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ANNUAL REPORT 2019



Ballarat Regional
Multicultural Council Inc.

Acknowledgment of Country

BRMC acknowledges the Custodians of the lands and waters where we live and work and we recognise their continuing responsibilities to care for country. We pay our respects to Wadawurrung Elders past and present, and extend our respects to all Aboriginal and Torres Strait Islander First Nations Peoples.

BRMC also recognises the generosity of the welcome provided by the Wadawurrung in the following endorsement of the regional Destination Ballarat migration strategy. "In this modern age, people are still forced to leave their homelands to seek a better life for themselves and their children. Worst of all, some are forcibly removed from their homelands or have to flee violence or war. Wadawurrung people have been dispossessed of our lands, herded into refugee camps and forced to undergo assimilation practices. As such we understand the emotions and feelings that can at times overwhelm those who are involved. It is a sad indictment on modern society, that people cannot see the bigger picture. Greed and religion are the drivers of today's thinking. When a community comes together to try and address some of the issues that can affect those on the journey to a better life, it shows that there is still hope for this world. Ballarat has come together to try and do something positive and tangible for migrants and refugees who seek to make this municipality their home. Wadawurrung support those efforts".

Bryon Powell Projects Officer, Wadawurrung (Wathaurong Aboriginal Corporation) 2017.

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Partnering for
Greatest Impact



CHAIRPERSON'S REPORT

On behalf of the BRMC Board I present the 2018-19 Annual Report to members and take this opportunity to thank our staff team, partners and volunteers for robust and effective work together to promote cultural diversity and harmony in our region. I am pleased to report that we have managed resources effectively and accountably, governed responsibly and led some key changes while maintaining steady organisational development.

BRMC's Board is concerned with governance but always aware that our organisational values are founded on respect for cultural diversity. We acknowledge and pay our respect to Australia's Indigenous peoples and acknowledge Australia's history of colonisation and generations of migration and multicultural communities. The welcome now expressed by the leaders and elders to migrants through the Destination Ballarat strategy in our region enables and enhances our work to support migrants, engage our community in intercultural understanding and embrace our historic legacy of migration, multiculturalism and intercultural and faith diversity.

BRMC has committed to significant new strategic partnerships this year. Our relocation created a partnership with Ballarat Group Training (BGT), our head tenant at the vibrant Barkly Square community hub. We now are located together with twelve other community organisations including Djerriwarrh Community Education Services (AMEP English provider), Centre for Multicultural Youth and other agencies and services that benefit and connect our members and clients.

BRMC membership is growing steadily, with four new community associations approved for membership in the last six months. New communities seek governance guidance and support from BRMC and more established community members and organisations. BRMC will continue to strive to develop governance excellence and support all members to develop their community and cultural aspirations and help each other grow and thrive.

I thank all members of the Board who served BRMC this year and supported and guided our EO in decisions on new strategic partnerships and relocation to Barkly Square and the Ballarat Welcome Centre. I am proud to work with people who listen to our constituency and govern for the needs of members and community. Thanks in particular to Andrew Tennant who built on the work of former Treasurer, Paul Tant, to guide the organisation to more robust accounting and compliance frameworks, Isaac Moses who has moved interstate but who championed the African communities and has been a strong and passionate advocate for all emerging migrant communities. Ugo Lolocano, Margaret Lenan-Ellis, Sid Tegally, Alma Lapina, Carmel Kavanagh and Lamourette Folly are also acknowledged for their consistent service over several years and focus on the needs of seniors, interfaith, emerging communities, refugees and youth.

Cesare (Chez) Dichiera



EXECUTIVE OFFICER'S REPORT

BRMC promotes cultural diversity and harmony in our region. Regional growth is bringing new and emerging cultures and great diversification and opportunities for regional Victorian communities and economies. We have geared our support and services through the BRMC Strategic Roadmap 2017 to 2020. We have also been guided by our Regional Strategy and Action Plan 2015 to 2020. It was created collaboratively with our community, corporate and government partners to work together on regional migration and settlement strategies.

This year we relocated the office and Ballarat Welcome Centre. We also entered significant new partnerships to extend our capacity. They include the Regional Multicultural Services Consortium; EVOLVE Capacity Building and Strategic Engagement Partnerships and the Brotherhood of Saint Laurence Stepping Stones Women's Business Program. We have created new humanitarian projects, including Interkultura - connecting new and emerging communities across Victoria through Football. Art installations, performance and public dialogue on interculturalism are also now explored at the Ballarat Welcome Centre.

Our four strategic priorities are to: Provide and promote services that empower culturally diverse communities, especially vulnerable and new and emerging communities to participate and prosper; Lead and support inclusive migration and humanitarian settlement in the region; Catalyse multicultural talent, capitalise on it and make diversity visible; Govern well and build strong organisational capability.

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Our operational services cover five main areas: Social support for our growing senior CALD members and communities is crucial and we also advocate for their needs under reformed government policy settings; Best Practice migration and settlement services focus on individual support and English, employment and education; Ballarat Welcome Centre is developed as an accessible and welcoming place providing fertile ground for social connection; Region-wide capacity-building through strategic interventions and partnerships addresses service gaps and promotes social cohesion; Intercultural exchange in sport, art, workplaces and schools assists social cohesion and anti-racism strategies.

People at and around BRMC are 'gold': Staff and volunteer teams are mutually supportive of each other and of our members. Our Chair and Treasurer and the Executive Committee members stepped up to govern decisively this year. Outcomes in 2018/19 are testament to that and I thank you. I look to the team and our members to work together to ensure BRMC can continue to hold strongly to our values and share and grow resources with confidence. Well-planned strategies and action plans from 2020 forward are a priority for me in the coming year.

A handwritten signature in black ink, appearing to read 'Ann Foley', on a light-colored background.

Ann Foley



Roman and Teresa Skrypko

Image courtesy Skrypko Family Archives

Ballarat Regional Multicultural Council is inspired by Roman & Teresa, two of our founding members who migrated from Poland in 1949. Their highly valued community contribution continues today, 67 years later, through their participation in the BRMC Seniors' Steering Group and seniors' social activities.

PROGRAM SECTION REPORTS 1

05

A group of young women are performing a traditional dance outdoors. They are wearing red shirts and traditional skirts with colorful patterns and beaded waistbands. One woman in the foreground is wearing a pink shirt and a black skirt. They are standing on a paved area with a red path. In the background, there are trees, a red umbrella, and a building.

Ballarat Welcome Centre is now being realised through wonderful collective effort and is supported by the Victorian Government through the Strategic Partnerships Program and the Multicultural Community Infrastructure Fund.

CONNECTING OUR MEMBERS

**BRMC
CURRENTLY
EMBRACES**

24

**CULTURAL
ASSOCIATIONS
REPRESENTING
ETHNO-SPECIFIC
INTERCULTURAL
OR CULTURAL
COMMUNITIES IN
GREATER
BALLARAT**

1. L'Alliance Francaise de Ballarat
2. Australian Pakistani Community of Ballarat
3. Ballarat African Association (BAA)
4. Ballarat Croatian Association
5. Ballarat and District Irish Association
6. Ballarat Malayalee Association Inc. (BMA)
7. Ballarat Region Indonesian Community (BRIC)
8. Ballarat Italian Association (BIA)
9. Ballarat Reang Unity Association
10. Bangladeshi Community Ballarat
11. Centre for Multicultural Youth
12. Children's International Summer Village - Victorian
13. Chinese Australian Cultural Society Ballarat Inc.
14. Circolo Pensionati Italiani
15. Filipino Australian Association of Ballarat Inc. (FAABI)
16. Filipino Australian Sports Club of Ballarat Inc. (FASCOBI)
17. German-Austrian Association
18. Iranian Association of Ballarat
19. Longechuk Community Development Service
20. Solomon Islands Victoria Association
21. Sri Lankan Australian Association of Ballarat Inc. (SLAAB)
22. Thai Cultural Group of Ballarat
23. The Ballarat Indian Association Inc. (TBIA)
24. Victorian Togolese Association

06

BRMC also works with emerging community groups including Nepalese, South Sudanese Womens Association, Hazara Association of Ballarat and numerous active faith groups including but not limited to Ballarat Interfaith Network, Ballarat Hindu Temple and Cultural Centre, Ballarat Baha'i community, Islamic society of Ballarat and Ararat Islamic Welfare Association. Some groups are associate members of BRMC and others work in partnership. Over 50 individuals are also members of BRMC.



CONNECTING OUR MEMBERS

EXECUTIVE COMMITTEE 2018-19

Chairperson	Cesare (Chez) Dichiera
Deputy Chairperson	Isaac Moses (vacated January 2019)
Secretary	Siddick (Sid) Tegally
Assistant Secretary	Bobby Mehta
Treasurer	Andrew Tennant
Assistant Treasurer	Alma Lapina
Interfaith Officer	Margaret Lenan-Ellis
Public Relations Officer	Tennille McLauchlan (vacated January 2019)
Women's Officer	Vacant
Youth Officer	Lamourette Folly
Community Representative	Ugo Lo Iacono
Community Representative	Andrew Battistella
Community Representative	Carmel Kavanagh
Immediate Past Chairperson	Constantine Osuchukwu

BRMC Executive Committee meets 8 times annually and works through portfolio working groups to strengthen governance: Portfolios include: Leadership, Audit and Risk; Communications.

COMMUNICATIONS

BRMC upgraded communications in 2018 and 2019 to provide prompt and regular information to members and partners.



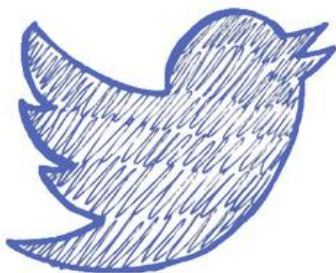
NEWSLETTER

60 NEW
189 TOTAL



FACEBOOK

181 NEW
873 TOTAL



TWITTER

22 NEW
252 TOTAL



WEBSITE

*New Likes, Followers, Subscribers, Engagements. Total Likes as of 30 June 2019.

SOCIAL AND ACTIVE SENIORS

Our Senior Services team, resourced by the Commonwealth Home Support Program (CHSP), the Victorian Government Home and Community Care Program (HACC) and client contributions, provides social support in group and individual settings. BRMC programs are designed to address isolation and provide healthy activity, health and service information to vulnerable and isolated older culturally diverse seniors.

Monthly multicultural tucker lunches engaged 889 seniors this year with a three course multicultural menu and opportunities for people to meet and converse in their first language as well as enjoy intercultural exchange and a rich program of entertainment. Seasonal lunches now also offer a healthy two-course lunch made with seasonal produce. Occasionally special events are coordinated by the Senior Services Team such as the Reconciliation Morning Tea and the Gambling Harm Prevention Forum.

Ten social hub events were also held this year. Social Hub has been introduced to invite seniors for afternoon tea, conversation and to make new friendships. A range of art and craft activities and games connect and enliven participants. This year Social Hub was trailed in the dedicated Heartspace at the Ballarat Welcome Centre and is now held at offsite venues that are accessible and comfortable pending the fit-out of Ballarat Welcome Centre.

Health & Wellbeing Days engaged 76 seniors in three dedicated events designed to enable learning about healthy ageing. Participants enjoy nutritious food, informative presentations, and fun activities in a supportive, friendly environment. Tai chi, physical activity classes and choir sessions with a trained facilitator have also been offered.

Bus trips engage isolated seniors who otherwise have limited opportunities to socialize and travel. This year five bus trips were enjoyed by 154 seniors. They experience an outing to a place of interest, with morning tea and lunch. Home Visiting is designed to offer social interaction to seniors who are socially or geographically isolated, frail or living with a disability. We match a trained volunteer with a client based on culture, interests and personal need. Volunteers visit the client in their home once a week for one hour. Home visiting is a free service that has been taken up by seven participants over 52 hours of visiting this year.



MIGRANT AND REFUGEE RESOURCES

Since 01 January BRMC has provided settlement support to eligible vulnerable migrants through our Multicultural Services Consortium comprising a partnership with Diversitat, Loddon Campaspe Multicultural Services and Sunraysia Multicultural Ethnic Communities Council through the Commonwealth funded Settlement Engagement and Transition Support program (SETS). Support for eligible new migrants in Ballarat was provided in partnership with Ballarat Community Health through the support from the Commonwealth funded Settlement Grants Program in the first half of the year until 31 December 2018.

Settlement Services this year have included 47 individual client support sessions for 20 client services, 96 swimming lessons for 15 participants. School visits and presentations on culture and anti-racism provided information to 597 students at 7 schools and 40 Diversity Homework Club sessions supporting 129 participants.

BRMC also fills gaps in funded services to provide support and opportunities for vulnerable migrants including asylum seekers. Through auspice the Ballarat Refugee and Asylum-Seeker Support Network (BRASSN) raised \$7,000 expended on housing and utility costs, educational support, medical needs and travel. Employment opportunities, employment justice training, multicultural leadership and mentorships were also offered. Partnership with local community volunteers, Ballarat Community Health and Centre for Multicultural youth provide scaffolded support for these most vulnerable migrants.

Volunteer migrant English tutoring is provided by BRMC in a flexible one-on-one volunteer mode. Tutoring is provided by community volunteers who undertake compulsory orientation and refresher training and peer support sessions. Volunteer tutoring currently assists and empowers 53 people from 17 difference cultural backgrounds who have low English proficiency and are ineligible or unable to participate in government funded programs. Referral arrangements are also in place with other providers including Djerriwarrh Education Services, the local AMEP provider, Federation University and Ballarat Neighbourhood Centre.



MIGRATION, MULTICULTURAL AND INTERCULTURAL SERVICES

4000+

volunteer hours

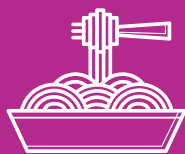
\$7000+

raised for refugee and asylum-seeker support



120

Interkultura Football Tournament Participants from Victorian emerging ethnic communities



Seniors engaged

1297

times with

85

sessions delivered over

4000

hours

100+

participants in the Rural & Regional Migration Forum



15

participants in Migrant Swimming Lessons



ENTERPRISE INCUBATION

\$10K

contributed to Intercultural Employment Pathways Programs



Enabled 3 CALD artists and 4 multicultural entrepreneurs in-residence

4

Multicultural Markets, attracting more than

800

participants and over

20+

stallholders from multicultural communities

Funded

10

women from A Pot of Courage enterprise to complete hospitality and business short courses.

Auspice sewing workshop, equipment, fabrics for A Tuk Women's Design and Fashion, along with workshop for Mary's Cous Cous.

Partnered with Brotherhood of Saint Laurence Stepping Stones to Small Business to train and mentor

14

emerging women entrepreneurs of refugee background. Ballarat Welcome Centre enabled over

100

rehearsals for Coco Sounds and South Sudanese Women's and Girls Association

REGIONAL LEADERSHIP



Four cross-sector Action Groups held

26

sessions including

30

agencies engaged in Employment Action to build capacity for CALD job-seekers

Joined Regional Multicultural Services Consortia with Ethnic Community Councils of Geelong, Mildura, Bendigo partners to coordinate and link regional settlement best practice. Coordinated research project on migrant experience against national standards to inform future strategies

Hosted Liveable Diversity Roundtable with

20

partners and

80

participants. Coordinated

17

Refugee Week partner events, annual CMY Youth Camp and Rock The Block youth event

13

Antiracism sessions to

597

students across

7

local schools. Leading

25

regional stakeholders on Destination Ballarat Migration and Settlement Strategy

GOVERNANCE EXCELLENCE

Initiated Good Governance Program, mentoring

15

Community Associations



Doubled BRMC Newsletter and social media reach through new website and communication strategy designed to improve outreach and broaden community engagement



Invested earnings in financial management systems, project planning, communication strategy and evidence-based service evaluation and improvement



Trialled

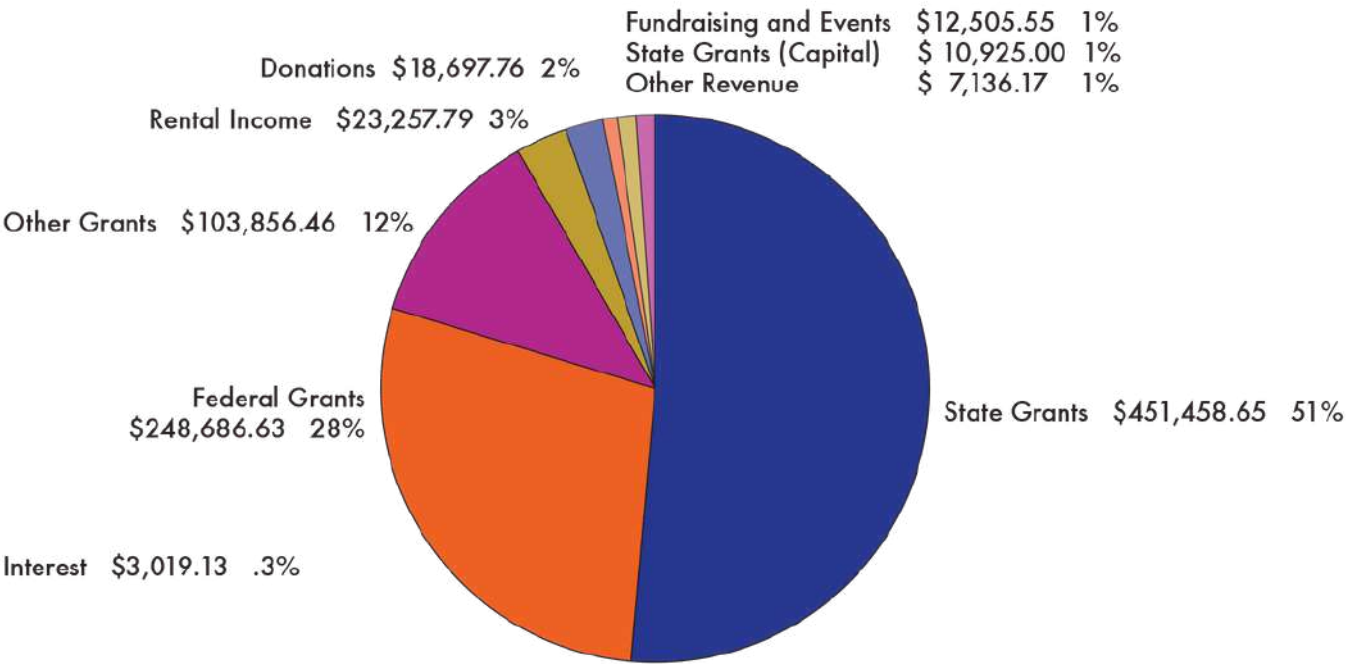
4

innovative business service models based on sponsorship and partnerships

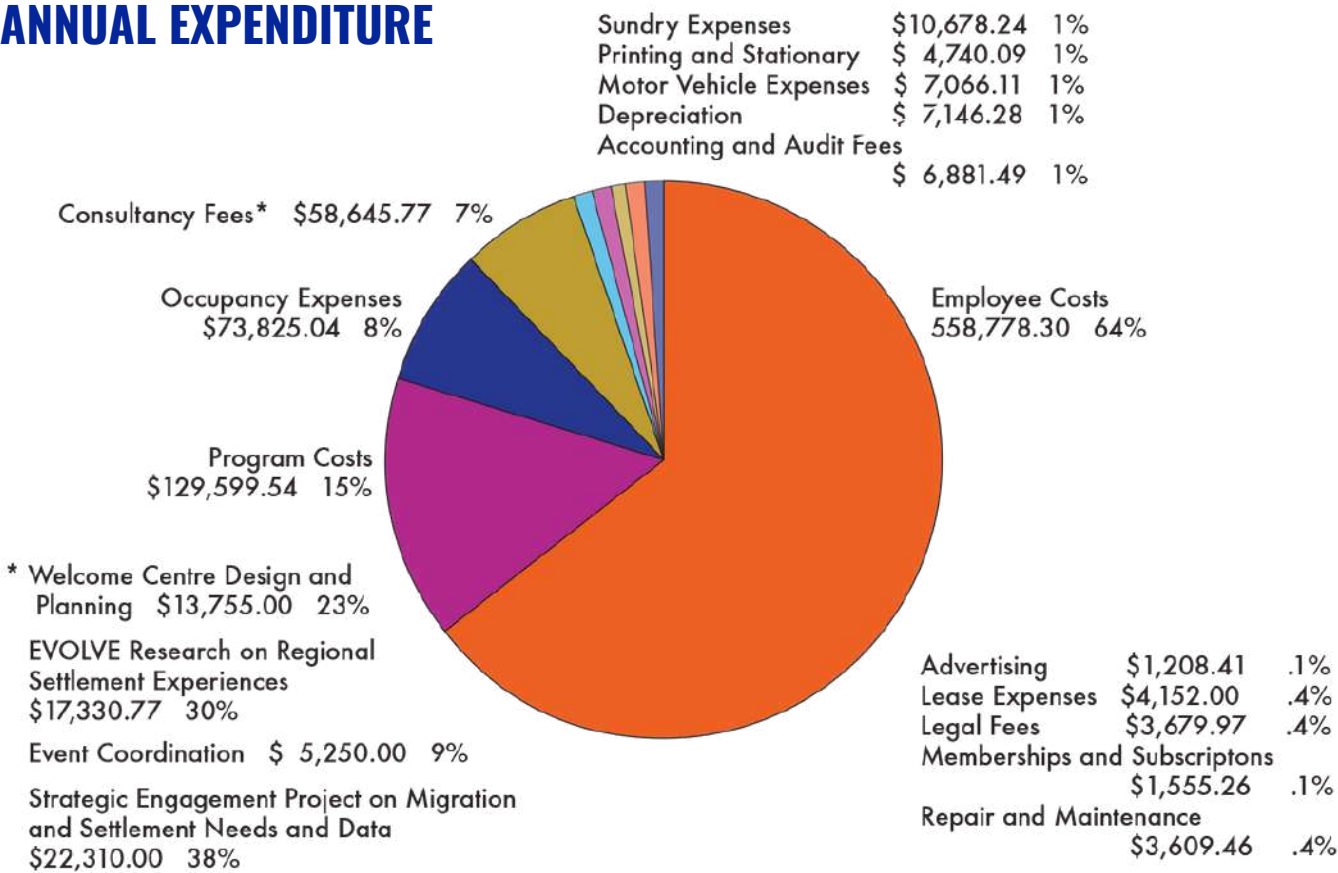


BRMC FINANCIAL OVERVIEW

SOURCES OF FUNDING



ANNUAL EXPENDITURE



REGIONAL CAPACITY STRATEGIES

BRMC's work to identify strategic issues and gaps is supported by the Victorian Government through the new Strategic Engagement Coordinator (SEC) role that has been introduced in four metropolitan and seven regional areas. Our program is delivered across five priority areas:

1. Supporting employers and rural and regional migration. The Rural and Regional Migration Forum was hosted by BRMC and the Wimmera Development Association in March 2019 at the Horsham Town Hall. Over 100 people canvassed local initiatives and regional approaches to meet labour needs and sustainable settlement.
2. The Regional Employment Service System (RESS) project is a joint initiative led by Diversitat with Ethnic Community Councils in Geelong, Mildura, Bendigo and Ballarat. This initiative is developing tools to coordinate job-seekers with work opportunities across regions.
3. Linking and leveraging employment projects and initiatives: The Employment Action Group, chaired by the SEC, engages a range of stakeholders in the employment and community sector. Action group meetings have provided opportunities for networking as well as learning through targeted presentations.
4. Supporting cross-regional initiatives that encourage cultural and social exchange: SEC Flexible Funds resourced the inaugural Heartland Horsham initiative which brought families from refugee backgrounds from Melbourne into the region for a land care project, homestays and celebration including food and dance.
5. Flexible Funding has been committed to support wide participation in the Interkultura Friendship Through Football Program.

Networking and collaboration are also key elements of the SEC role including supporting for joint delivery of sector initiatives with Good Shepherd, WEjustice, Leadership Victoria, the Ballarat African Association and other partners.



MICRO-BUSINESS PATHWAYS

Stepping Stones To Small Business is an initiative of the Brotherhood of St. Laurence devised to provide small business skills training, mentorship and support for women of migrant, refugee and asylum-seeker backgrounds. Ballarat is the first regional roll-out of the Stepping Stones model, hosted and resourced in the Central Highlands region through 2021 by the Ballarat Regional Multicultural Council and funded as part of the Victorian Government's gender equality strategy, Safe and Strong. This funding specifically targets women from diverse backgrounds and women in rural and regional Victorian communities.

About twenty participants, their mentors and specific advisors will participate in the program, which aims to educate migrant and refugee women about money, and to build women's understanding of how to start a small business in Australia. It also aims to teach business and government leaders about how micro-businesses help refugee and migrant women and why these small businesses benefit communities.

The Program is driven by a commitment to social justice and women's empowerment, with its key objective to increase social and economic participation. The empowerment outcomes are increased economic participation and growth for the individual and their family, flowing through to economic development of their community.

Stepping Stones provides a learning environment that is supportive, gender-aware, and English as an additional language friendly, actively reducing the barriers preventing women's access to mainstream business training.

Since 2011, Stepping Stones has supported over 1,820 migrant and refugee women explore topics including finance, marketing and small business regulations through a mix of classroom teaching, seminars and one-to-one learning. Over 417 entrepreneurs (from 69 countries) have engaged in training, with business seminars delivered to over 1,400 participants. Stepping Stones has also trained and supported 190 mentors drawn from finance, business, community and education sectors



Ballarat women working on projects in new enterprise, A Tuk: from the Nuer language, meaning Beginning and Continuing
Image Credit: SECONDWAVEcreative

PARTNERING FOR GREATEST IMPACT

Partnership and a collective impact approach leverage resources for greater impact.

Ballarat Regional Settlement Advocacy Committee promotes intercultural and migration strategies in Ballarat and region and the Multicultural Action Group Network acts collectively to exchange information and address key issues in employment, health and wellbeing, youth and individual advocacy. SHARE Forum offers professional development twice yearly under this partnership.

EVOLVE supported by the Victorian Government Strategic Partnerships brings together City of Ballarat, Ballarat Community Health, Centre for Multicultural Youth and Wimmera Development Agency with BRMC to deliver networking, communications, social cohesion and capacity building projects and research on the experience of migrants will be released in December 2019. Two youth camps, Rock the Block youth initiative, volunteer tutoring, leadership, mentoring, refugee advocacy and enterprise development have been enabled through EVOLVE this year.

Interkultura – Friendship through Football was piloted in February 2019 with partner Ballarat City Football Club. Patron, Craig Foster has committed to supporting an annual event to celebrate, include and connect refugees and emerging communities through the world game. The October 2019 program includes 200 Tournament participants, a Gala event and sponsorship business model.

Stepping Stones to Small Business micro-enterprise program with Brotherhood of St. Laurence provides small business skills training, mentorship and support for women of migrant, refugee and asylum-seeker backgrounds. It is the core of BRMC work to promote migrant entrepreneurship.

Good Governance Partnership with Centre for Participation Horsham is training community mentors to match them with multicultural associations to improve community governance skills.

Multicultural Services Consortium with Diversitat, Loddon Campaspe Multicultural Services and Sunraysia Multicultural Ethnic Community Council coordinates regional settlement services and promotes coordinated employment and support across regional Victoria.



Image Credit: Samantha Kaspers, Bespoke Design & Photography

PARTNERING FOR GREATEST IMPACT



Image Credit: Samantha Kaspers, Bespoke Design & Photography

BRMC also actively participates in:

- Anti-racism and Anti-Discrimination Action Plan network
- Ballarat Refugee and Asylum Seeker Network
- Community of Practice for Anti-Racism Action Plan Victoria
- Interkultura- Friendship through Football Working Group
- Stepping Stones to Business Reference Group
- Advocacy and Action Group of BRSAC
- Central Highlands Primary Care Partnerships
- City of Ballarat Intercultural Advisory Committee
- City of Ballarat HarmonyFest Working Group
- City of Ballarat Intercultural Employment Program (IEP)
- Ethnic Communities Council of Victoria regional network
- Federation of Ethnic Communities Councils Association (FECCA) regional advisory group
- Grampians PCP Harmony Project
- Family Violence Prevention: Safer Pathways Reference Group convened jointly by Ballarat Community Health, WRISC and Grampians Womens Health
- Grampians Regional Alliance (Home, Community Care and Commonwealth Home Support)
- Harmony Alliance
- Bridges to Regional Employment Settlement subcommittee
- Regional Multicultural Services Consortium
- Regional Partnerships - Victorian Government
- Victorian Multicultural Council Commission Regional Advisory Council
- Wimmera Settlement Committee
- CORE- Equality for All Reference Group convened by Womens Health Grampians
- Stepping Stones Regional Reference Group



Smiling faces of the future: Ballarat community welcomes young people of our new and emerging communities to our thriving and diverse region.

Image Credit: Samantha Kaspers, Bespoke Design & Photography

Editor: Ann Foley

Image Credits: all BRMC Inc. unless otherwise specified

Ballarat Regional Multicultural Council Inc.

Telephone: 03 5383 0613

Web: www.brmc.org.au

Email: welcome@brmc.org.au

ABN: 247 767 445

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