



Annual Report 2019-20



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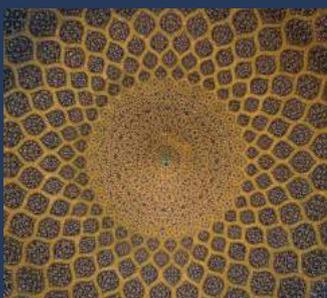
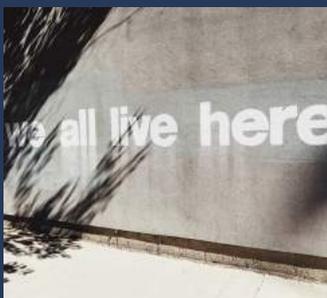
ABOUT FECCA

THE FEDERATION OF ETHNIC COMMUNITIES' COUNCILS OF AUSTRALIA (FECCA) IS THE PEAK BODY REPRESENTING MULTICULTURAL AUSTRALIANS TO GOVERNMENT, BUSINESS AND THE BROADER COMMUNITY.

ITS CORE OBJECTIVE IS TO PROVIDE PEOPLE FROM CULTURALLY AND LINGUISTICALLY DIVERSE (CALD) BACKGROUNDS WITH AN INFLUENCE IN PUBLIC POLICY, SERVICE PROVISION AND SOCIAL DISCOURSE.

FECCA'S UNDERSTANDING OF THE CHALLENGES CALD AUSTRALIANS FACE, INCLUDING OLDER PEOPLE, YOUTHS, WOMEN AND THOSE WITH DISABILITIES, INFORMS ITS INTERSECTIONALITY AND ANTI-RACISM EFFORTS.

THE ORGANISATION'S ADVOCACY EXTENDS BEYOND THE INITIAL FIVE YEARS IN WHICH SETTLEMENT SERVICES ARE AVAILABLE FOR HUMANITARIAN ENTRANTS TO INCLUDE SKILLED MIGRANTS, INTERNATIONAL STUDENTS, OTHER TEMPORARY VISA HOLDERS AND HISTORICAL MIGRANTS, ALL OF WHOM CONTRIBUTE TO OUR NATION'S ROBUST ECONOMY AND DIVERSE SOCIETY.



PHOTOS BY CLEM ONOJEGHUO, IIONA VIRGIN, ANNA AUZA, NICOLAS GONZALEZ, Omid ARMIN, NOTE THANUN, NICOLE BASTER, DEAN BENNETT, WAYNE LEE-SING, MICHELLE HENDERSON, SIORA PHOTOGRAPHY, MATT ZHANG, BRANDI IBRAO, MIHAI SURDU, AYDEGÜL ALTINEL, KIANA BOSMAN, HENRY & CO., MITCHELL LUO, RENEE FISHER, LINDA XU, FARUK KAYMAK, KATIE MOUM, JAMES REE, MITCHELL LUO ON UNSPLASH



Alan Tudge MP

ACTING MINISTER FOR IMMIGRATION, CITIZENSHIP,
MIGRANT SERVICES AND MULTICULTURAL AFFAIRS

November 2020

MINISTER'S MESSAGE FOR ANNUAL REPORT

I am pleased to provide this message for the Federation of Ethnic Communities' Councils of Australia's (FECCA) 2019-2020 Annual Report.

Australia's social cohesion is remarkable given the size and diversity of our migrant intake. This has been apparent in the way multicultural communities have worked together to respond to the challenges we have faced as a nation in 2020, including bushfires and the COVID-19 pandemic.

The Australian Government will continue its work to keep Australians together and strengthen our social cohesion in the face of unprecedented challenges, including through the allocation of \$62.8 million in the 2020-21 Budget to support Australia's social cohesion.

I take this opportunity to not only thank all multicultural community leaders for their ongoing commitment, support and leadership particularly during the pandemic in ensuring their communities are kept up to date and informed with information provided by the government but also for their goodwill, generosity and support of fellow Australians during this difficult time.

Lastly, I acknowledge FECCA on its achievements during the past 12 months and I look forward to FECCA's constructive engagement in strengthening Australia's social cohesion.

ALAN TUDGE



Andrew Giles MP

Shadow Minister for Cities and Urban Infrastructure
Shadow Minister for Multicultural Affairs
Shadow Minister Assisting for Immigration and Citizenship
Federal Member for Scullin

Mary Patetsos
FECCA Chairperson
FECCA House
Unit 1, 4 Phipps Close,
Deakin ACT
(via email: admin@fecca.org.au)

2 November 2020

Dear Mary

I am delighted to provide this message for the Federation of Ethnic Communities' Councils of Australia's (FECCA) 2019-20 Annual Report.

Multiculturalism is modern Australia's greatest achievement. Australians know that no matter who you are, where you were born or the language you first spoke, everyone belongs here.

FECCA ensures that the voices of multicultural communities are heard by the governments, and the broader Australian community.

Federal Labor congratulates the extraordinary work FECCA has done during the COVID-19 pandemic, giving proper recognition in public policy to the needs and perspectives of Australians from diverse cultural and linguistic backgrounds (CALD).

In particular, FECCA's submission to the COVID-19 Senate Committee highlighted important gaps in our policy framework, from loneliness and mental health, aged care, the destitution of temporary visa holders and important health communications.

Federal Labor proudly supported FECCA's health communication recommendation by calling for a COVID-19 communication grant to invest in multicultural organisations, leaders and CALD communities to assist and work in partnership with Government to ensure that important COVID-19 health messages are not just delivered, but received as intended.

FECCA has provided vital leadership to address the rise in xenophobia, racism and misinformation, particularly as a result of the COVID-19 pandemic.

Federal Labor believes we need to respond to these threats to our multicultural society with a combined national effort to stop racism. We need an anti-racism strategy, a strategy aimed at changing attitudes and empowering communities so that we really are all in this together. We must all stand up for multiculturalism and for multicultural communities.

FECCA MEMBERS

Australian Capital Territory	Australian Capital Territory Multicultural Council
New South Wales	Ethnic Communities Council of NSW Multicultural Communities Council of Illawarra Hunter Multicultural Communities Multicultural Council of Wagga Wagga Multicultural Council of Griffith Young and District Multicultural Association
Northern Territory	Multicultural Council of the Northern Territory
Queensland	Ethnic Communities Council of Queensland Ethnic Communities Council of Logan Multicultural Communities Council Gold Coast
South Australia	Multicultural Communities Council of South Australia
Tasmania	Multicultural Council of Tasmania
Victoria	Ethnic Communities Council of Victoria Sunraysia Mallee Ethnic Communities council North East Multicultural Association Gippsland Ethnic Communities Council Ballarat Regional Multicultural Council Diversitat (Geelong Ethnic Communities Council) Ethnic Council of Shepparton and District Albury-Wodonga Ethnic Communities Council Loddon Campaspe Multicultural Services
Western Australia	Ethnic Communities Council of Western Australia
Associate Members	Canberra Multicultural Community Forum National Ethnic Disability Alliance





FECCA DEVELOPED REPORTS, SUBMISSIONS, MEDIA RELEASES AND ATTENDED SENATE HEARINGS TO INFLUENCE PUBLIC POLICY AND ENSURE CALD VOICES WERE HEARD IN DECISION MAKING PROCESSES AND THE DEVELOPMENT OF POLICIES.

CHAIRPERSON'S REPORT

When this reporting year began, we certainly never expected our lives to be touched by crises that would bring tragedy, fear and anxiety to many within our communities.

I AM PARTICULARLY PROUD OF OUR MEMBERS WHO ROSE TO THE CHALLENGES AND PROVIDED ON-THE-GROUND ASSISTANCE TO MULTICULTURAL COMMUNITIES AS THEY SUFFERED DURING THE PANDEMIC.



Hundreds of bushfires raged throughout our summer, burning more than 18 million hectares, destroying almost 6000 buildings including about 2,780 homes, and killing 34 people.

Then, as the thick pall of smoke descended on our towns and cities, and over FECCA's office in Canberra, little did we know that a coronavirus was spreading throughout the world and would soon plunge us into lockdown.

There is no doubt that 2019-20 brought unanticipated challenges and required FECCA and its members to adapt quickly to the dramatic new needs of the culturally and linguistically diverse people we represent, as well as our staff.

I am proud of FECCA's rapid response to the pandemic, which included developing our capacity in COVID-safe work practices. Seeing our members, executive and stakeholders through online platforms rather than in person was an adjustment we had to get accustomed to but we made it work.

I am particularly proud of our members who rose to the challenges and provided on-the-ground assistance to multicultural communities as they suffered during the pandemic. As rates of unemployment and underemployment skyrocketed, with domestic violence, racism and mental health issues also rising drastically, you stepped in to deliver food and supplies, communicate COVID-19 information to those isolated by language and culture, and provide expert advice.

Within its challenges, this year illustrated that CALD people can face additional barriers and vulnerabilities that have consequences for them and the wider community - but also that awareness, consultation and tailored programs can have real world, demonstrable benefits. There is no doubt that FECCA, its committees and members contributed important advice to governments on policies and practice within the COVID 19 response and the impact on our constituents.

So thank you for your efforts and support during difficult times. May you be healthy and safe.

A handwritten signature in black ink, appearing to read 'Mary Patetsos'.

Ms Mary Patetsos
Chairperson

CEO'S REPORT

The 2019-20 financial year presented us with extraordinary challenges and through them we witnessed the strength of multicultural Australia and the support and leadership provided.

DURING THE REPORTING PERIOD, FECCA ALSO INCREASED COLLABORATION WITH ITS MEMBERS AND BOOSTED CAPABILITY THROUGH THE EXPANSION OF THE TEAM IN CANBERRA.

We also, unfortunately, saw racism rise, which fuelled our determination to continue to call for a national anti-racism strategy. This campaign culminated in June with FECCA being joined by a range of organisations – including Amnesty International, ACOSS, ACTU, NACCHO and our members – in full-page advertisements in major newspapers nationally calling for a bipartisan commitment to an anti-racism framework.

During the reporting period, FECCA also increased collaboration with its members and boosted capability through the expansion of the team in Canberra. We increased representation within senior decision-making forums and improved engagement with civil society organisations. FECCA's advocacy to government departments, the Prime Minister's Office and with key ministers was also stronger than ever.

Prior to the pandemic, FECCA celebrated a conference that brought the sector together in ways that seem very special – and long ago – now.

More than 130 presenters, 520 delegates, and 100 scholarship recipients from across Australia joined us in Hobart for a summit that lived up to its theme of 'Purpose. Leadership. Progress.'

The 2019 conference was a celebration of the work of FECCA and its members over the past 40 years since the organisation was established, and was an opportunity to reflect on how much has been achieved.

We also recognised the importance of continuing to develop relationships between migrant communities and Australia's First Nations people, and launched our Reconciliation Action Plan.

The conference was also a chance to look forward and discuss ways that we can work to ensure access and equity for all Australians from culturally, linguistically and religiously diverse backgrounds.

After a busy and consequential year, there is still much to be done.

I look forward to your continued support and collaboration in 2020/21.



A handwritten signature in black ink, appearing to read 'M. Al-Khafaji'.

Mohammad Al-Khafaji
Chief Executive Officer

SNAPSHOT OF MULTICULTURAL AUSTRALIA 2019–2020



Over **300** ancestries identified



Over **300** separately identified languages spoken



More than one fifth of Australians spoke a language other than English at home



Nearly half of all Australians had either been born overseas or one or both parents had been born overseas



2.8% of the Australian population identify as Aboriginal and Torres Strait Islander (an increase from 2.5% in 2011)

Top five languages were:



New South Wales was the most popular state to live in for overseas-born people (34% of the overseas-born population) with **Victoria** as a clear second (27.3%)

ENGAGE

As the peak body for CALD Australians, FECCA acts on behalf of diverse voices with a range of interests, priorities, strengths and challenges. FECCA engages with CALD communities by holding consultations, interviews and surveys with members and other stakeholders nationwide to ensure diversity is recognised and represented. This engagement, particularly with CALD communities, guides our work and priorities.

Highlights

1

FECCA conducted 18 community consultations during the 2019-2020 period. FECCA also engaged with members and stakeholders across the country.

2

FECCA continued its engagement with Mental Health Australia and the Embrace Multicultural Mental Health project and conducted multicultural mental health consultations in Shepparton and Darwin.

3

FECCA engaged with the Organ and Tissue Authority to deliver information sessions on the importance of organ and tissue donation.

4

FECCA developed and delivered a national survey to gather data for an Access and Equity Report and conducted interviews with six of its member organisations across Australia to learn about their clients' experiences with access and equity to government services.

5

FECCA published 11 e-news and continued to engage with members and stakeholders through its social media via Twitter, Facebook and LinkedIn.

6

FECCA organised the inaugural Positive CALD Ageing Network (PCAN) Forum mobilising 50 stakeholders representing older persons, aged care service providers, researchers and multicultural community groups.

Activities

FECCA continued to build the evidence base of priorities for people from culturally and linguistically diverse backgrounds. As migration into regional and rural locations increases, FECCA has ensured a focus of its consultations has been on people and communities who call rural and regional Australia their home. Each city or town consulted by FECCA has a different history of diversity and other factors (eg. a supportive state and local government, location, proximity to city, etc.) that contribute to the current level of social cohesion. FECCA developed a 2019 [Consultation Report](#) in which findings are explored in more detail.

In addition to consultations with migrant and refugee communities, FECCA engaged with members across Australia. FECCA met with and conducted interviews with members in Hunter Valley, Darwin, Brisbane, Melbourne, Shepparton and Perth on issues related to access and equity to government services for people from



FECCA COMMUNITY CONSULTATION WITH THE COOK ISLAND COMMUNITY IN NSW.

CALD backgrounds. Additionally, FECCA conducted phone interviews with members in Tasmania (MCoT), Queensland (ECCQ), Western Australia (ECCWA), Victoria (ECCV and Ethnic Council of Shepparton and District), and Northern Territory (MCNT).



FECCA COMMUNITY CONSULTATION WITH MEMBERS OF COMMUNITIES SUCH AS TONGAN, ERITREAN, FILIPINO AND CHINESE, ORGANISED BY FECCA MEMBER IN NEWCASTLE—HUNTER MULTICULTURAL COMMUNITIES INC.



FECCA met with our member in the Northern Territory—Multicultural Council of the Northern Territory (MCNT)—who also organised community consultations with a broad range of communities living in Darwin.

FECCA partnered with Mental Health Australian and National Ethnic Disability Alliance (NEDA) to deliver the Mental Health in Multicultural Australia (MHIMA) project. The developments to date include of the consumer and carer advisory group and has been rebranded Embrace. FECCA staff conducted focus group consultations with CALD community members in Shepparton and Darwin to guide the development of Embrace. The consultations focused on challenges people from CALD people face in accessing mental health support as well as the strengths within the communities in dealing with mental health.

During the reporting period FECCA collaborated with the Organ and Tissue Authority and delivered information sessions on the importance of organ and tissue donation. Some of the workshops focused on new and emerging communities such as for the Arabic speaking and Syrian communities in Mt Druitt.

Over the 2019-20 period, FECCA distributed 11 e-news editions promoting the work and activities of FECCA's staff and executive, events, members and activities, as well as government

updates. The e-news reaches approximately 3000 subscribers across Australia and is a channel through which FECCA engages with all of its stakeholders, such as Australia's CALD community, members, government, politicians, service providers, the media and those working in the fields of multiculturalism, migration and refugee services.

FECCA organised the inaugural Positive CALD Ageing Network (PCAN) Forum engaging policymakers and the community to build solutions on areas that challenge the aged care sector and build more opportunities for the voice of CALD older persons to be heard. Commissioner Janet Anderson of the Aged Care Quality and Safety Commission was keynote speaker. Sector consultations were facilitated in partnership with the Aged Care Quality and Safety Commission for its Consumer Engagement Resource and with the Australian Healthcare Associates for the ongoing Aged Care System Navigator Measure.

PCAN has provided FECCA with a strong representation of experts and people with lived experience. Its recently reconstituted membership now includes researchers, aged workers union representatives, rural and regional and new and emerging communities. Their advice and support have been critical in FECCA's feedback, submissions and consultations in the ongoing aged care reform.

THROUGH THE REGULAR MEETINGS OF THE CONSUMER COLLABORATION FORUM, FECCA'S CEO PROVIDED ADVICE AND SUPPORT TO VARIOUS INITIATIVES ADDRESSING COVID-19 OUTBREAKS IN AGED CARE FACILITIES.



REPRESENT

FECCA represents the voices of people from CALD backgrounds to not only government and business but throughout society in general. Broader engagement across sectors (such as healthcare) and with parliamentarians, government agencies, traditional and digital media, and other not-for-profits and advocacy groups provides a platform for CALD voices to be heard.

Highlights

1

FECCA produced three issues of *Australian Mosaic* over the 2019-20 period.

2

FECCA continued to keep close relationships with a number of alliances and external advisory groups. Over the reporting period FECCA sat on government advisory committees such as CSAG (Community Services Advisory Group) and NMAG (National Multicultural Advisory Group) and advised on multiple research projects.

3

FECCA presented at a number of conferences, including the Advancing Community Cohesion Conference in Parramatta (ACCC 2020).

4

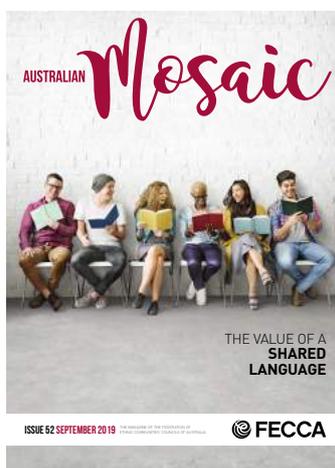
FECCA continued to represent the CALD community at the Diversity Sub-Group of the Aged Care Sector Committee, Aged Care Quality and Safety Commission Consultative Forum and National Aged Care Alliance, providing critical inputs in the ongoing age care sector reform.

5

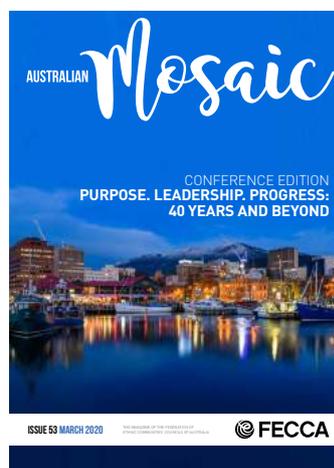
FECCA collaborated with key researchers to help produce the CALD Dementia Research Action Plan and establish the minimum set of CALD variables in epidemiological dementia studies.

Activities

FECCA's flagship magazine Australian Mosaic represents the many voices of multicultural Australia. Through personal stories of language, belonging and social cohesion, the publication told of people's experiences of living in Australia.



ISSUE 52:
THE VALUE OF A SHARED LANGUAGE



ISSUE 53:
SPECIAL FECCA 2019 CONFERENCE EDITION



ISSUE 54:
RACISM AND SOCIAL COHESION

FECCA also continued to represent Australia's multicultural communities on working groups, and advisory and research committees to ensure CALD voices were included in policy development and discussions of issues relating to their needs. FECCA provided advice and representation in forums facilitated by the Australian Council of Social Service, Australian Digital Health Agency, Australian Taxation Office, NPS MedicineWise, Australian Bureau of Statistics, Refugee Council of Australia, and the Settlement Council of Australia.

FECCA also sat on the community services advisory group (CSAG) for both the Department of Social Services and Services Australia, as well as the National Multicultural Advisory Group (NMAG) with a range of stakeholders in the sector.

FECCA collaborated with the Economic Freedom for Women (ES4W), Harmony Alliance and Regional Australia Institute on issues impacting women from CALD backgrounds and the challenges and strengths related to regional settlement. FECCA also played a role in discussions on the National Advocacy Group on Women on Temporary Visas.

FECCA sat on a number of research panels, including at the University of Adelaide on refugee women and employment, and at Charles Sturt University in Wagga Wagga on experiences of racism during COVID-19.

FECCA continued to represent the views of people from CALD backgrounds at conferences. During the reporting period, FECCA staff and executive attended conferences such as the Social Policy Conference in Sydney, the Refugee Council Conference in Brisbane, the Federation of Equatoria Community Association of Australia (FECAA) in Adelaide, the National Reconciliation Action Plan in Perth.

FECCA's staff spoke at a Donor Research Network meeting hosted by the University of Queensland about the importance of increased cultural awareness training and how best to appeal to CALD Australians when seeking donors. FECCA staff also presented findings from the Community English Languages Report at the Advancing Community Cohesion Conference in Parramatta.

As a member of the Diversity Sub-Group, FECCA contributed to the development of the Aged Care Diversity Framework, a significant document that identifies barriers to accessing care and ensures diversity is a core business practice in designing and providing aged care. FECCA continued to advocate the adoption of the framework and action plans among service providers, emphasizing their alignment with the Charter for Aged Care Rights and complementary role to the Aged Care Quality Standards.



FECCA SAT ON A NUMBER OF RESEARCH PANELS, INCLUDING AT THE UNIVERSITY OF ADELAIDE ON REFUGEE WOMEN AND EMPLOYMENT, AND AT CHARLES STURT UNIVERSITY IN WAGGA WAGGA ON EXPERIENCES OF RACISM DURING COVID-19.

PHOTO BY TAM WAI ON UNSPLASH

FECCA also provided feedback to various aged care policy reforms through the Aged Care Sector Committee Diversity Sub-Group. As a member of the Housing for the Aged Action Group's (HAAG) Aged Care Homelessness Action Plan Reference Group, FECCA provided inputs on the development of the Provider Homelessness Action Plan, Consumer Homelessness Action Plan and Action Plan for the Australian Government.

As a member of the Aged Care Quality and Safety Commission Consultative Forum, FECCA supported consultations to provide feedback on the Charter for Aged Care Rights, Consumer Engagement tools, Serious Incident Reporting Scheme, and various COVID-19 related issues.

FECCA established strong collaborations with the NHMRC National Institute of Dementia Research (NNIDR) and the National Ageing Research Institute (NARI) to advocate for and support the right of older people from CALD backgrounds to be included in ageing and aged care research where the outcomes of that research will be appropriately applied to them or other members of their community. FECCA provided the CALD voice into ageing research that produced collaborations such as the development of the CALD Dementia Research Action Plan and the establishment of the minimum set of CALD variables in epidemiological dementia studies. The Action Plan is positive move towards improving the validity of ageing research

with the accurate reflection of Australia's multicultural demographic profile.

As a member of the National Aged Care Alliance (NACA), FECCA advocated for older people from CALD backgrounds. Senior FECCA representatives attended all NACA meetings and, in consultation with the Positive CALD Ageing Network and other relevant stakeholders, provided inputs into major aged care policies such as those related to Home Care Packages, My Aged Care, the interface between health/aged care/diversity, CHSP/ Home Care Integration, Workforce Strategy, Streamlining Consumer Assessment, Quality Indicators, and the Charter of Aged Care Rights.

FECCA also contributed as a member of the Consumer Group and various advisory and working groups: Care at Home Reform, Commonwealth Home Support Program, NACA Gateway, Blueprint, and Roadmap, Rural, Regional and Remote, among others.

At the onset of the COVID-19 pandemic, FECCA joined 13 aged care peak bodies and consumer advocacy organisations under NACA in developing the 'Industry Code for Visiting Residential Aged Care Homes during COVID-19'. Through the regular meetings of the Consumer Collaboration Forum, FECCA's CEO provided advice and support to various initiatives addressing COVID-19 outbreaks in aged care facilities.

INFLUENCE

FECCA developed reports, submissions, media releases and attended Senate hearings to influence public policy and ensure CALD voices were heard in decision making processes and the development of policies.

Highlights

1

FECCA's Chair appeared before two hearings (aged care at home and diversity) of the Royal Commission into Aged Care Quality and Safety, providing extensive witness statements. FECCA also made written submissions on workforce issues and system reform, and developed a toolkit to assist CALD people in sharing their experiences of aged care services.

2

FECCA continued to publish reports on issues impacting Australia's CALD population including the Community-Driven English Language Programs report outlining current community English language programs for adult migrants and refugees in Australia.

3

FECCA developed eight submissions on a variety of issues over the 2019-20 period and was invited to attend one senate hearing.

4

FECCA developed its Reconciliation Action Plan (RAP) outlining its commitment to recognising the importance of creating a culture of mutual respect and harmony between Aboriginal and Torres Strait Islander peoples and culturally and linguistically diverse people.

5

FECCA issued 30 media releases over the 2019-20 period.

Activities

To ensure the perspectives and life experiences of older people from CALD backgrounds were represented, FECCA advocated that the Royal Commission on Aged Care Quality and Safety seek the experiences of CALD people and provide language services. As a result, the royal commission agreed to accept submissions in languages other than English. After further discussion it was agreed that in order to respond to literacy issues, submissions would also be accepted as video and audio recordings. FECCA developed a toolkit that could be used by bilingual workers in CALD social, cultural and service organisations to guide conversations with CALD older people and their families.

The FECCA Chair appeared before two hearings of the royal commission and provided extensive witness statements in advance on aged care in the home, and diversity in aged care. FECCA also made written submissions on workforce issues and system reform.

FECCA's report into community driven English programs explored the experiences of community providers who deliver English classes to migrants and refugees daily, analysing what works and what does not. Drawing on consultations and surveys with both providers and participants, the report offers guidance to policy makers, government and other stakeholders on how to develop successful English programs where clients have diverse needs, backgrounds and skills. FECCA developed the report with assistance from the Settlement Council of Australia. Findings from the report were presented both at the Department of Home Affairs Regional Director's meeting and at the Advancing Community Cohesion Conference in Parramatta.

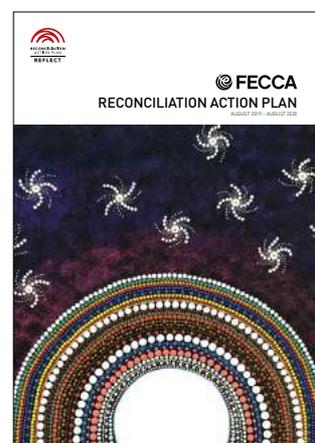
FECCA developed a literature review on forced marriages in Australia analysing existing research, literature and frameworks to explore opportunities for further future research.

Through submissions on the [character test](#), [regional migration](#), [immigration detention](#), [citizenship cessation](#), [Pacific Island countries trade and investment](#), [Newstart](#), the [family law system](#) and [COVID-19](#), FECCA expressed concern with barriers restricting migrants from full participation in Australian society. Through these submissions, FECCA advocated for: access and equity; a clear and transparent pathway to permanency; justification for degradation of rights; English language training and translation/interpreter services; cultural awareness and competency training; and access to justice.



FECCA staff and CEO gave evidence at a Senate hearing on the Migration Amendment (Strengthening the Character Test) Bill. FECCA recommended to the committee that the Bill should not be passed.

In 2019 FECCA developed its inaugural Reflect Reconciliation Action Plan (RAP). FECCA developed the report and engaged with Reconciliation Australia to ensure growing awareness and inclusivity around reconciliation both within



our organisation and across our constituents. As the peak national body for the advocacy of multicultural affairs, it is FECCA's responsibility to advocate for and support reconciliation efforts. FECCA also developed a draft engagement guide—Encouraging Engagement—to assist multicultural organisations and migrant communities to effectively engage in their own reconciliation work.

FECCA released a total of 30 media releases over the 2019-20 period covering areas such as:

- Senate right to reject Hanson's proposed immigration plebiscite
- New report shows economic benefit of improving social inclusion
- Dementia research must include CALD Australians
- Australia must stop discriminating against refugees with disabilities
- Multicultural communities express support for Uluru Statement from the heart
- No place for racism in response to coronavirus.

In June 2020, FECCA, together with a range of stakeholders including Amnesty International, ACOSS, ACTU, and FECCA members, called for a bipartisan commitment to a national anti-racism strategy. FECCA continued its lobbying for a strategy over the 2019-20 period to ensure experiences of belonging for Australia's CALD population. FECCA emphasised how increased resources to fight racism would be a positive step towards a viable socially cohesive society.

June 2020

The Hon. Scott Morrison, MP
Prime Minister of Australia

The Hon. Anthony Albanese, MP
Leader of the Opposition

Dear Prime Minister & Leader of the Opposition,

IT'S TIME FOR REAL ACTION AGAINST RACISM

We applaud you both for your recent remarks condemning racism in Australia and call on you, as political leaders, to turn great words into great actions. This is both a crisis and an opportunity.

Like you, and the tens of thousands who took action this past weekend, we are deeply concerned about the rise in racist abuse and attacks in Australia and the institutions that perpetuate these practices. This worrying trend threatens the social cohesion of our successful multicultural society.

Following the COVID-19 outbreak, we witnessed a horrifying increase in hostile, discriminatory and abusive behaviour, including physical violence, towards Asian-Australians, as documented by the Race Discrimination Commissioner. This is far from unique to Australia, of course.

There will always be people who will find excuses for racism, whether directed at Asian-Australians or Indigenous Australians, African-Australians, Muslims, Jews, or people of other religions and cultural minorities.

As a nation, we need to come up with a strategy both broad and specific to combat racism wherever it is manifest, whether in policing, health care, housing, education or employment. Recent events are both a wake-up call and an opportunity.

We urge you to establish a bipartisan National Anti-Racism Strategy, designed to draw on existing experience and expertise to halt the rising tide of hate and promote social cohesion at all levels of Australian society. Social and religious organisations, businesses, workers and communities all have a role to play.

We are putting up our hands. We are ready and willing to assist in building this strategy. With your bipartisan leadership, we are confident in our collective ability to create a blueprint for change and a positive force for tackling racism now and for future generations of Australians.

Yours sincerely,



Join our call for a bipartisan commitment to an anti-racism strategy at [amnesty.org.au/anti-racism](https://www.amnesty.org.au/anti-racism)



FECCA'S REPORT INTO COMMUNITY
DRIVEN ENGLISH PROGRAMS
EXPLORED THE EXPERIENCES
OF COMMUNITY PROVIDERS WHO
DELIVER ENGLISH CLASSES TO
MIGRANTS AND REFUGEES DAILY,
ANALYSING WHAT WORKS AND
WHAT DOES NOT.

PHOTO BY ALARIC SIM ON UNSPLASH

FECCA'S BI-ANNUAL CONFERENCE

After months of preparation, the FECCA 2019 Conference took place in Hobart on 10 and 11 October 2019. Themed '*Purpose. Leadership. Progress.*' the conference was a resounding success with diversity reflected in each panel. FECCA and friends enjoyed exciting, informative and thought-provoking presentations from over 130 presenters on issues covering the history of multiculturalism, settlement, racism, employment, healthy ageing, youth leadership and more. The 2019 conference was one of FECCA's largest to date with more than 520 delegates in attendance from across the nation, including over 100 scholarship recipients. FECCA provided the scholarships mostly for youths and we were excited to meet diverse young people and share their passion in the future of a multicultural Australia.

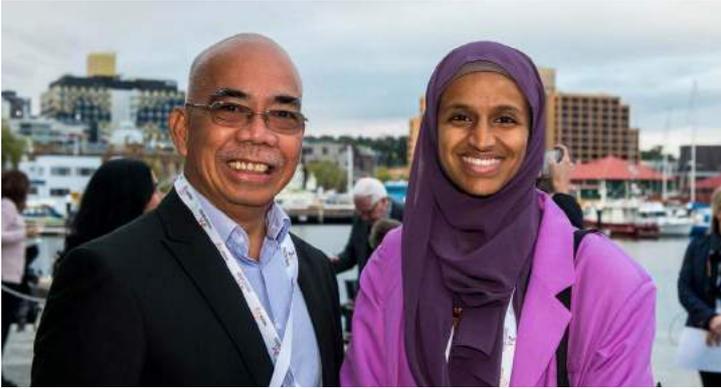
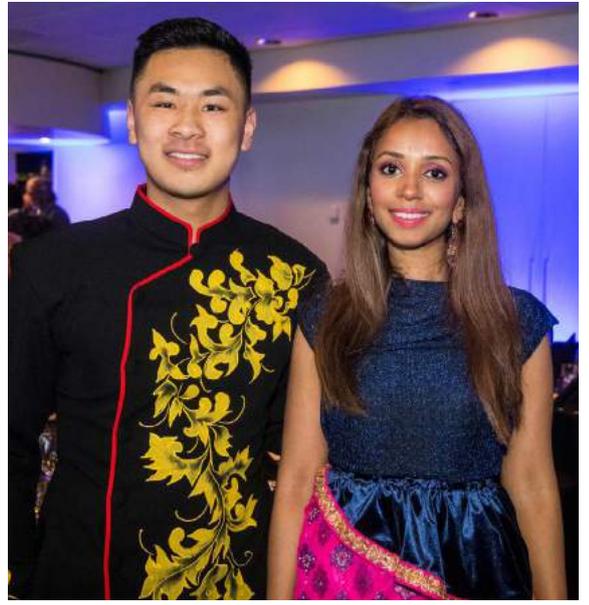
The 2019 conference was a celebration of the work and achievements of our members across Australia over the past 40 years. It was an opportunity to reflect on how much we have achieved and what we can do to ensure an even more successful multicultural future in which the focus is on access and equity for Australians from culturally, linguistically and religiously diverse backgrounds.

A special focus in 2019 was on the positive and respectful relationships being developed between migrant communities and Australia's First Nations people. FECCA launched its Reconciliation Action Plan at the opening of the conference and we will consider this important plan in all our future work.

During the two days in Hobart, a few important ideas emerged for FECCA to keep working on. These include:

1. The importance of recognising, involving and working with Indigenous communities in Australia. It is important for FECCA to lead the multicultural sector and encourage all to actively recognise Australia's First Peoples and understand that recognition is central to us moving forward.
2. The importance of involving young people and giving them a platform to share their voices and experiences. FECCA committed to listening to these ideas and including them in decision making.
3. The difficulty and necessity of consistent and comparable culturally and linguistically diverse measures in administrative and survey data and in research. FECCA will continue its work in advocating towards accurate, standardised and comparable CALD data.
4. The recognition and inclusion of new and emerging communities is essential for social cohesion and a successful multicultural nation. FECCA will continue working with new and emerging communities to assist them in accessing employment and services and ensure they can actively participate in the Australian society.
5. The importance of recognising racism as a continuing problem in Australia, eroding our social fabric and creating hostility towards people from diverse backgrounds and faiths. FECCA is devoted to continuing its work on tackling racism and stamping out discrimination, including at the intersection of the many characteristics one person may identify with.





FECCA EXECUTIVE

Chairperson: Mary Patetsos

Senior Deputy Chairperson: Kris Pavlidis

Senior Deputy Chairperson - Women: Hina Durrani

Honorary Secretary: Kevin Kadirgamar

Honorary Treasurer: Waqas Durrani

Disabilities Chair/ECCAW President: Suresh Rajan

Youth Chair: Rida Aleem Khan

Women's Chair: Jill Morgan

Regional Chair: Mary Angela Ljubic

Healthy Ageing Chair: Marion Lau OAM JP

New and Emerging Chair: Maker Mayak

Deputy Chair/ACT MC President: Andrew Ng

Deputy Chair/ECC NSW Chair: Peter Doukas

Deputy Chair/MCNT Chair: Dr Edwin Lourdes Joseph

Deputy Chair/ECCQ Chair: Alton Budd

Deputy Chair/MCCSA Chair: Miriam Cocking

Deputy Chair/ECCV Chair: Eddie Micallef

Deputy Chair/MCOT Chair: Datta Mahambrey

Hon President: Joseph Caputo OAM JP

FECCA LIFE MEMBERS – HONOUR LIST

Ms Eugenia Grammatikakis

Mr Nick Agocs

Mr Randolph Alwis AM

Ms Eva Byrne OAM

Mr Victor Rebikoff OAM

Mr Anthony Restuccia

Mr Charles See Kee OAM

Prof Abd-Elmasih Malak AM

Ms Beryl Mulder OAM

Ms Voula Messimeri AM

Mr Russell Raymond OAM (C)

Mr George Wojak MBE (C)

Mr Wadim (Bill) Jegorow MBE AM (C)

Mrs Nina Skoroszewska

Mr Carl Harbaum MBE (C)

Mr John Gebhardt OAM

Mr Eddie Micallef

Mr Joseph Caputo OAM

Ms Marion Lau OAM

Mr Pino Migliorino AM

Mr Ramdas Sankaran OAM

Mr Ricardo Viana

MESSAGE FROM THE TREASURER

On behalf of the board I am pleased to present the Treasurer's Report and the 2020 Audited Financial Statements of the Federation of Ethnic Communities' Councils of Australia (FECCA). The following report provides a true and accurate overview of income and expenditure that guided FECCA's activities from 1 July 2019 – 30 June 2020.

The 2019-20 audit of financial accounts was undertaken by PKF Chartered Accountants and Business Advisers (at a GST-inclusive cost of \$9,680). It is proposed that the 2020-21 audit be again undertaken by PKF Chartered Accountants and Business Advisers, for a similar cost.

A 2019-20 surplus of \$12,582 was recorded which is an increase of 62% compared to last year surplus of \$7,755. This increase is mainly attributed to increased funding from existing funders, especially Department of Health to do more work and expand our activities in the aged care space.

The overall net asset position and net equity has increased to \$1,020,427 compared to prior year result of \$1,007,845. Current assets have exceeded short term liabilities by \$266,094 however the current ratio has decreased from 1.76 in 2019 to 1.43 in 2020 due to the increase in unspent grant funds for the NDIS project which will be completed by 30 June 2021.

A significant item of revenue and expenditure of more than \$340,000 was the FECCA biennial conference in Hobart *Purpose, Leadership, Progress: 40 years and beyond* held in October 2019. The most significant expenditure was the \$669,002 of payroll expense relating to eight staff members; the number of staff increased from seven to eight due to an additional hiring for the role of Director of Policy and Advocacy.

FECCA is grateful for the financial support for our core functions from Department of Home Affairs and from the Department of Health for our important work in advocating for culturally and linguistically diverse Australians. We are grateful for the support from the Department of Health for engaging with us to find solutions to emerging issues in the aging and aged care space for CALD older Australians.

FECCA would like to recognise our continued partnerships with Mental Health Australia and the Department of Health through the Multicultural Mental Health Project, the Organ and Tissue Authority, HealthDirect and the Australian Digital Health Agency, as well as the new partnership with the National Disability Insurance Agency. FECCA will continue its policy of strong fiscal management balancing effective responses to the needs and aspirations of our community and managing costs.

I would like to take this opportunity to thank the FECCA Secretariat and FECCA Executive for their ongoing support and assistance in FECCA's management and financial performance.



A handwritten signature in blue ink, which appears to read 'Waqas Durrani'.

Waqas Durrani
Treasurer

FINANCIAL STATEMENTS

PKF Canberra
An Australian Capital Territory Partnership



Chartered Accountants
& Business Advisers

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF FEDERATION OF ETHNIC COMMUNITIES' COUNCILS OF AUSTRALIA INCORPORATED

Report on the Audit of the Financial Report

Opinion

We have audited the accompanying financial report of the Federation Of Ethnic Communities' Councils Of Australia Incorporated (the Association), which comprises the statement of financial position as at 30 June 2020, the statement of profit or loss and comprehensive income, statement of changes in equity and cash flow statement for the year ended on that date, notes comprising a summary of significant accounting policies, other explanatory notes and the Committees' declaration of the financial statements giving a true and fair view of the financial position and performance of the Association.

In our opinion, the financial report of the Federation of Ethnic Communities' Councils of Australia Incorporated is in accordance with the *Incorporations Association (ACT) Act 1991*, including:

- i. gives a true and fair view of the Association's financial position as at 30 June 2020 and of its financial performance and its cash flows for the year ended on that date; and
- ii. complying with Australian Accounting Standards and the *Incorporations Association (ACT) Act 1991*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards and the requirements of the *Incorporations Association (ACT) Act 1991*. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Association in accordance with the requirements of the Australian professional ethical pronouncements. We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Other information is financial and non-financial information in the annual report of the Association which is provided in addition to the Financial Report and the Auditor's Report. The committee members are responsible for Other Information in the annual report. The Other Information we obtained prior to the date of this Auditor's Report was the Committee Member's Report. Our opinion on the Financial Report does not cover the Other Information and accordingly, the auditor does not and will not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the Financial Report, our responsibility is to read the Other Information. In doing so, we consider whether the Other Information is materially inconsistent with the Financial Report or our knowledge obtained in the audit, or otherwise appears to be materially misstated. We are required to report if we conclude that there is a material misstatement of this Other Information in the Financial Report and based on the work we have performed on the Other Information that we obtained prior the date of this Auditor's Report we have nothing to report.

Committee Member's Responsibility for the Financial Report

The committee members of the Association are responsible for the preparation and fair presentation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Incorporations Association (ACT) Act 1991*. This responsibility includes designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Tel: 02 6257 7500 | Fax: 02 6257 7599 | www.pkf.com.au
Level 7, 28 University Ave | Canberra City | ACT 2601
GPO Box 588 | Canberra City | ACT 2601

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PARTNERS:
Ross Di Bartolo B.A (Accounting), FCA
George Diamond B.Ec, FCA
John Mihailaros B.Comm (Accounting) FCA
Stephen Agarwal B.Sc. M.Tax. CA

FINANCIAL STATEMENTS

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF FEDERATION OF ETHNIC COMMUNITIES' COUNCILS OF AUSTRALIA INCORPORATED

In preparing the financial report, the committee is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board intends to wind up the Association or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibility for the Audit of the Financial Report

Our responsibility is to express an opinion on the financial report based on our audit. Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit, in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report.

The procedures selected depend on the auditor's judgement, including assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

We conclude on the appropriateness of the Committee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial reports or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.

We evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We obtain sufficient appropriate audit evidence regarding the financial information entity to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the audit. We remain solely responsible for our audit opinion.

We communicate with the Committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

PKF Canberra



Ross Di Bartolo

Partner

Dated 20.11.20

FINANCIAL STATEMENTS

Income and expenditure statement for the 2019/2020 financial year

	2020	2019
	\$	\$
REVENUE FROM ORDINARY ACTIVITIES		
Affiliation Fees	17,796	16,396
Conference Income & Reimbursements	347,960	-
Grants Income	1,059,079	925,955
Interest Income	3,205	4,414
Other Income	90,270	18,107
TOTAL REVENUE FROM ORDINARY ACTIVITIES	1,518,310	964,872
EXPENSES FROM ORDINARY ACTIVITIES		
Audit Fees	8,800	8,500
Australian Mosaic Publication Expenses	33,496	25,695
Bookkeeping & Consulting Costs	52,694	53,631
Conference Expenses	340,674	-
Depreciation & Amortisation Expense	22,331	17,802
Insurance Costs	13,931	13,620
IT Expenses	12,483	9,990
Legal Fees	1,200	4,800
Media and Communications	104,538	19,712
Office Consumables & Supplies	18,025	13,140
Other expenses from ordinary activities	116,068	66,409
Salaries & Employee Costs	614,789	510,152
Superannuation Contributions	54,212	47,847
Telephone	10,544	12,247
Travelling & Accommodation Expenses	101,943	153,572
TOTAL EXPENDITURE FROM ORDINARY ACTIVITIES	1,505,728	957,117
NET SURPLUS/(DEFICIT)	\$12,582	\$7,755



FECCA NATIONAL OFFICE

Unit 1, No. 4 Phipps Close,
Deakin ACT 2600

PO Box 344, Curtin ACT 2605

Phone +61 02 6282 5755

Email admin@fecca.org.au

Web www.fecca.org.au

Twitter @iFECCA

Facebook @iFECCA