



Federation of Ethnic Communities'
Councils of Australia (FECCA)

STRATEGIC PLAN 2018-2020



About FECCA

The Federation of Ethnic Communities' Councils of Australia acknowledges Aboriginal and Torres Strait Islander Peoples as the First Peoples of Australia. FECCA seeks to promote harmony among, and equity for, all members of the Australian community.

FECCA is the peak, national body representing Australians from culturally and linguistically diverse (CALD) backgrounds. FECCA's role is to advocate for, and promote issues on behalf of, its constituency to government, business and the broader community.

FECCA acknowledges Australia's diversity and the many organisations and structures that represent CALD Australians. FECCA is committed to working in partnership with a range of communities, public, and private stakeholders to ensure that the needs and aspirations of all Australians, no matter their cultural or linguistic background, are recognised in policy and practice.

FECCA advocates for the need to overcome both the overt and implicit systemic barriers facing Australians from diverse backgrounds at all stages of settlement, to realise a truly equitable and inclusive society.

This strategic plan was developed by the FECCA Executive and builds on the organisation's 40-year history. The plan will ensure that FECCA is responsive to a constantly changing environment in its mission to represent the interests of Australians from CALD backgrounds.

PREAMBLE

The Federation of Ethnic Communities' Councils of Australia (FECCA) acknowledges the diversity of multicultural Australia and the many organisations and structures that represent culturally and linguistically diverse (CALD) Australians. FECCA is committed to working in partnership with our member organisations that represent multicultural communities and the issues of concern to those communities in any areas of shared interest. FECCA believes that sharing expertise, resources and experience will enhance the ability of all multicultural organisations to fulfil their missions for the benefit of all Australian people. FECCA works with its membership in a respectful, collaborative and cooperative way and will continually improve our governance structures to ensure decision making is fully inclusive of our member organisations.

Operating Principles

- > FECCA acknowledges the Aboriginal and Torres Strait Islander Peoples as the First Peoples of Australia.

- > FECCA is dedicated to ensuring equity of access and outcomes for all Australians, regardless of an individual's cultural, racial, spiritual or linguistic background.

- > FECCA acknowledges the range of organisations and structures that represent Australia's diverse communities and commits to working with them in partnership.

- > FECCA is without political or sectarian affiliation.

- > FECCA is established on a not-for-profit basis for the benefit of its constituency and the wider Australian community.

- > FECCA takes a rights-based approach to oppose all forms of racism and all forms of discrimination.

- > FECCA promotes multiculturalism as central to the ongoing social, economic and cultural success of Australia.

- > FECCA's policy positions are informed by evidence based on research, practice and consultation with diverse communities.





GOAL 1: INFLUENCE

Support the creation of public policy that promotes a socially cohesive, equitable and respectful multicultural Australia

1. Value and promote Australia's cultural and linguistic diversity and its benefits to Australia through multiculturalism and a multicultural Australia.
2. Work collaboratively with the Commonwealth to ensure that the needs and aspirations of CALD Australians are recognised in Commonwealth Government policy and practice.
3. Ensure FECCA's presence on key government and departmental committees, taskforces, summits, advisory groups, and consultations.
4. Build capacity of CALD communities, organisations and leaders to better organise and influence on behalf of their communities.
5. Be an effective catalyst for encouraging further research and policy development on issues of concern to FECCA's constituency.



GOAL 2: COMMUNICATE

Achieve FECCA's goals through a proactive, defined communications approach

1. Implement FECCA's 2018-2020 media strategy.
2. Effectively use mainstream and ethnic media to communicate key messages to influence decision makers and to demonstrate FECCA's leadership on CALD issues.
3. Build strong and productive relationships with relevant Commonwealth Government Ministers, Opposition and cross-bench representatives, and senior Commonwealth public servants through regular meetings.
4. Make regular submissions to Federal parliamentary inquiries and Commonwealth agency consultations to ensure that CALD Australians are recognised in policy making across portfolios.
5. Educate and inform CALD consumers so that they can have choice and control, by developing individuals' awareness and understanding of how to access government services.
6. Identify key conferences, events and forums where public policy is shaped, influenced and informed and ensure FECCA's presence.



GOAL 3: REPRESENT

Strengthen our position as the peak body of choice for CALD consumers and policy makers

1. Remain the lead peak organisation for media, government and the community on issues relating to Australia's CALD communities.
2. Reflect and represent commonalities in interests and concerns of Australia's CALD communities while recognising diversity and intersectionality across multicultural Australia.
3. Augment our network of state/territory and regional members through relationships and collaborations with diverse ethnic communities, their representatives and organisations.
4. Conduct wide-ranging and regular consultations with communities, service providers and other stakeholders to ensure that FECCA is aware of the key issues affecting CALD Australians and that our policy and advocacy positions are evidence-based and representative.
5. Ensure that FECCA represents multigenerational CALD Australians with a focus on engaging and representing young people from diverse backgrounds.



GOAL 4: Partner

Collaborate to advance FECCA's mission of a socially cohesive and equitable multicultural Australia

1. Build strategic partnerships with CALD and mainstream organisations to support FECCA's mission of social cohesion.
2. Build partnerships with relevant expert and specialist organisations to create and use empirically-based arguments to influence policy and advocate on behalf of CALD communities.
3. Clearly define a complementary and supportive working relationship between FECCA and its members to achieve our respective goals to our mutual benefit.
4. Ensure that contributions by FECCA are appropriately recognised by partners, and where appropriate, that FECCA be remunerated for work done to assist partners to communicate with our constituency.
5. Support our state and regional members in achieving their goals for their respective communities.
6. Work to ensure that community-based organisations are properly funded and communicate to Government the importance of CALD-specific, and non-profit, organisations as the conduits for the delivery of services to the CALD community.



GOAL 5: Reinforce

Strengthen FECCA's governance and financial viability

1. Conduct a review of the FECCA Constitution.
2. Use the FECCA Executive and our members as a conduit for emerging CALD leaders to develop governance and leadership skills. Support a dynamic and rewarding professional environment, allowing for the development of professional skills and progressive responsibilities.
3. Review FECCA's membership rules and governance structure to ensure that the organisation remains an authentic representative of Australia's diverse community, including new and emerging communities.
4. Expand FECCA's membership base.
5. Work to better match professional skills with the needs of FECCA's governance, policy and oversight requirements on the FECCA Executive.
6. Develop service offerings that advance the interests of CALD communities and create a diversified and sustainable financial base for FECCA.



GOAL 6: Celebrate

Celebrate FECCA's 40th Anniversary

1. Identify appropriate and long-lasting opportunities to celebrate FECCA's 40th anniversary.
2. Plan a course of events to represent this important milestone for FECCA.
3. Mark FECCA's 40th Anniversary with a FECCA Biennial Conference that reflects the importance of this milestone.

Measuring progress and success



This strategic plan is expressed in the annual FECCA workplans produced in partnership with our respective funding bodies and also inform the organisation's direction in searching for future funding and revenue opportunities.

FECCA periodically reviews output against our workplans and funding agreements. The FECCA Executive also measures FECCA's achievements against the individual strategic goals through the publicly available FECCA Annual Reports.