key findings from the Refugee Settlement in Regional Areas report. Ms Piper also facilitated discussions about best practice for attracting and strengthening refugee settlement in Leeton and surrounding towns.

CEO'S REGIONAL ENGAGEMENT THROUGH THE RACS

The New South Wales Regional Advisory Councils are the source of knowledge and understanding of issues faced by the communities in which they operate. In early 2019, the Multicultural NSW Community Engagement team facilitated numerous regional visits by new Multicultural NSW CEO, Joseph La Posta. These visits were held to introduce Mr La Posta to each RAC, permitting him to listen and be informed by the aspirations and challenges raised by each grassroots community. Mr La Posta took this opportunity to strengthen connections with the communities in which the Agency works and to inform each of his vision for Multicultural NSW and the NSW Government's role in regional engagement.



CORPORATE NETWORKING BREAKFAST

The Minister for Multiculturalism, the Hon Ray Williams MP co-hosted a corporate networking breakfast with Sydney Business Chamber Executive Director, the Hon Patricia Forsythe on 14 August 2018 at the Sydney Business Chamber.

The networking breakfast aimed to engage private sector organisations committed to strengthening social cohesion; and to introduce them to the remit of work conducted by the NSW Government in the corporate social responsibility, diversity and inclusion, and female employment space. Approximately 30-40 key corporate stakeholders attended.



PARTNERSHIPS

Multicultural NSW has developed partnerships with a range of organisations to drive the development of cultural diversity, social cohesion and community harmony in the NSW corporate sector.



ICC T20 World Cup

In 2019, Multicultural NSW embarked upon a new two year partnership with ICC T20 World Cup. Sydney will be one of eight Host Cities for two T20 World Cups coming to Australia in 2020, which will see a multitude of cultures and generations come together for a notable celebration.

This partnership enables the Agency to connect with new audiences utilising cricket as a vehicle for the development of participation, volunteering and engagement pathways to people from culturally diverse backgrounds in NSW.



AFL NSW/ACT

The Agency has reached the halfway mark into a four-year partnership with AFL NSW/ACT. Through this partnership, the Agency provides support, resources and advice in relation to cultural diversity in the workforce, community engagement initiatives and throughout the Australian Football League. Previously known as the Multicultural Festival and marquee match, the Agency has also secured the annual Welcome Round and Citizenship Ceremony, which will be held in Western Sydney until 2021. This year's marquee match was held in May and welcomed 300 new citizens to Australia.



Commonwealth Bank of Australia

Multicultural NSW has a three year partnership with the Commonwealth Bank of Australia. This partnership enables us to work with the Commonwealth Bank to drive diversity through business and more broadly in NSW.



Parramasala Festival

Parramasala plays a vital role in bridging divides and building community by bringing people from all backgrounds together through a shared love of music, food, dance and art. Since 2010, Parramasala Festival has grown into a signature event, attracting 35,000 people and representing more than 30 nationalities and cultures.

Through our continued support of Parramasala, Multicultural NSW assists with the delivery of this vibrant three-day festival in Western Sydney. Multicultural NSW is represented on the Parramasala Board and brings skills and expertise to the event through community and government relationships. This year's festival was held over the 15 – 17 March 2019 weekend.



Premier's Literary Awards 2019

Supported by Multicultural NSW, the NSW Premier's Literary Awards were held at the State Library on 28 April 2019. This year marked the 40 year anniversary of the Awards, which celebrate the achievement of Australian writers and help to establish values and standards in Australian literature.

The NSW Premier, the Hon Gladys Berejiklian MP presented the winner of the 'Multicultural NSW Award' to Michael Mohammed Ahmad for his book *The Lebs*. Set in Sydney's western suburbs, *The Lebs* explores what it means to be a young Muslim post-9/11 and tackles important themes around masculinity, relationships, race and religion.



Metropolis 2018

Supported by Multicultural NSW, the annual International Metropolis Conference was held at the International Convention Centre in Sydney from 30 October to 2 November 2018.

Global migration is one of the most complex challenges facing governments, policymakers and communities globally. The Metropolis Conference brought together the brightest academic, government and community leaders and practitioners from around the world for a week of learning, discussion and debate on migration, diversity, integration through research, policy and practice.

ONLINE ENGAGEMENT

Online engagement is a powerful tool that can be used to support an overarching communications and engagement strategy. Multicultural NSW uses its online channels to engage in two-way dialogue, promote the work of the Agency, celebrate and showcase our cultural diversity, and support social cohesion by telling stories from different perspectives and from different cultures.

Social media

Over the 2018-19 period, Multicultural NSW Facebook, Twitter, LinkedIn and YouTube channels continued to attract over 900 followers a month. These channels provide the Agency with a powerful tool for listening to, monitoring and responding to online commentary. They highlight issues and concerns in communities and demonstrate modern community engagement by cultivating an environment for two-way dialogue.

Focusing on celebrating diversity and demonstrating the positive, human side of social cohesion and harmony, these social media channels are used to engage directly with and give a voice to the people and communities that make up New South Wales, who may choose not to interact with an organisation face to face or engage in a community event.

Multicultural NSW website

Over the 2018-19 period the Multicultural NSW website attracted 152,929 visits. It achieved a daily increase of 15%, with an average of 418 visits a day. The most frequented webpages included Language Services, Grants, and Telephone Interpreting recruitment.

The Agency experienced an increase in referral traffic in 2018-19, to 15.6%. Sources of this referral traffic included Service NSW, RMS, RTA, NAATI and SBS. Social media was an additional source, further increasing website traffic by 7.2%.



It's My Story

It's My Story feature articles share real-life experiences of inspirational people in NSW. The Agency publishes a regular series of It's My Story interviews with outstanding members of the NSW community who make remarkable contributions to our diverse society.



Nearly 60 stories have been shared on our website to date.

EmailLink

Multicultural NSW maintains a database of more than 6,000 individuals, media outlets and community organisations representing NSW's multicultural community. EmailLink is our electronically distributed advertising service that is available to business, government agencies, community organisations and non-government organisations. EmailLink customers are given the option to nominate their target audience by cultural background, or to distribute to the entire database to maximise their message reach. Multicultural NSW advises on appropriate language, message layout and effective calls to action. In 2018-19, there were 166 EmailLink messages sent to our database and to selected invitees for events.



BUILDING COMMUNITY RESILIENCE IN AN UNCERTAIN WORLD

New South Wales sets an example for the rest of the world as a peaceful and harmonious multicultural society. But we cannot take our social cohesion for granted. We live in an increasingly uncertain world, and we are buffeted by forces that we cannot always control. Strengthening community resilience and safeguarding social cohesion into the future requires a concerted effort across all sections of our society.

The Community Resilience team works to build and maintain strong, cooperative networks that operate across communities and sectors, and that can mobilise to respond to challenges and threats to community harmony, resolve conflict, and actively promote social cohesion.

Working closely with community partners, religious leaders, academic experts, police and government agencies, the team develops evidence-based policy and delivers key strategic projects at the local, state and national levels. The team's pioneering projects continue to be supported by communities and have attracted interest from international stakeholders and policy-makers.



Planning for issues impacting on community harmony

The NSW Community Resilience and Response Plan (COMPLAN) aims to maintain and promote community harmony, build community resilience, and better equip the State to prevent, limit, withstand, respond to, and recover from situations that threaten community harmony in NSW.

COMPLAN draws together agency capabilities and details a coordinated, whole-of-government approach to preventing and managing risks to community harmony identified by NSW agencies through any of their community engagement activities.

The COMPLAN Committee, chaired by Multicultural NSW, is a senior officers group responsible for the oversight and implementation of COMPLAN across the four plan phases of Preparedness, Prevention, Response and Recovery. The COMPLAN Committee is comprised of representatives from the Department of Education, Department of Justice, Department of Family and Community Services, NSW Police Force, NSW Health, Anti-Discrimination Board of NSW and Local Government NSW.

Throughout the reporting year, the COMPLAN Committee identified and monitored developments that pose a risk to community harmony, including far-right extremist activities, anti-Islamic and anti-Semitic sentiment, and local community tensions arising from conflicts or political turmoil overseas.

In its annual statement for 2018, the COMPLAN Committee acknowledged the efforts of the government, academic and community organisations and individuals in contributing to the introduction of the Crimes Amendment (Publicly Threatening and Inciting Violence) Act 2018, which creates a new criminal offence of threatening or inciting violence on the ground of race, religion, sexual orientation, gender identity or intersex or HIV/AIDS status. For its first meeting of 2019, the Committee heard from guest speaker Vic Alhadeff, CEO of the NSW Jewish Board of Deputies, about the role of the Keep NSW Safe Coalition in advocating for the introduction of the new law.

Supporting communities after the US, Christchurch and Sri Lanka attacks

Being a multicultural society means that we are connected to the world, and this connection brings all kinds of social, cultural and economic benefits to NSW. It also means that, when conflict and strife occur overseas, there are communities here in New South Wales who may be affected and need support.

Sadly, in early 2019 we witnessed terror attacks overseas on churches in Sri Lanka, synagogues in the United States, and mosques in Christchurch, New Zealand. These callous attacks on innocent people undertaking peaceful prayer in their place of worship show how terrorism clearly has no regard for anyone of genuine faith.

Immediately following the attack in Christchurch, the Premier of NSW attended the Friday prayer vigil at Lakemba mosque, standing in solidarity with the Muslim community alongside multi-faith religious leaders and Parliamentary colleagues from both sides of politics.

The sails of the Opera House were lit with the silver fern in a show of sympathy and solidarity for our New Zealand cousins. They were then lit again with the colours of the Sri Lankan flag after yet another horrific attack.

Communities came together for vigil prayers across New South Wales in a display of cross-cultural and interfaith solidarity. The staff of Multicultural NSW extended our thoughts and prayers along with them.

Multicultural NSW reached out to community members who were affected by these atrocities, working together with the COMPACT Alliance, multi-faith religious leaders, trauma experts and our community partners to extend messages of community harmony and disseminate information to support impacted communities in New South Wales.

Multicultural NSW activated the NSW Community Resilience and Response Plan (COMPLAN) to coordinate responses, collate resources and share information among NSW Government agencies working to support communities.

The message was clear: however hard extremists will try to divide us, the people of New South Wales will stand united.



After Christchurch: Mauri and Muslim communities coming together in solidarity at Lakemba mosque.
Photo courtesy LMA.

The results are in! COMPACT recognised as 'first-of-its-kind' program

The flagship Community Partnership Action (COMPACT) Program has been independently evaluated as a first-of-its-kind program that has made significant progress towards its objectives of building social cohesion and community resilience over a relatively short period of time.



Completed in November 2018 by Urbis Pty Ltd, the COMPACT evaluation shows that in its first two years:

- **COMPACT** reached over 20,000 young people in its first two years, involving over 130 schools as well as youth and community centres.
- **Two-thirds** of surveyed participants indicated that they have developed a greater level of acceptance and respect for others.
- **COMPACT** also contributes to improved engagement in learning and greater community participation.

COMPACT Program aims to inspire and empower young people to stand up and stand united as champions for community harmony against the divisive forces of hate, fear and violence.

The independent evaluation and its recommendations will inform our thinking and approach for COMPACT as we continue to deliver outcomes for young people and the community. The COMPACT Program evaluation is now available online at the Multicultural NSW website.

New partners join the COMPACT Alliance

The COMPACT Alliance is growing. 30 new COMPACT partners delivering 10 exciting new COMPACT projects joined the COMPACT Alliance in 2019. The \$9.2m COMPACT Program now supports 24 partnership projects with an expanded Alliance of over 60 partner organisations.

Our new partners bring a wealth of expertise and experience in youth engagement from a diverse range of fields including arts, sports, education, religious and interfaith engagement, human rights and environmentalism.

In addition to implementing funded projects, the COMPACT Alliance is continuing a program of joint activities. The COMPACT Alliance meets regularly to increase collaboration and connections across projects and allow partners to share and exchange ideas and perspectives about their work.

On 2 August 2018, the COMPACT Alliance came together for its third annual Summit at Park Royal Hotel in Parramatta. The annual COMPACT Alliance Summit, hosted by the Minister for Multiculturalism, is a forum for showcasing COMPACT initiatives, learning and adapting from shared experience, and forging new collaborations for future projects.

On 7 March 2019, 74 members of the COMPACT Alliance, including community organisations, government agencies, and experts came together to discuss efforts to respond to far-right extremism.



COMPACT partners working through a training exercise on responding to far-right extremism, delivered as part of the Community Action to Prevent Extremism (CAPE NSW) project delivered by All Together Now and partners.



COMMUNITY RESILIENCE SENIOR MANAGER, MALCOLM HADDON

The Community Partnership Action (COMPACT) Program is attracting increasing international interest. In September 2018, I had the privilege of attending and speaking at the 73rd United Nations General Assembly (UNGA) in New York City on behalf of Multicultural NSW.

The visit was an opportunity to learn from and contribute to discussions with international experts and officials about the latest trends and developments in Countering Violent Extremism (CVE). It was also a unique opportunity to raise the profile of the Multicultural NSW's COMPACT Program as a world-leading example of community resilience based CVE, and to form new relationships and partnerships with global CVE actors that can potentially strengthen CVE programs in NSW.

COMPACT partners also met with a high-level delegation from the United Nations Counter Terrorism Executive Directorate (UNCTED) in Sydney.

Global entities including UNCTED and the UK-based Institute for Strategic Dialogue have since showcased the important work of COMPACT in addressing the divisive impacts of violent extremism on social cohesion.

These international engagements have confirmed that COMPACT is not only 'in step' with global trends in community resilience building, but is leading innovation in the field.

Activating the Alliance

Under the COMPACT model of community resilience, the COMPACT Alliance was created to be a strong, responsive network that can mobilise in response to challenges and threats to community harmony, resolve conflict, and actively promote social cohesion.

To put this concept to the test, COMPACT Alliance partners came together in October 2018 to run through a hypothetical discussion exercise exploring the Alliance's capacity to respond in times of need.

The exercise helped to identify communication channels, community support networks, and the existing strengths and capabilities of COMPACT partners that could be activated if needed.

As the next phase of the project, a COMPACT Alliance Activation Plan will be developed in collaboration with COMPACT partners. The plan will include key contacts, a quick reference database of all Alliance partners, projects and services, a community impact assessment tool, and a communications plan.



COMPACT goes royal!!

The big news of 2018 was the Royal visit by The Duke and Duchess of Sussex to COMPACT partner NRL's In League In Harmony (ILIH) program.

This was an amazing opportunity for the In League In Harmony team and for young people in the ILIH program.

Witness to War: supporting communities impacted by overseas conflict

Multicultural NSW entered into a partnership with the NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS) to deliver a 12-month project called Witness to War to support NSW communities impacted by overseas conflicts, based on the understanding that overseas conflicts can have detrimental impacts locally.

The project aimed to:

- build local community resilience to the impact of overseas conflicts;
- provide a gateway to services for individuals, families and communities; and
- provide training to service providers about the impact of overseas conflicts in individuals and communities.

Completed in May 2019, the Witness to War project served 45 clients affected by a range of overseas conflicts, primarily in the Middle East and East Africa, and delivered 15 training sessions for frontline service providers.

Building capacity of community-based CVE practice

Communities play a vital role in supporting efforts to counter violent extremism (CVE) in three key areas of CVE practice:

- Community programs and community networks provide safe, supportive, positive environments that are essential in protecting and diverting people from violent extremist influences.
- Community programs and mentors play a key role in disengaging individuals from violent extremism and giving them opportunities to safely reintegrate into society.
- Communities who are prepared and equipped to pull together in response to threats or acts of violent extremism play a key role in minimising the divisive impacts of violent extremism on social cohesion and community harmony.



Multicultural NSW recognises the efforts of, and aims to support, the committed community-based CVE practitioners who work in each of these three key areas of CVE practice. In 2018-19, Multicultural NSW engaged social researchers to conduct a needs analysis of community-based CVE practitioners. The study aimed to inform future capacity building in the sector by ensuring community-based CVE practice is sustainable, effective and safe.

Remove Hate from the Debate

The Remove Hate from the Debate online campaign (removehatefromthedebate.com) aims to build community resilience by empowering a team of credible community influencers and role models to stand as champions for community harmony and lead communities in NSW with a strong, united, public response to hate, fear, division and conflict.

Officially relaunched on 27 June 2019 at the Facebook head office in Sydney, the campaign is a unique partnership between Multicultural NSW, digital industry partners, and our fearless ambassadors, including legendary Australian Sikh rapper L Fresh the Lion.

The campaign encourages young people to "flip the script" on online hate with the help of the Remove Hate from the Debate website resources and practical advice on how to stay safe online.



FORUMS AND EVENTS

Multicultural NSW runs a range of forums throughout the year to connect with young people, the elderly, and religious and culturally diverse communities. The agency works with other government departments to ensure NSW Government programs, initiatives and messages reach diverse audiences.

Multicultural NSW also runs community events and awards programs to celebrate cultural diversity in NSW and to pay tribute to members of the community who through their excellence enrich the social and economic capacity of NSW by communicating cultural diversity as an asset.

COMMUNITY FORUMS

Religious Communities Forum

The Multicultural NSW Religious Communities Forum aims to enhance social cohesion and to be a voice for community harmony in NSW. The forum provides advice on issues of interest and concern to the religious communities of New South Wales. It is a forum for ongoing dialogue between the NSW Government and religious communities. Members support strategies to build community harmony across religious differences, including in response to religious intolerance.

The forum's membership aims to reflect the rich religious diversity of the people of New South Wales. Forum membership is diverse and currently includes Christian (from several denominations), Jewish, Muslim, Hindu, Buddhist, Baha'i, Sikh, Zoroastrian, and Mandaean members.

Forum meetings are hosted by members at different places of worship, which is a way for members to learn about each other's faiths and the work that faith-based organisations do for the community. In 2018-19 Forum members hosted meetings in the peaceful grounds of the Melkite Catholic Eparchy of Australia and New Zealand in Greenacre and at the largest Buddhist temple in the Southern Hemisphere, Nan Tien Temple in Wollongong.

The Minister for Multiculturalism, the Hon John Sidoti MP also hosted members at Parliament House after his appointment into office to meet members of the forum and discuss matters of community interest.

In 2019 the Forum will contribute to a new COMPACT partnership project called The Sydney Statement led by the Columban Centre for Christian-Muslim Relations in partnership with Western Sydney University and the Youth Parliament of World Religions (Youth PoWR).

The Sydney Statement will engage young people in developing a powerful statement of religious harmony and an action plan for interfaith cooperation into the future. The aim is to make New South Wales a global beacon for interfaith harmony.

Healthy Ageing Forum

Older people from diverse backgrounds face unique challenges. These include language barriers, dependence on family members for social interactions and lack of understanding of services available to them. In collaboration with Family and Community Services and Elder Abuse Helpline, a Healthy Ageing Forum was held on 7 November 2018 in Granville to highlight the wide range of programs and initiatives available to communities and promote the work of the NSW Government in support of our senior citizens.

The forum attracted over 100 community leaders from diverse backgrounds and multicultural media. This forum enabled Multicultural NSW to inform our diverse community about the NSW Ageing Strategy and the NSW Government's commitment to combat elder abuse.



Water Safety Forum

The summer of 2019 saw the There are a large number of people we have helped to find employment by connecting them with new educational opportunities, having their overseas qualifications recognised, and developing their business skills water safety messages to our diverse community influencers and enablers at the Water Safety Forum held on 21 January in Merrylands.

Arranged by Multicultural NSW in collaboration with the Department of Justice, the Forum involved guest speakers Michael Ilinsky, CEO Royal Life Saving NSW and Steve Pearce, CEO Surf Life Saving NSW, who provided communities with information and tips on water safety, existing programs and funding, and a Q&A session with both Ministers and guest speakers.

Over 80 multicultural community leaders and community organisations attended and committed to sharing through their extensive networks, the important messages of how communities can stay safe around water and be water smart.



Young Professional Networking Events

The Premier of NSW, the Hon Gladys Berejiklian MP, and Minister for Multiculturalism, the Hon Ray Williams MP, hosted the inaugural Young Professionals Networking event at Parliament House in August 2018.

This event provided a platform for young professionals from different cultural and professional backgrounds to network, exchange knowledge and build new skills so that they can develop as leaders of tomorrow. Young professionals aged 18 to 40 years old were invited from various sectors such as NGOs, community organisations, corporate sector, peak bodies, advocacy groups, academia, law, medicine, finance and government.

140 young professionals from diverse backgrounds attended the event representing companies and organisations such as: Korean Australian Medical Society, Macquarie Bank, Affinity Intercultural Foundation, KPMG, Legal Aid, Australia Chinese Youth Elite Club, Korean Australian Medical Society, Humanitix and more.

Following the success of the first networking event, the Hon Ray Williams MP, Minister for Multiculturalism and Multicultural NSW hosted the second event. Eddie Woo, the winner of Australia's Local Hero Award and the keynote speaker at the event shared his story and inspired participants from cross cultural and cross sectoral backgrounds to listen to each other and appreciate points of view other than their own.



FLAGSHIP EVENTS

2018 NSW Premier's Multicultural Communications Awards

The inaugural NSW Premier's Multicultural Communications Awards (PMCAs) were hosted by the Hon Ray Williams MP, Minister for Multiculturalism, in the presence of the Hon Gladys Berejiklian MP, Premier of New South Wales on 5 November 2018 at Waterview, Bicentennial Park.

The PMCAs recognise excellence in multicultural media and marketing and recognise the best and brightest multicultural communicators across NSW.

These awards celebrate and recognise the important role journalists, photographers, editors and publishers in print, radio, television and digital media play. They also honour innovative and creative marketing campaigns that inspire social cohesion and community harmony.



The 2018 NSW Premier's Multicultural Communications Awards winners are listed below.

MULTICULTURAL MARKETING CATEGORIES

- **Agency campaign of the year**
The Monkeys for IAG insurance
- **Community campaign of the year**
Multicultural Communities Council of Illawarra (MCCI)
- **Business campaign of the year**
Havas Melbourne & SBS

MULTICULTURAL MEDIA CATEGORIES

- **Best Radio/Audio report** 2AC Chinese Radio
- **Publication of the year** Indian Link
- **Best TV/Audio-Visual Report** Sayed Hussainizada
- **Best News Report** SBS Arabic
- **Young journalist of the year**
Sofia Dmitrieva – Rustalk
- **Photo of the year** AMUST – Mobinah Ahmad
- **Best Use of Digital or Social Media**
Why Documentaries
- **Alan Knight Student Award** Ella Tang
- **Public Interest Award** SBS Spanish
- **Lifetime achievement** Eduardo Gonzalez-Cristobal

2019 Premier's Harmony Dinner

This year's Premier's Harmony Dinner marked its eighth year as the annual celebration of our State's success as one of the most harmonious multicultural states in the world. Held at Rosehill Gardens, nearly 1,500 people attended this highly anticipated event hosted by the Minister for Multiculturalism, the Hon Ray Williams MP in the presence of the NSW Premier, the Hon Gladys Berejiklian MP.

Guests enjoyed a colourful evening celebrating our cultural diversity, entertained by the NSW Federation of Community Language Schools Choir, Opera Australia's principal artist Natalie Aroyan, the Sydney World Music Chamber Orchestra and Justice Crew.

Representative of more than 60 diverse cultures, the Premier's Harmony Dinner recognises and celebrates the significant contributions made by our multicultural leaders. The Premier's presentation of the Multicultural Community Medals and the announcement of the new inductees onto the Multicultural Honour Roll forms a special part of the evening.



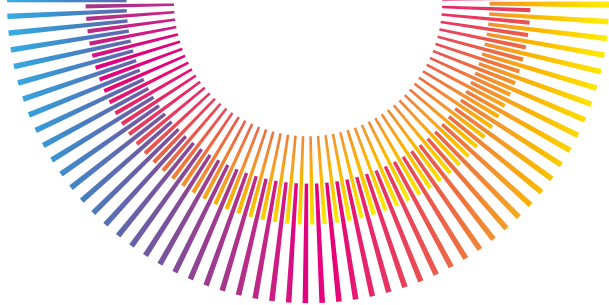
2019 Premier's Multicultural Community Medals and Multicultural Honour Roll

The Premier's Multicultural Community Medals were presented at this year's Harmony Dinner on 28 February 2019. New members were also inducted onto the Multicultural Honour Roll.

The 2019 Premier's Multicultural Community Medals were awarded to:

- **NSW Human Rights Medal**
Sean Stimson for his dedicated and passionate work as a human rights lawyer and social justice campaigner, working with marginalised migrant communities to create real, lasting change.
- **Business Excellence Award (Individual)**
Sudhir Warriar for dedicating himself to creating employment and training opportunities to new migrants, following his own personal success in a highly competitive environment.
- **Business Excellence Award (Social Enterprise)**
Humanitix for creating the first not-for-profit events ticketing platform to redistribute 100% of profits from booking fees to fund charity projects working to alleviate poverty, disadvantage and inequality.
- **Regional Communities Award**
Lulu Tantos for her 25 years of active involvement and visionary work in the settlement of migrants and refugees in the Hunter, Central Coast and New England regions of NSW.
- **Youth Award**
Ibrahim Taha for his all-round participation in not-for-profit organisations with varying focuses from the age of 14 and for mentoring numerous young Australian Muslims, instilling in them the idea that their religious faith and Australian nationality coalesce into an identity they should be proud of.
- **Arts and Culture Award**
Catherine Maguire-Donvito for her program development at the Treehouse Theatre since 2011 which enabled the sharing of real stories of young adults from refugee backgrounds, providing insight into the emotional stories of young refugees.
- **Lifetime Community Service Award**
Odarka Brecko for her 49 years of commitment to advocating for and supporting Ukrainian language, culture and traditions through her work in education, youth and women's organisations.
- **Stepan Kerkyasharian AO Harmony Award (Individual)**
Dr Chandrika Subramaniam for her 20 plus years of outstanding community and voluntary work through the Innerwest Migrant Resource Centre, Sydwest Multicultural Services and numerous other organisations.
- **Stepan Kerkyasharian AO Harmony Award (Organisation)**
CORE Community Services for nearly 40 years of running a wide range of services, activities and programs for people from diverse communities, such as Children's Services, Youth Services, Multicultural Communities, Aged and Disability Care and Community Engagement.

Core Community Services is also a driving force behind the Fairfield City Settlement Action Plan, a city-wide plan aimed at providing the best possible settlement outcomes for all refugee and vulnerable migrant groups in and around the Fairfield LGA.



Minister for Multiculturalism's Waratah Awards

The Waratah Awards are the Minister for Multiculturalism's awards for individuals that have demonstrated strong leadership in NSW and have made a valuable contribution to community harmony and social cohesion.

The 2019 Minister for Multiculturalism's Waratah Awards were awarded to:

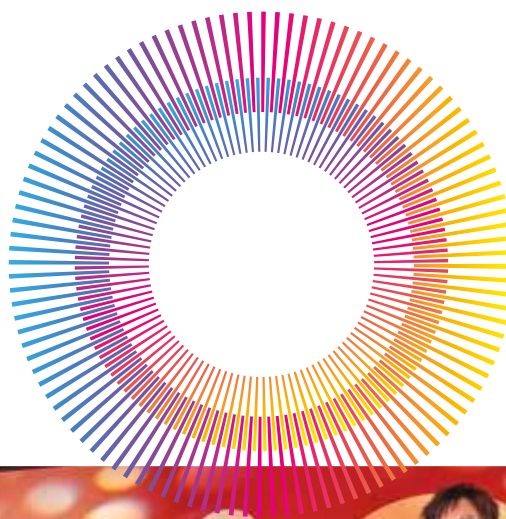
- **Thuat Van Nguyen** for making a significant difference to the lives of young Vietnamese Australians.
- **Anh Nguyen** for exceptional work healing conflicts within the Southeast Asian migrant community in Cabramatta and for impacting numerous young people through his work with the Scouts and Barnardos.
- **Eddie Whitham** for dedicating more than 20 years of his life to helping settle some of the 86 nationalities that now call Tamworth home.
- **Steve Karakira** for an outstanding 44 years working as an interpreter and translator. In his time as an interpreter, Steve has literally translated millions of words.
- **Fatma Mohamed** for her dedicated work promoting the engagement of cross-cultural friendships, cultural identity and a wider understanding within the Australian community, via the Africultures Festival.
- **April Pan** for significantly helping migrants who have skills and qualifications to find employment in NSW, through the SkillME Project.

2019 Honour Roll

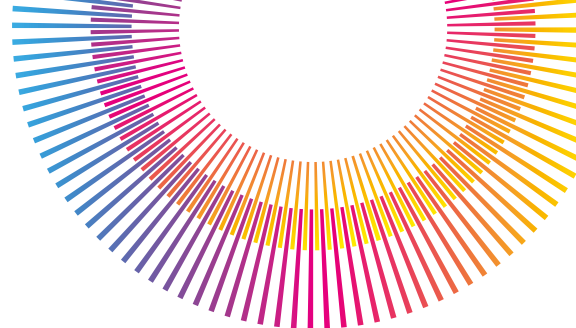
The Multicultural Honour Roll posthumously records the legacy of the inductees' exceptional multicultural service in NSW.

The 2019 inductees were:

- **Commendatore Giuseppe Fin** (1930 – 2018) for over 60 years of service to the Italian Community in Australia.
- **Jeremy Spinak** (1982 – 2018) for his service to the Jewish Community in his role as the President of the Jewish Board of Deputies in NSW, and for playing an instrumental role in seeking legislative reform to the Crimes Amendment (Publicly Threatening and Inciting Violence) Bill 2018, which became law in June 2018.
- **John A Constantine OAM** (1946 – 2016) for his extensive contribution to the Cyprian and soccer communities in NSW.



Winners of the Minister for Multiculturalism's Waratah Awards.



CULTURAL EVENTS

Indian Community Event

In the presence of NSW Premier, the Hon Gladys Berejiklian MP, the Minister for Multiculturalism, the Hon Ray Williams MP hosted an afternoon tea to acknowledge the contributions and achievements of the Indian community in NSW.

Attended by 100 key leaders from the Indian community, including special guest Mr B. Vanlalvawna, Consul-General of India, the event was held on 9 August 2018 at NSW Parliament House.

Shabbat Dinner

On 26 October 2018, the Minister for Multiculturalism, the Hon Ray Williams MP, hosted a Shabbat dinner in conjunction with the NSW Jewish Board of Deputies at Emanuel Synagogue.

This event recognised the efforts made by the Keep NSW Safe Coalition, who advocated for legislative reform to the NSW Anti Discrimination Act. The incitement to violence on the basis of race, religion, gender, sexuality and a number of other categories became a crime by law in June 2018. Rabbi Jacqueline Ninio welcomed 50 multi-faith guests by leading an informative tour of the Synagogue, before delivering the sermon at the Shabbat service. This was followed by a Shabbat dinner, led by Rabbi Jeffrey Kamins OAM.

2018 Diwali Celebrations

The Minister for Multiculturalism, the Hon Ray Williams MP, hosted a Diwali celebration on 30 October 2018 at the Museum of Contemporary Art with the Hon Gladys Berejiklian MP, NSW Premier and Mr B Vanlalvawna, Indian Consul-General in Sydney as guests of honour.

Known as the festival of lights, Diwali is widely celebrated by Hindus globally. The celebration recognises the contributions made by Australians of Indian and sub-continental heritage to the ongoing success and vibrancy of our state's multicultural society.

The Premier and Minister performed the ceremonial lighting of the lamp, while Hindu Priest Pandit Jatinkumar Bhatt chanted hymns. Approximately 200 people also enjoyed cultural performances throughout the night and watched as the sails of the Sydney Opera House were illuminated gold to close the night, in a true celebration of light.

The Sydney Opera House sails were illuminated gold to close the night in a true celebration of light.





2018 Chanukah Festivities

A pre-Chanukah reception was hosted by the Minister for Multiculturalism, the Hon Ray Williams MP in the presence of the NSW Premier, the Hon Gladys Berejiklian MP on 22 November 2018 at NSW Parliament House.

Chanukah is an eight-day Jewish festival of lights that celebrates the universal triumph of light over darkness, freedom over oppression and good over evil. At the heart of the Chanukah festivities is the Menorah lighting ceremony.

The celebration was attended by approximately 200 Jewish community representatives, religious leaders and Members of Parliament. Chanukah blessings were delivered by Rabbi Eli Feldman, the Menorah was lit by eight members of the NSW Jewish community, and Chazan Tzvi Teichtahl performed the customary Chanukah song.

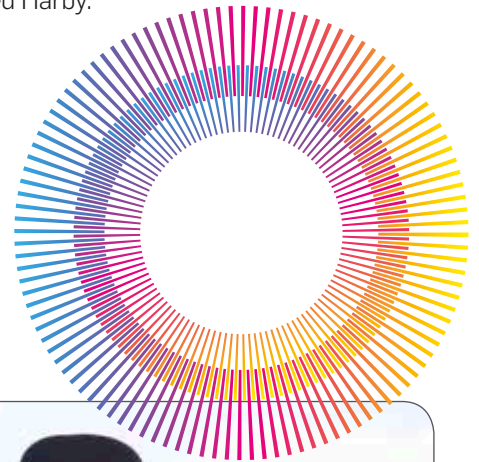


2019 Premier's Iftar Dinner

The NSW Premier, the Hon Gladys Berejiklian MP, hosted an interfaith Iftar dinner alongside the Minister for Multiculturalism, the Hon John Sidoti MP, during Ramadan at NSW Parliament House on 22 May 2019.

Meaning to 'break the fast', Iftar commemorates one of the most important religious events in Islam, when according to Islamic teachings, the holy Qu'ran was revealed to the Prophet Mohammed.

Attended by more than 200 Muslim community representatives, religious leaders and members of Parliament, the event was led by emcee Ms Widyan Fares. A moving recitation of the Qu'ran was performed by Sheikh Mohamed Harby.





Victor Duranti,
Director, Policy,
Settlement and Briefings

POLICY, SETTLEMENT AND BRIEFINGS

In 2018-19, settlement planning continued as a major focus area of the Agency as Multicultural NSW maintained responsibility for supporting the work of the NSW Coordinator General for Refugee Resettlement, Professor Peter Shergold AC. The strategic priorities for this portfolio area included the development of a regional resettlement model for refugees and migrants interested in relocating to regional towns, the creation of more inclusive and effective policy solutions for refugee young people and linking new arrivals with employment pathways.

Multicultural NSW continued to assist other NSW Government Agencies to embed multicultural principles in their organisation through the Multicultural Policies and Services Program (MPSP) and assess MPSP reports.

Multicultural NSW continued its support for the Community Hubs and Multicultural Women's Hub projects, which deliver programs that assist participants to build their skills, networks and potential to contribute more deeply to social activities, employment and cultural life in their communities.

Ongoing support and advisory functions were provided to the offices of the Minister for Multiculturalism and the Premier, as well as the Department of Premier and Cabinet, in the provision of briefs and correspondence associated with the Multiculturalism portfolio.

- Multicultural Policies and Services Program (MPSP)
- Settlement
- Governance
- Partnerships and Projects

MULTICULTURAL POLICIES AND SERVICES PROGRAM (MPSP)

The Multicultural NSW Act (the Act) legislates the Multicultural Principles of NSW. As part of the Act, the NSW Government affirms its commitment to deliver equitable and culturally responsive services for culturally diverse communities in NSW.

Under the Act, Multicultural NSW has a legislated function to:

'assist, and assess the effectiveness of, public authorities in observing the principles of multiculturalism in the conduct of their affairs' (s.13 (1)(g)).

The MPSP is the vehicle through which Multicultural NSW fulfils this function.

The Program requires all government agencies to maintain a multicultural plan and report on it either through agency Annual Reports, or through the Annual Report of their Principal Department.

In addition, agencies that provide a particularly important function to New South Wales' culturally and linguistically diverse society are identified as Designated MPSP Agencies (DMAs) and have added planning and reporting responsibilities.

The MPSP Framework provides a guide for agencies' multicultural planning. It outlines:

- four focus areas: Service Delivery, Planning, Leadership and Engagement
- nine outcomes that agencies are expected to develop a set of specific targets against.

In 2018-19, Multicultural NSW assessed the following departments' reports:

- NSW Department of Family and Community Services
- NSW Department of Education
- NSW Health
- NSW Department of Planning cluster.

Multicultural Coordinators' Forum

The Multicultural Coordinators' Forum (MCF) provides a platform where senior practitioners in NSW Government agencies can share information and best practice in cultural diversity planning, and can discuss relevant challenges, concerns and opportunities across the public sector. The MCF assists Multicultural NSW to identify emerging issues and strategic priorities across portfolio areas.

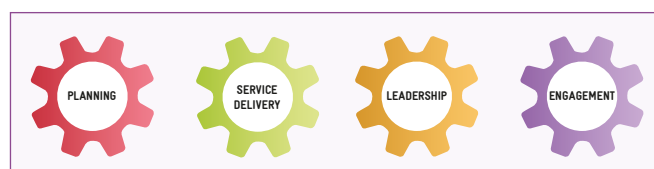
Forum members include a range of public authorities, NSW based universities, State Owned Corporations and local councils.

The Forum met three times in 2018-19.

Cultural Diversity Toolkit

Multicultural NSW is developing a Cultural Diversity Toolkit to complement the MPSP Framework. It identifies best practice tools that organisations can use to develop, implement and evaluate their cultural diversity plans.

Extensive consultations and focus groups were held with stakeholders in the NSW Government, private, NGO and community sectors to inform the Toolkit's content and presentation.



CULTURAL DIVERSITY TOOLKIT

SETTLEMENT

NSW Coordinator General for Refugee Resettlement

Over the past year, Multicultural NSW has continued to support and work closely with Professor Peter Shergold AC, in his capacity as the NSW Coordinator General for Refugee Resettlement (CGRR). With the complexity of challenges refugees settling in NSW face, the CGRR has focused on facilitating collaboration across community, government and corporate sectors with the aim of positively impacting and empowering refugee communities. Multicultural NSW continues to be the central point of contact for NSW Government settlement policy coordination and planning across the State.

Through a number of partnerships, the Coordinator General has initiated and maintained complex, long-term priorities in 2018-19. These included:

- ongoing work to bring the lived experience of refugee young people into the policy design process
- a focus on facilitating and coordinating the successful settlement of refugees in regional NSW, including the development of a small-scale resettlement pilot
- overseeing the employment of over 100 refugees into the NSW public service.

Refugee Youth Policy Initiative

In 2018-19, Professor Peter Shergold AC initiated a co-design process to create more inclusive and effective policy solutions for young people from refugee backgrounds. The initiative aims to build the capacity of young people to influence the policy process and increase the capacity of the NSW Government to design policies that put people at the centre of service design and delivery.

The NSW Advocate for Children and Young People (ACYP) conducted consultations across NSW with young people, primarily in schools, to support the initiative and assist in developing an evidence base. Multicultural NSW also partnered with Western Sydney University (WSU) to build the capacity of 15 Youth Peer Researchers to conduct peer research with a wide range of other young people from refugee backgrounds throughout NSW.

Multicultural NSW is now leading the policy impact phase of the policy. Multicultural NSW, the NSW CGRR, Youth Peer Researchers and a range of government and community stakeholders will now workshop the findings with a view to influencing policy and program development and delivery.

The Family and Community Services Inclusion and Early Intervention branch and the Department of Premier and Cabinet's regional branch have each allocated funding to support the participation of young refugees, particularly in regional NSW, in the engagement and policy design phase of the initiative.



Regional Settlement

Regardless of whether newcomers are settled initially in regional areas or chose to relocate at a later stage, successful settlement outcomes are a key priority for the CGRR and Multicultural NSW.

While Multicultural NSW continues to support Commonwealth and State Government partners with governance and coordination of primary regional settlement locations across NSW, a particular focus in 2018-19 has been on facilitating choice and supporting secondary regional resettlement.

Multicultural NSW is connected with refugee and migrant communities in metropolitan areas that are keen to explore regional lifestyle and employment opportunities, working closely with regional councils, communities and employers looking to attract newcomers.

Below are two case studies showcasing secondary regional resettlement initiatives that were supported by Multicultural NSW but, importantly, driven by regional communities and our migrants and refugees themselves.

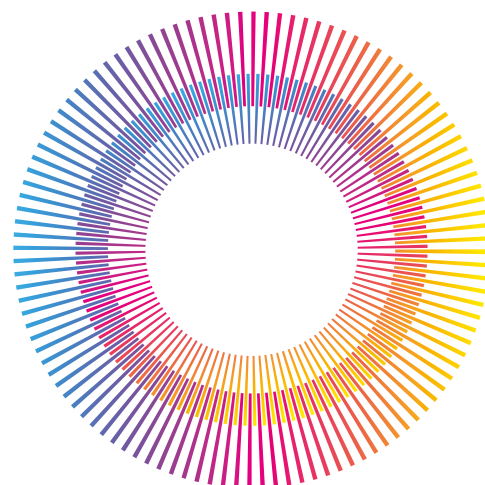
CASE STUDY

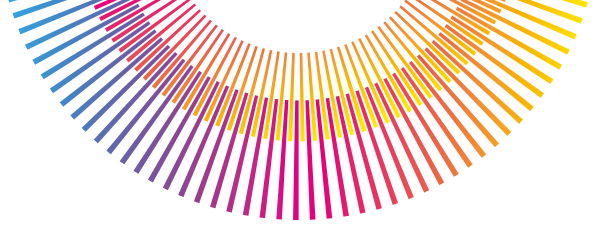
Connecting migrant and refugee job seekers with regional employment and lifestyle opportunities

Multicultural NSW, in partnership with the Commonwealth Department of Jobs and Small Business and Regional Development Australia Riverina, supported regional councils and employers (from Leeton, Greater Hume and Temora Shire) to attend and promote regional lifestyle and employment opportunities at a refugee employment exposition in Fairfield LGA on 15 May 2019. The Riverina towns were selected because of the availability of a diverse range of jobs, housing and infrastructure, settlement and mainstream services, and their welcoming communities.

Multicultural NSW's CEO launched the event and the Minister for Multiculturalism, the Hon Ray Williams MP greeted regional stakeholders and job seekers. Over 600 refugee and migrant job seekers attended and provided overwhelmingly positive feedback. The regional stallholders made strong connections with refugee jobseekers and have deepened their understanding of these communities.

Within weeks of the event one family had travelled to Temora to view accommodation and interview for jobs (in the aged care and hospitality sectors). They have now secured employment in their desired fields and relocated to Temora.





SETTLEMENT

CASE STUDY

Implementing a refugee resettlement pilot in Walla Walla

Multicultural NSW has been working with the community of Walla Walla since 2017 to pilot a community-led regional resettlement initiative. After securing the support of the Greater Hume Shire Council, Walla Walla established a Refugee Resettlement Committee and a series of working groups with support from locally based organisations such as Australian Red Cross.

In August 2018, Multicultural NSW held a community information session for members of the Assyrian community in western Sydney hosted by the Assyrian Church of the East. The session was attended by Professor Peter Shergold AC and representatives from the Walla Walla Refugee Resettlement Committee who promoted their town for the first time.

The session sparked great interest in regional relocation amongst the Assyrian community with job opportunities and affordable housing highlighted by attendees as drawcards.

In partnership with the Assyrian Resource Centre, Multicultural NSW supported two exploratory bus trips which took over 50 members from the Assyrian community in Sydney to visit Walla Walla. A tour of the local primary school and a community dinner hosted by the Lutheran Youth Group which enabled participants to mingle with over 70 locals, were shared as highlights.

In April 2019, a family of three relocated to Walla Walla and secured employment in a local agri-business. Several other families are now considering making the move.





Talia Stump

STAFF SPOTLIGHT

I believe strongly in the enormous potential that regional communities have to offer refugees.

ACTING PRINCIPAL POLICY OFFICER SETTLEMENT, TALIA STUMP

I believe strongly in the enormous potential that regional communities have to offer refugees. My work with refugees over the past ten years has shown me that small communities can offer newcomers a quality of life and sense of belonging that many struggle to find in big cities.

Since joining Multicultural NSW in 2016, my role has focused on connecting people from refugee backgrounds with employment and lifestyle opportunities in regional NSW towns. We have supported towns to consider how refugee settlement can present an opportunity to address workforce shortages and population decline and develop their own secondary migration attraction strategies.

From March to May 2019 I was privileged to travel to regional towns in Canada, USA, Germany, Norway and Sweden as part of a Churchill Fellowship and develop an international evidence base to inform our work. I learned that newcomer attraction and retention requires long-term and collective efforts between government, community and business. I heard how towns with high retention rates invest in utilising the skills and experiences of newcomers and that while employment is key, without a welcoming community where newcomers feel socially connected, they won't stay. I am excited to apply these learnings in policy and practice as we expand our regional resettlement work over the next few years.

Public Service Refugee Employment

In 2016, the CGRR sought a commitment from the Secretaries Board to employ at least 100 recently arrived refugees across the NSW Public Sector. This commitment was met in late 2018 and the target increased to 150 by the CGRR.

To support the initiative, amendments were made to the Government Sector Employment rules to allow for a modified recruitment process for refugees on permanent visas who settled in NSW from December 2015 onwards.

With the support of Multicultural NSW, the CGRR oversees progress and coordinates a network of agency 'Champions' responsible for refugee recruitment across the NSW Government. Multicultural NSW also tracks agency progress and connects Champions to relevant services and support.

To date, the NSW Government has employed 127 refugees. Some have worked for more than one agency, resulting in 139 roles filled. 84 per cent of candidates employed under this initiative are still working in the NSW public service.

Multicultural NSW recently undertook a case study project and interviewed refugee employees working in the NSW Government through this initiative. Interviewees unanimously agreed that the initiative was critical in establishing their futures and were extremely interested in seeing the program continue to assist those refugees arriving now and in the future.

Fairfield

In 2018-19, the NSW CGRR and Multicultural NSW continued to support the Fairfield City Settlement Action Plan (FSCAP). In addition to providing strategic advice to the FCSAP Working Group secretariat (Fairfield City Council and CORE Community Services), Multicultural NSW offered an escalation mechanism for relevant issues to be heard through NSW and Commonwealth Government settlement governance channels. Multicultural NSW continues to sit on the FCSAP Working Group.



GOVERNANCE

Joint Partnership Working Group on Refugee Resettlement

The Joint Partnership Working Group on Refugee Resettlement (JPWG) was established in October 2015 to enhance the ability of the community to inform government decision making, set priorities for action, identify system-level issues and trial new approaches to refugee settlement. The Group met three times in the 2018-19 financial year, chaired by the NSW Coordinator General for Refugee Resettlement. Members continue to provide advice to the CGRR on settlement patterns across NSW and service delivery challenges and opportunities.

NSW Government Immigration and Settlement Planning Committee

The NSW Government Immigration and Settlement Planning Committee (GISPC) was established to contribute to positive settlement outcomes for refugees, migrants and asylum seekers within NSW, and to foster a service system that encourages full economic and social participation for these groups.

The NSW GISPC met twice in 2018-19 and members have been integral in providing an evidence base for a number of issues newcomers face when trying to access NSW Government services.

Senior Officials Settlement Outcomes Group

SOSOG is the Commonwealth Government's inter-jurisdictional forum for information exchange and consultation on settlement issues. Issues raised at the JPWG and the NSW GISPC are escalated to the SOSOG for consideration.

Interagency Policy Collaboration

NSW and Commonwealth Government Agencies Working Group to Prevent Forced Marriage

In May 2019, Multicultural NSW supported the development of a draft GP factsheet on modern slavery (including forced marriage). The draft was submitted to the Ministry of Health for final approval. The working group was established to facilitate communication, co-operation and collaboration between representatives of NSW and Commonwealth Government agencies to improve outcomes for people who have experienced, or are at risk of, forced marriage.

The group meets quarterly and consists of representatives from the Australian Federal Police, Federal Attorney General, Federal Court, Legal Aid Commission of NSW, FACS, NSW Police, NSW Education and Multicultural NSW.

NSW Health Palliative Care Priority Populations Advisory Group

The group was established to provide guidance and support to the Ministry of Health to improve access to palliative care for culturally diverse populations and people with disability. The group discussed issues such as priorities in end of life and palliative care, knowledge gaps, and potential initiatives to address the gaps.

The group met three times in 2018-19 and comprises representatives from NSW Health, the university sector, NSW Council for Intellectual Disability and Multicultural NSW.

NSW Women's Strategy 2018-2022

Multicultural NSW is a member of the NSW Women's Strategy Interdepartmental Committee, and the Participation and Empowerment working group.

In 2018-19, Multicultural NSW contributed to the NSW Women's Strategy 2018-2022 Action Plan and committed to:

- include women and girls as a priority in the Multicultural NSW Grants Program
- establish a culturally diverse women and girls' roundtable
- promote successful women's projects funded by Multicultural NSW and actively link these projects to other agencies' initiatives
- include *women in leadership* as an MPSP theme for which public agencies must report.

PARTNERSHIPS AND PROJECTS

Multicultural Advisory Groups

Multicultural NSW takes part in Multicultural Advisory Groups within various NSW agencies to assist in the multicultural planning and implementation process. The Agency's participation aims to support government to meet their requirements under the *Multicultural NSW Act 2000*. In 2018-19, support was provided to the Department of Education, FACS, and the NSW Electoral Commission.

NSW Steering Committee for the Prevention of Elder Abuse

Multicultural NSW is a member of a steering committee led by FACS to develop, implement and review measures to prevent elder abuse. The committee typically meets on a quarterly basis. In 2018, the committee released the NSW Interagency Policy for Preventing and Responding to Abuse of Older People. The policy highlighted the specific vulnerabilities of elderly people from culturally diverse backgrounds and the issues NSW agencies should consider in the development of policies and programs.

Safework NSW 'At risk worker strategy'

Multicultural NSW took part in the review and delivery of Safework NSW's, 'At risk worker strategy'. The strategy highlights several key risk factors for migrant workers across a number of industries in NSW. Multicultural NSW provided ongoing input to Safework NSW throughout the design of the strategy.

Community Hubs

In the 2016-17 budget, the NSW Government committed \$720,000 over four years to support the Community Hubs Program in NSW. The Program aims to connect individuals and communities, and adopts a grassroots, citizen-centric approach to reduce social isolation, particularly in hard to reach migrant and refugee communities.

While the Commonwealth Government invests the majority of funding, and schools also contribute financial support, NSW Government funding has helped to increase the number of hubs in NSW from 22 to 25.

As well as providing social connections and support, the hubs offer activities to enhance skills and opportunities for employment, further training and volunteering.

Over the 2018 calendar year, NSW hubs engaged an average of 2,106 families. As a result of connecting with a hub, 1,333 people were offered volunteering opportunities and 53 people gained employment.

Between January and June 2019, 1,970* families engaged with hubs across the NSW network. Volunteering opportunities were offered to 1,353 people and 25 people gained employment in this period, as a result of connecting with a hub.

Multicultural Women's Hub project

Multicultural NSW recognises the extra barriers and challenges faced by many women in a new country. The Multicultural Women's Hub, administered by Information Cultural Exchange (ICE), focuses on social enterprise development, employment, training/capacity-building and community connection.

In 2018-19, hubs were developed in Parramatta, Auburn, Fairfield, Blacktown and Western Sydney. Each hub utilised a range of creative capacity building methodologies such as digital technology, experiential/interactive workshops, skills development and mentorship to support participants in developing skills and capacity in areas such as art, craft and textile design, communication, screen and digital content development, business planning, money management, copyright and intellectual property rights.



* In 2019, Community Hubs Australia changed the way they record and report the numbers of families they engage with. Previously, a family's participation was counted each term and an annual average was determined across those terms. Now, each family's participation is only counted once, and a cumulative total is determined for the year.

Hub Projects

Parramatta – Didi's Tribe A Collective creating and selling bespoke ceramic homewares designed in tribal Indian art forms. In 2018-19, the Collective participated in 7 markets and 1 gallery exhibition and conducted 2 design workshops.

Auburn – Spellbound Storytime A multilingual storytelling and publication social enterprise focusing on multilingual early childhood education, storytelling and publishing. In 2018-19, the group presented 15 performances at various festivals and venues.

Fairfield – The Sewing Hub An alteration business that operates from a school focuses on sewing skills and the exploration of creative textiles and garment making.

Auburn – Blouse Sewing Hub A sewing business focused on making traditional garments, specifically Indian blouse supporting the women to set up their own solo trade home business.

Blacktown/Fairfield – The South Sudanese Women's Creative Hub A Collective of inter-generational women who gather to pass on and learn traditional skills like jewellery beading, hair braiding and cooking.

Cross-region – Afro Sistahs A Collective of young women establishing a community-based African women's screen production social enterprise/business.

In 2018-19, there were 284 participants registered in the Multicultural Women's Hub and 1,349 attended activities more than 188 times.



Community Relations Report

Multicultural NSW prepared the Community Relations Report 2017-18, which was tabled in Parliament by the Hon John Sidoti MP, Minister for Sport, Multiculturalism, Seniors and Veterans on 14 May 2019.

The report analysed the state of community relations, social cohesion and community harmony in NSW in 2017-18, as required by the *Multicultural NSW Act 2000*. It examined the initiatives and partnerships adopted by NSW Government agencies and community organisations to help identify and respond to community relations issues.

The Report also included an assessment of Multicultural Policies and Services Program reports lodged with Multicultural NSW by the 2017-18 designated agencies, including the NSW Department of Family and Community Services, NSW Department of Education, NSW Health and NSW Department of Planning Cluster.

Briefings and Correspondence

Multicultural NSW provides an important support role to the Minister for Multiculturalism, the Premier and their representatives when attending community events and meetings and delivering community messages.

In 2018-19, the Agency provided advisory and support functions to the Minister and Premier, delivering 1,413 registered ministerial requests. This included 112 responses to correspondence and 550 meeting and event briefs.

Multicultural NSW also supports the Minister in Parliament and Cabinet, including written advice, responses to questions, preparations for Question Time, speeches and material to assist with Budget Estimates.



LANGUAGE SERVICES

Multicultural NSW is at the forefront of engagement across the New South Wales language services industry, ensuring sustainable provision of quality translation and interpreting services.

We are committed to ensuring all people of NSW enjoy equal access to services, programs and opportunities across our State.

In 2018-19, Language Services continued to deliver professional translation and interpreting services with a strong emphasis on quality. The team strives to ensure an exceptional standard of service and ensure a quality output.



DELIVERING QUALITY LANGUAGE SERVICES

Our Services

In a multicultural society robust and effective provision of Language Services is an essential requirement to ensure fair and equal participation for people from non-English speaking backgrounds. Multicultural NSW continues to deliver professional Language Services to support equity and enable access for the people of NSW.

Interpreting Services

The Language Services Division in 2018-19 continued to deliver reliable and professional interpreting services 24 hours a day, seven days a week to NSW Government departments and agencies, as well as private and commercial organisations, community groups and individuals.

This year's highlights included:

- The number of interpreting booking requests received – 31,439 in 125 different languages/dialects. This represents an increase of 13% from the previous financial year's data.
- The actual number of assignments achieved for the period was 23,014 in over 88 languages and dialects by interpreters who hold NAATI credentials. This represents an increase of approximately 9.5% from the previous year. This increase is also reflected in the gross revenue for the year.
- Language Services continued to promote delivery of interpreting services via Audio Visual Link (AVL) enabling greater access in regional NSW. 548 interpreting assignments were delivered via Audio Visual Link (AVL) facilities.

Translation Services

Multicultural NSW Language Services offers a complete suite of translation services including checking, proofreading and desktop publishing. Our quality management processes ensure that a translated document is edited and checked for accuracy, prior to approval and release to the client.

The range of translation work offered:

- Translation of all personal documents
- Translation of legal documents including victim statements, record of proceedings, powers of attorney, subpoenas, confidentiality agreements amongst others
- Translations of publications including leaflets, brochures, posters, flyers, banners and information material etc (translation from English into multiple community languages)
- Translation of Media and Press releases
- Translation of web content
- Translation of digital media advertisements
- Transcription of audio/video recording including telephone intercepts
- Translation of scripts/subtitles and voice over recording
- Social Media Monitoring
- Checking, and proofreading of Desktop published (translated) material.

Highlights:

- Translated approximately 2.15 million words and approximately 16,200 documents by a panel of translators who hold NAATI credentials.
- Continued to deliver quality translation services of all personal documents to individuals via 90 Service NSW shopfront locations across the State.

DELIVERING QUALITY LANGUAGE SERVICES

Our People – Supporting and Engaging with Our Panel

Multicultural NSW is one of the key NSW Government providers of language services. We currently employ and manage an Australia-wide panel of over 923 language services professionals (interpreters and translators), who speak over 104 different languages, including AUSLAN interpreters.

Our panel now includes 640 telephone interpreters providing on-demand services to NSW Government, non-government agencies and the public. The NSW Telephone Interpreting Service will also offer people living in regional and remote NSW greater access to services and programs.

Through the Language Services Division, we primarily deliver specialised legal and police interpreting through our high-quality language services professionals. Our interpreting service provides onsite and video interpreting using the latest technologies.

In 2018-19, the Language Services Division continued to focus on attracting language services professionals and building capabilities of our people to ensure we are well positioned to deliver accessible and responsive services. Through the implementation of key workforce strategies, we continue to:

- maintain strong communication links with our language services professionals, to provide them with the latest industry news and organisational strategic priorities
- ongoing recruitment campaigns to attract new professionals for telephone and onsite interpreting and translation work
- strengthen the collaboration with our language services professionals
- streamline systems and business processes, such as the automation of the Offer of Employment process.

These strategies have resulted in Multicultural NSW continuing to be a lead agency with a quality workforce.

Implementing a Workforce and Recruitment Strategy

The Language Services Division approach is to continue to build a talented and flexible workforce to meet current and future needs of our community and government agencies, to ensure that clients and customers have equal access to services and information in NSW.

The demand for interpreters and translators is projected to grow due to large increases in the number of non-English speaking people and the settlement of newly arrived migrants.

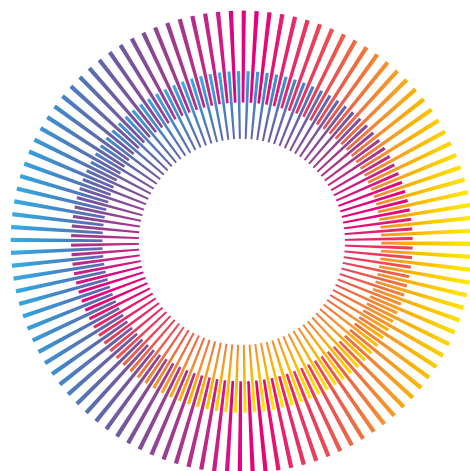
In 2018-19, Multicultural NSW undertook a targeted recruitment campaign for telephone interpreters across Australia. This was in response to the development of an automated NSW Government Telephone Interpreting Service.

To meet the demand for language services for people from new and emerging communities and those in regional locations, Multicultural NSW will continue recruitment.

These activities included:

- targeted recruitment of interpreters (telephone and onsite) and translators with specific languages and skill sets
- I work for NSW recruitment campaign
- a local recruitment drive through communities and organisations within NSW.

These efforts resulted in Multicultural NSW recruiting 640 new NAATI certified language professionals, in most languages, from both NSW and other states.



DELIVERING QUALITY LANGUAGE SERVICES

Building Industry Capability

Multicultural NSW continues to focus on building the capability of our own staff, language services professionals and government agencies who use language services.

In 2018-19, Multicultural NSW delivered a Professional Development Program for its language services professionals. This program provided learning and developmental opportunities for new and experienced professionals. It also provided the language services professionals with information on workplace expectations and policies, and specialised training.

All professional development activities achieved the National Accreditation Authority for Translators and Interpreters (NAATI) professional development (PD) points.

The workshops and training programs included:

- Interpreting in a Police setting
- Interpreting in a court setting
- Legal Words
- Telephone Interpreting
- Vicarious Trauma
- Translation.

International Translation Day

Multicultural NSW promotes and supports International Translation Day, a key event within the industry. This is an event that is celebrated every year around the world by language service providers and professionals. The theme for the year was – *Translation: promoting cultural heritage in changing times.*

In 2018, we held the event in the boardroom of the Multicultural NSW office in Parramatta. This event was facilitated by the Languages Services Division and attended by our panelists.

Steve Karakira and Michele Miller were key presenters. The presentation dealt with scenarios that regularly arise for translators and the impact of technology on the profession.



International Translation Day attendees.



DELIVERING QUALITY LANGUAGE SERVICES

Waratah Award – Language Services

The Minister for Multiculturalism's Waratah Award recognises individuals that have demonstrated strong leadership in our state and have made a valuable contribution to community harmony and social cohesion in New South Wales.

Mr Steve Karakira, Interpreter and Translator, received the Waratah Award from the Hon Ray Williams MP, Minister for Multiculturalism.

Mr Steve Karakira is a Sydney-based interpreter and translator whose career has taken him around Asia. He continues to enjoy a varied and satisfying working life.

Steve was born and raised in Lebanon. After gaining a BA in English Language and Literature from the Lebanese University in Beirut, he travelled to Saudi Arabia. There he worked as a full-time translator for oil company ARAMCO for two years, providing a huge number of high-quality translations. He then spent two years in Kuwait working in a similar role.

In 1979, he migrated to Australia.

Steve began working as an interpreter and translator two months after arriving NSW. In 1980 he gained full-time employment with the Ethnic Affairs Commission of NSW (now Multicultural NSW).

After securing accreditation as a Professional Interpreter and Advanced Translator from NAATI, he then joined Western Sydney University as a part-time lecturer/tutor. He has been in this role for nearly 10 years.

Steve received an MA (Hons) Translations from Western Sydney University in 1997. His thesis is titled Lexis versus Text: The Case for Translating English Legal Texts into Arabic. He is also a conference interpreter and has worked in this capacity in international conferences in Australia, Japan, Malaysia, Indonesia, the Philippines, Singapore and Hong Kong. Despite having translated millions of words and worked on a huge number of court cases and other interpreting assignments and building extensive experience in assessment of interpreter and translator candidates, Steve believes there is always so much more he (and his colleagues) could learn.

He is an avid reader and often says the knowledge of interpreters and translators is like an ocean, but an ocean that is one inch deep. Committed practitioners spend their lifetimes working to deepen this ocean. He is a strong believer in professional development and networking. He has produced a book on health interpreting, and is currently working on another book on legal interpreting.

Looking back on his career, Steve says that his experience of high-pressure, demanding work in Saudi Arabia was invaluable as it shaped his future career and greatly enhanced his skills and confidence.



KEY LANGUAGE SERVICES INITIATIVES

Launch of Interpreter Scholarships – Ensuring a Sustainable NSW Language Services Industry

In June 2016, Multicultural NSW brought together key stakeholders from within the NSW language services industry to form the Multicultural NSW Language Advisory Forum. The forum is made up of representatives from private and public language service providers, the main educational institutions, interpreter associations and the main users of these services within the NSW Government: Justice, Police and Health.

The forum meets on a quarterly basis and has addressed a number of important issues impacting on the industry in NSW.

One issue that has consistently been raised by the industry has been the lack of interpreters currently available in NSW for languages spoken in some new and emerging communities as well as the more established communities.

Additional feedback and evidence was gathered from consultation with the Multicultural NSW Regional Advisory Councils and the FECCAs 2016 Report – *Australia's Growing Linguistic Diversity: An opportunity for strategic approach to language services policy and practice*.

Multicultural NSW undertook an extensive data collection exercise to identify those languages in NSW both in metropolitan Sydney and regional NSW that are the most difficult to service with qualified interpreters. These figures demonstrated that it is likely that a large number of NSW residents speaking a language other than English have not been able to access an interpreter when required.

The main languages identified by Multicultural NSW Languages Services included: Assyrian, Burmese, Chaldean, Greek, Italian, Kirundi, Khmer, Kurmanji Kurdish, Maltese, Mongolian, Nepalese, Tamil, Thai, Tibetan, Tigrinya, Tongan, Pashto, Rohingya, Samoan, Somali and Vietnamese.

It was identified that the best option for moving forward is to work with TAFE NSW to develop training for languages used in new and emerging and established communities.

Multicultural NSW established a pilot program with an initial allocation of \$110,000 and offered scholarships to individuals who were keen to train as interpreters in the priority languages.

The response to the call for nominations was overwhelming. There have been close to 1,000 expressions of interest submitted to Multicultural NSW for up to 60 positions across Metropolitan Sydney and Regional NSW.



Successful scholarship recipients.

In 2019, three training programs with up to 60 students will be rolled out through a partnership with TAFE NSW. This will include two courses in metro Sydney, and one in regional NSW.

The first metro course started on 8 April 2019 at Meadowbank TAFE and was completed on 19 June 2019. There was a total of 18 students in this first intake including Assyrian, Burmese, Chaldean, Kurdish-Kurmanji, Nepalese and Tibetan language speaking students.

The second metropolitan intake is planned to begin in August in 2019 and the first regional intake is to begin in October 2019 at Coffs Harbour.

Due to the success of the pilot program and the overwhelming positive response Multicultural NSW has received from across the State, the NSW Government announced a significant expansion of the program in early 2019 committing a further \$650,000 over 4 years.

KEY LANGUAGE SERVICES INITIATIVES

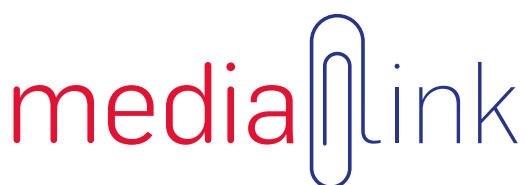
MEDIALINK

The emergence of new culturally and linguistically diverse communities in NSW has seen the expansion of media outlets to inform and support those communities.

Government and the private sector have been very keen to subscribe to these outlets to get a better understanding of what is being spoken about and discussed within their communities.

Multicultural NSW offers a very unique service called MediaLink. It was established approximately 15 years ago by the then Community Relations Commission.

The service provides media monitoring of foreign language hard copy publications as well as online and social media in up to 16 languages.



Multicultural NSW continues in 2018-19 to partner with international media monitoring service, Meltwater to deliver a whole of NSW Government delivery of comprehensive media monitoring services.

An important component of the whole of Government media monitoring service is the monitoring of non-English language media available in Australia. That service is being delivered by Multicultural NSW through MediaLink.

Our partnership with Meltwater enables greater and more sophisticated analytics, as part of one of the largest global media databases, intuitive dashboards and one-click reports. This partnership uses one of the largest inventories of social media and online content in the industry.

Today, MediaLink is a flexible foreign language media monitoring service that is designed to be able to integrate with any English monitoring service to provide a unique and holistic service delivery.

Cultural Competency Training Program (CCP)

The Cultural Competence Program (CCP) is an innovative range of online training courses and online resources designed to enable organisations to cost effectively train large numbers of people in the areas of cultural competence, diversity and inclusion.

Courses are designed to build capability around cultural diversity and inclusion, whilst the Cultural Atlas provides detailed, useful and practical culturally specific information about a range of cultures.

CCP is a collaboration between Multicultural NSW, SBS and International Education Services (IES) and has been rolled out to many NSW Government departments and agencies as well as commercial and not for profit organisations.



KEY LANGUAGE SERVICES INITIATIVES



New Telephone Interpreting Service

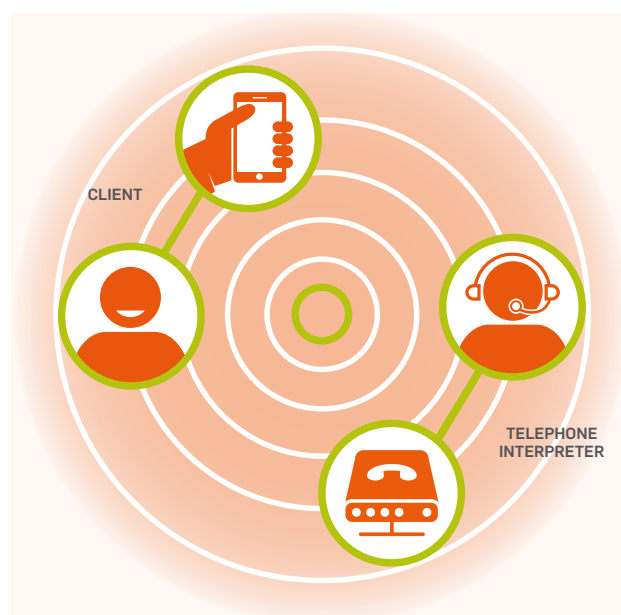
In June 2019, Multicultural NSW commenced the delivery of its new innovative telephone interpreting service.

This exciting service will provide on-demand and pre-booked telephone interpreting services to clients, government agencies and the non-government sector 24 hours a day, seven days a week.



Some of the key benefits of the service are:

- accessibility: for individuals residing in rural and remote locations
- cost effectiveness for clients and agencies
- client confidentiality
- breaks down language barriers
- flexible service delivery for clients and agencies
- quick access in emergency and crisis situations and responses.



Fully automated for on-the-go...



CORPORATE

The Corporate Services function supports the entire Agency to operationally deliver our objectives and responsibilities.

The Corporate Services Division takes a whole of Agency approach to the management of risks, governance assurance, and the provision of a safe and productive working environment. The team is also responsible for the control of financial affairs, wellbeing of staff, management and maintenance of records, provision of effective and modern ICT infrastructure, and the connection of the Agency with community groups through the Multicultural NSW Grants Program.

CORPORATE SERVICES

In 2018-19, the Corporate Services team undertook a transformation of the Agency's frontline delivery of community funds, to better cater for emerging needs. A new Multicultural NSW 'Celebrating Diversity' Grants Program was rolled out this year. This new simplified program, along with an increase in available funding, led to a higher number of applicants and a significantly higher number of successful grant recipients. Specifically, 52% of grant applications across all of the competitive grants funding rounds were successful, compared with 24% in the 2017-18 period.

The Corporate Services team also undertook a period of consolidation, ensuring the successful implementation of a number of new systems. A review of the Agency's knowledge management systems led to the rollout of an updated customer relationship and contact management system. This upgrade will ensure accurate and up to date information about key leaders and community groups is easily accessible, to aid the Agency's community connectivity and engagement.

During 2018-19, Multicultural NSW commenced the White Ribbon Workplace Accreditation program. The program recognises workplaces that are taking active steps to stop violence against women. It builds on existing gender equality and diversity initiatives, providing the tools to strengthen a culture of respect and gender equality at all levels of the organisation.

MULTICULTURAL NSW GRANTS PROGRAM

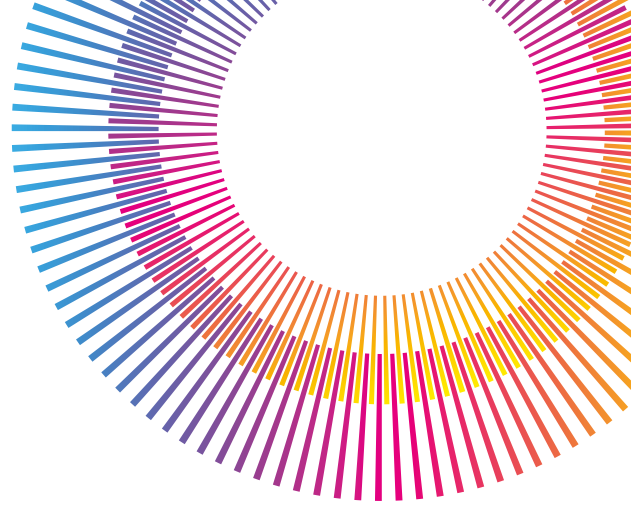
The Multicultural NSW Grants Program plays a key role in connecting the NSW Government with the community. By investing in community projects, activities and partnerships the government promotes community harmony, builds social cohesion, and celebrates cultural diversity as an asset of our State.

In 2018-19, the key priorities for grant programs were identified as:

- the promotion of strong intercultural networks
- arts and sports programs that target young people across all communities
- partnerships and programs that promote employment, volunteering and participation for new arrivals and migrants, including programs focused on women, youth and seniors
- supporting participation of people with disability and aged care needs from diverse backgrounds.

This year, over 220 grants were awarded under the various Multicultural NSW Grants Program areas.





CELEBRATING DIVERSITY GRANTS

The Multicultural NSW Celebrating Diversity Grants Program invests in community projects, events and activities that foster community harmony and celebrate cultural diversity as a precious part of our identity and way of life. There are two grant categories under the Celebrating Diversity Grants Program.

1. Celebrating Diversity: Events

Each year the NSW calendar is filled with events that celebrate our cultural diversity. Festivals and events bring communities together, showcase the benefits of cultural diversity and promote social cohesion and community harmony.

Celebrating Diversity: Events grants of up to \$10,000 were made available for events and festivals that brought communities together and showcased the benefits of cultural diversity. In 2018-19, 72 events were provided with grant funding, with an estimated 507,000 people attending various festivals and events to celebrate cultural diversity in NSW.

...507,000 people attending various festivals and events...

2. Celebrating Diversity: Projects

Community harmony happens when communities from diverse cultural, linguistic and religious backgrounds work together on projects that make a difference. Celebrating Diversity: Project grants support collaborative relationships with government and partnerships between community, non-government, educational organisations and the private sector.

Celebration grants of up to \$40,000 were made available for 12-month projects that would make a lasting positive impact on social cohesion at the grassroots level. 33 organisations were provided with grant funding for projects ranging from pop-up cultural experiences, to dance and music workshops in rural NSW to community leadership programs.

PARTNERSHIP GRANTS

Partnership grants are awarded to projects that build social cohesion and community harmony. Projects funded under this program are expected to make a significant contribution and have demonstrable outcomes for NSW. These grants are applied for by expression of interest for specific, identified projects.



In 2018-19, eight organisations received funding for ongoing Partnership Grants. These organisations were:

- Community Hubs Australia
- Information and Cultural Exchange
- Ethnic Communities Council of NSW Inc
- Multicultural Communities Council of Illawarra
- Hunter Multicultural Communities
- Multicultural Council of Wagga Wagga Inc
- NSW Federation of Community Language Schools Inc
- AFL NSW/ACT.

A number of smaller one off Partnership Grants were also provided as outlined in Appendix 3.



04 MANAGEMENT ACTIVITIES





MANAGEMENT ACTIVITIES

Structure and Function

This report was prepared in compliance with s125 of the *Government Information (Public Access) Act 2009*. It describes the structure and function of Multicultural NSW and information that will be made publicly available either free of charge or at cost.

Multicultural NSW is established under the *Multicultural NSW Act 2000* and commenced operation on 13 March 2001 as the Community Relations Commission for a multicultural NSW.

Our Act provides for the appointment by the Governor on advice of the Minister of up to 15 Advisory Board members. Advisory Board members are appointed on the basis of their skills, experience, knowledge and understanding of multicultural issues. Two youth members aged between 18 and 24 are appointed to represent young people in NSW.

Multicultural NSW is administered by a full-time Chief Executive Officer who has responsibility for the Agency's operations, staff and functions. The CEO is also a member of the Advisory Board and is supported by an Executive Committee.

As at 30 June 2019, Multicultural NSW operated with four divisions:

Community Engagement

The Community Engagement division oversees all community engagement functions of Multicultural NSW as well as media, communication and marketing, and community resilience programs.

Policy, Settlement and Briefings

The Policy, Settlement and Briefings division is responsible for the Multicultural Policies and Services Program, settlement immigration planning, research and investigations, policy and advice, ministerial briefings and correspondence, and producing the annual report on the state of community relations in NSW.

Language Services

The Language Services division has two key functions. The first is to work with the NSW community to ensure that there is a sustainable and effective language services industry. The second is to provide a range of services including interpreting, translating, MediaLink, language testing and cultural competence training programs.

Corporate

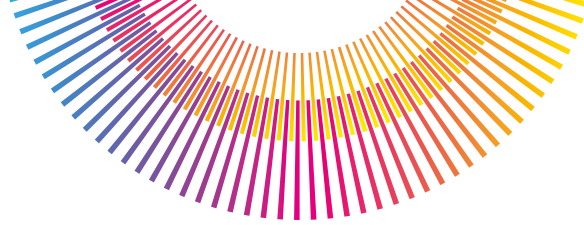
Corporate provides core administrative services ensuring Multicultural NSW functions effectively and meets its objectives. This includes management and control over Finance, Information Management, Governance, Human Resources, Facilities Management and Procurement, Information Technology and administering the Multicultural NSW Grants Program.

Corporate Governance

Multicultural NSW has an established, independent Audit and Risk Committee that oversees compliance with the Internal Audit and Risk Management Policy for the NSW public sector. The Agency has a robust risk management framework that ensures compliance with all laws regulations, internal policies and procedures including:

- assessment, understanding and mitigation of organisational risks
- workplace health and safety

- ensuring maximum benefit from relationships with public and private sector organisations
- providing reliable timely and accurate financial and management reporting
- maintaining business continuity.



MANAGEMENT ACTIVITIES

PLANNING MECHANISMS

Strategic and Divisional Planning

Each of the four divisions develop and monitor plans that reflect the organisational objectives of our strategic plan. This provides a framework for the successful ongoing operational leadership of the organisation:

Effects of Multicultural NSW's functions on members of the public

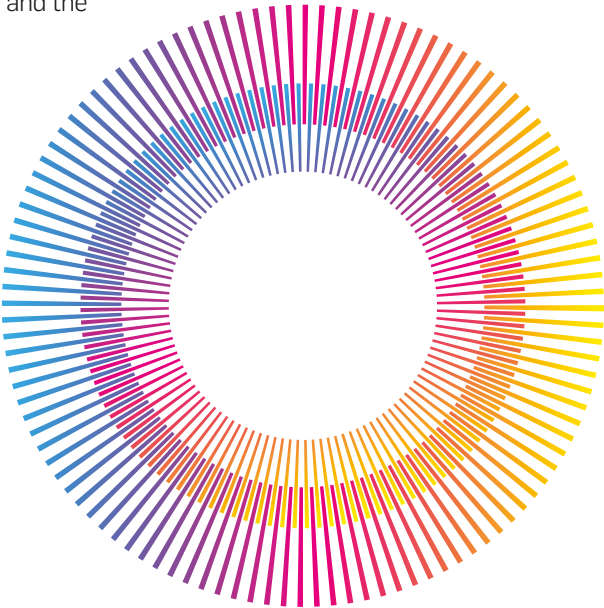
The activities of Multicultural NSW affect the public in the following ways:

- the provision of interpreter and translation services have immediate benefits for non-English speaking clients of Multicultural NSW, both in personal matters and in dealing with government department translations
- our community engagement program, through its consultative work and the work of the Regional Advisory Councils, identifies the needs of community groups and brings them to the attention of the government as appropriate
- the Multicultural NSW Grants Program provides funding for projects and events that benefit the people of NSW
- reactions by the community to policy decisions are closely monitored by Multicultural NSW and feedback provided to the Minister for Multiculturalism and the Advisory Board as appropriate.

Performance Measurement

We assess our performance through:

1. Strategic Plan and Strategic Priorities
2. Surveys
3. Enterprise risk management
4. Independent evaluation.



Access Arrangements

Multicultural NSW welcomes comments from the public on issues relating to community relations and service delivery. This is achieved through our seminars and forums, the distribution of documents for public discussion and feedback, community feedback to Regional Advisory Councils and consultation with communities on specific areas of concern.

Information is available from our Right to Information Officer who can be contacted during business hours on 02 8255 6767. Charges for access to documents are in accordance with the guidelines established by the Information Commissioner.

Nature of application	Application fee	Processing charge
Access to records by natural persons about personal affairs	\$30.00	\$30.00 per hour after first 20 minutes
All other requests	\$30.00	\$30.00 per hour
Internal review	\$40.00	Nil
Amendment of records	Nil	Nil



MANAGEMENT ACTIVITIES

FINANCIAL OVERVIEW

REVENUE

Multicultural NSW's revenue in 2018-19 was \$24.514 million which was drawn from four sources:

- grant funding from the Department of Family and Community Services
- government contributions for acceptance of employee liabilities
- user-pays revenue derived from the provision of language services
- other revenue including grants for special projects.

The appropriation for each agency cluster is received by the principal department of the cluster. In 2018-19 the principal department of the cluster was the Department of Family and Community Services.

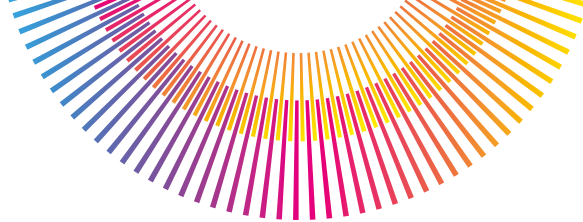
Source	2016/17 \$ 000	2017/18 \$ 000	2018/19 \$ 000
Government appropriation and contribution	448	113	518
Grant funding from the Department of Family and Community Services	18,984	16,722	16,695
User Charges	4,840	4,925	5,150
Other	1,448	3,812	2,151
	\$25,720	\$25,572	\$24,514

COMPREHENSIVE INCOME

EXPENSES

Multicultural NSW's total expenses for the year ended 30 June 2019 were \$25.194 million. The following table provides a comparison to the expenditure of Multicultural NSW over the past three financial years.

Category	2016/17 \$ 000	2017/18 \$ 000	2018/19 \$ 000
Employee related expenses	14,557	15,120	15,601
Other operating expenses	3,285	4,189	3,841
Maintenance	23	32	39
Depreciation	349	925	830
Grants and Community Outreach	6,507	6,497	4,883
	\$24,721	\$26,763	\$25,194



MANAGEMENT ACTIVITIES

Payment of accounts for goods and services

In accordance with Treasury Policy TPP17-09, Multicultural NSW is rolling out implementation of procurement cards for purchases under \$3,000 to appropriately delegated officers.

Accounts due or paid within each quarter				
Measure	September 2018	December 2018	March 2019	June 2019
Invoices due for payment (#)	430	463	525	424
Invoices paid on time	430	463	525	424
	100%	100%	100%	100%
Amount due for payment (\$)	1,964,377	3,904,758	2,793,640	1,248,950
Amount paid on time (\$)	1,964,377	3,904,758	2,793,640	1,248,950
Number of payments for interest on overdue accounts (#)	–	–	–	–
Interest paid to business on late payments (\$)	–	–	–	–
Number of payments to small business for interest on overdue accounts (#)	–	–	–	–
Interest paid to small business on late payments (\$)	–	–	–	–
Invoices due for repayment received for small business (#)	–	–	–	–
Invoices from small business paid on time (#)	–	–	–	–
Amount due for payment to small business (\$)	–	–	–	–
Amount due to small business paid on time (\$)	–	–	–	–

Aged analysis at the end of each quarter					
	Current within due date \$ 000	<30 days overdue \$ 000	30-60 days overdue \$ 000	61-90 days overdue \$ 000	>90 days overdue \$ 000
All suppliers					
September 2018	3	–	–	–	–
December 2018	18	–	–	–	–
March 2019	55	–	–	–	–
June 2019	329	–	–	–	–
Small business suppliers					
September 2018	–	–	–	–	–
December 2018	–	–	–	–	–
March 2019	–	–	–	–	–
June 2019	–	–	–	–	–



MANAGEMENT ACTIVITIES

ENGAGEMENT OF CONSULTANTS

Consultant (name of consultant)	Project (title of project – shown in a way that identifies the nature of the work)	Amount (actual costs)	Category (i.e. Finance and accounting/ tax; information Technology; Legal; Management Services; Environmental; Engineering; Organisational Review; training)
Suzanne Moore Consultancy	People Matters Engagement Survey Staff Consultation and Action Planning	\$7,590	Management Services

ACCOMMODATION

Accommodation services includes procurement, stores, facilities, energy, waste management, maintenance, acquisition and disposal of fixed assets.

The Director Corporate is responsible for ensuring our compliance with regulatory and social objectives and prepares and monitors the Agency's performance in respect of:

- asset management plans
- office accommodation strategies
- compliance with state procurement policies and procedures
- waste reduction
- purchasing plans.

The Director Corporate also manages one fleet vehicle which is garaged at Multicultural NSW's Parramatta premises.

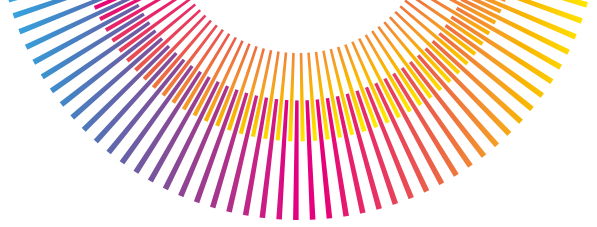
The Multicultural NSW office is located at 56 Station Street East, Parramatta 2150.

OVERSEAS TRAVEL

Purpose	Name	Destination	Period of Travel	Cost
Global Community Resilience Forums	Dr Malcolm Haddon	Abu Dhabi	2018	No cost to Multicultural NSW. Fully funded by Department of Premier and Cabinet.
United Nations General Assembly	Dr Malcolm Haddon	New York	2018	No cost to Multicultural NSW. Fully funded by Department of Premier and Cabinet.

CREDIT CARD CERTIFICATION

In accordance with Treasury Policy TPP 17-09, it is certified that credit card usage by officers of Multicultural NSW was in accordance with appropriate NSW Government policy, Premier's Memoranda and Treasurer's Directions during the reporting period.



MANAGEMENT ACTIVITIES

GOVERNMENT INFORMATION (PUBLIC ACCESS) ACT 2009 GIPA

Under section s7(3) of the *Government Information (Public Access) Act 2009* (GIPA Act) Multicultural NSW continued to review and assess information that is in the public interest and should be made publicly available.

The Agency regularly identifies information that should be made publicly available and information that is pro-actively released via our website and our 'EmailLink' service. New and updated information is released in relation to projects and initiatives, events and activities, publications and media releases, as well as our multicultural calendar for events, meetings and days of religious significance.

During 2018-19, the Agency determined that there were no particular categories of information that were being regularly requested. One formal application for access to information was received under the GIPA Act.

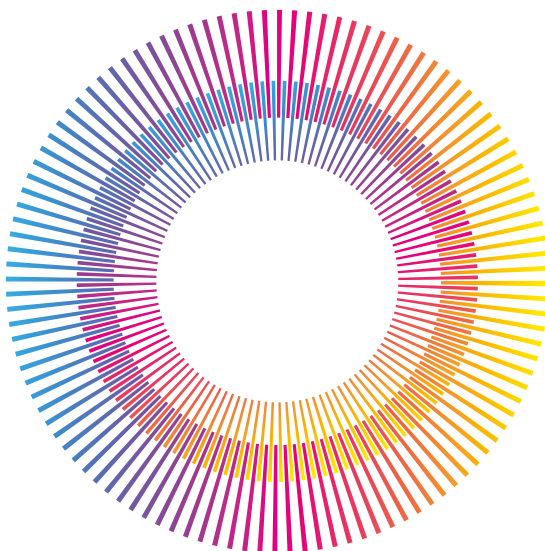
Multicultural NSW did not refuse any access applications, either wholly or in part, in relation to the disclosure of information referred to in schedule 1 of the GIPA Act. Detailed information is available in Appendix 2.

PRIVACY

We are committed to respecting the privacy rights of all individuals and take our obligations in relation to the management of personal and health information seriously.

Our Privacy Policy and Privacy Management Plan details how personal information is managed in accordance with the requirements of the *Privacy and Personal Information Protection Act 1998* and the *Health Records and Information Privacy Act 2002*.

The Plan applies to all employees, contractors and stakeholders who have access to personal information. There were no internal reviews conducted by Multicultural NSW during the reporting year.



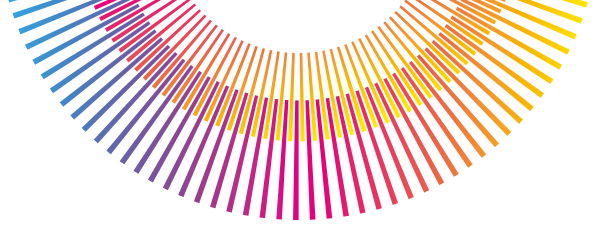


MANAGEMENT ACTIVITIES

PUBLIC INTEREST DISCLOSURES

Section 31 of the *Public Interest Disclosures Act 1994* requires each public authority report information about their obligations under the Act. As set out in the *Public Interest Disclosures Regulation 2011*, the following information is reported for 2018-19:

a. number of public officials who made public interest disclosures	–
b. number of public interest disclosures received in total in relation to:	–
• corrupt conduct	–
• maladministration	–
• serious and substantial waste of public money	–
• government information contraventions	–
• local government pecuniary interest contraventions.	–
Total number of public interest disclosures	–
c. total number of public interest disclosures finalised	–
d. Multicultural NSW has a public interest disclosures policy in place that sets out how obligations are met under the <i>Public Interest Disclosures Act 1994</i>	
e. action taken to ensure staff awareness of the policy include:	
• induction training provided to new staff	
• references to the <i>Public Interest Disclosures Act 1994</i> has been included in other policies of Multicultural NSW	
• the public interest disclosures policy guidelines are readily available to all staff in Multicultural NSW's directory of policies.	
Additional information required under sub-clause (2) (a) and (b) of the Regulation include:	
a. number of public officials who made public interest disclosures while performing their day to day functions as public officials	–
b. number of public interest disclosures not within paragraph (a) that are made under a statutory or other legal obligation	–
c. all other public interest disclosures	–



MANAGEMENT ACTIVITIES

HUMAN RESOURCES

Human Resources policies continue to be reviewed and updated in accordance with the requirements of the *Government Sector Employment Act 2013* (GSE Act).

LEARNING AND DEVELOPMENT

Multicultural NSW provided employees with learning and development opportunities. In 2018-19 these included:

- Family and Domestic Violence Training – White Ribbon training for all staff
- DISC Workshops – Effective Communication/Understanding Self and Others.

INDUSTRIAL RELATIONS POLICY AND PRACTICE

Multicultural NSW did not appear before any industrial tribunal in its capacity as an employer.

CONDITIONS OF EMPLOYMENT

Multicultural NSW's employment practices are in accordance with industrial relations policies and practices contained in public sector legislation and policy documents, namely the *Crown Employees (Public Service Conditions of Employment) Award 2009* and the GSE Act.

WORK HEALTH AND SAFETY POLICY AND PRACTICE

Multicultural NSW provided a range of initiatives to promote positive and sustainable health and lifestyle opportunities for employees. In 2018-19 these included:

- trauma support provided to Community Liaison Officers who work with communities impacted by events in Christchurch
- flexible working hours and part-time work arrangements
- seasonal influenza vaccination program
- promoting and providing access to an Employee Assistance Program (EAP) to all staff and their immediate family members. This service provides professional and confidential services to assist with a broad range of personal and work-related issues
- distributing online resources from the EAP provider and organising an in-house tailored program
- commenced an additional subscription with the EAP provider regarding a dedicated domestic and family violence hotline
- access to Fitness Passport to enhance staff wellbeing.

There were no reported injuries during the reporting period.

WORKERS COMPENSATION CLAIM STATUS

Multicultural NSW had no workers compensation claims during 2018-19.



MANAGEMENT ACTIVITIES

HUMAN RESOURCES

Disability Plan

Progress has continued over the last three years against targets set in the Disability Action Plan. Multicultural NSW's premises have been fitted out according to Australian Standards AS 1428 design for access and mobility. Multicultural NSW has unisex accessible toilets.

The Language Services unit also continued to provide Auslan interpreting services over the last three years.

Exceptional movements in wages and salaries and allowances

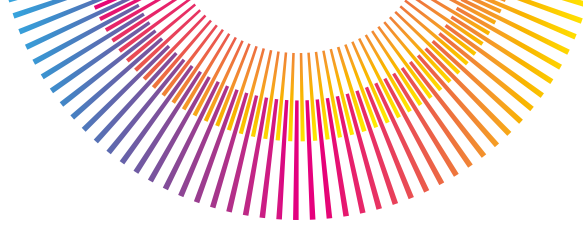
There were no exceptional movements recorded in employee wages, salaries and allowances during 2018-19.

Number of employees by division	2017-18	2018-19
Executive	6	5
Government Policy and Research	15	14
Community Engagement	16	14
Language Services	13	13
Corporate	12	10

Executive salaries

Band	Range	Average Remuneration	
	2018-19	2017-18	2018-19
Band 2 (CEO)	\$268,001 - \$337,100	\$285,000	\$302,551
Band 1 (Directors)	\$187,900 - \$268,000	\$223,174	\$227,950

8.99% of Multicultural NSW's employee related expenditure in 2018-19 was related to senior executives compared with 8.33% in 2017-18.



MANAGEMENT ACTIVITIES

People Matter Employee Survey 2018-19

The online NSW People Matter Employee Survey was open to all employees across the NSW public sector from 30 May 2019 to 28 June 2019 and was co-ordinated by the Public Service Commission in collaboration with public sector departments and agencies.

The survey provided an important opportunity for employees to provide feedback about their individual work experiences and their experiences working with their team, managers and the organisation. There was an overall increase in engagement of **2%**, up to **73%**. A snapshot from the 2018-19 results are displayed below.

97%

of people said that their colleagues treat each other with respect.

UP FROM **88%**

93%

say they receive help and support from other members of their work group.

UP FROM **90%**

88%

of staff feel that their manager communicates effectively with them.

DOWN **7%**

91%

say that we are a collaborative organisation.

UP **9%**

88%

team spirit.

UP **8%**

70%

of people believe that flexible working arrangements are supported.

DOWN FROM **81%**

86%

of staff believe the organisation respects individual differences.

51%

feel that senior managers listen to their contribution.

UP FROM **49%**

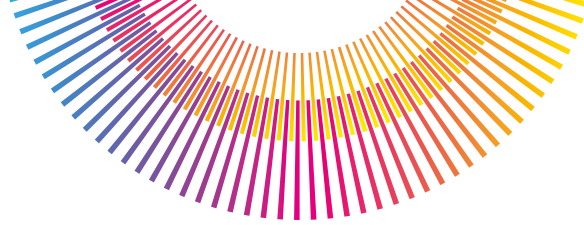
57%

of employees replied favourably to:

'I believe action will be taken on the results from this survey by my organisation.'

39% **44%** **48%**
SECTOR CLUSTER 2018

The Agency is proud of these results and the contribution that employees make towards a continued positive organisational culture. However, the survey has also helped to highlighted areas for possible improvement. The Senior Leadership Team will continue to prioritise championing positive change in the Agency's approach to addressing these key areas and lift behavioural standards across the entire organisation.



MANAGEMENT ACTIVITIES

INTERNAL AUDIT AND RISK MANAGEMENT

The Multicultural NSW Audit and Risk Committee:

- oversees the internal audit function, risk management, corporate governance, and other internal assurance processes
- assesses risks arising from Multicultural NSW operations and the adequacy of measures in place to control these risks
- liaises with external audit
- assures the integrity of Multicultural NSW's external financial reporting and internal management reporting.

Multicultural NSW's Audit and Risk Management Committee oversees audits and reviews of Multicultural NSW's activities, which are scheduled in an annual internal audit plan. The areas to be audited are determined based on exposure to potential financial or other strategic or operating risk.

During 2018-19, the committee operated with three independent members:

Mr Paul Crombie,
Independent Chair

Ms Gayle Ginnane,
Independent Member

Mr Henry Capra,
Independent Member.

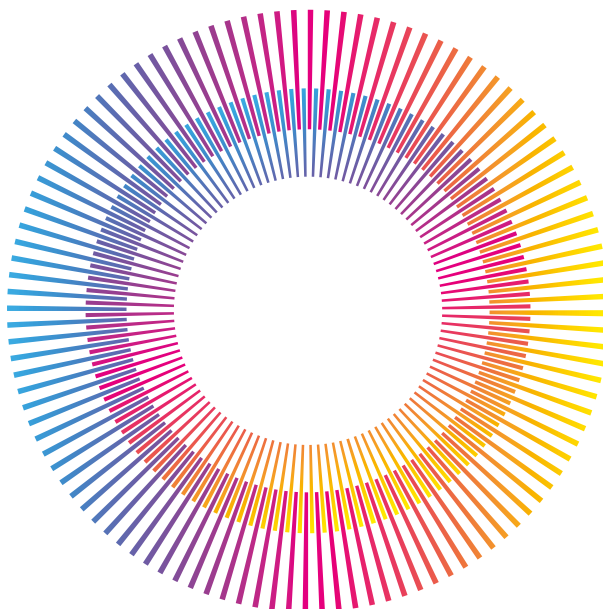
Meetings were also regularly attended by our Chief Executive Officer, the Chief Audit Executive and representatives of the NSW Audit Office and O'Connor Marsden (the outsourced provider of internal audit services to Multicultural NSW).

The Committee met on five occasions during the reporting period:

- 20 July 2018
- 17 September 2018
- 11 December 2018
- 25 February 2019
- 9 April 2019.

On these occasions, the committee:

- endorsed the 2018-19 internal audit program
- reviewed Multicultural NSW's responses to completed internal audits and reviews
- reviewed and monitored revised internal policies and procedures that provide governance and direction for senior management of Multicultural NSW.





MANAGEMENT ACTIVITIES

AUDIT AND RISK MANAGEMENT STATEMENT OF 2018-19 FINANCIAL YEAR

I, Joseph La Posta, CEO of Multicultural NSW, am of the opinion that Multicultural NSW has internal audit and risk management processes in operation that are compliant with the eight (8) core requirements set out in the Internal Audit and Risk Management Policy for the NSW Public Sector, specifically:

Risk Management Framework

- 1.1 The agency head is ultimately responsible and accountable for risk management in the Agency
- 1.2 A risk management framework that is appropriate to the Agency has been established and maintained and the framework is consistent with AS/NZS ISO 31000:2009

Internal Audit Function

- 2.1 An internal audit function has been established and maintained
- 2.2 The operation of the internal audit function is consistent with the International Standards for the Professional Practice of Internal Auditing
- 2.3 The Agency has an Internal Audit Charter that is consistent with the content of the 'model charter'

Audit and Risk Committee

- 3.1 An independent Audit and Risk Committee with appropriate expertise has been established
- 3.2 The Audit and Risk Committee is an advisory committee providing assistance to the Agency head on the Agency's governance processes, risk management and control frameworks, and its external accountability obligations
- 3.3 The Audit and Risk Committee has a Charter that is consistent with the content of the 'model charter'

The Chair and members of the Audit and Risk Committee are:

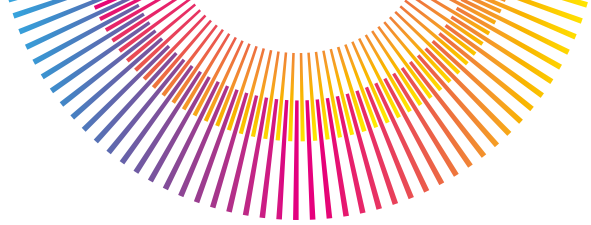
Independent Chair
Paul Crombie (10/4/18 – 10/4/21)

Independent member
Gayle Ginnane (28/5/16-25/5/22)

Independent member
Henry Capra (10/4/18-10/4/21)



Joseph La Posta
Chief Executive Officer
Multicultural NSW
31 October 2019



MANAGEMENT ACTIVITIES

CYBER SECURITY ANNUAL ATTESTATION STATEMENT FOR THE 2018-19 FINANCIAL YEAR FOR MULTICULTURAL NSW

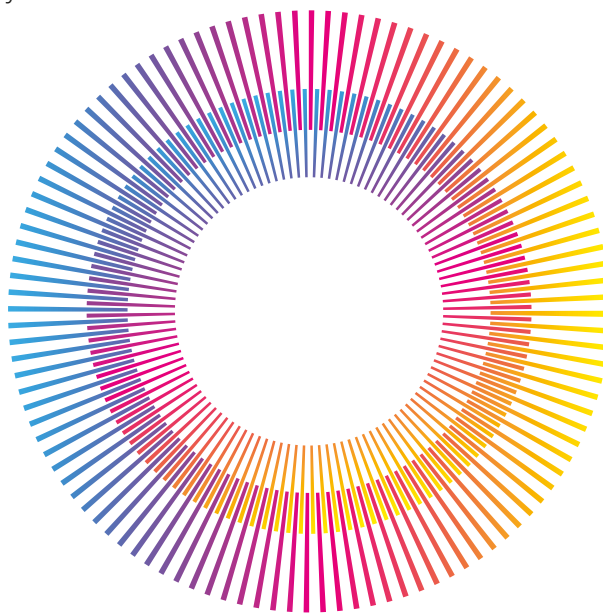
I, Joseph La Posta, Chief Executive Officer, am of the opinion that Multicultural NSW has managed cyber security risks in a manner consistent with the Mandatory Requirements set out in the NSW Government Cyber Security Policy.

Risks to the information and systems of Multicultural NSW have been assessed and are managed.

Governance is in place to manage the cyber-security maturity and initiatives of Multicultural NSW.

A cyber incident response plan for Multicultural NSW is currently being developed. An independent review of the Agency's effectiveness of controls against the mandatory requirements of the NSW Cyber Security Policy will be undertaken during 2019-20.

Joseph La Posta
Chief Executive Officer
Multicultural NSW
30 August 2019





MANAGEMENT ACTIVITIES

ENVIRONMENTAL IMPACT

Reduced environmental impact through improvements to facilities and processes

Throughout the year, Multicultural NSW continued to reduce its environmental impact through more sustainable office practices such as improved information management processes to reduce reliance on paper based processes.

We encouraged use of public transport options amongst staff to reduce the carbon footprint and save costs. Energy consumption continues to be reduced through improved office practices and energy efficient lighting.

Waste Management

Recycling Measures	2016-2017	2017-2018	2018-2019
Use of recycled toner cartridges	●	●	●
Recycling empty toner cartridges	●	●	●
Use of scanners to minimise paper use	●	●	●
Using scrap paper for drafting documents	●	●	●
Direct capture of electronic mail in lieu of printing	●	●	●
Providing centralised recycling	●	●	●



05 FINANCIAL STATEMENTS





INDEPENDENT AUDITOR'S REPORT

Multicultural NSW

To Members of the New South Wales Parliament

Opinion

I have audited the accompanying financial statements of Multicultural NSW, which comprises the Statement of Comprehensive Income for the year ended 30 June 2019, the Statement of Financial Position as at 30 June 2019, the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended, notes comprising a Statement of Significant Accounting Policies and other explanatory information.

In my opinion, the financial statement:

- gives a true and fair view of the financial position of Multicultural NSW as at 30 June 2019, and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards
- is in accordance with section 41B of the *Public Finance and Audit Act 1983* (PF&A Act) and the Public Finance and Audit Regulation 2015.

My opinion should be read in conjunction with the rest of this report.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under the standards are described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of my report.

I am independent of Multicultural NSW in accordance with the requirements of the:

- Australian Auditing Standards
- Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants' (APES 110).

I have fulfilled my other ethical responsibilities in accordance with APES 110.

Parliament promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies
- precluding the Auditor-General from providing non-audit services.

I believe the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Other Information

The Multicultural NSW's annual report for the year ended 30 June 2019 includes other information in addition to the financial statements and my Independent Auditor's Report thereon. The Chief Executive Officer of Multicultural NSW is responsible for the other information. At the date of this Independent Auditor's Report, the other information I have received comprise the Statement by Chief Executive Officer.

My opinion on the financial statements does not cover the other information. Accordingly, I do not express any form of assurance conclusion on the other information.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude there is a material misstatement of the other information, I must report that fact.

I have nothing to report in this regard.

The Chief Executive Officer's Responsibilities for the Financial Statements

The Chief Executive Officer is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards and the PF&A Act, and for such internal control as the Chief Executive Officer determines is necessary to enable the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements the Chief Executive Officer is responsible for assessing Multicultural NSW's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting except where Multicultural NSW will be dissolved by an Act of Parliament or otherwise cease operations.

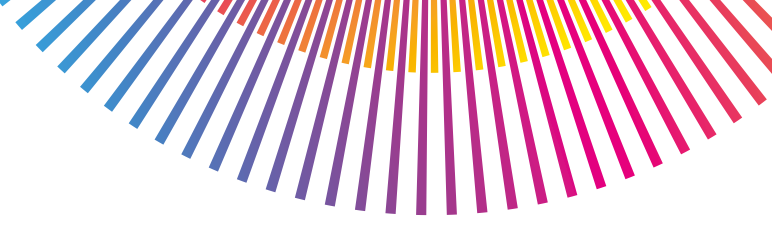
Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

A description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at: www.auasb.gov.au/auditors_responsibilities/ar4.pdf. The description forms part of my auditor's report.



My opinion does not provide assurance:

- that Multicultural NSW carried out its activities effectively, efficiently and economically
- about the assumptions used in formulating the budget figures disclosed in the financial statements
- about the security and controls over the electronic publication of the audited financial statements on any website where it may be presented
- about any other information which may have been hyperlinked to/from the financial statements.



Chris Harper
Director, Financial Audit Services

Delegate of the Auditor-General for New South Wales

26 September 2019
SYDNEY

STATEMENT BY CHIEF EXECUTIVE OFFICER

Pursuant to section 41C (1B) of *Public Finance and Audit Act 1983*, I state that:

- a) The accompanying financial statements have been prepared in accordance with the requirements of applicable Australian Accounting Standards (which include Australian Accounting Interpretations), the *Public Finance & Audit Act 1983*, *Public Finance and Audit Regulation 2015* and the Treasurer's Directions issued under the Act.
- b) These financial statements and notes exhibit a true and fair view of the financial position of Multicultural NSW and its controlled entity as at 30 June 2019 and its financial performance for the year then ended, and
- c) There are no circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.



Joseph Le Posta
Chief Executive Officer
Multicultural NSW
26 September 2019

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2019

		Parent Actual	Economic Entity Actual	Economic Entity Budget	Parent Actual	Economic Entity Actual
	Notes	2019 \$'000	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
CONTINUING OPERATIONS						
Expenses excluding losses						
Employee related expenses	2(a)	-	15,601	15,980	-	15,120
Operating expenses	2(b)	3,880	3,880	2,952	4,221	4,221
Depreciation and amortisation	2(c)	830	830	524	925	925
Grants and subsidies	2(d)	4,883	4,883	2,977	6,497	6,497
Personnel services	2(a)	15,601	-	-	15,120	-
Total expenses excluding losses		25,194	25,194	22,433	26,763	26,763
Revenue						
Sale of goods and services	3(a)	5,150	5,150	5,632	4,925	4,925
Grants and other contributions	3(b)	18,739	18,739	16,040	20,257	20,257
Acceptance by the Crown Entity of employee benefits and other liabilities	3(c)	-	518	711	-	113
Other income	3(d)	625	107	26	390	277
Total revenue		24,514	24,514	22,409	25,572	25,572
Net result		(680)	(680)	(24)	(1,191)	(1,191)
Other comprehensive income		-	-	-	-	-
Total other comprehensive income		-	-	-	-	-
TOTAL COMPREHENSIVE INCOME		(680)	(680)	(24)	(1,191)	(1,191)

The accompanying notes form part of these financial statements.

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2019

		Parent Actual	Economic Entity Actual	Economic Entity Budget	Parent Actual	Economic Entity Actual
	Notes	2019 \$'000	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
ASSETS						
Current assets						
Cash and cash equivalents	4	147	147	376	1,107	1,107
Receivables	5	796	796	1,091	1,047	1,047
Total Current Assets		943	943	1,467	2,154	2,154
Non-Current Assets						
Property, plant & equipment	6	1,093	1,093	1,875	1,622	1,622
Intangible assets	7	1,583	1,583	1,069	1,145	1,145
Total Non-Current Assets		2,676	2,676	2,944	2,767	2,767
Total Assets		3,619	3,619	4,411	4,921	4,921
LIABILITIES						
Current Liabilities						
Payables	8	3,390	3,390	2,585	4,005	4,005
Provisions	9	1,133	1,133	1,171	1,143	1,143
Total Current Liabilities		4,523	4,523	3,756	5,148	5,148
Non-Current Liabilities						
Provisions	10	178	178	178	175	175
Total Non-Current Liabilities		178	178	178	175	175
Total Liabilities		4,701	4,701	3,934	5,323	5,323
Net Assets/(Liabilities)		(1,082)	(1,082)	477	(402)	(402)
EQUITY						
Accumulated funds	11	(1,082)	(1,082)	477	(402)	(402)
Total Equity		(1,082)	(1,082)	477	(402)	(402)

The accompanying notes form part of these financial statements.

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2019

		Parent Actual	Economic Entity Actual	Economic Entity Budget	Parent Actual	Economic Entity Actual
	Notes	2019 \$'000	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
Balance at 1 July		(402)	(402)	501	789	789
Net result for the year		(680)	(680)	(24)	(1,191)	(1,191)
Other comprehensive income		-	-	-	-	-
Total other comprehensive income		-	-	-	-	-
Balance at 30 June		(1,082)	(1,082)	477	(402)	(402)

Multicultural NSW's only item of equity is Accumulated Funds.

The accompanying notes form part of these financial statements.

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2019

		Parent Actual	Economic Entity Actual	Economic Entity Budget	Parent Actual	Economic Entity Actual
	Notes	2019 \$'000	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES						
Payments						
Employee related		-	(15,327)	(15,269)	-	(14,472)
Personnel services		(15,327)	-	-	(14,472)	-
Grants and subsidies		(5,437)	(5,437)	(2,977)	(6,497)	(6,497)
Other		(4,232)	(4,232)	(3,402)	(2,954)	(2,954)
Total Payments		(24,996)	(24,996)	(21,648)	(23,923)	(23,923)
Receipts						
Sale of goods and services		5,047	5,047	5,632	4,935	4,935
Grants and other contributions		19,293	19,293	16,040	20,257	20,257
Other		435	435	476	333	333
Total Receipts		24,775	24,775	22,148	25,525	25,525
NET CASH FLOWS FROM OPERATING ACTIVITIES	15	(221)	(221)	500	1,602	1,602
CASH FLOWS FROM INVESTING ACTIVITIES						
Purchases of property, plant and equipment		(64)	(64)	(315)	(449)	(449)
Purchases of intangible assets		(675)	(675)	(385)	(699)	(699)
NET CASH FLOWS FROM INVESTING ACTIVITIES		(739)	(739)	(700)	(1,148)	(1,148)
NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS		(960)	(960)	(200)	454	454
Opening cash and cash equivalents		1,107	1,107	576	653	653
CLOSING CASH AND CASH EQUIVALENTS	4	147	147	376	1,107	1,107

The accompanying notes form part of these financial statements.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

a) Reporting Entity

Multicultural NSW is a NSW Government entity and is controlled by the State of New South Wales, which is the ultimate parent. Multicultural NSW is a not-for-profit entity (as profit is not its principal objective) and it has no cash generating units.

Multicultural NSW as a reporting entity comprises the entity under its control, namely the Multicultural New South Wales Staff Agency that supplies personnel services to Multicultural NSW.

In the process of preparing the consolidated financial statements for the economic entity, consisting of the controlling and controlled entities, all inter-entity transactions and balances have been eliminated, and like transactions and other events are accounted for using uniform accounting policies.

These financial statements for the year ended 30 June 2019 have been authorised for issue by the Chief Executive Officer on 26 September 2019.

b) Basis of Preparation

Multicultural NSW's financial statements are general purpose financial statements which have been prepared on an accruals basis and in accordance with:

- applicable Australian Accounting Standards (which include Australian Accounting Interpretations);
- the requirements of the *Public Finance and Audit Act 1983 (the Act)* and *Public Finance and Audit Regulation 2015*; and
- Treasurer's Directions issued under the Act.

NSW Treasury has approved Multicultural NSW's future budgeted expenditure for the period 2020 - 2023. Multicultural NSW's financial statements have been prepared on a going concern basis, which contemplates the continuity of normal operating activity and the realisation of assets and the settlement of liabilities in the normal course of operations. Multicultural NSW held cash on hand and at bank as at 30 June 2019 of \$147,000. Multicultural NSW will receive grants from the Department of Communities and Justice in 2019-20 to fund its approved budgeted operation.

Property, plant and equipment and financial assets at 'fair value through profit or loss' are measured at fair value. Other financial statement items are prepared in accordance with the historical cost convention.

Judgements, key assumptions and estimations management has made are disclosed in the relevant notes to the financial statements.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency, which is Multicultural NSW's presentation and functional currency.

c) Statement of Compliance

The financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

d) Accounting for the Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of GST, except that the:

- amount of GST incurred by Multicultural NSW as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of an asset's cost of acquisition or as part of an item of expense; and
- receivables and payables are stated with the amount of GST included.

Cash flows are included in the Statement of Cash Flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the Australian Taxation Office are classified as operating cash flows.

e) Comparative information

Except when an Australian Accounting Standard permits or requires otherwise, comparative information is presented in respect of the previous period for all amounts reported in the financial statements.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

f) Changes in Accounting Policies, including New or revised Australian Accounting Standards

(i) Effective for the first time in 2018-19

The accounting policies applied in 2018-19 are consistent with those of the previous financial year except as a result of the following new or revised Australian Accounting Standards that have been applied for the first time in 2018-19.

Multicultural NSW has adopted AASB 9 Financial Instruments (AASB 9), which resulted in changes in accounting policies in respect of recognition, classification and measurement of financial assets and financial liabilities; derecognition of financial instruments; impairment of financial assets and hedge accounting. AASB 9 also significantly amends other standards dealing with financial instruments such as the revised AASB 7 Financial Instruments: Disclosures (AASB 7R).

Multicultural NSW applied AASB 9 retrospectively but has not restated the comparative information which is reported under AASB 139 Financial Instruments: Recognition and Measurement (AASB 139).

(a) Classification and measurement of financial instruments

On 1 July 2018 (the date of initial application of AASB 9), Multicultural NSW's management has assessed which business models apply to the financial assets held by Multicultural NSW and has classified its financial instruments into the appropriate AASB 9 categories. The main effects resulting from this reclassification are as follows:

		Loans and Receivables	Amortised Cost
	Notes	\$'000	\$'000
Closing balance 30 June 2018 – AASB 139	17(a)	890	
Reclassify Receivables from Loans and Receivables to Amortised Cost			
Opening balance 1 July 2018 – AASB 9	17(a)		890

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

The nature of the above adjustments are described below:

Under AASB 9, subsequent measurement of debt financial assets is based on assessing the contractual cash flow characteristics of the debt instrument and Multicultural NSW's business model for managing the instrument.

The assessment of Multicultural NSW's business model was made as of the date of initial application, 1 July 2018. The assessment of whether contractual cash flows on debt instruments are solely comprised of principal and interest was made based on the facts and circumstances as at the initial recognition of the assets.

The classification and measurement requirements of AASB 9 did not have a significant impact to Multicultural NSW.

The following are the changes in the classification of Multicultural NSW's financial assets:

- Trade receivables and other financial assets classified as 'Loans and Receivables' under AASB 139 as at 30 June 2018 are held to collect contractual cash flows representing solely payments of principal and interest. At 1 July 2018, these are classified and measured as debt instruments at amortised cost.
- Multicultural NSW has not designated any financial liabilities at fair value through profit or loss. There are no changes in the classification and measurement of Multicultural NSW's financial liabilities.

In summary, upon the adoption of AASB 9, Multicultural NSW had the following required or elected reclassifications as at 1 July 2018:

	Measurement category		Carrying amount		
	AASB 139	AASB 9	Original \$'000	New \$'000	Difference \$'000
Receivables	Loans and Receivables	Amortised Cost	890	890	—

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

(b) Impairment

The adoption of AASB 9 has changed Multicultural NSW's accounting for impairment losses for financial assets by replacing AASB 139's incurred loss approach with a forward-looking expected credit loss (ECL) approach. AASB 9 requires Multicultural NSW to recognise an allowance for ECLs for all debt instruments not held at fair value through profit or loss. There is no material impact to Multicultural NSW on adopting the new impairment model.

(ii) Issued but not yet effective

New South Wales public sector entities are not permitted to early adopt new Australian Accounting Standards unless NSW Treasury determines otherwise. In accordance with NSW Treasury mandate (Treasury Circular TC19-04), Multicultural NSW did not apply any of the following accounting standards and interpretations which are not yet effective.

- AASB 15
Revenue from Contracts with Customers
(Applicable to annual reporting periods beginning on or after 1 January 2019)
(Effective application date for Multicultural NSW – 1 July 2019)
- AASB 16
Leases
(Applicable to annual reporting periods beginning on or after 1 January 2019)
(Effective application date for Multicultural NSW – 1 July 2019)
- AASB 1058
Income of Not-for-Profit Entities
(Applicable to annual reporting periods beginning on or after 1 January 2019)
(Effective application date for Multicultural NSW – 1 July 2019)
- AASB 2014-5
Amendments to Australian Accounting Standards arising from AASB 15
(Applicable to annual reporting periods beginning on or after 1 January 2019)
(Effective application date for Multicultural NSW – 1 July 2019)
- AASB 2015-8
Amendments to Australian Accounting Standards –
(Applicable to annual reporting periods beginning on or after 1 January 2019)
(Effective application date for Multicultural NSW – 1 July 2019)
- AASB 2016-3
Amendments to Australian Accounting Standards – Clarifications to AASB 15
(Applicable to annual reporting periods beginning on or after 1 January 2019)
(Effective application date for Multicultural NSW – 1 July 2019)
- AASB 2016-8
Amendments to Australian Accounting Standards – Australian Implementation Guidance for Not-for-Profit Entities
(Applicable to annual reporting periods beginning on or after 1 January 2019)
(Effective application date for Multicultural NSW – 1 July 2019)
- AASB 2018-7
Amendments to Australian Accounting Standards – Definition of Material
(Applicable to annual reporting periods beginning on or after 1 January 2019)
(Effective application date for Multicultural NSW – 1 July 2019)
- AASB 2018-8
Amendments to Australian Accounting Standards – Right-of-Use Assets of Not-for-Profit Entities
(Applicable to annual reporting periods beginning on or after 1 January 2019)
(Effective application date for Multicultural NSW – 1 July 2019)

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

AASB 15 / AASB 1058 Transition Disclosures

- AASB 15 *Revenue from Contracts with Customers* (AASB 15) is effective for annual reporting periods commencing on or after 1 January 2019. AASB 15 establishes a five-step model to account for revenue arising from contracts with customers. Revenue is recognised when control of goods or services is transferred to the customer at amounts that reflect the consideration to which Multicultural NSW expects to be entitled in exchange for transferring the goods or services to the customer. Under AASB 118 *Revenue* (AASB 118), revenue recognition is currently based on when risks and rewards are transferred.
- AASB 1058 *Income of Not-for-Profits* (AASB 1058) is effective for annual reporting periods commencing on or after 1 January 2019 and will replace most of the existing requirements in AASB 1004 *Contributions* (AASB 1004). The scope of AASB 1004 is now limited mainly to parliamentary appropriations, administrative arrangements and contributions by owners. Under AASB 1058, Multicultural NSW will need to determine whether a transaction is consideration received below fair value principally to enable Multicultural NSW to further its objectives (accounted for under AASB 1058) or a revenue contract with a customer (accounted for under AASB 15).
- The standards will result in the identification of separate performance obligations that will change the timing of recognition for some revenues, including revenues relating to specific purpose grants and subsidies. The adoption of these standards will primarily result in the recognition of increased liabilities reported on the Statement of Financial Position, predominately consisting of unearned revenues.
- Under AASB 1058, Multicultural NSW will recognise as liabilities, obligations for funding received where there is an obligation to construct recognisable non-financial assets controlled by Multicultural NSW.
- Multicultural NSW will adopt AASB 15 and AASB 1058 on 1 July 2019 through application of the full retrospective transition approach. Recognition and measurement principles of the new standards will be applied for the current year and comparative year as though AASB 15 and AASB 1058 had always applied.

The impacts to balances resulting from the adoption of AASB 15 and AASB 1058 have been assessed by Multicultural NSW as not being significant.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

AASB 16 Transition Disclosures

- AASB 16 Leases (AASB 16) is effective from annual reporting periods commencing on or after 1 January 2019.
- For lessees, AASB 16 will result in most leases being recognised on the Statement of Financial Position, as the distinction between operating and finance leases is largely removed. Under the new standard, an asset (the right to use the leased item) and a financial liability to pay rentals are recognised at the commencement of the lease. The only exceptions are short-term and low-value leases. AASB 16 will therefore increase assets and liabilities reported on the Statement of Financial Position. It will also increase depreciation and interest expenses and reduce operating lease rental expenses on the Statement of Comprehensive Income. Expenses recognised in the earlier years of the lease term will be higher as the interest charges will be calculated on a larger lease liability balance.
- Multicultural NSW will adopt AASB 16 on 1 July 2019 through application of the partial retrospective approach, where only the current year is adjusted as though AASB 16 had always applied. Comparative information will not be restated. Multicultural NSW will also adopt the practical expedient whereby the fair value of the right-of use asset will be the same as the lease liability at 1 July 2019.
- Based on the impact assessments Multicultural NSW has undertaken on currently available information, Multicultural NSW estimates additional lease liabilities of \$1,080,000 and right-of-use assets of \$1,080,000 will be recognised as at 1 July 2019 for leases in which Multicultural NSW is a lessee. Most operating lease expenses will be replaced by depreciation of the right of use asset and interest on the lease liability. The impact on the statement of comprehensive income in the 2019-20 financial year is expected to be a \$17,000 increase in expense recognised.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

2. EXPENSES EXCLUDING LOSSES

	Parent	Economic Entity	Parent	Economic Entity
	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
(A) EMPLOYEE RELATED EXPENSES				
Salaries and wages (including annual leave)	-	13,211	-	13,181
Superannuation - defined benefit plans	-	6	-	6
Superannuation - defined contribution plans	-	1,069	-	1,081
Long service leave	-	512	-	107
Workers' compensation insurance	-	47	-	37
Payroll tax and fringe benefits tax	-	756	-	708
Personnel services	15,601	-	15,120	-
	15,601	15,601	15,120	15,120

The increase in Long service leave expense is primarily driven by a significant drop in the Commonwealth 10 year bond rate over the year, from 2.63% (2018) to 1.32% (2019).

	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
(B) OTHER OPERATING EXPENSES INCLUDE THE FOLLOWING:				
Auditor's remuneration - audit of the financial statements	72	72	77	77
Operating lease rental expense - minimum lease payments	608	608	439	439
Maintenance	39	39	32	32
Insurance	22	22	23	23
Travel	348	348	309	309
Consultants	7	7	412	412
Fees to contractors	761	761	777	777
Fees for services/general expenses	531	531	488	488
Fees for outsourced booking services	356	356	433	433
Printing, postage and telephone expenses	185	185	178	178
Advertising and promotion	18	18	45	45
Internet charges	80	80	80	80
Computer software and maintenance	420	420	403	403
Internal audit fees	88	88	41	41
Training and development	39	39	48	48
Other expenses	306	306	436	436
	3,880	3,880	4,221	4,221
<i>Reconciliation - Total maintenance</i>				
Maintenance expense - contracted labour and other (non-employee related) as above	39	39	32	32
Employee related maintenance expense included in Note 2(a)	-	-	-	-
Total maintenance expenses	39	39	32	32

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

Recognition and Measurement

Maintenance expense

Day-to-day servicing costs or maintenance are charged as expenses as incurred, except where they relate to the replacement or an enhancement of a part or component of an asset, in which case the costs are capitalised and depreciated.

Insurance

Multicultural NSW's insurance activities are conducted through the NSW Treasury Managed Fund Scheme of self-insurance for government entities. The expense (premium) is determined by the Fund Manager based on past claims experience.

Operating leases

An operating lease is a lease other than a finance lease. Operating lease payments are recognised as an operating expense in the Statement of Comprehensive Income on a straight-line basis over the lease term.

	Parent	Economic Entity	Parent	Economic Entity
	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
(C) DEPRECIATION AND AMORTISATION EXPENSE				
Depreciation of Leasehold Improvements	487	487	379	379
Depreciation of Furniture and Fittings	4	4	17	17
Depreciation of Plant and Equipment	9	9	9	9
Depreciation of Computer Hardware	93	93	83	83
Amortisation of Intangible Assets	237	237	437	437
	830	830	925	925

Refer to Notes 6 and 7 for recognition and measurement policies on depreciation and amortisation.

	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
(D) GRANTS AND SUBSIDIES				
Multicultural NSW Grants Program	3,337	3,337	3,988	3,988
COMPACT Grants	1,546	1,546	2,509	2,509
	4,883	4,883	6,497	6,497

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

3. REVENUE

Recognition and Measurement

Income is measured at the fair value of the consideration or contribution received or receivable.

Comments regarding the accounting policies for the recognition of income are discussed below.

	Parent	Economic Entity	Parent	Economic Entity
	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
(A) SALE OF GOODS AND SERVICES				
Rendering of services				
Interpreting	3,142	3,142	2,815	2,815
Translating	1,628	1,628	1,924	1,924
Other Services	380	380	186	186
	5,150	5,150	4,925	4,925

Recognition and Measurement

Sale of goods

Revenue from sale of goods is recognised as revenue when Multicultural NSW transfers the significant risks and rewards of ownership of the goods, usually on delivery of the goods. Multicultural NSW did not sell any goods during the reporting period.

Rendering of services

Revenue from rendering of services is recognised when the service is provided or by reference to the stage of completion (based on labour hours incurred to date).

	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
(B) GRANTS AND OTHER CONTRIBUTIONS				
Recurrent Grants from Department of Family and Community Services	16,260	16,260	15,937	15,937
Capital Grants from Department of Family and Community Services	435	435	785	785
Grants from other agencies	2,044	2,044	3,535	3,535
	18,739	18,739	20,257	20,257

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

Recognition and Measurement

Income from grants (other than contributions by owners) is recognised when Multicultural NSW obtains control over the contribution. Multicultural NSW is deemed to have assumed control when the grant is received or receivable.

Contributions are recognised at their fair value. Contributions of services are recognised when and only when a fair value of those services can be reliably determined and the services would be purchased if not donated.

	Parent	Economic Entity	Parent	Economic Entity
	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
(C) ACCEPTANCE BY THE CROWN ENTITY OF EMPLOYEE BENEFITS AND OTHER LIABILITIES				
The following liabilities and/or expenses have been assumed by the Crown Entity:				
Superannuation - defined benefit	-	6	-	6
Long service leave provision	-	512	-	107
	-	518	-	113

The increase in Long service leave expense is primarily driven by a significant drop in the Commonwealth 10 year bond rate over the year, from 2.63% (2018) to 1.32% (2019).

	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
(D) OTHER INCOME				
Sponsorship	36	36	179	179
Returned/forfeited grants	28	28	29	29
Miscellaneous income	43	43	69	69
Personnel services revenue	518	-	113	-
	625	107	390	277

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

4. CURRENT ASSETS - CASH AND CASH EQUIVALENTS

	Parent	Economic Entity	Parent	Economic Entity
	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
Cash at bank and on hand	147	147	1,107	1,107

For the purposes of the Statement of Cash Flows, cash and cash equivalents include cash at bank and cash on hand.

Cash and cash equivalent assets recognised in the Statement of Financial Position are reconciled at the end of the financial year to the Statement of Cash Flows as follows:

	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
Cash and cash equivalents (per Statement of Financial Position)	147	147	1,107	1,107
Cash and cash equivalents (per Statement of Cash Flows)	147	147	1,107	1,107

Refer to Note 17 for details regarding credit risk and market risk arising from financial instruments.

	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
RESTRICTED CASH				
Grants received - unspent at year end	-	-	100	100

These funds are included in Cash at bank and on hand and represent contributions for the co-ordination of community projects. All remaining restricted cash was expensed during this financial year.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

5. CURRENT ASSETS – RECEIVABLES

	Parent	Economic Entity	Parent	Economic Entity
	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
Sale of goods and services	551	551	462	462
Accrued income	95	95	81	81
Less: Allowance for expected credit losses*	-	-	-	-
Less: Allowance for impairment**	-	-	-	-
Prepayments	70	70	44	44
GST receivable	63	63	113	113
Other receivables	17	17	347	347
	796	796	1,047	1,047

	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
*MOVEMENT IN THE ALLOWANCE FOR EXPECTED CREDIT LOSSES				
Balance at 1 July 2018 under AASB 9	-	-		
Amounts written off during the year	-	-		
Amounts recovered during the year	-	-		
Increase/(decrease) in allowance recognised in net result	-	-		
Balance at 30 June 2019	-	-		

	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
*MOVEMENT IN THE ALLOWANCE FOR IMPAIRMENT				
Balance at 1 July 2017			-	-
Amounts written off during the year			(5)	(5)
Amounts recovered during the year			-	-
Increase/(decrease) in allowance recognised in net result			5	5
Balance at 30 June 2018			-	-

Details regarding credit risk of trade debtors that are neither past due nor impaired, are disclosed in Note 17.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

Recognition and Measurement

All 'regular way' purchases or sales of financial assets are recognised and derecognised on a trade date basis. Regular way purchases or sales are purchases or sales of financial assets that require delivery of assets within the time frame established by regulation or convention in the marketplace.

Receivables are initially recognised at fair value plus any directly attributable transaction costs. Trade receivables that do not contain a significant financing component are measured at the transaction price.

Subsequent measurement under AASB 9 (from 1 July 2018)

Multicultural NSW holds receivables with the objective to collect the contractual cash flows and therefore measures them at amortised cost using the effective interest method, less any impairment. Changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process.

Subsequent measurement under AASB 139 (for comparative period ended 30 June 2018)

Subsequent measurement is at amortised cost using the effective interest method, less any impairment. Changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process.

Impairment under AASB 9 (from 1 July 2018)

Multicultural NSW recognises an allowance for expected credit losses (ECLs) for all debt financial assets not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows and the cash flows that Multicultural NSW expects to receive, discounted at the original effective interest rate.

For trade receivables, Multicultural NSW applies a simplified approach in calculating ECLs. Multicultural NSW recognises a loss allowance based on lifetime ECLs at each reporting date. Multicultural NSW has established a provision matrix based on its historical credit loss experience for trade receivables, adjusted for forward-looking factors specific to the receivable.

Impairment under AASB 139

(for comparative period ended 30 June 2018)

Receivables are subject to an annual review for impairment. These are considered to be impaired when there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

Multicultural NSW first assesses whether impairment exists individually for receivables that are individually significant, or collectively for those that are not individually significant. Further, receivables are assessed for impairment on a collective basis if they were assessed not to be impaired individually.

The amount of the allowance is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the original effective interest rate. The amount of the impairment loss is recognised in the net result for the year.

Any reversals of impairment losses are reversed through the net result for the year, if objectively related to an event occurring after the impairment was recognised. Reversals of impairment losses cannot result in a carrying amount that exceeds what the carrying amount would have been had there not been an impairment loss.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

6. PROPERTY, PLANT AND EQUIPMENT

	Leasehold Improvements \$'000	Furniture & Fittings \$'000	Plant & Equipment \$'000	Computer Hardware \$'000	Total \$'000
AT 1 JULY 2018 - FAIR VALUE					
Gross carrying amount	1,770	17	50	386	2,223
Accumulated depreciation and impairment	(381)	(13)	(35)	(172)	(601)
Net carrying amount	1,389	4	15	214	1,622
AT 30 JUNE 2019 - FAIR VALUE					
Gross carrying amount	1,799	8	50	421	2,278
Accumulated depreciation and impairment	(868)	(8)	(44)	(265)	(1,185)
Net carrying amount	931	-	6	156	1,093

Reconciliation

A reconciliation of the carrying amount of each class of property, plant and equipment at the beginning and end of the current reporting period is set out below.

	Leasehold Improvements \$'000	Furniture & Fittings \$'000	Plant & Equipment \$'000	Computer Hardware \$'000	Total \$'000
YEAR ENDED 30 JUNE 2019					
Net carrying amount at beginning of year	1,389	4	15	214	1,622
Additions	29	-	-	35	64
Depreciation expense	(487)	(4)	(9)	(93)	(593)
Net carrying amount at end of year	931	-	6	156	1,093

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

	Leasehold Improvements \$'000	Furniture & Fittings \$'000	Plant & Equipment \$'000	Computer Hardware \$'000	Total \$'000
AT 1 JULY 2017 - FAIR VALUE					
Gross carrying amount	1,378	49	49	343	1,819
Accumulated depreciation and impairment	(15)	(28)	(25)	(90)	(158)
Net carrying amount	1,363	21	24	253	1,661

AT 30 JUNE 2018 - FAIR VALUE					
Gross carrying amount	1,770	17	50	386	2,223
Accumulated depreciation and impairment	(381)	(13)	(35)	(172)	(601)
Net carrying amount	1,389	4	15	214	1,622

Reconciliation

A reconciliation of the carrying amount of each class of property, plant and equipment at the beginning and end of the prior reporting period is set out below.

	Leasehold Improvements \$'000	Furniture & Fittings \$'000	Plant & Equipment \$'000	Computer Hardware \$'000	Total \$'000
YEAR ENDED 30 JUNE 2018					
Net carrying amount at beginning of year	1,363	21	24	253	1,661
Additions	405	-	-	44	449
Depreciation expense	(379)	(17)	(9)	(83)	(488)
Net carrying amount at end of year	1,389	4	15	214	1,622

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

Recognition and Measurement

Acquisition of property, plant and equipment

Property, plant and equipment are initially measured at cost and subsequently revalued at fair value less accumulated depreciation and impairment. Cost is the amount of cash or cash equivalents paid or the fair value of the other consideration given to acquire the asset at the time of its acquisition or construction or, where applicable, the amount attributed to that asset when initially recognised in accordance with the requirements of other Australian Accounting Standards.

Fair value is the price that would be received to sell an asset in an orderly transaction between market participants at measurement date.

Where payment for an asset is deferred beyond normal credit terms, its cost is the cash price equivalent; i.e. deferred payment amount is effectively discounted over the period of credit.

Assets acquired at no cost, or for nominal consideration, are initially recognised at their fair value at the date of acquisition.

Capitalisation thresholds

Property, plant and equipment and intangible assets costing \$1,000 and above individually (or forming part of a network costing more than \$1,000) are capitalised.

Major inspection costs

When a major inspection is performed, its cost is recognised in the carrying amount of the plant and equipment as a replacement if the recognition criteria are satisfied.

Restoration costs

The present value of the expected cost for the restoration or cost of dismantling of an asset after its use is included in the cost of the respective asset if the recognition criteria for a provision are met.

Depreciation of property, plant and equipment

Depreciation is provided for on a straight-line basis so as to write off the depreciable amount of each asset as it is consumed over its useful life to Multicultural NSW.

All material identifiable components of assets are depreciated separately over their useful lives.

DESCRIPTION	ESTIMATED USEFUL LIFE
Property, Plant & Equipment	5 years
Computer Hardware	3 years
Furniture & Fittings	5 years
Leasehold Improvements	Unexpired term of lease

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

Revaluation of property, plant and equipment

Physical non-current assets are valued in accordance with the 'Valuation of Physical Non-Current Assets at Fair Value' Policy and Guidelines Paper (TPP14-01). This policy adopts fair value in accordance with AASB 13 and AASB 116.

Property, plant and equipment is measured at the highest and best use by market participants that is physically possible, legally permissible and financially feasible. The highest and best use must be available at a period that is not remote and take into account the characteristics of the asset being measured, including any socio-political restrictions imposed by government. In most cases, after taking into account these considerations, the highest and best use is the existing use. In limited circumstances, the highest and best use may be a feasible alternative use, where there are no restrictions on use or where there is a feasible higher restricted alternative use.

Fair value of property, plant and equipment is based on a market participants' perspective, using valuation techniques (market approach, cost approach, income approach) that maximise relevant observable inputs and minimise unobservable inputs.

Multicultural NSW has only non-specialised assets with short useful lives, hence normal revaluations are not required. Non-specialised assets with short useful lives are measured at depreciated historical cost, which for these assets approximates fair value. Multicultural NSW has assessed that any difference between fair value and depreciated historical cost is unlikely to be material.

The residual values, useful lives and methods of depreciation of property, plant and equipment are reviewed at each financial year end.

Impairment of property, plant and equipment

As a not-for-profit entity with no cash generating units, impairment under AASB 136 Impairment of Assets is unlikely to arise. Since property, plant and equipment is carried at fair value or an amount that approximates fair value, impairment can only arise in rare circumstances such as where the costs of disposal are material.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

7. INTANGIBLE ASSETS

	Software \$'000	Total \$'000
AT 1 JULY 2018		
Cost (gross carrying amount)	1,595	1,595
Accumulated amortisation and impairment	(450)	(450)
Net carrying amount	1,145	1,145

AT 30 JUNE 2019		
Cost (gross carrying amount)	1,981	1,981
Accumulated amortisation and impairment	(398)	(398)
Net carrying amount	1,583	1,583

	Software \$'000	Total \$'000
YEAR ENDED 30 JUNE 2019		
Net carrying amount at beginning of year	1,145	1,145
Additions	675	675
Amortisation (recognised in depreciation and amortisation)	(237)	(237)
Net carrying amount at end of year	1,583	1,583

AT 1 JULY 2017		
Cost (gross carrying amount)	1,264	1,264
Accumulated amortisation and impairment	(381)	(381)
Net carrying amount	883	883

AT 30 JUNE 2018		
Cost (gross carrying amount)	1,595	1,595
Accumulated amortisation and impairment	(450)	(450)
Net carrying amount	1,145	1,145

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

	Software \$'000	Total \$'000
YEAR ENDED 30 JUNE 2018		
Net carrying amount at beginning of year	883	883
Additions	699	699
Amortisation (recognised in 'depreciation and amortisation')	(437)	(437)
Net carrying amount at end of year	1,145	1,145

Recognition and Measurement

Multicultural NSW recognises intangible assets only if it is probable that future economic benefits will flow to Multicultural NSW and the cost of the asset can be measured reliably. Intangible assets are measured initially at cost. Where an asset is acquired at no or nominal cost, the cost is its fair value as at the date of acquisition. Following initial recognition, intangible assets are subsequently measured at fair value only if there is an active market. As there is no active market for Multicultural NSW's intangible assets, the assets are carried at cost less any accumulated amortisation and impairment losses.

All research costs are expensed. Development costs are only capitalised when certain criteria are met.

The useful lives of intangible assets are assessed to be finite.

Multicultural NSW's intangible software assets are amortised using the straight-line method over a period of 3 years.

The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed at least at the end of each reporting period.

Intangible assets are tested for impairment where an indicator of impairment exists. If the recoverable amount is less than its carrying amount, the carrying amount is reduced to recoverable amount and the reduction is recognised as an impairment loss.

Joint Operations

A joint operator shall recognise in relation to its interest in a joint operation:

- its assets, including its share of any assets held jointly;
- its liabilities, including its share of any liabilities incurred jointly;
- its revenue from the sale of its share of the output arising from the joint operation;
- its share of the revenue from the sale of the output by the joint operation; and
- its expenses, including its share of any expenses incurred jointly.

Multicultural NSW has a 33.3% interest in the Australian Cultural Competence Program with Special Broadcasting Service Corporation (SBS) and International Education Services Ltd (IES). The Program was set up to establish a collaborative arrangement which promotes social cohesion through training individuals and organisations in cultural competence. Multicultural NSW has recognised its share of the assets held and liabilities incurred jointly with the other joint operators to a joint arrangement. Contributions to the joint operation are treated as transactions with the other parties to the joint operation. Assets and liabilities arising are recognised within their respective line items in the Statement of Financial Position. At 30 June 2019, Multicultural NSW has recognised a 33.3% interest in an intangible asset.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

8. CURRENT LIABILITIES - PAYABLES

	Parent	Economic Entity	Parent	Economic Entity
	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
Personnel Services	61	-	372	-
Creditors - Payroll	230	230	156	156
Unearned Revenue	147	147	54	54
Other Accruals	604	604	645	645
Accrued Payroll Tax	-	61	-	372
Accrued Grants	2,348	2,348	2,778	2,778
Total current liabilities - payables	3,390	3,390	4,005	4,005

Details regarding liquidity risk, including a maturity analysis of the above payables are disclosed in Note 17.

Recognition and Measurement

Payables represent liabilities for goods and services provided to Multicultural NSW and other amounts. Short-term payables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

Payables are financial liabilities at amortised cost, initially measured at fair value, net of directly attributable transaction costs. These are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in the net result when the liabilities are derecognised as well as through the amortisation process.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

9. CURRENT LIABILITIES - PROVISIONS

	Parent	Economic Entity	Parent	Economic Entity
	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
EMPLOYEE BENEFITS AND RELATED ON-COSTS				
Annual leave	-	538	-	576
Annual leave on-costs - payroll tax	-	26	-	28
Annual leave on-costs - other	-	51	-	54
Long service leave on-costs - payroll tax	-	184	-	172
Long service leave on-costs - other	-	334	-	313
Other - Personnel Services	1,133	-	1,143	-
Total Provisions	1,133	1,133	1,143	1,143

The following table shows a breakdown of the Provisions disclosed above, split into the period of time the benefits are expected to be settled:

	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
Within one year	627	627	552	552
Later than one year	506	506	591	591
Total	1,133	1,133	1,143	1,143

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

10. NON-CURRENT LIABILITIES - PROVISIONS

	Parent	Economic Entity	Parent	Economic Entity
	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
EMPLOYEE BENEFITS AND RELATED ON-COSTS				
Long service leave on-costs - payroll tax	-	16	-	15
Long service leave on-costs - other	-	29	-	27
Personnel Services	45	-	42	-
	45	45	42	42

OTHER PROVISIONS				
Restoration costs	133	133	133	133
Total Provisions	178	178	175	175

AGGREGATE EMPLOYEE BENEFITS AND RELATED ON-COSTS				
Provisions - current	-	1,133	-	1,143
Provisions - non-current	-	45	-	42
	-	1,178	-	1,185

The provision for restoration costs arises from Multicultural NSW's property lease agreement.

Movements in provisions (other than employee benefits)

Movements in each class of provision during the financial year, other than employee benefits, are set out below:

Carrying amount at 1 July 2018	133	133
Additional provisions recognised	-	-
Amounts used	-	-
Carrying amount at 30 June 2019	133	133

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

Recognition and Measurement

Employee benefits and related on-costs

Salaries and wages, annual leave and sick leave

Salaries and wages (including non-monetary benefits) and paid sick leave that are expected to be settled wholly within 12 months after the end of the period in which the employees render the service are recognised and measured at the undiscounted amounts of the benefits.

Annual leave is not expected to be settled wholly before twelve months after the end of the annual reporting period in which the employees render the related service. As such, it is required to be measured at present value in accordance with AASB 119 Employee Benefits (although short-cut methods are permitted).

Actuarial advice obtained by Treasury has confirmed that using the nominal annual leave balance plus the annual leave entitlements accrued while taking annual leave (calculated using 7.9% of the nominal value of annual leave) can be used to approximate the present value of the annual leave liability. Multicultural NSW has assessed the actuarial advice based on Multicultural NSW's circumstances and has determined that the effect of discounting is immaterial to annual leave. All annual leave is classified as a current liability even where Multicultural NSW does not expect to settle the liability within 12 months as Multicultural NSW does not have an unconditional right to defer settlement.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

Long service leave and superannuation

Multicultural NSW's liabilities for long service leave and defined benefit superannuation are assumed by the Crown Entity. Multicultural NSW accounts for the liability as having been extinguished, resulting in the amount assumed being shown as part of the non-monetary revenue item described as 'Acceptance by the Crown Entity of employee benefits and other liabilities'.

Long service leave is measured at the present value of expected future payments to be made in respect of services provided up to the reporting date. Consideration is given to certain factors based on actuarial review, including expected future wage and salary levels, experience of employee departures, and periods of service. Expected future payments are discounted using Commonwealth government bond rate at the reporting date.

The superannuation expense for the financial year is determined by using the formulae specified in the Treasurer's Directions. The expense for certain superannuation schemes (i.e. Basic Benefit and First StateSuper) is calculated as a percentage of the employees' salary. For other superannuation schemes (i.e. State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employees' superannuation contributions.

Consequential on-costs

Consequential costs to employment are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised. This includes outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax.

Other provisions

Provisions are recognised when: Multicultural NSW has a present legal or constructive obligation as a result of a past event; it is probable that an outflow of resources will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation. The expense relating to a provision is presented net of any reimbursement in the Statement of Comprehensive Income.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

11. EQUITY

Recognition and Measurement

Accumulated Funds

The category 'Accumulated Funds' includes all current and prior period retained funds.

12. COMMITMENTS

(a) Capital Commitments

Multicultural NSW had no capital commitments as at the end of the reporting period (2018: Nil).

(b) Operating Lease Commitments

Entity as lessee

Future minimum rentals payable under non-cancellable operating leases as at 30 June are as follows:

	Parent	Economic Entity	Parent	Economic Entity
	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
Within one year	550	550	491	491
Later than one year and not later than five years	669	669	1,129	1,129
Later than five years	-	-	-	-
Total (including GST)	1,219	1,219	1,620	1,620

The total 'operating lease commitments' above include input tax credits of \$110,790 (2018 - \$147,259) that are expected to be recoverable from the Australian Taxation Office.

Multicultural NSW is contractually bound by an operating lease for office accommodation. Multicultural NSW's leasehold premises are located at Level 8, 56 Station Street East, Parramatta.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

13. CONTINGENT LIABILITIES AND CONTINGENT ASSETS

Contingent Liabilities

Multicultural NSW had no contingent liabilities as at the end of the reporting period (2018: Nil).

Contingent Assets

Multicultural NSW had no contingent assets as at the end of the reporting period (2018: Nil).

14. BUDGET REVIEW

The budgeted amounts are drawn from the original budgeted financial statements presented to Parliament in respect of the reporting period. Subsequent amendments to the original budget (e.g. adjustment for transfer of functions between entities as a result of Administrative Arrangements Orders) are not reflected in the budgeted amounts. Major variances between the original budgeted amounts and the actual amounts disclosed in the financial statements are explained below.

Net Result

Multicultural NSW's net result is a deficit of \$680k, a variance of \$656k to the budgeted deficit position of \$24k. This result is a product of total expenses of \$25.194m being higher than the budget of \$22.433m by \$2.761m and revenue of \$24.514m being higher than the budget of \$22.409m by \$2.105m.

The main drivers for the total expenses position were Other Operating Expenses exceeding budget by \$928k mainly due to a higher level of fees and utilisation of outsourced services than was originally anticipated. Grants and Subsidies expenses also exceeded budget by \$1.906m primarily due to new unbudgeted grants being delivered to community groups from additional funding received from the Department of Premier and Cabinet. Grants and other contributions received in the year that were not reflected in original budget estimates primarily accounted for the variance in reported total revenue.

Assets and Liabilities

The net assets position of Multicultural NSW stands at (\$1,082k), a decrease of \$1.559m on the budget of \$477k.

The net asset result is driven by:

- total liabilities being \$767k higher than the budget of \$3.934m which is primarily attributable to the level of accrued grants as at the end of the reporting period; and
- total assets being \$792k lower than the budget of \$4.411m. The variance is mainly due to lower levels of cash and receivables being recognised at the end of the reporting period than was originally anticipated. The level of cash was minimised in order to reduce the level of outstanding payables whilst receivables were managed more effectively.

Cash flows

Net cash outflows from operating activities are \$221k which is lower than the budgeted net cash inflow position of \$500k by \$721k and is mainly due to a higher level of fees and utilisation of outsourced services than was originally anticipated.

Net cash outflows from investing activities are \$739k which is lower than the budget of \$700k by \$39k and is primarily attributable to higher than anticipated purchases of intangible assets.

Closing cash and cash equivalents of \$147k are \$229k lower than the budget of \$376k.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

15. RECONCILIATION OF NET CASH FLOWS FROM OPERATING ACTIVITIES TO NET RESULT

Reconciliation of net cash flows from operating activities to the net result as reported in the Statement of Comprehensive Income as follows:

	Parent	Economic Entity	Parent	Economic Entity
	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
Net cash used on operating activities	(221)	(221)	1,602	1,602
Depreciation and amortisation expense	(830)	(830)	(925)	(925)
(Increase)/decrease in provisions	7	7	(172)	(172)
Increase/(decrease) in prepayments and other assets	(251)	(251)	185	185
(Increase)/decrease in payables	615	615	(1,881)	(1,881)
Net result	(680)	(680)	(1,191)	(1,191)

16. NON-CASH FINANCING AND INVESTING ACTIVITIES

	Parent	Economic Entity	Parent	Economic Entity
	2019 \$'000	2019 \$'000	2018 \$'000	2018 \$'000
Employee benefits assumed by the Crown Entity	-	518	-	113
Liability assumed by the Crown Entity	-	518	-	113

The increase is primarily driven by a significant drop in the Commonwealth 10 year bond rate over the year, from 2.63% (2018) to 1.32% (2019), which resulted in an increase in Long service leave expense.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

17. FINANCIAL INSTRUMENTS

Multicultural NSW's principal financial instruments are outlined below. These financial instruments arise directly from Multicultural NSW's operations or are required to finance Multicultural NSW's operations. Multicultural NSW does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes.

Multicultural NSW's main risks arising from financial instruments are outlined below, together with Multicultural NSW's objectives, policies and processes for measuring and managing risk. Further quantitative and qualitative disclosures are included throughout these financial statements. The disclosures relate to both the Economic Entity and the Parent Entity.

The Chief Executive Officer has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks. Risk management policies are established to identify and analyse the risks faced by Multicultural NSW, to set risk limits and controls and to monitor risks. Compliance with risk management policies is reviewed each quarter by the Audit and Risk Committee.

(a) Financial instruments categories

i. As at 30 June 2019 under AASB 9

			Carrying Amount	Carrying Amount
Class	Note	Category	2019 \$'000	2018 \$'000
FINANCIAL ASSETS				
Cash and cash equivalents	4	N/A	147	1,107
Receivables ¹	5	Amortised cost	663	890
FINANCIAL LIABILITIES				
Payables ²	8	Financial liabilities measured at amortised cost	3,182	3,579

Notes

1. Excludes statutory receivables and prepayments (i.e. Not within the scope of AASB 7).
2. Excludes statutory payables and unearned revenue (i.e. Not within the scope of AASB 7).

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

ii. As at 30 June 2018 under AASB 139 (comparative period)

			Carrying Amount	Carrying Amount
Class	Note	Category	2019 \$'000	2018 \$'000
FINANCIAL ASSETS				
Cash and cash equivalents	4	N/A	147	1,107
Receivables ¹	5	Loans and Receivables (at amortised cost)	663	890
FINANCIAL LIABILITIES				
Payables ²	8	Financial liabilities measured at amortised cost	3,182	3,579

Notes

1. Excludes statutory receivables and prepayments (i.e. Not within the scope of AASB 7).
2. Excludes statutory payables and unearned revenue (i.e. Not within the scope of AASB 7).

Multicultural NSW determines the classification of its financial assets and liabilities after initial recognition and, when allowed and appropriate, re-evaluates this at each financial year end.

b) Derecognition of financial assets and financial liabilities

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognised when the contractual rights to the cash flows from the financial assets expire; or if Multicultural NSW transfers its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either:

- Multicultural NSW has transferred substantially all the risks and rewards of the asset; or
- Multicultural NSW has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control.

When Multicultural NSW has transferred its rights to receive cash flows from an asset or has entered into a passthrough arrangement, it evaluates if, and to what

extent, it has retained the risks and rewards of ownership. Where Multicultural NSW has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset continues to be recognised to the extent of the Multicultural NSW's continuing involvement in the asset. In that case, Multicultural NSW also recognises an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that Multicultural NSW has retained.

A financial liability is derecognised when the obligation specified in the contract is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in the net result.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

(c) Financial Risks

i. Credit risk

Credit risk arises when there is the possibility of Multicultural NSW's debtors defaulting on their contractual obligations, resulting in a financial loss to Multicultural NSW. The maximum exposure to credit risk is generally represented by the carrying amount of the financial assets (net of any allowance for credit losses or allowance for impairment).

Credit risk arises from the financial assets of Multicultural NSW, including cash and receivables. No collateral is held by Multicultural NSW. Multicultural NSW has not granted any financial guarantees.

Credit risk associated with Multicultural NSW's financial assets, other than receivables, is managed through the selection of counterparties and establishment of minimum credit rating standards.

Multicultural NSW generally considers a financial asset to be in default when contractual payments are 90 days past due. However, in certain cases, Multicultural NSW may also consider a financial asset to be in default when internal or external information indicates that Multicultural NSW is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by Multicultural NSW.

Cash and cash equivalents

Cash comprises cash on hand and bank balances within the NSW Treasury Banking System.

Accounting policy for impairment of trade debtors and other financial assets under AASB 9

Receivables - trade debtors

Collectability of trade debtors is reviewed on an ongoing basis. Procedures as established in the Treasurer's Directions are followed to recover outstanding amounts, including letters of demand.

Multicultural NSW applies the AASB 9 simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all trade debtors.

To measure the expected credit losses, trade receivables have been grouped based on shared credit risk characteristics and the days past due.

The expected loss rates are based on historical observed loss rates. The historical loss rates are adjusted to reflect current and forward-looking information on macroeconomic factors affecting the ability of the customers to settle the receivables.

Trade debtors are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include, amongst others, a failure to make contractual payments for a period of greater than 90 days past due.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

The loss allowance for trade debtors as at 30 June 2019 and 1 July 2018 (on adoption of AASB 9) was determined as follows:

	30 June 2019 \$'000					Total
	Current	<30 days \$'000	30-60 days \$'000	61-90 days \$'000	>91 days \$'000	
Expected credit loss rate	0%	0%	0%	0%	0%	
Expected total gross carrying amount at risk of default	398	143	9	1	–	551
Expected credit loss	–	–	–	–	–	–

	1 July 2018 \$'000					Total
	Current	<30 days \$'000	30-60 days \$'000	61-90 days \$'000	>91 days \$'000	
Expected credit loss rate	0%	0%	0%	0%	0%	
Expected total gross carrying amount at risk of default	344	48	44	8	18	462
Expected credit loss	–	–	–	–	–	–

Notes:

The analysis excludes statutory receivables, prepayments, as these are not within the scope of AASB 7. Therefore, the "total" will not reconcile to the receivables total in Note 5.

Multicultural NSW is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors as at 30 June 2019. Most of Multicultural NSW's debtors have a AAA credit rating.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

Accounting policy for impairment of trade debtors and other financial assets under AASB 139 (comparative period only).

Collectability of trade debtors is reviewed on an ongoing basis. Procedures as established in the Treasurer's Directions are followed to recover outstanding amounts, including letters of demand. Debtors which are known to be uncollectible are written off. An allowance for impairment is raised when there is objective evidence that Multicultural NSW will not be able to collect all amounts due. This evidence includes past experience, and current and expected changes in economic conditions and debtor credit ratings. No interest is earned on trade debtors. Sales are made on 30 day terms.

For the comparative period 30 June 2018, the ageing analysis of trade debtors is as follows:

	2018 \$'000
Neither past due nor impaired	344
Past due but not impaired:	
< 3 months overdue	100
3 months - 6 months overdue	18
> 6 months overdue	-
	462
Impaired:	-
< 3 months overdue	-
3 months - 6 months overdue	-
> 6 months overdue	-
Total receivables - gross of allowance for impairment	462

Notes:

The ageing analysis excludes statutory receivables, as these are not within the scope of AASB 7. Therefore, the "total" will not reconcile to the receivables total in Note 5.

Multicultural NSW is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors. Most of Multicultural NSW's debtors have a AAA credit rating.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

ii Liquidity Risk

Liquidity risk is the risk that Multicultural NSW will be unable to meet its payment obligations when they fall due. Multicultural NSW continuously manages risk through monitoring future cash flows and maturities planning to ensure adequate holding of high quality liquid assets. The objective is to maintain a balance between continuity of funding and flexibility through the use of overdrafts, loans and other advances.

Multicultural NSW has no credit standby arrangements at balance date or at any time during the year.

During the current and prior year, there were no defaults of borrowings. No assets have been pledged as collateral. Multicultural NSW's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk.

Multicultural NSW will receive grants from the Department of Communities and Justice in 2019-20 to fund its approved budgeted operation.

Liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in NSW TC 11/12. For small business suppliers, where terms are not specified, payment is made not later than 30 days from date of receipt of a correctly rendered invoice. For other suppliers, if trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. For small business suppliers, where payment is not made within the specified time period, simple interest must be paid automatically unless an existing contract specifies otherwise. For payments to other suppliers, the Chief Executive Officer of Multicultural NSW (or a person appointed by the Chief Executive Officer) may automatically pay the supplier simple interest. The rate of interest applied during the year was 9.96% (2018 – 9.77%).

The table below summarises the maturity profile of Multicultural NSW's financial liabilities, together with the interest rate exposure.

Maturity analysis and interest rate exposure of financial liabilities

	Non-interest bearing	Maturity dates		
		< 1 yr	1-5 yrs	> 5 yrs
	\$'000	\$'000	\$'000	\$'000
2019				
Payables	3,182	3,182	-	-
2018				
Payables	3,579	3,579	-	-

Notes:

- The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities based on the earliest date on which Multicultural NSW can be required to pay. Therefore, the table will not reconcile to the amounts in the Statement of Financial Position.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

iii Market Risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Multicultural NSW does not hold any interest bearing liabilities. Multicultural NSW has no exposure to foreign currency risk and does not enter into commodity contracts.

Interest rate risk

Exposure to interest rate risk arises primarily through an entity's interest bearing liabilities and assets. Multicultural NSW does not hold any interest bearing liabilities. In addition, any associated interest on Treasury Banking System cash balances is withheld from Multicultural NSW and accounted for by NSW Treasury. Therefore, Multicultural NSW has no exposure to interest rate risk.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

18. RELATED PARTY DISCLOSURES

A related party is a person or entity that is related to the entity that is preparing financial statements. As a general government agency 100% controlled by the NSW Government, Multicultural NSW is a related party of all NSW Government controlled agencies and State Owned Corporations.

(a) Key Management Personnel

In accordance with AASB 124 Related party disclosures, Key Management Personnel are those having authority and responsibility for planning, directing and controlling the activities of the entity including whether executive or otherwise.

The Minister for Multiculturalism, the Secretary of the Department of Family and Community Services and the Chief Executive Officer of Multicultural NSW have been identified as the key management personnel of Multicultural NSW for the year ended 30 June 2019.

Key management personnel compensation

Ministers are compensated by NSW Legislature and Multicultural NSW is not obligated to reimburse the Legislature. Ministerial compensation has been centrally compiled by Treasury and the Department of Premier and Cabinet and will be disclosed in the total state sector financial statements only and therefore excluded from the table below.

The Secretary is remunerated by the Department of Family and Community Services as the principal department of the cluster and therefore compensation for the Secretary is excluded from the table below.

Multicultural NSW's key management personnel compensation is as follows:

	2019 \$'000	2018 \$'000
Short-term employee benefits	254	265
Other long-term employee benefits	-	-
Post employment benefits	13	20
Termination benefits	-	-
Total remuneration	267	285

The above compensation disclosures are based on actual payments made to key management personnel during the year.

MULTICULTURAL NSW NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

(b) Other related party transactions

Multicultural NSW receives grants from the Department of Family and Community Services to fund its operational and capital related activities.

Other government agencies

Multicultural NSW transacts with other government agencies on an arm's length basis. The transactions primarily relate to the provision of Language Services such as professional interpreting and translating services.

19. EVENTS AFTER THE REPORTING PERIOD

Since the reporting date, no events have come to light that require the financial statements to be amended.

The Administrative Arrangements (Administrative Changes – Public Service Agencies) Order 2019 dated 2 April 2019 transferred Multicultural NSW from the Department of Family and Community Services to the Department of Communities and Justice, effective 1 July 2019.

END OF AUDITED FINANCIAL STATEMENTS



06 APPENDICES



1. LANGUAGE SERVICES - INTERPRETING ASSIGNMENTS FROM 1 JULY 2018 - 30 JUNE 2019

Language	Number of assignments	Language	Number of assignments	Language	Number of assignments
ALBANIAN	3	GA	1	PASHTO	66
AMHARIC	47	GERMAN	29	PERSIAN (FARSI)	1,417
ARABIC	3,866	GREEK	305	PIDGIN ENGLISH	5
ARMENIAN	21	GUJARATI	37	POLISH	92
ASSYRIAN	175	HAZARAGI	144	PORTUGUESE	284
AUSLAN	183	HEBREW	2	PUNJABI	321
BENGALI / BANGLA	284	HINDI	225	ROHINGYA	126
BOSNIAN	16	HUNGARIAN	25	ROMANIAN	11
BULGARIAN	9	INDONESIAN	158	RUSSIAN	197
BURMESE	105	ITALIAN	245	SAMOAN	284
CHALDEAN	82	JAPANESE	85	SERBIAN	203
CHINESE	63	KANNADA	4	SINHALESE	31
CHINESE-CANTONESE	933	KHMER	122	SLOVAK	12
CHINESE-CHIU CHOW	8	KINYARWANDA	3	SLOVENE	1
CHINESE-HAKKA	13	KIRUNDI	74	SPANISH	786
CHINESE-HOKKIEN	26	KOREAN	842	SUDANESE ARABIC	47
CHINESE-MANDARIN	4,092	KRIO	37	SWAHILI (KISWAHILI)	116
CHINESE-SHANGHAINESE	5	KURDISH	34	TAMIL	417
COOK I MAORI	20	KURDISH (KURMANJI)	65	THAI	581
CROATIAN	75	KURDISH (SORANI)	13	TIBETAN	52
CZECH	38	KURDISH SOUTHERN (FEYLI)	1	TIGRINYA	55
DARI	348	LAO	80	TONGAN	185
DINKA	173	LINGALA	1	TURKISH	335
ESTONIAN	1	MACEDONIAN	149	TWI	15
FIJI HINDI (FIJIAN HINDUSTANI)	13	MADI	2	UKRAINIAN	8
FIJIAN	62	MALAY	102	URDU	141
FILIPINO (TAGALOG)	207	MALAYALAM	17	VIETNAMESE	2,981
FINNISH	8	MALTESE	5	TOTAL (INTERPRETING ASSIGNMENTS)	23,012
FRENCH	268	MONGOLIAN	96	TOTAL (NO. OF LANGUAGES)	88
FULFULDE	6	NEPALESE	188		
		NORWEGIAN	2		

1. LANGUAGE SERVICES – TRANSLATION ASSIGNMENTS FROM 1 JULY 2018 – 30 JUNE 2019

Language	Number of assignments	Number of words
ALBANIAN	2	300
AMHARIC	15	1,447
ARABIC	1,735	249,507
ARMENIAN	3	400
ASSYRIAN	2	875
BENGALI / BANGLA	8	5,085
BOSNIAN	8	1,233
BULGARIAN	7	700
BURMESE	22	3,126
CHINESE	9,106	1,043,909
CROATIAN	52	8,877
CZECH	14	2,500
DARI	113	10,834
DUTCH	17	3,235
ENGLISH	6	4,346
ESTONIAN	3	419
FILIPINO (TAGALOG)	16	5,246
FINNISH	1	100
FRENCH	203	27,507
GERMAN	112	26,526
GREEK	142	39,898
GUJARATI	2	200
HAZARAGI	2	200
HEBREW	1	100
HINDI	52	14,489
HUNGARIAN	9	2,235
INDONESIAN	154	25,171
ITALIAN	165	32,034
JAPANESE	1,184	119,599
KANNADA	5	1,992
KHMER	21	14,759
KOREAN	254	58,497

Language	Number of assignments	Number of words
LAO	25	2,500
MACEDONIAN	40	4,379
MALAY	57	6,083
MALTESE	1	3,066
MONGOLIAN	2	1,229
NEPALESE	20	4,990
NORWEGIAN	9	1,100
PASHTO	15	1,389
PERSIAN (FARSI)	821	90,794
POLISH	59	13,340
PORTUGUESE	193	29,470
PUNJABI	29	10,070
ROMANIAN	10	3,154
RUSSIAN	104	15,383
SAMOAN	1	278
SERBIAN	54	11,925
SINHALESE	13	1,500
SLOVAK	14	2,177
SLOVENE	2	200
SPANISH	569	83,785
SWAHILI (KISWAHILI)	2	2,478
SWEDISH	11	1,422
TAMIL	19	6,934
THAI	135	24,271
TIGRINYA	2	200
TONGAN	1	1,082
TURKISH	37	13,458
UKRAINIAN	17	5,388
URDU	10	1,042
VIETNAMESE	247	84,874
TOTAL	15,995	2,133,307

2. OPEN ACCESS STATISTICAL INFORMATION FROM 1 JULY 2018 – 30 JUNE 2019

The following information is provided under section 125 of the Government Information (Public Access) Act 2009 (GIPA Act) and clause 7 of the Government Information (Public Access) Regulation 2009 for the reporting period 2018-2019.

TABLE A: NUMBER OF APPLICATIONS BY TYPE OF APPLICANT AND OUTCOME*

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn
Media	0	1	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

TABLE B: NUMBER OF APPLICATIONS BY TYPE OF APPLICATION AND OUTCOME

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application in part	Refuse to confirm/ deny whether information is held	Application withdrawn
Personal information applications	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	1	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

TABLE C: INVALID APPLICATIONS

Reason for invalidity	Number of Applications
Application does not comply with formal requirements (Section 41 of the Act)	0
Application is for excluded information of the Agency (Section 43 of the Act)	0
Application contravenes restraint order (Section 110 of the Act)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

**TABLE D: CONCLUSIVE PRESUMPTION OF OVERRIDING PUBLIC INTEREST AGAINST DISCLOSURE:
MATTERS LISTED IN SCHEDULE 1 TO ACT**

	Number of times consideration used
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0

**TABLE E: OTHER PUBLIC INTEREST CONSIDERATIONS AGAINST DISCLOSURE:
MATTERS LISTED IN TABLE TO SECTION 14 OF ACT**

	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate freedom of information legislation	0

TABLE F: TIMELINESS

	Number of Applications
Decided within the statutory timeframe (20 days plus any extensions)	1
Decided after 35 days (by agreement with applicant)	N/A
Not decided within time (deemed refusal)	N/A
TOTAL	1

**TABLE G: NUMBER OF APPLICATIONS REVIEWED UNDER PART 5 OF THE ACT
(BY TYPE OF REVIEW AND OUTCOME)**

	Decision varied	Decision upheld	Total
Internal review	N/A	1	1
Review by Information Commissioner*	N/A	N/A	0
Internal review following recommendation under Section 93 of the Act	N/A	N/A	0
Review by ADT	N/A	N/A	0
TOTAL	0	1	1

*The Information Commissioner does not have the authority to vary decisions but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made.

TABLE H: APPLICATIONS FOR REVIEW UNDER PART 5 OF THE ACT (BY TYPE OF APPLICANT)

	Number of applications for review
Applications by access applicants	1
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0

3. LIST OF GRANTS AWARDED FROM 1 JULY 2018 – 30 JUNE 2019

CELEBRATING DIVERSITY: EVENTS

Applicant Name	Amount of Grant	Project Title	Purpose of the Grant
Unidos De Sydney Samba School	\$1,000.00	Dia Do Passista	This grant is to contribute to the Dia Do Passista event held in January 2019
AMUST	\$3,000.00	AMUST Multicultural Writer Awards	This grant is to contribute to the AMUST Multicultural Writer Awards event held in June 2019
The Equatorian Community and Welfare Association Incorporated	\$2,000.00	Annual Equatoria Day and End of Year Event	This grant is to contribute to the Annual Equatoria Day and End of Year Event event held in December 2018
Australian Lebanese Football Association (ALFA)	\$5,000.00	ALFA Cup 2018	This grant is to contribute to the ALFA Cup 2018 event held in December 2018
NSW Jewish Board of Deputies	\$3,000.00	Women of Diversity Dinner	This grant is to contribute to the Women of Diversity Dinner event held in June 2019
Oriscon Inc	\$5,000.00	Cross Cultural Carnival	This grant is to contribute to the Cross Cultural Carnival event held in March - June 2019
Hunter Multicultural Communities Inc	\$2,000.00	Greta Migrant Camps 70th Anniversary	This grant is to contribute to the Greta Migrant Camps 70th Anniversary event held in June 2019
Somali Welfare and Cultural Centre Inc	\$10,000.00	Africultures Festival 2019	This grant is to contribute to the Africultures Festival 2019 event held in March 2019
Nga Uri o Rahiri Inc	\$3,000.00	Waitangi Day Festival	This grant is to contribute to the Waitangi Day Festival event held in February 2019
Bankstown Poetry Slam	\$5,000.00	National Youth Poetry Slam and Youth Poetry Festival - 'Brave New Word'	This grant is to contribute to the National Youth Poetry Slam and Youth Poetry Festival - 'Brave New Word' event held in April 2019
North Ryde Community Aid and Information Centre	\$2,320.00	The Tea Dance Extravaganza	This grant is to contribute to the The Tea Dance Extravaganza event held in February 2019
Sydney Sonata Singers Inc	\$5,000.00	Sydney Sonata Cultural Concert	This grant is to contribute to the Sydney Sonata Cultural Concert event held in May 2019
Sudan Day Festival	\$2,000.00	Sudan Day Festival	This grant is to contribute to the Sudan Day Festival event held in April 2019
Branding Bangladesh Inc	\$6,100.00	Muhammad Noman	This grant is to contribute to the Muhammad Noman event held in January 2019
Maltese Community Council of NSW	\$1,170.00	Australia Day Celebration	This grant is to contribute to the Australia Day Celebration event held in January 2019
Ingham Institute for Applied Medical Research	\$2,000.00	Recipes and Research for Residents - Event	This grant is to contribute to the Recipes and Research for Residents event held in May 2019
Armenian National Committee of Australia	\$7,000.00	Armenian Festival	This grant is to contribute to the Armenian Festival event held in December 2018
Estonian Society of Sydney Incorporated	\$2,000.00	XXVII Estonian Festival (Eesti Päevad) 2018 Sydney	This grant is to contribute to the XXVII Estonian Festival (Eesti Päevad) 2018 Sydney event held in December 2018
China Australia Friendship Association	\$2,660.00	Central Coast Multicultural Showcase	This grant is to contribute to the Central Coast Multicultural Showcase event held in May 2019

CELEBRATING DIVERSITY: EVENTS (CONTINUED)

Applicant Name	Amount of Grant	Project Title	Purpose of the Grant
Magic Moments Foundation – Sydney Basket Brigade	\$2,000.00	Delivering Hope at Christmas time	This grant is to contribute to the Delivering Hope at Christmas time event held in December 2018
iShine	\$1,000.00	Multi-Cultural Dinner	This grant is to contribute to the Multi-Cultural Dinner event held in December 2018
Marathi Association Sydney Inc.	\$5,000.00	Akhil Australia Marathi Sammelan 2019	This grant is to contribute to the Akhil Australia Marathi Sammelan 2019 event held in April 2019
NSW Multicultural Seniors Association Incorporated	\$2,000.00	Celebrating Age and Diversity	This grant is to contribute to the Celebrating Age and Diversity event held in February 2019
Queanbeyan Palerang Regional Council	\$3,000.00	Queanbeyan Multicultural Festival	This grant is to contribute to the Queanbeyan Multicultural Festival event held in March 2019
Young and District Multicultural Association Inc	\$1,500.00	Multicultural Diversity Celebration 2019	This grant is to contribute to the Multicultural Diversity Celebration 2019 event held in March 2019
House of Welcome	\$1,500.00	Cross-Cultural End of Year Celebration 2018	This grant is to contribute to the Cross-Cultural End of Year Celebration 2018 event held in December 2018
5 Lands Walk Inc.	\$5,000.00	'Home' A Celebration and Finale for the 5 Lands Walk	This grant is to contribute to the 'Home' A Celebration and Finale for the 5 Lands Walk event held in June 2019
South Asian Australian Association Inc.	\$1,000.00	Festival of Colour 2019	This grant is to contribute to the Festival of Colour 2019 event held in March 2019
New South Wales Justices Association	\$1,000.00	NSWJA 2019 Conference	This grant is to contribute to the NSWJA 2019 Conference event held in May 2019
Hindu Council of Australia	\$3,000.00	International Women's Day	This grant is to contribute to the International Women's Day event held in March 2019
Aasha Australia Foundation	\$2,400.00	Eight to Eighties Inter generation Multicultural project	This grant is to contribute to the Eight to Eighties Inter generation Multicultural project event held in March 2019
Coffs Harbour City Council	\$2,100.00	Freedom Feast	This grant is to contribute to the Freedom Feast event held in June 2019
Refugee Council of Australia	\$7,500.00	Refugee Week	This grant is to contribute to the Refugee Week event held in June 2019
Children's Festival Organisation Inc.	\$7,400.00	Children's Festival 2019 in Sydney	This grant is to contribute to the Children's Festival 2019 in Sydney event held in March 2019
Iraqi Australian University Graduate Forum Incorporated	\$2,000.00	Iraqi Australian Women Diversity Celebration	This grant is to contribute to the Iraqi Australian Women Diversity Celebration event held in March 2019
St Charbel's Church & Monastery	\$5,000.00	Festival of Diversity	This grant is to contribute to the Festival of Diversity event held in April 2019

CELEBRATING DIVERSITY: EVENTS (CONTINUED)

Applicant Name	Amount of Grant	Project Title	Purpose of the Grant
Cowra Shire Council	\$5,000.00	Cowra Festival of International Understanding 2019	This grant is to contribute to the Cowra Festival of International Understanding 2019 event held in March 2019
Celebration Of African Australians Inc	\$2,000.00	African Australian Annual Inter Communities Cultural Night 2019	This grant is to contribute to the African Australian Annual Inter Communities Cultural Night 2019 event held in January 2019
Surf Life Saving New South Wales	\$5,000.00	SLSNSW City Beach	This grant is to contribute to the SLSNSW City Beach event held in February 2019
Gyan Vikash Ramayan Mandli	\$920.00	Ram Naumi	This grant is to contribute to the Ram Naumi event held in April 2019
Sydney Telugu Association Inc	\$3,000.00	Telugu New Year Ugadi Celebrations	This grant is to contribute to the Telugu New Year Ugadi Celebrations event held in April 2019
ROAR - Residents Organisation at Riverwood Inc.	\$2,000.00	Multicultural Festival plus movie in the park	This grant is to contribute to the Multicultural Festival plus movie in the park event held in February 2019
Affinity Intercultural Foundation	\$1,000.00	Interfaith Education Symposium/Conference in Sydney 2019	This grant is to contribute to the Interfaith Education Symposium/Conference in Sydney 2019 event held in March 2019
Muslim Women's Welfare of Australia	\$2,470.00	Women's Life Expo	This grant is to contribute to the Women's Life Expo event held in March 2019
Christian Community Aid	\$2,000.00	A Journey to Unite Us - Not Divide Us	This grant is to contribute to the A Journey to Unite Us - Not Divide Us event held in March 2019
Belmont Neighbourhood Centre	\$550.00	Belmont Neighbourhood Centre Diversity Day	This grant is to contribute to the Belmont Neighbourhood Centre Diversity Day event held in May 2019
Jewish House	\$2,400.00	Chanukah Festival	This grant is to contribute to the Chanukah Festival event held in December 2018
Binnaway Progress Association	\$2,132.00	Binnaway Community Carols	This grant is to contribute to the Binnaway Community Carols event held in December 2018
Tamil Arts and Culture Association Inc	\$3,000.00	Sydney Chithirai Festival	This grant is to contribute to the Sydney Chithirai Festival event held in May 2019
Think+DO Tank Foundation Limited	\$2,000.00	In Other Words Festival	This grant is to contribute to the In Other Words Festival event held in February 2019
Ma'di Ethnic Community Welfare Association NSW Inc.	\$1,500.00	Ma'di Community Youth Sport and Cultural Day	This grant is to contribute to the Ma'di Community Youth Sport and Cultural Day event held in December 2018
Amra Bangladeshi	\$3,500.00	Muhamad Khalil	This grant is to contribute to the Muhamad Khalil event held in April 2019
Tamil Arts and Culture Association Inc	\$400.00	Pongal @ NSW Parliament	This grant is to contribute to the Pongal @ NSW Parliament event held in January 2019
ConnectAbility Australia Ltd	\$1,914.00	Newcastle Harmony Day Festival.	This grant is to contribute to the Newcastle Harmony Day Festival event held in March 2019

CELEBRATING DIVERSITY: EVENTS (CONTINUED)

Applicant Name	Amount of Grant	Project Title	Purpose of the Grant
Orange City Council	\$5,698.00	Orange Harmony Day 2019	This grant is to contribute to the Orange Harmony Day 2019 event held in March 2019
Assyrian Universal Alliance-Australian Chapter Inc	\$2,600.00	Assyria Day	This grant is to contribute to the Assyria Day event held in June 2019
Australian Korean Memorial Garden and Korea Cultural Centre Incorporated	\$10,000.00	Nangae-Kukakdan Performance	This grant is to contribute to the Nangae-Kukakdan Performance event held in March 2019
Georges River Council	\$5,000.00	'From far and wide, this is our home' - Australia Day Festival	This grant is to contribute to the 'From far and wide, this is our home' - Australia Day Festival event held in January 2019
Greenacre Eagles Soccer Club	\$1,272.00	Greenacre Soccer Club's Multicultural Football Festival	This grant is to contribute to the Greenacre Soccer Club's Multicultural Football Festival event held in June 2019
Australia Russian-Chinese Heritage Society Organising Committee Incorporated	\$1,500.00	Know Your Neighbour	This grant is to contribute to the Know Your Neighbour event held in May 2019
Fronditha Care	\$2,000.00	Fronditha Care & Hippocrates Australian Greek Aged Persons Association Gala Ball 2019	This grant is to contribute to the Fronditha Care & Hippocrates Australian Greek Aged Persons Association Gala Ball 2019 event held in May 2019
Co.As.It.	\$5,000.00	Sara Villella	This grant is to contribute to the Sara Villella event held in January 2019
Greek Orthodox Community of NSW	\$2,000.00	Byzantine to Today	This grant is to contribute to the Byzantine to Today event held in May 2019
Australian South Asia Forum Incorporated	\$2,000.00	FAME 2 (Fusion Asian Music Ensemble – Second Sequel)	This grant is to contribute to the FAME 2 (Fusion Asian Music Ensemble – Second Sequel) event held in March 2019
Eastwood Chinese Senior Citizens Club	\$950.00	Australia Day Multicultural Concert	This grant is to contribute to the Australia Day Multicultural Concert event held in January 2019
Blue Mountains Family Support Service Inc. (t/as Thrive Services)	\$2,400.00	Angelique Sasagi	This grant is to contribute to the Angelique Sasagi event held in March 2019
Multicultural Society of Campbelltown Inc.	\$5,000.00	Multicultural Boishakhi Festival	This grant is to contribute to the Multicultural Boishakhi Festival event held in April 2019
Community Migrant Resource Centre	\$2,500.00	Harmony Festival	This grant is to contribute to the Harmony Festival event held in March 2019
Burwood Council Multicultural Advisory Committee	\$2,400.00	Burwood Council MAC 'What Multiculturalism Means To Me' Film Competition/Festival	This grant is to contribute to the Burwood Council MAC 'What Multiculturalism Means To Me' Film Competition/Festival event held in March 2019
Federation of Indian Associations of NSW Inc	\$5,000.00	Holi Fair 2019	This grant is to contribute to the Holi Fair 2019 event held in March 2019
Gujarati Brahman Samaj of NSW Inc	\$3,000.00	Navratri Festival	This grant is to contribute to the Navratri Festival event held in April 2019

CELEBRATING DIVERSITY: EVENTS (CONTINUED)

Applicant Name	Amount of Grant	Project Title	Purpose of the Grant
Affinity Intercultural Foundation	\$6,000.00	2019 NSW Parliament Friendship & Dialogue Ramadan Iftar Dinner	This grant is to contribute to the 2019 NSW Parliament Friendship & Dialogue Ramadan Iftar Dinner event held in May 2019
Campbelltown City Council	\$6,000.00	FEAST	This grant is to contribute to the FEAST event held in September 2019
Woolgoolga and Northern Beaches Chamber of Commerce	\$4,000.00	Woolgoolga Curryfest	This grant is to contribute to the Woolgoolga Curryfest event held in September 2019
Hunter Multicultural Communities Inc	\$2,000.00	Multicultural Mural and Celebration	This grant is to contribute to the Multicultural Mural and Celebration event held in July 2019
Language Festival Association	\$1,800.00	Sydney Language Festival 2019	This grant is to contribute to the Sydney Language Festival 2019 event held in September 2019
Moree Cultural Art Foundation Ltd	\$6,000.00	Courage to Care Moree	This grant is to contribute to the Courage to Care Moree event held in November 2019
Lismore Friendship Festival Inc	\$5,000.00	Piazza in the Park - bringing out your inner Italian!	This grant is to contribute to the 'Piazza in the Park - bringing out your inner Italian!' event held in June 2019
North Shore Japanese School	\$2,000.00	Killarney Fun Day Festival	This grant is to contribute to the Killarney Fun Day Festival event held in August 2019
Macquarie Shores Swimming Club Inc.	\$1,600.00	Ben Jenkinson	This grant is to contribute to the Ben Jenkinson event held in September 2019
Shellharbour City Council	\$3,000.00	Cultural Treasures Multicultural Festival	This grant is to contribute to the Cultural Treasures Multicultural Festival event held in September 2019
Australia South Asia Forum Inc	\$6,000.00	SAFAL Fest	This grant is to contribute to the SAFAL Fest event held in August 2019
Tibetan Community of Australia NSW Inc.	\$3,500.00	Tibet Festival	This grant is to contribute to the Tibet Festival event held in July 2019
Cumberland Council	\$1,000.00	Living Culture Village Market	This grant is to contribute to the Living Culture Village Market event held in October 2019
Australian South Sea Islanders Port Jackson	\$5,000.00	Sugar Fest 2019	This grant is to contribute to the Sugar Fest 2019 event held in June 2019
Rhodes Multicultural Community Association Inc.	\$8,000.00	Rhodes Moon Festival	This grant is to contribute to the Rhodes Moon Festival event held in September 2019
The African Association in New England	\$2,000.00	Welcoming people who are new to New England region during Queen's birthday	This grant is to contribute to the Welcoming people who are new to New England region during Queen's birthday event held in June 2019
The Embroiderers' Guild NSW Inc	\$685.00	Sayd - Refugee Artist Exhibition	This grant is to contribute to the Sayd - Refugee Artist Exhibition event held in July 2019
Western Sydney Migrant Resource Centre Ltd	\$5,000.00	African Cultural Dinner Nite	This grant is to contribute to the African Cultural Dinner Nite event held in August 2019

CELEBRATING DIVERSITY: EVENTS (CONTINUED)

Applicant Name	Amount of Grant	Project Title	Purpose of the Grant
Sydney Latin American Film Festival Inc (SLAFF)	\$1,800.00	Cultural Diversity Film & Discussion	This grant is to contribute to the Cultural Diversity Film & Discussion event held in September 2019
Holdsworth Community	\$2,000.00	'Connecting through food' - a celebration of cultural diversity through food and social activities	This grant is to contribute to the 'Connecting through food' - a celebration of cultural diversity through food and social activities event held in June 2019
Scone Neighbourhood Resource Centre Inc	\$2,200.00	Christmas in the Park	This grant is to contribute to the Christmas in the Park event held in December 2019
Centennial Parklands Foundation Limited	\$3,500.00	IMF Father's Day Warrior Run and Festival	This grant is to contribute to the IMF Father's Day Warrior Run and Festival event held in September 2019
Birrang Enterprise Development Co Ltd	\$5,000.00	NAIDOC Celebrations for Orange	This grant is to contribute to the NAIDOC Celebrations for Orange event held in October 2019
Kalari-Lachlan River Arts Festival Inc.	\$5,000.00	Kalari-Lachlan River Arts Festival - Ignite!	This grant is to contribute to the Kalari-Lachlan River Arts Festival - Ignite! event held in June 2019
Konkani Association of Australia	\$625.00	Kala Utsav 2019	This grant is to contribute to the Kala Utsav 2019 event held in November 2019
Charity Bounce	\$2,000.00	Stand Tall Project	This grant is to contribute to the Stand Tall Project event held in June 2019
Surry Hills Neighbourhood Centre	\$4,000.00	Daisy Chain - Connecting Communities	This grant is to contribute to the Daisy Chain - Connecting Communities event held in September 2019
Byron Writers Festival	\$5,000.00	Byron Writers Festival	This grant is to contribute to the Byron Writers Festival event held in August 2019
New England Regional Art Museum	\$5,000.00	Raise the profile and voice of Ezidi women	This grant is to contribute towards activities designed to raise the profile and voice of Ezidi women held in June 2019
Nautanki Theatre Company	\$3,000.00	Theatre Festival of South-Asian Countries	This grant is to contribute to the Theatre Festival of South-Asian Countries event held in October 2019
Souths Cares	\$3,000.00	Souths Cares NAIDOC Festival	This grant is to contribute to the Souths Cares NAIDOC Festival event held in July 2019
Our Community Project	\$1,250.00	Culture Sharing Sessions with 'Jam n Bread'	This grant is to contribute to the Culture Sharing Sessions with 'Jam n Bread' event held in June 2019
Shoalhaven Neighbourhood Services Incorporated	\$2,300.00	Diversity shines in the Shoalhaven	This grant is to contribute to the Diversity shines in the Shoalhaven event held in December 2019
Advance Diversity Services	\$2,000.00	Migrant Information Day 2019	This grant is to contribute to the Migrant Information Day 2019 event held in November 2019
CORE Community Services	\$3,000.00	Fairfield Refugee and Cultural Festival	This grant is to contribute to the Fairfield Refugee and Cultural Festival event held in June 2019

CELEBRATING DIVERSITY: EVENTS (CONTINUED)

Applicant Name	Amount of Grant	Project Title	Purpose of the Grant
Australian Lebanese Football Association (ALFA)	\$5,000.00	ALFA Cup 2019	This grant is to contribute to the ALFA Cup 2019 event held in October 2019
Taiwan Film Festival Incorporated	\$5,000.00	The 2nd Taiwan Film Festival in Sydney	This grant is to contribute to the The 2nd Taiwan Film Festival in Sydney event held in July 2019
Kobita Bikel Australia Incorporated	\$5,000.00	Bangla Songskriti Utsob (BanglaFest Sydney 2019)	This grant is to contribute to the Bangla Songskriti Utsob (BanglaFest Sydney 2019) event held in November 2019
Riverwood Community Centre Ltd	\$6,000.00	Riverwood Spring Fair	This grant is to contribute to the Riverwood Spring Fair event held in September 2019
Lao Community Advancement (NSW) Co-operative Limited	\$2,000.00	Multicultural Line Dancing Night	This grant is to contribute to the Multicultural Line Dancing Night event held in September 2019
Wollongong Writers Festival Inc	\$4,500.00	'All Lit Up' Story Series	This grant is to contribute to the 'All Lit Up' Story Series event held in November 2019
Strathfield South Public School Parents and Citizens' Association	\$2,000.00	Celebrating Cultural Diversity Festival	This grant is to contribute to the Celebrating Cultural Diversity Festival event held in August 2019
Russian Resurrection Incorporated	\$3,000.00	Russian Resurrection Film Festival 2019	This grant is to contribute to the Russian Resurrection Film Festival 2019 event held in November 2019
Fountain Baptist church in Sydney	\$1,000.00	Christmas Connection (Christmas carols night)	This grant is to contribute to the Christmas Connection (Christmas carols night) event held in December 2019
Khmer Community of NSW Inc.	\$7,000.00	Essence of Asia in Fairfield LGA	This grant is to contribute to the Essence of Asia in Fairfield LGA event held in May 2019
Wyong Warriors Sports Club	\$2,000.00	Wyong Warriors Multicultural Sports Festival	This grant is to contribute to the Wyong Warriors Multicultural Sports Festival event held in December 2019
Liverpool City Council	\$5,000.00	Susana Freitas	This grant is to contribute to the Susana Freitas event held in November 2019
Civic Disability Services	\$2,000.00	Civic's Family Fun Day: Official Opening of Civic's Liverpool Hub	This grant is to contribute to the Civic's Family Fun Day: Official Opening of Civic's Liverpool Hub event held in May 2019

GRANTS RETURNED

Spanish Community Care Association Inc.	\$1,500.00	Day of Diversity 2019	Grant funding returned
Association of Bhutanese in Australia-Sydney	\$3,000.00	10th year Bhutanese Resettlement day Celebration	Grant funding returned
Illawarra Kerala Samajam Incorporated	\$2,000.00	Illawarra Multicultural Kids Fest	Grant funding returned
Rhythm n Rail Incorporated	\$5,000.00	Junee Rhythm n Rail Festival	Grant funding returned
Chinese Australian Services Society Ltd	\$2,000.00	Dragon Charity Walk 2018	Grant funding returned

CELEBRATING DIVERSITY: PROJECTS

Applicant Name	Amount of Grant	Project Title	Purpose of the Grant
Australian Culture and Commerce Association	\$6,230.00	Burwood Local Dancing Training Course	This grant is to contribute to the Burwood Local Dancing Training Course project
Byron Youth Service Inc.	\$10,000.00	BECOME (Byron Emerging Community Of Multicultural Empowerment) Project	This grant is to contribute to the BECOME (Byron Emerging Community of Multicultural Empowerment) project
NSW JBD Projects Ltd	\$15,000.00	We Are All Sydney community leadership program	This grant is to contribute to the We Are All Sydney community leadership program project
Chand Raat Eid Festival Inc	\$10,000.00	Chand Raat Eid Festival 2019	This grant is to contribute to the Chand Raat Eid Festival 2019 project
Police Citizens Youth Club NSW Ltd	\$10,000.00	Language with Friends in Liverpool	This grant is to contribute to the Language with Friends in Liverpool project
The Scout Association of Australia NSW Branch	\$10,000.00	Water Safety	This grant is to contribute to Water Safety training and instruction in basic water activities to 150 CALD and refugee youths in the Sydney region
St Francis Social Services (House of Welcome)	\$6,000.00	Africana Friday	This grant is to contribute to the Africana Friday project
Somali Welfare and Cultural Centre Inc	\$7,000.00	Our stories, Our Culture: Pop Up Cultural Experiences	This grant is to contribute to the Our stories, Our Culture: Pop Up Cultural Experiences project
Women's Activities and Self Help House Inc.	\$10,000.00	Fierce and Fearless Self Care Program for Young Multicultural Women	This grant is to contribute to the Fierce and Fearless Self Care Program for Young Multicultural Women project
Kogarah Community Services Inc.	\$4,000.00	Music, our universal language	This grant is to contribute to the Music, our universal language project
Greater Hume Council	\$15,000.00	Family Day Care Embracing Nature, Diversity and Culture	This grant is to contribute to the Family Day Care Embracing Nature, Diversity and Culture project
Eastwood Chinese Senior Citizens Club	\$20,000.00	Enhancing CALD Communities Social Participation Through Communication Technology & Active Ageing	This grant is to contribute to the Enhancing CALD Communities Social Participation Through Communication Technology & Active Ageing
Afghan Australian Youth Association Incorporated	\$5,000.00	Developing AAYA	This grant is to contribute to the Developing AAYA project
Lithgow Information and Neighbourhood Centre Ltd	\$10,000.00	Multicultural Lithgow Community Support	This grant is to contribute to the Multicultural Lithgow Community Support project
Sevenmile Limited	\$10,000.00	Diversity Entrepreneurship Northern Beaches	This grant is to contribute to the Diversity Entrepreneurship Northern Beaches project
Information and Cultural Exchange Inc.	\$7,000.00	iVlogs Berala	This grant is to contribute to the iVlogs Berala project

CELEBRATING DIVERSITY: PROJECTS (CONTINUED)

Applicant Name	Amount of Grant	Project Title	Purpose of the Grant
Great Lakes Agency for Peace and Development International (GLAPDI)	\$10,000.00	Afro Artistic outreach project	This grant is to contribute to the Afro Artistic outreach project
Australian South Sea Islanders (Port Jackson)	\$15,000.00	Australian South Sea Islanders online resource	This grant is to contribute to the Australian South Sea Islanders online resource project
Western Sydney MRC	\$20,000.00	SameSameDifferent: This is Western Sydney	This grant is to contribute to the SameSameDifferent: This is Western Sydney project
Multicultural Council of Griffith Inc.	\$5,000.00	Bi-lingual Worker Afghani	This Grant is to contribute towards a Bi-Lingual Worker Afghani
Bangabandhu Council Australia Incorporated	\$10,000.00	Bengali New Year Festival	This Grant is to contribute towards the Bengali New Year Festival
Orange City Council	\$7,000.00	Circle of Understanding Central West	This Grant is to contribute towards the Circle of Understanding Central West
SHARE SMR Inc	\$7,000.00	Nepalese fitness and culture	This Grant is to contribute towards Nepalese fitness and culture
Maitland Regional Museum	\$2,770.00	Old Worlds: New Beginnings - a 70 year commemoration of Greta Migrant Camp	This Grant is to contribute towards the Old Worlds: New Beginnings - a 70 year commemoration of Greta Migrant Camp
Manning Valley Neighbourhood Services	\$5,000.00	Connecting and Engaging Diverse Women on the Mid North Coast	This Grant is to contribute towards Connecting and Engaging Diverse Women on the Mid North Coast
Assyrian Australian National Federation (AANF)	\$10,000.00	Assyrian Cultural Heritage - celebration and sharing	This Grant is to contribute towards Assyrian Cultural Heritage celebration and Sharing
Lao Community Advancement (NSW) Co-Operative Ltd	\$7,500.00	Generation to Generation - Lao recipes and folk art to share	This Grant is to contribute towards Generation to Generation - Lao recipes and folk art to share
Indonesian Community Council Inc NSW	\$7,500.00	"ASYIK goes to Schools - Rural NSW"	This Grant is to contribute towards ASYIK goes to Schools - Rural NSW
Multicultural Council of Griffith Inc.	\$5,000.00	Bi-lingual Worker Italian	This Grant is to contribute towards a Bi-Lingual Worker Italian
Super Sikhs Sports and Cultural	\$10,000.00	Western Sydney Sports Festival	This Grant is to contribute towards Western Sydney Sports Festival
Sri Guru Singh Sabah	\$10,000.00	Portable classroom for education delivery	This Grant is to contribute towards Portable classroom for education delivery
NSW Federation of Community Languages Inc.	\$10,000.00	Thai Community Development Project	This Grant is to contribute towards the Thai Community Development Project
Narwee Baptist Community Broadcasters Ltd	\$3,000.00	Only The Lonely	This Grant is to contribute towards the Only The Lonely project

PARTNERSHIP GRANTS

Applicant Name	Amount of Grant	Project Title	Purpose of the Grant
Global Women's Network	\$5,000.00	Diwali Fusion Festival at Ryde	This grant is to contribute to the Diwali Fusion Festival at Ryde event/project
Chabad Double Bay	\$6,000.00	Chanukah @ Bay	This grant is to contribute to the Chanukah @ Bay event/project
Filipino Australian Community Association, Eastern Sydney (FACAES)	\$5,000.00	Filipino Fiesta in Randwick	This grant is to contribute to the Filipino Fiesta in Randwick event/project
Philippine Community Council of New South Wales, Inc	\$10,000.00	Pasko (Christmas) Philippines Festival	This grant is to contribute to the Pasko (Christmas) Philippines Festival event/project
Lubavitch Jewish Centre Inc	\$6,000.00	Chanukah in the City	This grant is to contribute to the Chanukah in the City event/project
Federation of Indian Associations	\$10,000.00	India Fair	This grant is to contribute to the India Fair event/project
Chand Raat Eid Festival	\$10,000.00	Chand Raat Eid Festival	This grant is to contribute to the Chand Raat Eid Festival event/project
Federation of Indian Associations	\$5,000.00	Community Education Seminars	This grant is to contribute to the Community Education Seminars event/project
Federation of Indian Associations	\$6,000.00	Diwali Celebrations	This grant is to contribute to the Diwali Celebrations event/project
Assyrian Universal Alliance-Australian Chapter Inc	\$7,400.00	Assyria Day	This grant is to contribute to the Assyria Day event/project
Russian Resurrection Incorporated	\$2,000.00	2019 Russian Resurrection Film Festival	This grant is to contribute to the 2019 Russian Resurrection Film Festival event/project
Sydney St. Patrick's Day Organisation Incorporated	\$6,500.00	2019 Sydney St. Patrick's Day Parade & Family Day	This grant is to contribute to the 2019 Sydney St. Patrick's Day Parade & Family Day event/project
Australia Korean Culture & Arts Inc	\$8,000.00	Sydney Korean Festival	This grant is to contribute to the Sydney Korean Festival event/project
Sudan Day Festival Inc	\$2,500.00	Sudan Day Festival	This grant is to contribute to the Sudan Day Festival event/project
Western Sydney Migrant Resource Centre	\$5,000.00	Liverpool Summit.	This grant is to contribute to the Liverpool Summit. event/project
Australian Afghan Hassanian Youth Association	\$1,500.00	Boundary Fence	This grant is to contribute to repairs to the Boundary Fence
Bangabandhu Council Australia Incorporated	\$10,000.00	Bengali New Year Festival	This grant is to contribute to the Bengali New Year Festival event/project
Surf Life Saving NSW	\$15,000.00	Purchase of Satellite phones	This grant is to contribute to the purchase of Satellite phones
Greek Orthodox Community of NSW	\$75,000.00	Greek Festival of Sydney	This grant is to contribute to the Greek Festival of Sydney event/project
The Korean Society of Sydney	\$8,000.00	Korean Festival	This grant is to contribute to the Korean Festival event/project

PARTNERSHIP GRANTS (CONTINUED)

Applicant Name	Amount of Grant	Project Title	Purpose of the Grant
Australian Turkish Mutual Alliance	\$7,500.00	Taste of Turkey	This grant is to contribute to the Taste of Turkey event/project
United Indian Associations	\$10,000.00	Mateship Fair	This grant is to contribute to the Mateship Fair event/project
El Marada Australia Inc	\$10,000.00	Renovations to the Community Centre	This grant is to contribute to the Renovations to the Community Centre
Council of Indian Australians	\$15,000.00	Little Indian Fair	This grant is to contribute to the Little Indian Fair event/project
Ethnic Communities Council of NSW	\$114,435.00	Leaders in Cultural Diversity Program - Strengthening the role of peak Multicultural Council in NSW	This Grant is to contribute to the Leaders in Cultural Diversity Program - Strengthening the role of peak Multicultural Council in NSW
Hunter Multicultural Communities	\$97,909.00	Leaders in Cultural Diversity Program - Strengthening the role of peak Multicultural Council in Hunter	This Grant is to contribute to the Leaders in Cultural Diversity Program - Strengthening the role of peak Multicultural Council in NSW
Multicultural Communities Council of Illawarra	\$105,561.00	Leaders in Cultural Diversity Program - Strengthening the role of peak Multicultural Council in Illawarra	This Grant is to contribute to the Leaders in Cultural Diversity Program - Strengthening the role of peak Multicultural Council in NSW
Multicultural Council of Wagga	\$72,095.00	Leaders in Cultural Diversity Program - Strengthening the role of peak Multicultural Council in Wagga Wagga	This Grant is to contribute to the Leaders in Cultural Diversity Program - Strengthening the role of peak Multicultural Council in NSW
Community Hubs	\$180,000.00	The grant is to contribute towards establishing Community Hubs in NSW	This Grant is to contribute towards establishing Community Hubs in NSW
Federation of Community Language Schools	\$35,000.00	The grant is to contribute towards the employment of a worker to assist the Federation in the provision of quality services to after hours community language schools	This Grant is to contribute towards the employment of a worker to assist the Federation in the provision of quality services to after hours community language schools

COMPACT GRANTS

Applicant Name	Amount of Grant	Purpose of the grant
Youth Off The Streets Limited	\$250,000.00	Specialist Services
All together now	\$178,171.00	Community Action for Preventing Extremism (CAPE) NSW: promoting resilience and response to far-right extremism
2Connect Youth & Community Inc	\$51,584.00	"CONNECT UP! - Youth against violence and racism"
High Resolves	\$108,500.00	Youth Led Social Cohesion Project
Australian Rugby League Commission	\$150,000.00	In League In Harmony - Stand Up, Reach Out, Be United
Sydney Youth Connect Inc	\$10,000.00	The Ihya-2020 Youth Challenge
Shifa Institute	\$11,500.00	Synchronised Serenity
Football NSW Inc.	\$45,000.00	Community FC - 'Inclusivity through football in NSW'
Heaps Decent Ltd	\$35,000.00	No Borders In Our Sky
Saint Columban's Mission	\$35,000.00	The Sydney Statement
Together for Humanity	\$33,350.00	Girls Connectedness and Belonging through Discovery, Reverse mentoring Program, and Regional-City Youth Summit
Diversity Arts Australia	\$150,000.00	Digital Diversity Project
Save the Children Australia	\$50,000.00	Mobilise: Mobile Youth Rights Education Program
Lighthouse Community Support	\$33,350.00	The Lighthouse Revive Project
AFL NSW/ACT	\$50,000.00	AFL - All Year Round Community Engagement Program
PCYC NSW Ltd (State Office)	\$26,800.00	Savannah Pride (Regional): Inspiring inclusivity in youth through sports, education and community wrapped in a sense of belonging and opportunity

OTHER GRANTS

Applicant Name	Amount	Name Event/Festival
Coptic Diocese of Sydney	\$11,000.00	El Nayrouz
The Australian Egyptian Forum Council	\$5,000.00	Centenary Commemoration of the end of WWI
Our Lady of Lebanon CO- Cathedral	\$10,000.00	Feast of Our Lady & Carols by Candlelight Evening
The Hellenic Orthodox Community of Parramatta and Districts	\$10,000.00	Let's Go Greek Parramatta Festival
Balar Malar Tamil Educational Association	\$5,000.00	Books and Equipment
The Indo-Aust Bal Bharathi Vidyalaya (IABBV) School	\$1,500.00	Hindi Divas Celebrations
Required Refugees and Partners Incorporated	\$5,000.00	Purchase of hot water system
Avsar Incorporated	\$5,000.00	DiwaliFEST 2018
Young & Districts Multicultural Association Inc	\$1,000.00	Arts and Ethnic Cuisine Project and End of Year Celebrations
Children's Festival Organisation Inc.	\$2,000.00	Children's Festival 2018 in Canterbury-Bankstown
South Sydney Indian Association	\$1,000.00	Diwali Celebrations
Iraqi Australian University Graduate Forum	\$3,000.00	2018 Iraqi Cultural Festival
Chinese Australian Services Society	\$7,000.00	Renovations to Respite Care Centre
Voces: Caelestium	\$1,000.00	Annual Charity Concert
Rotary Club of Padstow	\$1,000.00	Carols by Candlelight
Australian Sikh Association	\$2,000.00	Purchase of Printer
Darcy Rd Public School P and C Association	\$2,000.00	Hindi Books for Multicultural Library
Equatorial Community Welfare Association	\$2,500.00	Soccer Tournament
The Father Atanasio Gonelli Charitable Fund	\$5,000.00	Community Charity Lunch
Satsang Hindu Maha Sabha of NSW Inc	\$3,500.00	Security Repairs
Sydney Korean Women's Association	\$2,000.00	Office Equipment
Australian Durze Community Inc	\$4,000.00	Painting works on Function Hall

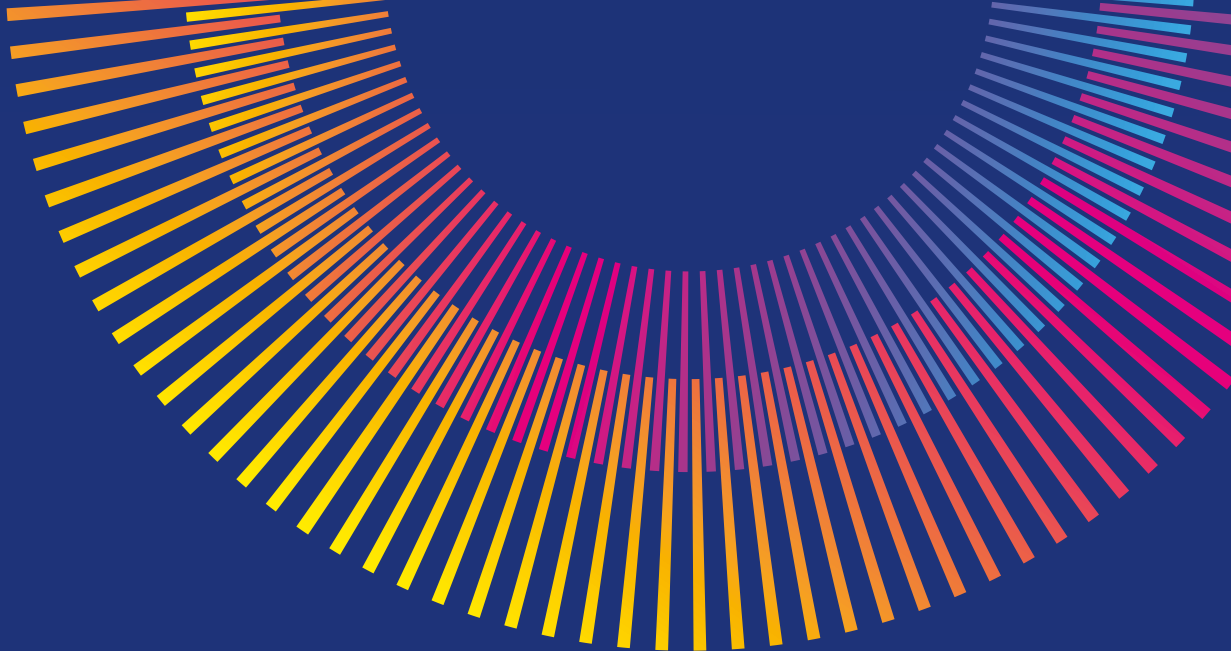
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