

BRMC

ANNUAL REPORT 2021



Ballarat Regional
Multicultural Council Inc.



Ballarat Regional Multicultural Council (BRMC)

BRMC actively promotes multiculturalism, intercultural and interfaith harmony, social cohesion and well-being of migrant communities. Our services alleviate hardship and address barriers to full participation. We help build and enable inclusive and diverse communities and economies.

Cover image: Developing Our Children Together program launch at Barkly Square

Acknowledgement of Country

BRMC respectfully acknowledges the Wadawurrung and Dja Dja Wurrung people, their elders and community leaders, past, present and emerging - traditional custodians of the land on which we live and work.





ANNUAL REPORT 2020-2021

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Chairperson's Report

As the new BRMC Chair since February 2021, I have spent my first nine months with my ear to the ground, making sure we listen to communities. I seek to understand the vision of other community leaders and the concerns of the most vulnerable. There are strengths and potential in all.

We had started this term focusing on the development of the Ballarat Welcome Centre, Membership and Financial systems. However, with COVID-19 we had to gear up for what our community was facing - new health challenges, isolation, financial hardship, job loss and in some cases grief, illness and loss of life.

In the uncharted waters of the pandemic our Executive Committee have been able to work together in a whole new environment of risk and stress and community need. We have needed to implement flexible policies to support our staff and invest in them as they rose to the challenge of providing the best possible care and information for our communities during the COVID-19 pandemic. I am very proud and thankful for the work undertaken by BRMC members as well as staff.

We are all learning new methods of communication and connection. BRMC collaborates wherever possible with members and with many others to provide accurate and useful information, emergency aid, food relief and vaccination support. Whenever possible we have also taken the chance to encourage and assist members to meet and celebrate and to keep connected, whether through virtual messaging, safe home visits or events.

From the Executive Committee's perspective, governance excellence and strong succession strategies have also been identified as important areas for work now. We want to build our skills and ensure we maintain excellent service as a growing not for profit and charitable organisation.

As Chair I bring my vision of inclusion and fairness. I am strongly committed to the development of the Women's Business Incubator and opportunities for women to support each other as we participate in our community. I am also aware of the importance of assisting new families so children can be proud and strong in their cultural identities.

Thank you to each of our wonderful volunteer Board members for their steady and mutual support in the face of the challenges of isolation, family pressures and pandemic shocks. Thank you also to our wonderfully committed staff. And to each Member and partner of BRMC, thank you for placing trust in the BRMC Executive Committee. Please keep in touch with us to assert your concerns and priorities. We work for and with you.



Joy Sawiche Juma



Executive Committee 2020-2021



Joy Sawiche Juma
Chairperson



Bobby Mehta
Deputy Chair



Andrew Tennant
Treasurer



Phillip Moore
Assistant Treasurer



Magdalena Kazmierczak
Secretary



Syed M Sami
Interfaith Officer



Serena Ogbuokiri
Women's Officer



Navin Thomas
Community Representative



Sylvana Mitchell
Community Representative



Kiky Amelia
Community Representative



Cesare (Chez) Dichiera
Immediate Past Chair

Executive Officer's Report

BRMC has adapted and grown in this intense second year of the COVID-19 pandemic. We have worked very closely with our regional Ethnic Community Council (ECC) partners, all levels of government and the health sector to ensure Ballarat's culturally diverse communities are included, well-informed, well protected and supported.

Through Victorian Government support we have been able to offer extra employment, volunteering opportunities and service partnerships. Our new bicultural and multilingual staff teams have provided culturally effective service and networking when it has been most needed. Every BRMC member and client has been encouraged to be part of the solution and to reach out for the help they need. BRMC and multicultural and faith communities are now an integral part of the regional information, vaccination and care work. This has led to a new strategic priority for BRMC. We will broaden our work to ensure multicultural communities are also actively involved in other critical emergency preparation and response.

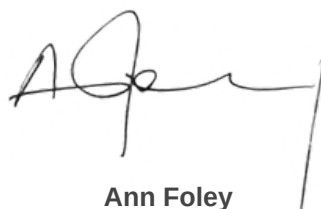
The Ballarat Welcome Centre has been a critical community hub, alleviating hardship through donations, contactless services, food relief and care packages. When opening up we have been able to launch our Women's Business Incubator, host businesses and artists in residence, community meetings and events. The building now has better meeting rooms and office facilities. We have also developed a multicultural kitchen and our thriving garden project in the Barkly Square precinct.

Although limited to contactless service for much of the year, we are also reaching out across the community and economy to build multicultural capacity and offer new services at different sites across the Grampians. They include cultural competency training, employment networking, academic and creative homework sessions and volunteer tutoring, senior's social hub, social media and online services. Mentoring programs also assist any cultural group to develop their own capacity to plan incorporate and manage effectively.

In this annual report we highlight some of the growth that can be seen across all of our operations. We work to ensure that growth is aligned with care for our people and disciplined management of our new capacity. BRMC surveyed our members and our settlement and strategic partners in 20/21 so we can be guided and accountable in our next steps. Enhanced regional settlement, humanitarian support, employment and enterprise, social harmony, support for families, children and seniors have all been identified as priorities.

The level of growth and change we experienced this year put new and extra demands on the organisation. The Executive Committee supported investment in management staffing and a financial management restructure. Upgrade of technologies also allowed us to enhance and monitor the new normal of working from home, online meetings and services. The Welcome Centre facilities and many of our technology improvements have been set up so they are available to share. Digital training, device support, meeting and media support are offered regularly to our members.

Thank you, each team leader and staff member, for your dedication and outstanding community service. Thank you to the skilled and generous volunteers on the Executive Committee who support and govern us and thank you to the many community contributors and collaborators who make this such a lively and dynamic multicultural council.



Ann Foley



Our Staff 2020-2021

Name	Role
Ann Foley	Executive Officer
Annie Dunn	Strategic Engagement Coordinator
Suzanne Ryan-Evers	Ballarat Welcome Centre Facilities Coordinator
Quynh Tran	Human Resource Officer
Mary Leena Edward	Administrator
Annakaren Young	Finance Coordinator
Deepti Seth	Finance Assistant
Janelle Swainston	Communications Coordinator
Teresa Azzopardi	Social Support Coordinator
Helen Bennetts	Social Support Assistant
Natalie Athayde	Social Support Assistant
Dawn Bowes	Social Support Administration Assistant
Deruka Dekuek	Migration and Settlement Services
Mina Abdolmaleki	Migration and Settlement Services
Sarabjit Kaur	Migrant English Program Coordinator Diversity Homework Club Coordinator Good Governance Coordinator
Deborah Klein	Stepping Stones Coordinator Creative Workshops Coordinator
Hee Young Lim	Community Engagement Team Leader
Nyepuot Riek	Community Engagement Worker
Abdul Rasuli	Community Engagement Worker
Lunorphare Folly	Community Engagement Worker
Rebecca Marsh	Thrive Garden Project Coordinator
Abrar Dham	Developing Our Children Together Project Assistant
Lamourette Folly	Community Matters Project Assistant



Ballarat Welcome Centre

The Ballarat Welcome Centre has continued to grow as Ballarat's multicultural and intercultural hub; a safe and welcoming place of cultural exchange, especially for new and emerging migrant communities.

This was particularly evident during Ballarat's months of lockdown when the community hall became the central point for our Fresh Food Drop-off program. In partnership with Ballarat Refugee and Asylum Seeker Support Network (BRASSN), we invited fresh food donations to assist local families in need, especially those heavily impacted by COVID-19.

Some activities were able to continue under strict COVID-19 restrictions including CocoSounds Choir and Hanz On Drumming, Ballarat Indian Association Dance Group and Virasat E Punjab Dance Group practice, a Hazara Group Get-together, and even the Twilight, Harmony Fest and Winter Markets. Despite a smaller number of events, it was wonderful they could take place during restrictions.

The Ballarat Welcome Centre remains a strategic priority for BRMC, and in our efforts to transition all community activities and programs into the building, major works were initiated in 2020. This involved clearing the Community Hall for events and other uses, installing a large stage for events, and adding community garden boxes to our courtyard. It also encompassed the development of formal office space for our staff to return to work, and the Members Welcome Room to be a safe and welcoming place for diverse community members to connect, learn and access opportunities.

Paying much attention to the Heritage importance of the building, painting of the Main Office, Foyer and the Members Room began in November, and this was followed by the renovation of the 'Meeting Place' on Level One in March this year.

By the end of April, and in compliance with density limits, staff were able to return to the office, more programs came to life, and face-to-face community meetings and functions slowly return to our calendars of bookings.

Whilst we are yet to have the official opening of the Welcome Centre, now scheduled for March 2022, we were pleased to have Juliana Addison MP and Michaela Settle MP attend this year's Winter Market, to see great things happening at the Welcome Centre and to formally announce a new amount of funding enabling us to upgrade other sections of the building.

It is wonderful to see the potential the Welcome Centre has in our multicultural community space, and we acknowledge the support to date from government and strategic partners. We look forward to the next stages of renovations, and its resulting access to new programs and community use.



Community Engagement

In September 2020, the BRMC Community Engagement Team was established to help multicultural communities who were facing economic, social and cultural hardship. The Community Engagement Team directly engaged with people from Culturally and Linguistically Diverse (CALD) backgrounds who faced a range of challenges because of COVID-19.

BRMC Community Engagement Team provided services for the community aimed at education, health, and wellbeing of multicultural families. Furthermore, we identified the living conditions of various multicultural families suffering from economic difficulties and established the 'Living Together Box' program (food relief) to directly support them. Programs provided by Community Engagement were carried out in cooperation with the government, community service organisations, and multicultural community associations.

Programs included:

- Early Childhood Engagement Project
 - Developing Our Children Together Workshops
 - BRMC Multicultural Playgroup
- Minirooms Children Soccer Program
- Living Together Box Program
- Digital Mentors Program

Partnerships:

- City of Ballarat
- Ballarat Community Health
- Centrelink
- Early Childhood Early Intervention Service
- Playgroup Victoria
- Football Victoria
- Joyful Massage
- Food is Free Inc.
- Ballarat Italian Association



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"The City of Ballarat Early Years Partnerships team have gained a lot by working in partnership with BRMC on the Developing Our Children Together (DOCT) project. We have been able to help families that we may not have previously had contact with to learn about early years services. Our staff have also gained knowledge identifying some of the gaps in finding information and are better able to understand the potential barriers for multicultural families accessing services. We look forward to continuing to strengthen this partnership work to support families in Ballarat."

- Amy Treyvaud (City of Ballarat, Coordinator Early Years Partnerships)

Developing Our Children Together feedback:

"The session was very informative. Well planned and executed session. Keep it up."

"Happy to hear from you about maternal and child health. I would like to share this information."

Living Together Box Program feedback:

"Thank you and your team for the food box today. It was absolutely amazing."

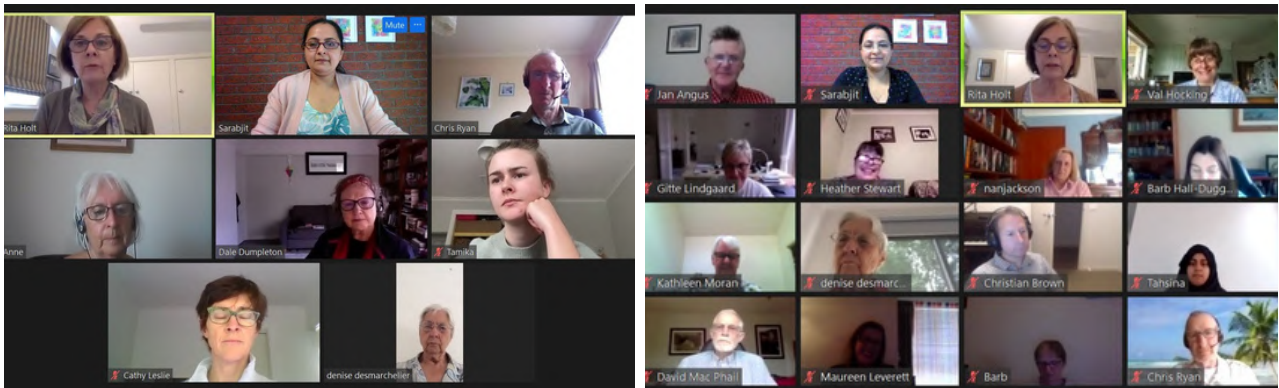
"Amazing produce, thank you so much to the BRMC Team."

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Migrant English Program

The Migrant English Program (MEP) supports adult learners from diverse backgrounds achieve their language learning goals through one-on-one English tutoring. Trained English tutors customise learning programs to suit the individual needs of the learners.

In March 2020 the program transitioned to being delivered online, thus continuing to offer the language training support crucial to the diverse migrant-refugee community of Ballarat. This included tutor-client recruitment, tutor training, Community of Practice meetings and ongoing updating of online delivery policies and protocols. New training modules were developed and delivered to help the MEP community transition seamlessly to the online format.



Between July 2020 - June 2021, 54 students accessed free English tutoring. Training sessions were organised to help the team of 46 tutors upskill and adapt to the ever-evolving teaching-learning scenario. Clients in Beaufort, Ararat and Horsham, in addition to its existing base of learners in Ballarat were offered English learning support.

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"I met a young woman with English as her fourth language towards the end of last year via a Zoom introduction, hosted by Sara. She wanted to prepare in order to gain entry to a university course. Due to the pandemic, we generally meet weekly online, and there is usually some homework for her in between times. The sessions with her are currently centred on using the practice tests we access through Ballarat Library. Homework flows from gaps identified in the practice tests, her interests and our conversations. It may involve finding the meaning of something; a written assignment; or more recently, reporting on a self-selected episode of the 7.30 Report, shown on ABC TV. This latter task is to develop her general knowledge of current affairs. I am inspired by her motivation to study on top of her day job and health issues she is dealing with. I think I can say that we both enjoy our sessions, laughing and sharing a bit of ourselves."

”



Diversity Homework Club

Diversity Homework Club (DHC) is a welcoming community of students and volunteer tutors from diverse backgrounds. It is a fun-learning space where the member students learn and grow by engaging in activities designed to support their academic learning at school. This reporting period evinced a dramatic growth in the number of students attending the club meetings. With COVID-safe program delivery protocols in place, DHC transitioned to online delivery in March 2020.

DHC was awarded Out of School Hours Learning Support Program of the Year 2020 to recognise the impact of the program on member students and families. In December 2020, the team commemorated the community spirit of the program through the virtual choir 'A Better Place'. youtu.be/4olxo93knX0

The Australian Communities Foundation and the Department of Education's Victorian African Communities Action Plan supported the Club's activities. Nutrition and learning kits were delivered to the students' homes, tech-access was facilitated, extensive individual and group training sessions were conducted to promote effective engagement.

Diversity Homework Club reached out to 31 families and 69 students across Ballarat ranging from 2-16 years of age. 52 students attended weekly meetings.



“

"I have really enjoyed the time I have spent with the children, particularly seeing their skills improve and their taste in books expand. I look forward to the next term and to awarding the certificates for this term. I am still getting the names of certificate winners together, but am very pleased that we have several gold awards to give out."

- Vanessa Seymour, DHC Tutor

"I like Diversity Homework Club because it helps me more with my learning and I love how we get to make songs and sing together. It inspires me as we get to learn facts and new words. We read stories and books."

- Eliyeza, DHC Student

”

Activities delivered:

- Training for tutors and peer tutors
- Weekly Community of Practice / planning sessions for tutors
- Weekly reflective practice sessions for tutors
- Reading, writing, public speaking, science-based fun-learning activities for students

Partnerships:

- Ballarat Libraries
- Ballarat Interfaith Network
- Centre for Multicultural Youth
- Life Saving Victoria
- Respectful Relationships, Dept. of Education
- Country Fire Authority

Creative Cultural Workshops

The Diversity Homework Club received grant funding from the Victorian Department of Education and Training through its Victorian African Communities Action Plan (VACAP), targeting students of diverse African backgrounds participating in the ongoing Diversity Homework Club Academic Stream and the new Creative Cultural Workshops.

Delivered online, the DHC Creative Cultural Workshops complemented conventional academic learning by embedding the disciplines of literacy, numeracy, geography, history, and social studies into hands-on creative activities inspired by traditional cultural activities.

Activities delivered through the 2020-2021 Workshops included:

- Banner-Making inspired by colours and patterns of Ankara Wax Cloth
- Traditional Beading inspired by South Sudanese designs
- Decorative Masks inspired by traditional West African masks
- Portraiture inspired by the 2020 Archibald Portrait Prize
- Ceramics inspired by traditional hand-building techniques
- Singing inspired by a suite of African folk songs
- Woodworking inspired by traditional hand-building techniques
- Weaving inspired by traditional flat-weaving techniques
- Animated Drawing and Stop-Motion Animation
- Crystal Light-Catchers inspired by traditional window decorations
- Decorated Plant Pots inspired by traditional decorative house painting
- Traditional South Sudanese Dance
- Traditional Coiled Baskets

2021 Term 2 Workshops also saw the students enjoy field trips to creative makers' spaces around the Ballarat area, where the students were introduced to new places and cultural activities.

These visits included:

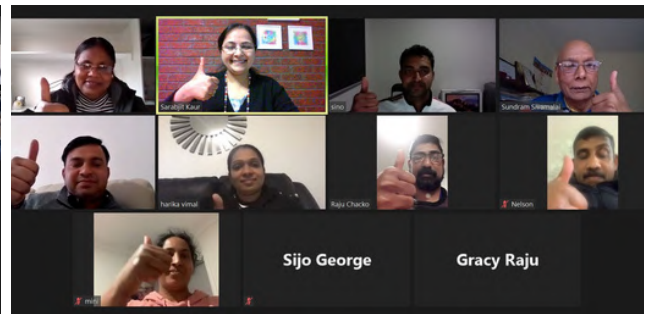
- arTHALL Learmonth
- Lake Learmonth Public Art Walk
- Art Gallery of Ballarat
- Murrup Laarr Indigenous installation at North Gardens, Wendouree
- DJ Projects Sculpture Park
- Public Murals in Buninyong
- Saltbush Kitchen Indigenous Foods



Good Governance

Delivered in partnership with the Centre for Participation, BRMC's Good Governance program offers free governance mentoring support to community organisations, cultural groups and associations looking for governance and compliance advice. Trained volunteer mentors deliver the program through meetings with committee members. Webinars on governance topics are organised to support community groups navigate their governance, funding and reporting journeys.

After induction training in February 2020, the volunteer mentors were assigned community organisations. Over 2020-21, the program was delivered both online and face-to-face, based on COVID-19 rules, witnessing creative thinking and commitment from community organisations and mentors alike.



“

"Since just before Christmas, I have been working as a mentor to the South Sudanese Women and Children's Group, as well as their dance group Māl Kël loc Kël. It has been exciting watching this group begin their journey of forming and deciding how they will operate. The Good Governance program is working in partnership with BRMC to help develop the governance skills of some of the member groups here in Ballarat. Some people from the community (including me), have undergone training to help us learn to be good mentors for our organisations. Under the watchful eye of Sarabjit, the mentors were matched with a group to begin work at the end of 2020. We faced the challenge at first of only being able to meet on Zoom, but now we can finally meet face to face and work to develop and grow this new community group. Can't wait to see what happens!"

- Malcolm Sanders, Mentor

”



Welcome Centre Enterprise and Stepping Stones to Small Business

The 2020-21 Stepping Stones program focussed on 1:1 mentoring and support for the small businesses arising from the 2019 Stepping Stones to Small Business training program. When access to customers closed off due to COVID-19 restrictions, we focused on strengthening the graduate women's business skills and enterprise foundations in anticipation of future opportunities.



The BRMC Twilight Market was re-launched as an [online website](#), creating a new selling platform for both existing Twilight Market vendors and the new Stepping Stones entrepreneurs.

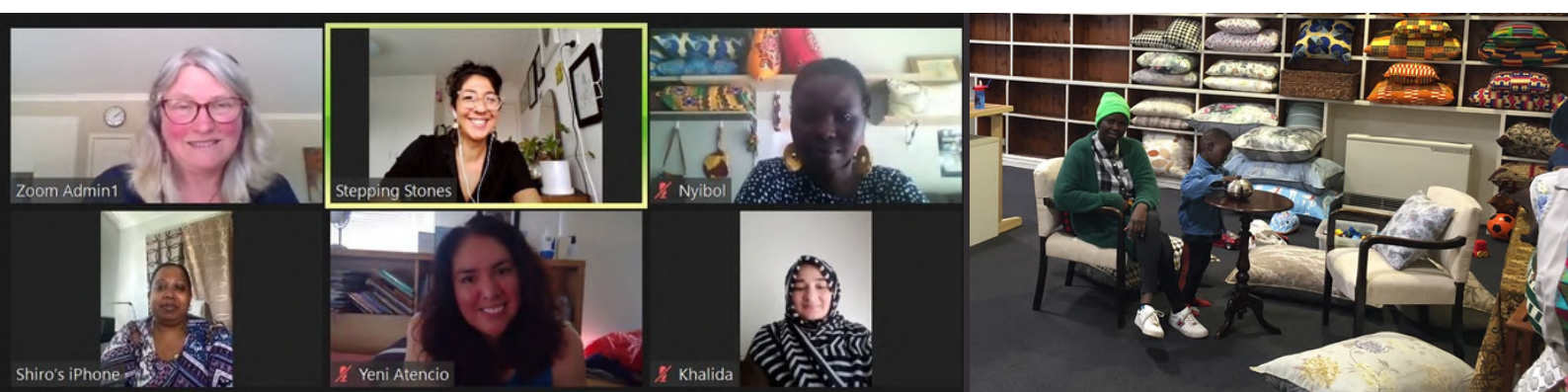
When circumstances permitted, BRMC also hosted a series of seasonal Pop-Up Markets supporting in-person access to customers.



Stepping Stones Volunteer Mentors were recruited from across the Ballarat region to provide regular ongoing support, guidance and encouragement for local Stepping Stones graduates pursuing their business goals.

Refurbishment of the Ballarat Welcome Centre created spaces dedicated to the BRMC Business-in-Residence initiative and Women's Business Incubation Space; two Stepping Stones businesses - A Tuk and Mat Tetni - were contracted as the inaugural BRMC Business Residents.

Throughout the year, Stepping Stones staff also worked intensively on reviewing and revising Stepping Stones to Small Business training materials and delivery. In June, Ballarat staff delivered the pilot Empowerment Pathways Program, designed as job-ready training specifically for clients of the Jobs Victoria JVES Program.



Social Support

BRMC Social Support Team, resourced by the Commonwealth Home Support Programme (CHSP) and the Victorian Government Home and Community Care Programs for Younger People (HACC PYP) and client contributions, provide eligible individuals with a health service to relieve social isolation.

BRMC Social Support provide services that assist people to continue to live safely and independently in their own homes by providing vibrant programs with a strong focus on healthy and active ageing. Our programs provide an opportunity for people to make friendships, improve and develop cognitive and physical skills while empowering individuals to expand their capabilities.

We currently have 156 clients from 33 different cultural backgrounds. Clients embrace each other and come to together in harmony, to celebrate their culture through food and traditional dress allowing our clients to experience a 'taste of home'. Our largest and most vibrant program is Multicultural Tucker where clients enjoy a three-course sit down cultural meal, live entertainment and much more.



During COVID-19 restrictions Social Support transitioned from face-to-face activities to home delivered cultural and seasonal meals along with activity packs. We provide regular Welfare Checks to ensure clients are managing tasks of everyday living and are receiving the support they need during lockdown. Our services assist clients to stay connected to their community, our monthly newsletter provides clients with information about aged care services, what's happening in our local community and information related to COVID-19.

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"BRMC gave me the opportunity to volunteer, and I really enjoy volunteering for my physical and mental well-being. I like to stay busy and needed."

"In the last few months, BRMC have delivered meals to me, and that has been something to look forward to, even if it's a quick phone call and a quick hello at the door."

"BRMC gives me a place where I can celebrate my heritage with my friends, and know that I am culturally respected and accepted. It gives me a warm feeling to know that people care for me and all the friendly faces make me smile."

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Strategic Partnerships (SPP) and Strategic Engagement (SEC)

Through the SPP, Victorian Government supports regional peak multicultural organisations and partners to deliver strategic projects to enhance multicultural community access to information and services, family relationships, education and employment, community governance and leadership, health, social cohesion and community engagement. In our region SPP has resourced our EVOLVE partnership project with Ballarat Community Health, Centre for Multicultural Youth and City of Ballarat. This year SPP resourced: Ballarat Welcome Centre development; online social media, newsletters and communications equipment for members; sponsored SHARE training forums; commencement of a collaborative research project with Melbourne University; supported Ballarat and Wimmera Settlement networks; trained and supported community volunteers and mentors for English and Homework clubs; coordinated refugee and asylum seeker community support and critical material aid support. Specific SPP partnership project funding has also been provided this year to Ballarat African Association, Intercultural Employment Program (IEP) and Wimmera Regional Settlement Strategy.

The Strategic Engagement Coordinator continued working across the Central Highlands and Wimmera regions on strategic projects, COVID-19 information and relief, representing BRMC on committees and steering groups as well as directly funding targeted initiatives.

Highlights

Continued COVID-19 relief and response, including:

- Food support including supporting the development of the THRIVE garden project.
- Digital support including the recruitment and training of Digital Mentors.
- Financial support totalling over \$20,000 to support local families impacted by COVID-19 with housing costs, bills and groceries.
- Partnering with local health and community organisations to host community meetings and information sessions regarding COVID-19.

Piloting Cultural Competency Organisational Reviews, which entails an audit of an organisation's policies and procedures, conducting staff and consumer surveys and / or focus groups and delivering recommendations for changes to improve inclusivity.

Piloting the Cultural Competency Training program, including:

- Recruiting and training two lead facilitators and seven co-facilitators to deliver the program.
- Delivering sessions across the region including to employment service providers, health and emergency service organisations, local councils and BRMC's own staff, board and volunteers.
- Providing mentoring sessions and support to facilitators and co-facilitators.



Media & Communications

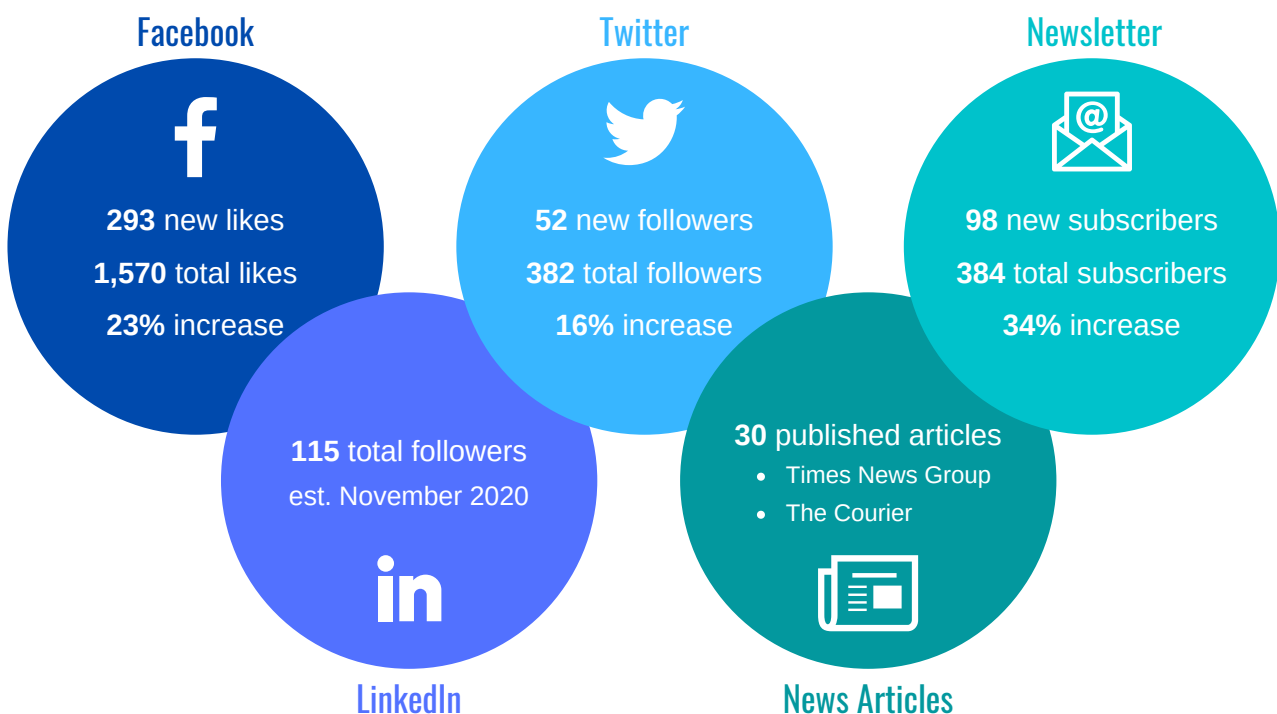
It has been more important than ever to stay connected during this past year.

BRMC Communications have supported the multicultural community through a variety of media channels: social media, website, weekly radio segment, podcast and monthly newsletter. Through these channels we can reach a wider audience to promote and provide our programs and services, many of which have transitioned to online or home delivery during restrictions on face-to-face activities.

BRMC continues to share relevant and reliable COVID-19 related information, updates, resources and translated material. Encouraging diverse communities to stay safe, informed and to minimise the impact of COVID-19.

Whilst this has been a challenging year, we have seen an abundance of kindness and generosity. Our members have gone above and beyond to help the Ballarat and surrounding communities in times of need. With online media we have the benefit of regularly sharing many wonderful photos and stories.

We aim to provide prompt and regular information to members and partners, strengthen community relationships, celebrate interculturalism and diversity, as well as advise and support people from Culturally and Linguistically Diverse (CALD) backgrounds.





Key Program Outcomes

Our year in review 2020-2021

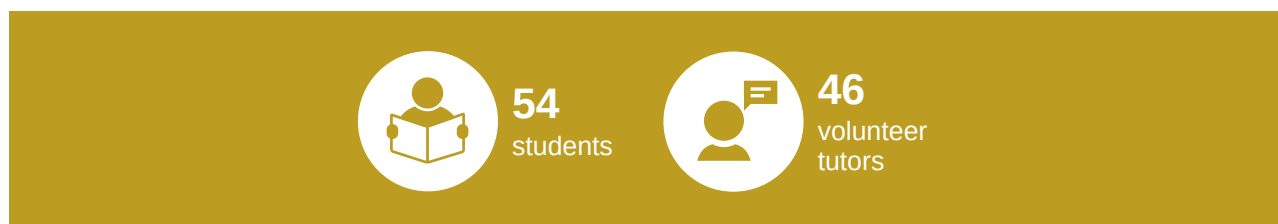
Community Engagement



Diversity Homework Club



Migrant English Program



Social Support

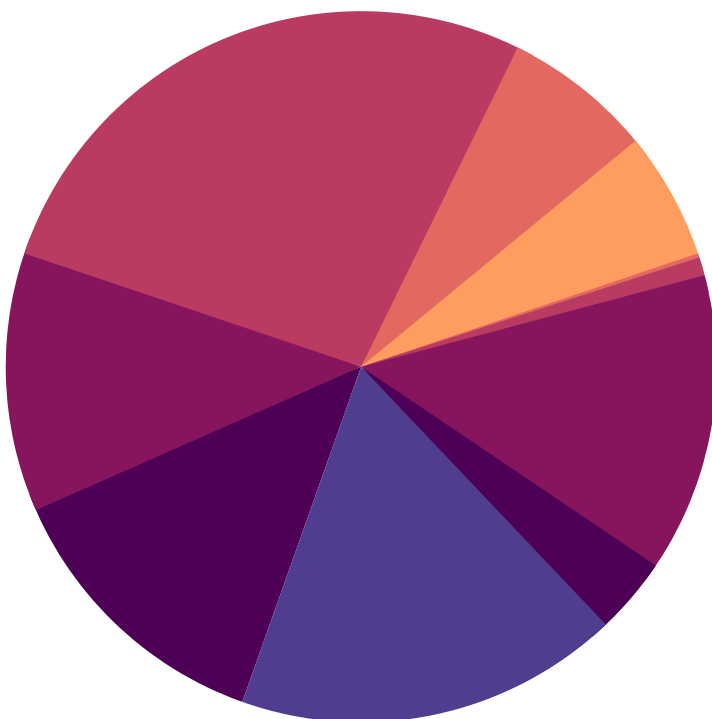
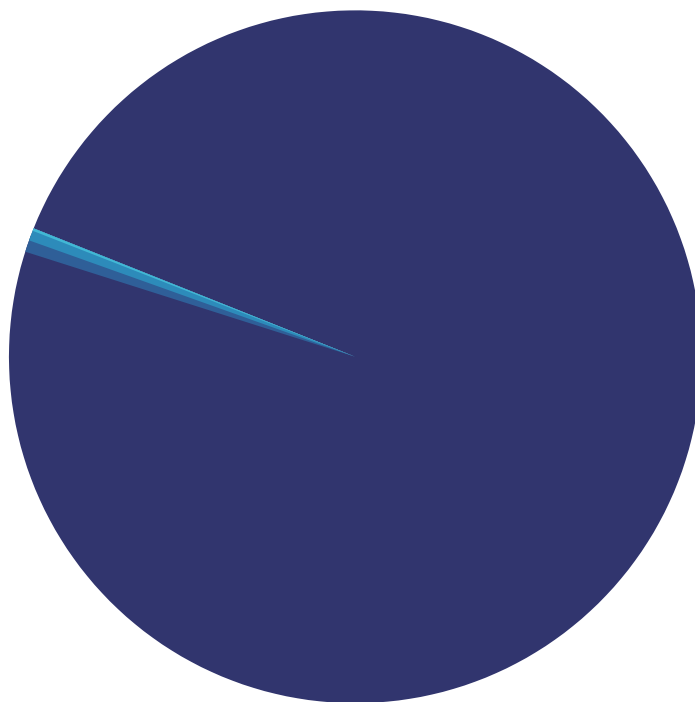


Financial Overview

BRMC Audited Financial Statements for the year ending 30 June 2021 are available at www.brmc.org.au/wp-content/uploads/2021/11/BRMC-Audited-Financial-Statements-2021.pdf

Revenue Sources

Grants \$2,034,470 (98.86%)
Fundraising & Events \$11,326 (0.55%)
Other Revenue \$9,703 (0.47%)
Rental Income/Interest \$299 (0.01%)
Sponsorship -
Donations \$2,229 (0.11%)



Expenditure

Strategic Partnerships (12.97%)
Strategic Engagement (11.77%)
Client and Community Services - Social and Settlement Support (27.1%)
Diversity Homework Club (6.78%)
Stepping Stones (5.8%)
Auspiced Member Activities (0.19%)
Good Governance (0.83%)
Ballarat Welcome Centre (13.59%)
Let's Stay Connected (3.47%)
COVID-19, Work for VIC and Bicultural Staff (17.52%)

Partnerships & Acknowledgements

BRMC acknowledges organisations and partnerships that directly support our work.

- Australian Multicultural Foundation
- Ballarat Community Garden
- Ballarat Community Health
- Ballarat Foundation
- BGT Jobs & Training
- Ballarat Neighbourhood Centre
- Ballarat Regional Settlement Advocacy Committee (BRSAC)
- Central Highlands Primary Care Partnerships
- Centre for Multicultural Youth
- Centre for Participation
- City of Ballarat
- Communities of Respect and Equality (CoRE)
- Department of Social Services
- Department of Home Affairs
- Diversitat
- Djerriwarrh
- Ethnic Communities' Council of Victoria
- Federation of Ethnic Communities' Councils of Australia
- Food is Free Laneway
- Grampians Public Health Unit
- Here Studio Architects
- Loddon Campaspe Multicultural Services
- Nhill Learning Centre
- Sunraysia Mallee Ethnic Communities Council
- Victorian Government
- Victorian Multicultural Commission
- Wimmera Development Association
- Women's Health Grampians

BRMC actively participates in:

- Advocacy and Action Group of Ballarat Regional Settlement Advocacy Committee (BRSAC)
- Anti-Racism and Anti-Discrimination Action Plan Network
- Ballarat Refugee and Asylum Seeker Support Network (BRASSN)
- Central Highlands Primary Care Partnerships
- City of Ballarat Intercultural Advisory Committee
- City of Ballarat Harmony Fest Working Group
- City of Ballarat Intercultural Employment Program (IEP)
- Community of Practice for Anti-Racism Action Plan Victoria
- CoRE - Equality for All Reference Group convened by Women's Health Grampians
- Ethnic Communities Council of Victoria (ECCV) Regional Network
- Family Violence Prevention: Safer Pathways Reference Group convened jointly by Ballarat Community Health, WRISC and Women's Health Grampians
- Federation of Ethnic Communities' Councils of Australia (FECCA) Regional Advisory Group
- Grampians Regional Alliance
- Harmony Alliance
- Interkultura - Friendship through Football Working Group
- Regional Multicultural Services Consortium
- Regional Partnerships - Victorian Government
- Settlement Council of Australia (SCOA)
- Stepping Stones Regional Reference Group
- Stepping Stones to Business Reference Group
- Vaccine Implementation Advisory Group
- Victorian Multicultural Commission (VMC) Regional Advisory Council
- Welcoming Cities Network
- Wimmera Settlement Committee

Ballarat Regional Multicultural Council Inc.

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