

# FECCAe-NEWS

The Newsletter of the Federation of Ethnic Communities' Councils of Australia

## FECCA Executive Meeting 2016



FECCA had a great Executive Meeting for 2016, where FECCA Executive and staff came together to report on the progress made in the sector and plan for the next year.

We were also pleased to be joined by the The Salvation Army's National Secretary, Lieutenant Colonel Samuel Pho, and The Freedom Partnership- to End Modern Slavery's National Policy and Advocacy Coordinator, Heather Moore, to discuss our collaborative efforts to end the exploitation of migrant workers.

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# From the FECCA Chairperson



Welcome to our May 2016 update.

FECCA held its Executive Meeting in Canberra on Saturday 14 and Sunday 15 May 2016. Over the weekend we were pleased to engage in discussions on how the

sector is working to promote harmony and community cohesion and strengthen multiculturalism in Australia.



We were also very pleased to be joined by The Salvation Army's National Secretary, Lieutenant Colonel Samuel Pho, and The Freedom Partnership- to End Modern Slavery's National Policy and Advocacy Coordinator, Heather Moore, who discussed both organisation's collaborative efforts in ending the exploitation of migrant workers.



The National Multicultural Women's Conference 2016 – *Influencing Change: Vision and Impact*, will be held at the Parkroyal Parramatta, Sydney, from 3-4 November 2016. Registration is now open and we are inviting everyone with an interest in multicultural women's affairs to join us. To register click [here](#).

You can also be a part of the program, with the call for abstracts now open. All abstracts must follow the guidelines below and be submitted online by Friday 5 August 2016. Submit your abstract [here](#).

We also encourage everyone to have a look at our sponsorship and exhibition packages on offer. Don't

miss out on being a part of this event. To find out more click [here](#).

The Government recently announced that the 'backpacker tax' will be delayed by 6 months (to 1 January 2017) and subject to a review. When introduced, this measure will mean that people on working holiday maker visas in Australia will no longer be able to claim the tax free threshold. FECCA is concerned that introducing these tax arrangements for holiday makers will further exacerbate exploitation and underreporting. Treating all individuals on working holiday maker visas as non-residents for tax purposes, and thus ineligible for the low income tax free threshold, will increase the tax burden for these visa holders and increase the likelihood that they will accept cash-in-hand work to avoid this high tax rate. Any policy which drives vulnerable and isolated workers further into the shadows discourages these people from coming forward when they are mistreated by employers.

Finally, FECCA has launched its 2016 Satisfaction Survey to garner feedback from our members and stakeholders on our work. This includes our representation, communications, development and promotion of policy solutions and recommendations, and social media. To complete this survey click [here](#).

Joseph Caputo OAM JP

# FECCA NEWS

## Summary analysis of key Federal Budget measures that impact on CALD Australians

The Federation of Ethnic Communities' Councils of Australia (FECCA) has provided an analysis of the budget measures and how it will impact people from culturally and linguistically diverse (CALD) backgrounds. While welcoming particular positive measures around employment and participation, FECCA is disappointed over the lack of targeted and specific resourcing and funding measures in portfolios to achieve meaningful and lasting change for CALD Australians.

### Migration Program

The Permanent Migration Program for 2016-17 will have up to 190,000 places, including up to 128,550 places for skilled migrants and 57,400 for family migrants. An additional 565 places will be provided outside of the managed Migration Program under the Special Eligibility stream. Up to 3,485 child category migrants will also be provided outside of the managed Program, continuing the transition of this category to a fully demand-driven model by 2019-20.

The 2016-17 Humanitarian Program will have 13,750 places. By 2018-19, the program will increase to 18,750 places.

### Support for asylum seekers and refugees

The Government has assured support for asylum seekers and refugees, with \$39.8 million in 2016-17 to fund the provision of asylum seeker assistance to support eligible non-illegal Maritime Arrivals while their immigration status is resolved.

A further \$12.1 million will be provided in 2016-17 and 2017-18 for the supervision and welfare of unaccompanied minors under the Unaccompanied Humanitarian Minors program.

The Government will also deliver \$10.9 million over 3 years from 2016-17 to offer additional support to recently arrived humanitarian migrants to strengthen their sense of belonging to Australian society and to increase their social and economic participation. This includes increased funding for the National Community Hubs Program, supporting the establishment of new hubs in settlement locations, and a pilot project to assist newly arrived humanitarian migrants of working age and with vocational English proficiency to find work that reflects the skills and experience they have gained in their home countries. FECCA welcomes the funding earmarked for this pilot project, with many migrants and refugees facing higher levels of unemployment due to education background, skills recognition, language barriers and lack of Australian work experience.

### NDIS

FECCA welcomes the Government's commitment to funding the NDIS, however we echo concerns raised by disability organisations regarding measures that tie funding to cuts to welfare spending. The Government's decision to subject 90,000 people on the Disability Support Pension (DSP) over three years to review and place many on Newstart will mean CALD people with disability will be financially worse off.

### Ageing and Aged Care

The Government continues to be committed to a consumer-centred and driven aged care system, with reforms also aimed at improving access in rural and remote areas. There has also been a \$136.6 million investment in the My Aged Care website and Contact Centre to meet growing demand. While we are encouraged by this injection of funding, FECCA would like to see funding specifically targeted to assist CALD people to become empowered to make decisions for their aged care by having information provided in a culturally appropriate manner and in their preferred language.

### Health

The Government has pledged \$21.3 million for the design, operation and evaluation of trials for the new Health Care Home (HCH) model of chronic care, which is to be rolled out across seven sites across the country, over two years from 1 July 2017. FECCA is very pleased by the introduction of this model and encourages the government to ensure that the trial sites are representative of the diverse Australian population.

### Mental Health

Ground breaking mental health reforms will be established at nine demonstration sites in 2016-17 period, as well as support for the first stages of a national mental health digital gateway. FECCA emphasises the importance of ensuring that the trial sites are representative of Australia's diverse population.

### Digital Transformation and Service Delivery

Additional funds have been allocated to the Department of Human Services and the Digital Transformation Office to support the operations of the myGov service, including a joint team to identify future developments to meet user needs.

The Government will reform the Visa and Migration Framework by improving automation in visa processing, providing self-service options and using more sophisticated assessment capabilities.

FECCA is also concerned about the implications of administrative efficiencies at the Department of Human Services on CALD families. Vulnerable cohorts will require high level support, and must be provided with opportunities for face-to-face engagement.

# FECCA NEWS

## Youth Employment Package

FECCA welcomes the Government's focus on youth employment, and reiterates the importance of providing culturally appropriate and competent services for young people from migrant and refugee backgrounds.

The New Enterprise Incentive Scheme (NEIS) will be expanded to allow access to self-employment training and mentoring for job seekers who are not on income support, including those who are not in employment, education or training. An additional 2,300 NEIS places each year will also be funded, making a total of 8,600 places available annually.

The Government will encourage entrepreneurship and self-employment by engaging young job seekers to explore self-employment as an alternative pathway to employment through 'Exploring Being My Own Boss' workshops, self-employment and entrepreneurship starter packs, and engaging inclusive entrepreneurship facilitators in areas of high youth unemployment.

Additionally, \$751.7 million will be allocated to established the Youth Jobs PaTH (Prepare – Trial – Hire) initiative over four years from 2016-17. The program will target job seekers aged under 25 years to improve youth employment outcomes, providing up to 30,000 young people each year with real work experience. The program will include industry-endorsed pre-employment training, internship placements of 4-12 weeks, and youth bonus wage subsidies.

Work for the Dole will be reformed to be better targeted and more cost effective. From 1 October 2016, the most job-ready job seekers (Stream A job seekers) will enter the Work for the Dole phase after 12 months of participation in jobactive, instead of the current 6 months.

## Child Care reforms

The Government's Child Care reforms will be deferred by one year to 1 July 2018 due to the Family Tax Benefit reforms required to fund the child care package not being passed by the Senate.

FECCA has previously raised concerns that the proposed three-tiered activity test will disproportionately affect migrant and refugee families, due to the high proportion of CALD workers, particularly women, in insecure, casualised and variable employment. FECCA reiterates its concerns about the way that the Child Care reforms will affect children from migrant and refugee backgrounds and calls on the Government to restore 24 hours of subsidised child care per week, irrespective of whether the parent is able to meet the activity test. See our submission [here](#).

The Inclusion Support Program will commence on 1 July 2016, with an investment of \$543 million over 4 years. FECCA holds concerns about how the Inclusion Support Programme will affect children from CALD backgrounds, and the delivery of bicultural support in early childhood education. See our submission [here](#).

## Early Learning Languages program

The *Early Learning Languages Australia* program will be expanded to all preschool services nationally from the 2017 school year, with an additional \$5.9 million over 2 years. The program will provide more preschool children with the opportunity to study a language other than English on an opt-in basis through play-based learning using mobile devices.

FECCA welcomes the expansion of this initiative, highlighting the importance of implementing mandatory second language education, facilitating quality and responsive language services and fostering individual, cultural and intellectual development in our population.

## SBS

FECCA welcomes the provision of \$814.2 million for SBS over 3 years from 2016-17 in base operation funding. This funding is determined on a 3 year rolling basis for the operation of television, radio and online services. The Government will also provide \$6.9 million in 2016-17 to replace revenue that could not be raised (due to delayed passage of legislation on SBS advertising).

## Adult Migrant English Program (AMEP)

The Government will re-design AMEP to improve client participation, English language proficiency, and employment outcomes. Changes will include offering additional hours of English tuition to eligible clients, introducing better monitoring of improvements in client English skills and establishing two new AMEP service streams – Social English and Pre-Employment English. The cost of this reform will be met with existing Department of Education and Training resources.

## Community Engagement

The current *Community-Based Employment Advice Services Program* will be replaced by the *Community Engagement Grants Program* from 1 July 2016 to provide employment advice services with funding through a competitive selection process. The Government has committed \$7.3 million over 4 years from 2016-17 to establish this new program. The program will continue support for community organisations to provide employment advice to disadvantaged and vulnerable people in the workplace.

## Domestic and Family Violence

The Government has pledged \$100 million will be invested in initiatives under the Third Action Plan 2016-19 of the *National Plan to Reduce Violence against Women and their Children 2010-2022*.

FECCA reiterates the call for women escaping violence to be entitled to crisis payments, regardless of their visa status. Access to crisis payments will ensure that women on temporary visas are financially supported while they seek

# FECCA NEWS

assistance following a violent relationship, this can include accessing legal and justice support and meeting the basic needs of their children. See the open letter [here](#).

## Countering Violent Extremism

The Government has reallocated \$5 million in 2016-17 to counter violent extremism, including:

- \$4 million for the Attorney-General's Department to establish and trial community support and advice services in conjunction with the States and Territories; and
- \$1 million for the Office of the Children's eSafety Commissioner to develop and distribute online resources promoting digital resilience.

## Information, Linkages and Capacity Building Framework Submission

The national Disability Insurance Agency (NDIA) conducted a number of consultations and a submission process in relation to the Information, Linkages and Capacity Building Framework (ILC framework) from December 2015 to April 2016. The ILC Framework is expected to deliver services for NDIS participants as well as other people with disability, their carers and family members, and play a vital role in connecting such people to the community, build capacity and empower them to make well-informed decisions. FECCA's submission highlighted numerous issues in relation to access to ILC related services and the capacity of the community organisations to apply for grants under a different model of funding. The far reaching objectives of the ILC framework will not be achievable in a climate where people, especially those from migrant and refugee backgrounds are not aware of the National Disability Insurance Scheme (NDIS) in the first place. FECCA's recommendations included education of public in relation to the NDIS, targeted funding to the multicultural sector organisations to build capacity and empower CALD communities to meaningfully access and engage with disability related supports including the NDIS.

The submission can be found [here](#).

## Communications Accessibility: 2016 and beyond

FECCA made a submission for the Communications Accessibility framework of the Department of Communications and the Arts. Currently, people speaking other languages wishing to speak to a National Relay Service (NRS) user, can call Translating and Interpreting Service (TIS National) and request the operator to call the NRS. However, lack of awareness about these services, limited capacity to use technology and devices and difficulties in navigating a complex service system are some of the barriers faced by people from migrant and refugee backgrounds. Through this submission FECCA encouraged the Department to adopt initiatives to improve digital literacy while ensuring that the consultation process and the final product are inclusive of Australia's cultural diversity, and recommended providing information about services such as NRS in a culturally appropriate manner and use of consistent and simple icons across various online platforms when delivering services.

FECCA's submission to the Department of Communications and the Arts can be found [here](#).

## Willing to Work Inquiry report

The Australian Human Rights Commission (AHRC) recently released the [Willing to Work report](#) from its inquiry into employment of people with disability and mature aged workers on. The report contains 56 recommendations and contains an in depth analysis of barriers, existing service structures and international and domestic legal obligations. During the consultation process, the AHRC held a number of community consultations, including a consultation in Sydney in collaboration with the Federation of Ethnic Communities' Councils of Australia (FECCA), the National Ethnic Disability Association (NEDA) and the Multicultural Disability Advocacy Association (MDAA).

The report has specific sections on cohorts with disability who are facing multiple barriers such as women, Aboriginal and Torres Strait Islander peoples, and people from culturally and linguistically diverse (CALD) backgrounds. The report highlights case studies that reflect Australia's diversity and provides a considerably large number of good practice examples that can be easily implemented.

FECCA is pleased to note that the AHRC has recognised the majority of the concerns raised in the [joint submission compiled by FECCA and NEDA](#). The effect of cultural barriers around disability and the lack of service providers who cater for CALD people with disabilities was one of the issues flagged in the joint submission. The hardships faced by people from non-English speaking backgrounds when applying for jobs, especially due to lack of service providers who are culturally competent and limited awareness about these services were also underlined in the report. The report recognises the need for services to be culturally sensitive and information provision in community languages.

It is encouraging to see the emphasis placed by the Commission on the collection of data and development of a national strategy on employment throughout a number of recommendations. Other recommendations that are in line with FECCA's joint submission include consistent approaches across all employment measures including dispelling misunderstandings about employment of people with disabilities and mature aged workers, promoting government supports and schemes that are available for these cohorts, developing dialogues with universities, TAFEs and vocational education providers to promote diversity and inclusion.

The report also identifies the barriers for small business owners who are from non-English speaking backgrounds, particularly in relation to interpreting and applying Australian laws. The need to provide specific supports to such small businesses, people with disability and mature aged people looking for employment whilst educating them about the government funded supports such as *JobAccess*, workplace adjustment supports and other subsidies were some of the areas that FECCA and NEDA highlighted during

the consultation process.

Lack of understanding about work rights, entitlements in the workplace are common barriers for people with disability and older people from culturally diverse backgrounds. The AHRC highlights these concerns and recommends production and dissemination of clear, comprehensive and consistent information about employer obligations, employee rights and the like (recommendation 6).

Concerns raised in FECCA's submission in relation to the employment services assessment (ESAt) for people with disability, which is a decisive factor in streaming people who are eligible to receive supports under the Disability Employment Services (DES) or the usual employment pathways, were also dealt with in detail in the final AHRC report. These include delays in the assessment processes including incorrect assessments, and assigning individuals to an employment pathway that didn't reflect their wants or needs.

FECCA has been advocating for the provision of culturally responsive services for many years. A specific recommendation (recommendation 38) in relation to DES is that the DES principles underpinning the provision of training DES providers include specific training on cultural competency. FECCA also welcomes the recommendation to consult with individuals, employers and peak bodies to develop disability standards for employment (recommendation 54).

Some of the key recommendations that relate to older job seekers include developing an apprenticeship programme suitable for older job seekers, establishing support systems and developing and promoting targeted programmes to assist senior entrepreneurs.

The report emphasises that it is critically important that employers identify special needs of the older workforce and identify and improve workplace adjustments emphasising on the relationship between health and work in line with the healthy aging strategy including granting tax and financial incentives and establishing a fund to provide supports to employers (recommendations 13 and 16).

FECCA is pleased with the outcome of the Willing to Work inquiry and supports all the recommendations therein.

## National Multicultural Women's Conference 2016



The inaugural national Multicultural Women's Conference 2016 – Influencing Change: Vision and Impact, will be held at the Parkroyal Parramatta, Sydney, from 3-4 November 2016.

This national event is an outcome of an innovative partnership between Settlement Services International (SSI) and the Federation of Ethnic Communities' Councils of Australia (FECCA) that will provide a holistic perspective towards shaping a shared vision and driving change for multicultural women.

Join practitioners, decision makers, community members and thought leaders, and participate in what will be a lively and productive national dialogue.



**Violet Roumeliotis**  
CEO  
Settlement Services  
International



**Hina Durrani**  
Women's Chair  
Federation of Ethnic  
Communities' Councils  
of Australia



### You can contribute to the program

Call for abstracts now open! Visit the website for more information or to submit your abstract: [www.nmwc2016.com](http://www.nmwc2016.com)

### Key Themes

- Health, Wellbeing and Safety
- Impact through Culturally Competent Practice and Service Provision
- Economic security, Employment, Education and Enterprise
- Living Well, Ageing Well
- Future Leaders
- Creativity and Capacity: Arts and Culture
- Race, Identity and Belonging
- Embracing Diversity in Disability
- Intersectionality of Gender, Cultural Identity, Sexuality

### Key Dates

- |  |                |
|--|----------------|
| • Call for Abstracts                       | Now open       |
| • Registration opens                       | 16 May 2016    |
| • Abstract submission deadline             | 5 August 2016  |
| • Early bird/Presenter registration closes | 31 August 2016 |

  
**National  
Multicultural Women's  
Conference 2016**  
Influencing Change: Vision and Impact  
3-4 November | Parkroyal Parramatta  
[www.nmwc2016.com](http://www.nmwc2016.com)

# STAKEHOLDER UPDATES

## Funding to celebrate community-business partnerships

Community organisations can now apply for a share of \$160,000 in Commonwealth Government funding for projects that showcase their philanthropic partnerships.

In opening the grants round, Minister for Social Services, Christian Porter, said up to \$10,000 is available for projects that bring to life—the power of partnerships—the theme of this year’s Community and Philanthropy Partnership Week.

“Community and Philanthropy Partnership Week, to be held from 5-11 December, brings together community and business leaders around Australia, to advance our culture of philanthropy and volunteering,” Mr Porter said.

“I encourage community organisations, philanthropic partners and businesses to participate in this great opportunity to shine a light on their collaborations.

“During the inaugural week last year, successful recipients produced community expos, books and films for example, to tell their stories of how collaboration creates stronger communities.

“As the Deputy Chair of the Prime Minister’s Community Business Partnership, it’s vital we recognise what’s being achieved at the grassroots to strengthen philanthropy and giving in Australia.

“The Commonwealth Government’s \$650,000 investment over three years for the week demonstrates this commitment.”

Community and Philanthropy Partnerships Week is an initiative of the Prime Minister’s Community Business Partnership and is delivered by Philanthropy Australia in partnership with the Foundation for Rural and Regional Renewal.

To apply for a grant and for more information on Community and Philanthropy Partnerships Week go to [www.communitypartnerships.com.au/](http://www.communitypartnerships.com.au/) (link is external).

For more information on the Prime Minister’s Community Business Partnership, go to [www.communitybusinesspartnership.gov.au/](http://www.communitybusinesspartnership.gov.au/).



**UNDERSTAND ALZHEIMER'S  
EDUCATE AUSTRALIA**  
FIGHTDEMEMENTIA.ORG.AU

## Medicines and dementia: Empowering people and their carers to understand their options

Alzheimer’s Australia have partnered with NPS MedicineWise to develop a consumer awareness campaign to educate and empower people living with a diagnosis of dementia—and the people involved in their care—about their options when it comes to treatments associated with dementia.

Launched in March 2016 and focusing specifically on medicines, the consumer awareness campaign aims to support people with dementia and their carers to make decisions in partnership with their health care providers, and to communicate their preferences while they are in a position to.

Key elements of the new campaign include:

- A downloadable, printable information booklet containing information to empower people with a diagnosis of dementia and the people and health professionals involved in their care. The booklet covers issues around consent, appropriate use of medicines, and non-medicine therapies including psychosocial approaches to expressions of distress
- Downloadable, printable fact sheets on strategies to address distress, other conditions that commonly occur alongside dementia, and tips for good medicine management
- Consumer stories told via video and sharable on social media
- Health professional communication

**For more information and to access the resources, visit [nps.org.au/dementia](http://nps.org.au/dementia).**



# STAKEHOLDER UPDATES

## Keep an eye out for Royal Commission forums

The Royal Commission into Institutional Responses to Child Sexual Abuse is now entering its fourth year and continues to speak to individuals and groups around Australia about how to better protect children in the future.

A part of this approach will be hosting a series of forums for people from culturally and linguistically diverse backgrounds over the next three months in all states and territories.

The forums aim to inform culturally and linguistically diverse communities about the work of the Royal Commission, what has been learnt so far, and listen to ideas on how we can ensure a safer future for children.

Each forum will have a Commissioner provide an overview of the Royal Commission's work and invite questions and comments from attendees.

It is an opportunity to find out more about the Royal Commission and how culturally and linguistically diverse communities, organisations and advocates can be involved.

The ideas raised during the forum will contribute to the Royal Commission's final recommendations.

The Royal Commission also releases Issues and Consultation papers and invites public submissions on these papers. The Issues papers are on topics of interest to the Royal Commission's work and allow organisations and individuals an opportunity to provide their opinions and expertise in an open forum.

Keep an eye out in the coming weeks for details of a forum in your capital city.

More information? [www.childabuseroyalcommission.gov.au](http://www.childabuseroyalcommission.gov.au).

## Survey on CALD people's experiences with media in Australia

The Ethnic Communities Council of Victoria (ECCV) are assisting Deakin University in this important initiative to reach out to individuals from a culturally diverse (CALD) background and hear about their experiences with media in Australia. We want to know this, so we can feed this research back to news organisations when they cover overseas events or issues that affect our multicultural population.

Tell us about your news consumption habits, and be in the running to win 1-in-3 \$100 Coles Vouchers.

- Where and on which platform you consume news?
- Do you find out about what is happening in your city and the world in a newspaper, or online on a news website or on Facebook?
- Do you trust a specific media outlet more than others?
- Do you think, a particular news media covers international and multicultural issues better than others?

The survey needs to be completed by no later than 31 May 2016.

Thank you for your participation in advance. Your participation is anonymous.

To participate visit: <http://survey.ysquares.com.au/ys/Y160408>.

# MULTICULTURAL NEWS & EVENTS

## A Conversation for Everyone

Living Will, Enduring Power of Attorney, Statement of Health Choices, Advance Health Care Directive

Whatever you call it, it is part of Advance Health Care Planning. It is one of the things we often have on our 'To Do List' but never quite get around to doing.

If you are interested in hearing about opportunities for choice and control in this aspect of health care or the health care of loved ones please come and be part of this relaxed and thought-provoking conversation:

When: Thursday 26 May 2016

Time: 10am – 12pm

Where: Health Care Consumers' Association offices, 100 Maitland St, Hackett.

To RSVP please contact [adminofficer@hcca.org.au](mailto:adminofficer@hcca.org.au) or phone 6230 7800.

To discuss the session or if you would like to organise an information session for your own group or workplace please contact Christine Bowman at [christinebowman@hcca.org.au](mailto:christinebowman@hcca.org.au) or phone 6230 7800.

It isn't scary, it isn't difficult but it is FREE!

## Psychology & Culture Online Conference

You are warmly invited to attend the Psychology & Culture Online Conference, held from 9am-6pm on Saturday 18 June 2016.

The conference is delighted to include over 10 national and international experts on cross-cultural psychology to discuss a range of topics including:

- Refugee Mental Health in Australia
- Seeking asylum in Australia: immigration detention, human rights and mental health care
- Culturally responsive behaviour therapy
- Future directions for cultural competency in mental health
- Working with ATSI Australians: psychological considerations

The list of presenters include:

- Prof. Louise Newman, Convenor of the Alliance of Health Professions for Asylum Seekers
- Jasmine Sliger, APS National Convenor for the Psychology and Culture Interest Group (PCIG)
- Dr Y. Gavriel Ansara, founding coordinator of Rosh Pinah, an affirming Orthodox Jewish network for people with same-gender loves
- Dr Narayan Gopalkrishnan, Founding Director of the Centre for Multicultural and Community Development
- Dr Pamela Hays, Author of "Culturally Responsive Cognitive-Behavioral Therapy".

You can view and participate in the Psychology & Culture Online Conference on any device with an internet connection - even your tablet or smartphone.

All presentations are also recorded and can be viewed after the day.

All profits will be donated to PCIG, to promote cultural competency in mental health settings.

To register your attendance, please go to: <http://psychologyandculture.com/>.