



Ballarat Regional Multicultural Council



2023 ANNUAL REPORT

Ballarat Regional Multicultural Council Inc. (BRMC)

BRMC VISION

Multiculturalism, social and economic inclusion, and community wellbeing.

BRMC MISSION

To actively promote and develop multiculturalism and intercultural harmony in our region by working in partnership with our members, key government and community stakeholders, and the wider Ballarat and regional community.

BRMC GOALS

Four Goals have guided our strategic purpose and our roadmap to 2024. They underpin all of our partnerships, activities, and services:

1. Intercultural participation, equity and diversity in our region

Culturally diverse people and communities can overcome barriers and disadvantage to participate and prosper in our region.

2. Regional and state-wide collective impact

Discrimination is eradicated and diversity is valued and celebrated in regional Victoria.

3. Enterprise and Services

Investment in migrant and multicultural innovation and capital are promoted to overcome market bias and imperfections.

4. Wellbeing and Governance Excellence

Our team is accountable, supportive and building strong service and member capability through partnership and best practice.

Acknowledgement of Country

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



Cover photo:

International students from Federation University celebrate getting their COVID and flu vaccinations together at the Ballarat Welcome Centre in May 2023.

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Chair Report

Despite the year seemingly returning to normal after the impacts of Covid-19, change has been a dominant theme. Most notably, our CEO Ann Foley has departed after more than ten years of dedicated service to BRMC.

Ann has been instrumental in the development and growth of the regional multicultural peak organisation in Ballarat. She has championed projects and partnerships that have created positive outcomes for diverse communities, including women, youth, new and emerging communities, refugees, and asylum seekers. Her contribution was recognised in March by the City of Ballarat Awards of Excellence, where she received the "Outstanding Contribution to the Intercultural Community" award. We extend our gratitude to Ann for her remarkable contribution to BRMC and the broader community.

While changes like these can be challenging, we are fortunate to welcome Acting CEO Suzanne Ryan-Evers. Suzanne has already made a significant contribution to BRMC in her past roles, from managing the sponsorship acquisition and gala event for the Interkultura soccer tournament, to handling facilities management and COVID programs during the last 2-year period. As Acting CEO, she is working to establish and maintain effective partnerships with local organisations to support our multicultural communities. Suzanne is dedicated to ensuring the continuity of BRMC's essential role in Ballarat and the Grampians region into the future.

BRMC continues to provide consistent support to our diverse community members and partner organisations. From delivering social support for seniors to supporting new arrivals, the team continues to have a positive impact on making Ballarat a welcoming and supportive place for people from across the globe.

As I step down as Chair of BRMC, I am grateful for the opportunity to have served this organisation through some exciting, and some challenging periods. The professionalism of the executive committee and staff has made it a pleasure. I would like to thank Ballarat Group Training and all of our partners and members for their continued support with our endeavours. Thanks also to the Board for their hard work over the last few months while streamlining budgets and the risk register. This team is committed to move BRMC to the next level safely and confidently. While I am stepping down as Chair, I will remain an active supporter and member of the BRMC community; a vibrant, inclusive, and beautiful community to be a part of.



Joy Sawiche
Chair



Outgoing CEO Ann Foley together
with Chair Joy Sawiche

Treasurer Report

Similar to prior year, the annual accounts for financial year 2022-23 have been prepared as General Purpose Financial Statements.

During prior financial year 2021-22, BRMC has a reported comprehensive income (P&L) of \$154,054. However, during the financial year 2022-23, BRMC has a reported comprehensive loss (P&L) of \$310,212. As mentioned in last year's Treasurer's Report, it is a timing issue caused by accounting standards as grants were received during financial year (FY)22 and reported as revenue. However, expenses relating to those grants were reported during FY23. BRMC fully acquits its grants and so there is limited profit retained in any period.

BRMC is still in a strong cash position as can be seen in our reported cash and cash equivalents section of the accounts. The current ratio (current assets to current liabilities) is positive 2.10, compared to 2.15 in prior year, so BRMC is well able to meet its operating requirements.

Compared to FY22, there was a reduction of \$112,196 in employee benefits. Program costs have also decreased by \$274,347 from \$444,462 to \$170,115. This reduction is not through a particular reduction in scope of client/beneficiary service by BRMC. In FY22, there was non-recurring state government COVID-related funding, costs related to these grants were largely under employee benefits and program costs, which was spent but largely because the organisation took on the lead role in a consortium and therefore had higher levels of 'in and out' auspiced funding.

One of the areas where expenses have significantly increased is occupancy costs. Compared to prior year, occupancy costs have increased by \$37,094 from \$23,230 to \$60,324. This expense will further increase during the current fiscal year. In prior years, BRMC was able to offset its rent against the repairs performed by BRMC which were funded by Grants. However, BRMC's landlord has ended this arrangement and BRMC is required to pay rent as per the lease term.

Overall, all FY2023 was a good year as BRMC's retained surplus increased by \$29,539 from \$199,984 to \$229,523.

To maintain and further improve retained surplus, BRMC needs to generate some revenue independent of government grants.

The auditors commended the thorough preparation of the accounts. A big thanks to Paul Tant from Ends of the Earth Consulting for all his efforts on this.



Uphar Chhabra
Treasurer

Acting CEO Report

As the newly appointed Acting CEO, I would like to express my gratitude to my predecessor, Ann Foley, for her remarkable contributions to our organisation and the broader community over the last decade. I am grateful for her encouragement to take up this role, which I consider to be a humbling and privileged opportunity. It is my commitment to uphold her legacy by continuing to deliver impactful projects that support multicultural communities throughout the region.

I would like to thank the Board for their warm welcome, and both the Board and staff for their support during these first months in the role. Despite a number of challenges including rising costs and limited funds, we remain focused on our mission. In light of these difficulties, we are determined to maintain our services and prioritise preparing for a period of financial uncertainty due to current economic conditions. To achieve this, we have implemented budget process improvements that provide program managers with more visibility of their project budgets and greater autonomy in their work areas.

We are proud of our programs, which continue to grow and flourish, delivering tangible results and making a difference in the lives of our members and the wider community. We remain forward-thinking and responsive

to the changing needs of our members and community. This includes preparing our communities for emergencies such as bushfires, where we work closely with bi-cultural workers and community volunteers to set up systems that allow us to respond quickly to emergency situations. We are grateful to our emergency preparation and response leadership group for their dedication to this important work.

I would like to express my gratitude to our program managers, their teams, and the many volunteers who make BRMC such a special organisation. I also want to acknowledge our talented and dedicated Board, particularly our outgoing Board Chair Joy Sawiche, who recently joined the 2022 Victorian Honour Roll of Women. Congratulations, Joy! We are also grateful for our many partners, with whom together we are so much stronger. Finally, I want to thank our community leaders, members and the wonderful multicultural community in Ballarat for their continued support and participation in our programs.



Suzanne Ryan-Evers
Acting CEO

BRMC Executive Committee

BRMC gratefully acknowledges the time, talent and effort that our voluntary committee members contribute to our Organisation.



Joy Sawiche
Chair



Syed Sami
Deputy Chair



Meeta Narsi
Secretary



Nsonma Adeleye
Assistant Secretary



Uphar Chhabra
Treasurer



Charles Nani
Assistant Treasurer



Anam Shahab
Public Relations Officer



Betty Mathew
Women's Affairs Officer



Yaqoob Kazan
Youth Affairs Officer



Sundram Sivamalai
Community Representative



Govinda Dahal
Community Representative



Binsu Baby
Community Representative



Chez Dichiera
Immediate Past Chair



Ann Foley
Outgoing CEO



Suzanne Ryan-Evers
Acting CEO



BRMC Staff

Social Support Team



Teresa Azzopardi
Program Manager



Rebecca Marsh
Social Support Assistant



Caroline Parry
Social Support Assistant



Natalie Athayde
Social Support Assistant



Helen Bennetts
Social Support Assistant

Education Program Team



Sarabjit Kaur
Program Manager



Tahsina Tasnim
DHC Project Assistant



Mary Top
Multicultural Creative Women's Project



Shipra Sani
EA to CEO

Community Employment Connector Team



Quynh Tran
HR and Employment



Shinto John
Community Employment Connector



K'lu Say Say
Community Employment Connector



Suzanne Ryan-Evers
Acting CEO



Tess Altman
Research and Policy Coordinator

Settlement Team



Heeyoung Lim
Strategic and Settlement Manager



Abrar Dham
SETS Coordinator & Client Intake

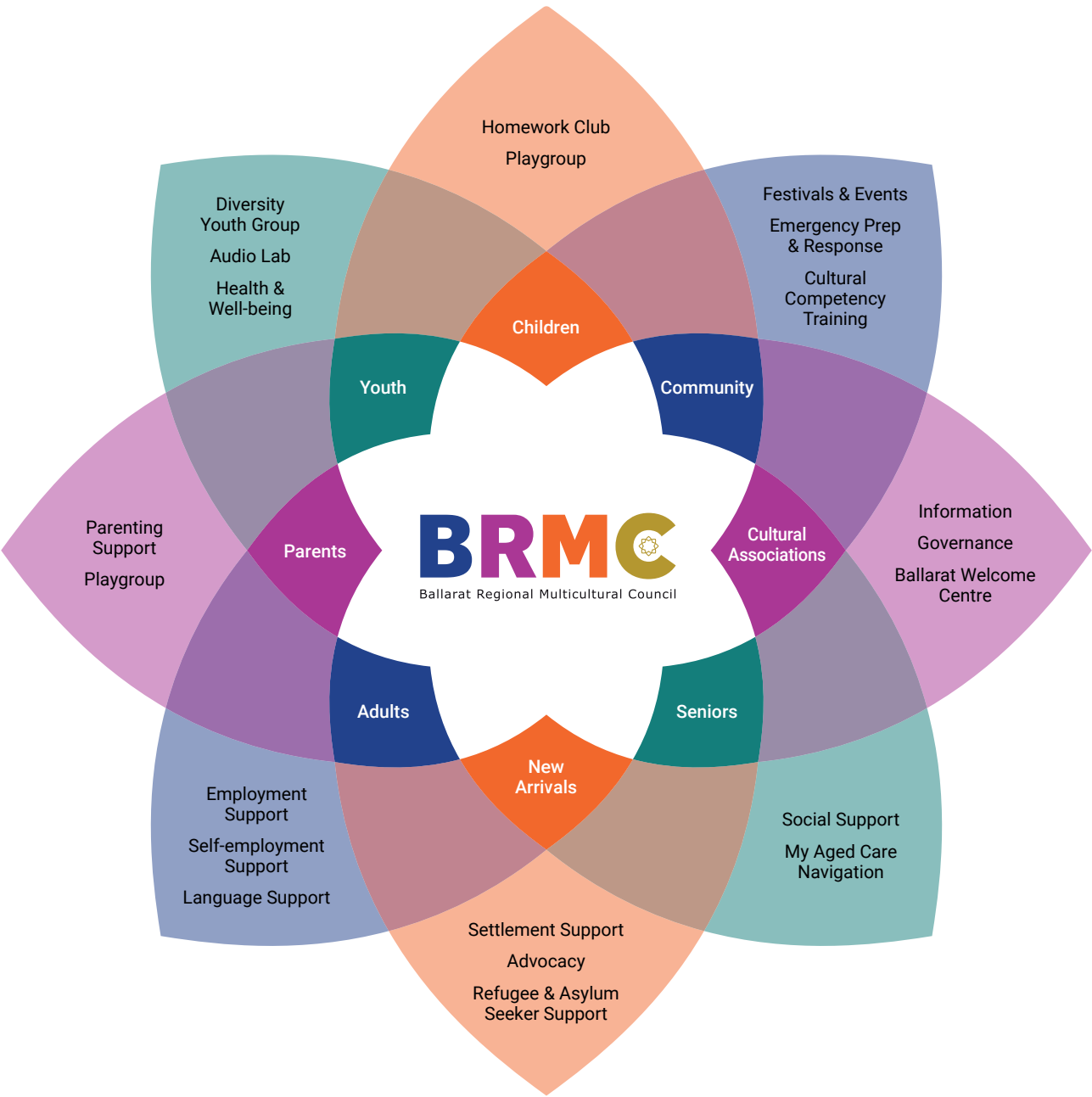


Nyibol Deng
Settlement Program Worker



Martha Yiech
Ballarat Welcome Centre

BRMC at a Glance



Our Year in Review

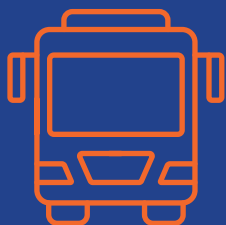
193 multicultural job seekers from **40** cultural backgrounds accessed employment support



15 employment information sessions delivered



178 women painted, cooked and crafted at the Multicultural Women's Friendship Group

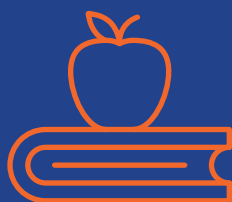
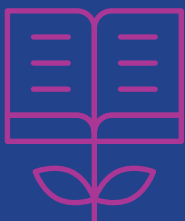


58 people from **17** countries took our Welcome Bus Tours around Ballarat

190 CALD seniors went on bus trips across Victoria



46 students supported with their English language skills by **38** tutors



107 students participated in Diversity Homework Club and Diversity Youth Group



1,569 lunches served to CALD seniors

300+

COVID and flu vaccinations provided to Multicultural Communities



Ballarat Welcome Centre

At BRMC, we prioritise the Ballarat Welcome Centre as a crucial component of our mission. The Centre serves as a safe and inclusive space for our diverse communities to come together and host events. Our internal and external events continue to grow in popularity and variety, reflecting the need for a central gathering place. We are constantly striving to enhance our facilities and improve our programs, ensuring the best possible experience for our visitors.

Throughout the week, the Centre hosts various programs and activities such as Multicultural Playgroup, Employment Sessions, Women's Friendship Group, Multicultural Dialogues and Welcome Morning Teas. In the evenings, the Centre is bustling with singing and drumming groups, as well as association meetings including Ballarat Afghan Action Group, Ballarat Indian Association, Ballarat Hindu Temple and Cultural Centre, Ballarat Keralites Foundation of Australia, and the Ballarat Nepali Semaj.

Our Women's Businesses in Residence continues to thrive in the Women's Incubator Space. Resident businesses Mat Tetni and A Tuk have ambitious plans to expand their business with additional partners and move into a permanent retail space later in the year. We are delighted to be the springboard to their next ventures.

We are grateful for the positive feedback from our multicultural community members and are committed to maximising the Centre's impact. We thank the Victorian Government and our strategic partners for their support, and encourage our multicultural communities to always consider the Welcome Centre as their home.



Multicultural Women's Friendship Circle



Hanz On Drumming at the 2023 Long Journey to Freedom event



Farewelling
Ann Foley,
outgoing CEO,
March 2023

Strategic Partnership and Engagement Programs

STRATEGIC PARTNERSHIP PROGRAM – EVOLVE

The Victorian Government supports strategic partnership and engagement work, which allows BRMC and our EVOLVE partners to focus on social cohesion, community strengthening, multicultural capacity building, and supporting emerging communities, particularly those from refugee and asylum-seeking backgrounds. Our EVOLVE partners – City of Ballarat, Ballarat Community Health, Centre for Multicultural Youth and Wimmera Southern Mallee Development – offer broad sectoral coverage and regional outreach.



EVOLVE partners launched the Destination Ballarat research in December 2022. Over 80 community members attended the launch, including Federal MP Catherine King, Victorian Multicultural Commissioner Silvia Renda, and City of Ballarat Mayor, Councillor Des Hudson and Councillor Belinda Coates.



BRMC hosts regular Multicultural Dialogues to discuss key issues facing multicultural communities in our region, such as Migration and Employment Strategies.

STRATEGIC ENGAGEMENT COORDINATOR PROGRAM

Funded by the Department of Families, Fairness and Housing, the Strategic Engagement Coordinator (SEC) continued working across the Central Highlands and Wimmera regions to identify gaps and opportunities in the region.

The SEC program adopts a strengths-based approach to community engagement, with a primary focus on new and emerging communities. The goal of this initiative is to promote collaborative efforts and coordination, engaging and supporting culturally diverse communities in an effort to improve settlement outcomes.

Projects for this period included the Ballarat Welcome Bus Tours, Welcome Morning Teas, Anti-Racism Active Bystander Training, A Pot of Courage, Destination Ballarat research paper, and supporting the Ballarat Refugee and Asylum Seeker Support Network (BRASN) plus other community engagement programs and networks.

DESTINATION BALLARAT

In 2022 we embarked on an important piece of research that aimed to solidify Ballarat's standing as a leading regional settlement destination. Authored by Georgia Prattis and Dr. Tess Altman, the "Destination Ballarat" report used local research to benchmark Ballarat against various settlement standards.

Key findings included:

- Ballarat's diversity is increasing and there is a commitment to viewing this diversity as an advantage as an Intercultural City, Welcoming City and Refugee Welcome Zone.
- Ballarat has strong multicultural communities, strategic leadership and coordinated service provision.
- Strongest areas of service provision are education and training support, employment support, health and wellbeing support and civic participation. New arrivals value the friendly, welcoming community and excellent amenities.
- Areas for improvement are affordable housing, transport and financial literacy support. There is also a need for more employment opportunities for migrants that match skills and qualifications as well as more cultural competency for mainstream providers.



"The Bus Tour has provided us with the opportunity of exploring and learning about the functions and systems of various facilities and services of Ballarat, which are so important and useful for our life."

– Jack, volunteer interpreter for the Ballarat Welcome Bus Tour

Social Support

Social Support programs provide CALD seniors with health services that relieve social isolation.

We help seniors to live at home safely for as long as possible by providing culturally safe vibrant programs with a strong focus on healthy and active ageing. Our programs provide an opportunity for carers to access respite while the cared for enjoy new friendships, improve and develop cognitive and physical skills while expanding on their capabilities for activities of daily living.

We offer My Aged Care navigation to CALD seniors and their families to ensure equity of access to aged care services.

Social Support programs service the Grampians region, covering the Ballarat area and surrounding rural towns of Ballan, Dereel, Rockwood, Scarsdale, Snake Valley and Bunkers Hill. We provide services to 180 culturally diverse clients from 36 countries.

Programs include weekly Tai Chi classes, Bus Trips, Health and Wellbeing events, Social Hub and our famous Multicultural Tucker, BRMC's longest running program. Tucker's fame continues with up to 125 clients attending each month!

Through our programs we also provide services to younger people who are socially isolated, including programs that are ethno-specific. We provide community education and social opportunities in a safe, warm and welcoming environment where younger people can come together to celebrate their cultural backgrounds.





Case Study

Meet Nelida (Nelly) Barreiro De Caparros; a beautiful 93-year-old Argentinian woman who has very limited English.

Nelly lives with her daughter Mable, who is her carer. When Nelly presented to BRMC she was deeply sad and lonely. Mable would do all she could to provide Nelly with opportunities for outings but this was challenging for Mable fitting in work commitments and running a home.

Since joining our Social Support programs in June 2022, Nelly has found a new purpose in life. Nelly has met several other Spanish speaking clients who quickly became Nelly's friends. This has brought so much Joy and happiness to Nelly, she is no longer sad and lonely, attending programs has improved Nelly's quality of life.

"Your programs have changed her life – Your services are Heaven!"

– Mable

"They are not people, they are angels"

– Nelly

Our Social Support team support the Aged Care Sector to be culturally aware and competent. We provide other aged care service providers, their staff and volunteers with free cultural competency training. Together with our peak bodies, ECCV and FECCA, we actively advocate for the needs of CALD seniors to ensure they receive equitable and high-quality care.

Social Support Services are resourced by the Department of Social Services under the Commonwealth Home Support Programme (CHSP) and the Department of Families, Fairness and Housing under the Home and Community Care Programs for Younger People (HACC PYP) along with client contributions.



Migration and Settlement Services

SETTLEMENT ENGAGEMENT AND TRANSITION SUPPORT

The Settlement Engagement and Transition Support (SETS) project is funded by the Department of Home Affairs and is focussed on supporting migrant communities who have been in the country for up to five years.

The SETS program aims to equip and empower humanitarian entrants, other eligible migrants and their communities to address their settlement needs in order to improve social participation, economic well-being, independence, personal well-being and community connectedness.

Over the past year, the BRMC SETS team has effectively supported individuals of migrant, refugee, and asylum-seeking backgrounds by identifying their needs and providing tailored programs. Our services have facilitated the smooth settlement of newcomers to the Ballarat region, enabling them to improve quality of their lives.

SETS services include:

- **Multicultural Playgroup:** Through partnerships with City of Ballarat (Supported Playgroup team) and Playgroup Victoria, cultural and social welfare of mothers and their children of multicultural backgrounds.
- **Multicultural Women's Friendship Circle:** Women friendships facilitated and social isolation and loneliness reduced – through sharing traditions, cultures and values.
- **Welcome Morning Tea:** Welcoming those who have recently arrived in Ballarat, and those wanting to welcome and support new arrivals.

*"...the minute I walked in BRMC,
I felt I BELONGED."*

– SETS Client





"The morning tea is a good activity for people who just arrived in Ballarat to reduce isolation, improve their sense of belonging and foster community engagement."

– Participant, Welcome Morning Tea

Case study: Meet Marie

Marie originally comes from Mauritius, and she moved to Ballarat in 2020. She had a lonely and challenging life in the early stages of her move because she had no family or friends in Ballarat.

Through the Parent Place, she heard about BRMC and decided to participate in the Early Years Intervention Program, Developing Our Children Together, with her daughter, Haylie. Then, she became an active participant in the Multicultural Playgroup.

Currently, she not only participates as a member of the playgroup but also serves as a volunteer, helping parents and children in the program. Marie and Haylie's beautiful smiles always brighten up the playgroup, making it even more vibrant.



Education Programs

DIVERSITY HOMEWORK CLUB AND DIVERSITY YOUTH GROUP

Our Education Programs team delivered two learning programs for students in the 5-18-year-old age group, helping them achieve their educational and personal development goals.

The students participated in weekly online learning sessions and face-to-face workshops promoting confidence-building academic engagement and social-emotional wellbeing. With celebration of cultural identity, diversity and intercultural respect as intrinsic values of the programs, the tutors designed activities that offered opportunities for sharing, practising and learning without the fear of failure or judgement.

Diversity Youth Group students participated in a global dialogue, connecting students in a global video conference with their counterparts in India and Ukraine. The activity gave students an opportunity to practise skills of dialogue and sharing information about their cultures and communities.

These programs are supported by the Victorian Government and the Australian Communities Foundation.

"Volunteering has helped me develop new skills including communication, problem-solving and teamwork, as well as given me the opportunity to meet new people from diverse backgrounds."

— Amyra Handa, Peer Tutor



My Education Awards 2022

Diversity Homework Club was declared Highly Commended OSHLSP of the Year 2022 at the state-wide My Education Awards.



Other awards included:

- Winner Outstanding Volunteer Regional/Rural: Timothy Bevan Walton
- Winner Outstanding Primary Student: Kathjajini Neelavannan
- Highly Commended Primary Student: Ujjwal Gambhir Runner-up
- Outstanding Primary Student: Nivethaa Neelavannan
- Highly Commended Secondary Student: Nyadoar Moses
- Highly Commended Volunteer: Vanessa Seymour
- Highly Commended Volunteer: Anne Slattery

Congratulations to all My Education Award recipients!

MIGRANT ENGLISH PROGRAM

With volunteer tutors delivering the program for our diverse community of adult learners, the Migrant English Program supported new arrivals, visiting parents and international students achieve their language learning goals for social communication, education and professional growth.

Students accessed free English tutoring, training sessions were organised to help the team of volunteer tutors upskill and adapt to the ever-evolving teaching-learning scenario. Clients in Ararat and Horsham, in addition to our existing base of learners in Ballarat, were offered English learning support through the Migrant English Program.

We have seen an increase in requests for English tutors over the past year. Our program is unique in that it's a free service delivered at the time and venue that suits the clients. We support our students through carefully designed and tailored resources and a flexible service delivery format. Our IELTS, OET, PTE, TOEFL tutoring has enabled several students get their dream jobs and/ or enrol for their dream university courses of study.

This is possible only because of the unwavering support and hard work of our committed team of tutors.

"We have seen students grow in skills and confidence. We ensure that each student gets tailored support. The tutors have weekly planning meetings and attend regular training to upskill and update themselves."

– Sarabjit Kaur, Education Programs Manager



Employment Support

COMMUNITY EMPLOYMENT CONNECTORS

The Community Employment Connectors (CEC) program, funded by the Department of Families, Fairness and Housing, aims to:

- Assist Victorian jobseekers from multicultural backgrounds to prepare for and secure employment through the provision of information, advice and connections to available resources and supports;
- Contribute to a more coordinated and streamlined experience for multicultural jobseekers;
- Provide an agile, proactive and mobile workforce to find people most in need of support across the state;
- Improve access to services by creating links and partnerships with community service providers, agencies and local leaders.

The Multicultural Careers Forum was developed in partnership with Jobs Victoria and included partners AMES Australia, Ballarat Neighbourhood Centre, the City of Ballarat and BRMC. Over 60 participants gathered for the all-day event to learn how to navigate finding work in a new country.

In 2022, Ballarat Regional Tourism and BRMC partnered to deliver the Diversify Local Workforce Ballarat program. The aim of the project is to support job seekers to attain employment in hospitality while helping to mitigate hospitality staff shortages in Ballarat.

BRMC along with the City of Ballarat, Committee for Ballarat and Commerce Ballarat also worked together with HOST International on the Ballarat Professional Mentoring Program. The Pilot aimed to support skilled migrants interested in moving to Ballarat by matching them with industry mentors.



Case study: Meet Nyandeng

Nyandeng had a difficult time when she first arrived in Ballarat due to the Covid-19 outbreak. She didn't have any connections in the community, which made it hard for her to find affordable housing. Eventually, she ended up living in her car with her three children.

She was referred to the CEC program by Ballarat Community Health. The program provided support to help her find a job since she had been unemployed for a long time.

As a result, she was successful in securing a full-time Stable Hand position at the Ballarat Turf Club, which is her first full-time job in Australia after 6 years. She is thriving in the role and her employer is happy with her work.

Business Development

STEPPING STONES

Funded by the Brotherhood of St Laurence, the Stepping Stones program is tailored for women from refugee, migrant and asylum-seeking backgrounds and any women over 50. It provides opportunities for women to achieve financial wellbeing through starting a business, finding employment, training pathways, mentoring and support.

After four years of mentoring women from diverse cultural backgrounds, the Stepping Stones program concluded in June 2023.

BRMC is inspired by the strong, driven participants of this program and congratulates them on what they have achieved over the course of the program.



Case study: Meet Nyibol, Mary and Mary

Stepping Stones graduates Mary Top, Mary Deng and Nyibol Deng run their multicultural creative market stalls offering handcrafted items with a cultural flavour to visitors from Ballarat and beyond.

In Mary Top's words, "it (Stepping Stones) opened up my world. I got a chance to update my business knowledge and to upskill. I also learnt a lot from my peer group. I am grateful to BRMC for providing the resources and support throughout."

Mary Deng and Nyibol, who accessed childcare support through Stepping Stones felt supported during their learning journeys. The fact that their children were in close proximity and being looked after created a safe learning environment and gave them the peace of mind to focus on the business modules being taught.

The women's business skills and enthusiasm continue to grow and we are all eager to see what the next chapter brings in their business development and pursuits.



Emergency and COVID-19 Preparation and Response

Thanks to the Victorian government's support, BRMC has been able to provide continued information and support to multicultural communities during the COVID pandemic, and to prepare for other emergency situations.

BRMC collaborated with the Department of Health, Grampians Health and Ballarat Community Health to host two vaccination clinics in the past year, administering over 300 Covid-19 and flu vaccines to community members. At the request of the Department of Health, the Ballarat Welcome Centre remained the designated primary depot for the distribution of free rapid antigen tests (RATs) and masks to multicultural communities across Ballarat and the Grampians region.

To ensure that all communities receive timely and relevant information, our Emergency Preparedness and Response group was established in 2021. Fifteen community leaders from across the region meet monthly to discuss issues related to emergency management and response. Our efforts prioritise those who are hardest to reach, particularly those with limited English and those who are isolated. Through the BRMC Creative Audio Lab we trained 27 community leaders, multilingual staff and bi-cultural volunteers to deliver crucial safety and community announcements in various languages.

Our work will continue as bushfire and other potential threats arise. We will engage and upskill our community members to distribute accurate and current information in various formats, including audio and video community messaging. We remain committed to maintaining strong connections with our multicultural communities and work closely with community leaders and members to deliver critical messaging in a collaborative manner.

"BRMC's availability of RATs for our community was very timely, accessible and helpful...for members to take".

— Syed M Sami, Interfaith Officer



Members

GENERAL ORGANISATIONAL MEMBERS

- Alliance Française de Ballarat
- Australian Pakistani Community of Ballarat
- Ballarat African Association
- Ballarat and District Irish Association
- Ballarat Croatian Association
- Ballarat Indian Association Inc.
- Ballarat Italian Association
- Ballarat Keralites' Foundation of Australia Inc.
- Ballarat Malayalee Association Inc.
- Ballarat Afghan Action Group
- Ballarat Nepali Samaj Inc.
- Ballarat Region Indonesian Community
- Bangladeshi Community Ballarat
- Centre for Multicultural Youth
- Chinese Australian Cultural Society Ballarat Inc.
- Circolo Pensionati Italiani
- Filipino Australian Sports Club of Ballarat Inc.
- Filipino-Australian Assoc of Ballarat
- German-Austrian Association
- Solomon Island Victoria Association
- Sri Lankan Australian Association of Ballarat Inc.
- Thai Australian Association of Ballarat and Central Highlands Inc.
- Thai Cultural Group of Ballarat
- Victoria Togolese Association
- Virasat E Punjab Ballarat Inc.

ASSOCIATE ORGANISATIONS MEMBERS

- A Tuk
- Ballarat & Grampians Community Legal Service
- Ballarat City Council
- Ballarat Community Health Centre
- Ballarat Hindu Temple & Cultural Centre
- Ballarat Interfaith Network
- Ballarat Permaculture Guild
- Ballarat West Police Complex
- Cafs (Child & Family Services Ballarat)
- Dhan Shri Guru Nanak Inc.
- Emotional Well-being Institute, Geneva
- Islamic Society of Ballarat
- Mat Tetni
- Voice FM 99.9 – Community Radio Station
- WAT THAI BHAVANA – Ballarat Buddhist Centre

INDIVIDUAL MEMBERS

- | | |
|-----------------------|-----------------------|
| • Ahmad Shah Hussaini | • Maria Sozanski |
| • Andrew Battistella | • Mary Plotecki |
| • Anthony Sim | • Meg Lee |
| • Carmel Kavanagh | • Melanie Hill |
| • Dianne Hadden | • Paul Tant |
| • Elham Jamali | • Peter Kervarec |
| • Faye Lynette Caldow | • Peter McIntosh |
| • Geoff Howard | • Tennille McLauchlan |
| • Judith Brumby | • Teresa Skrypko |
| • Kathleen McMahon | • Veronica Punshon |
| • Lokan Ravi | • Stanley Allis |
| • Makiko Paxton | |

Ballarat Regional Multicultural Council Inc.

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