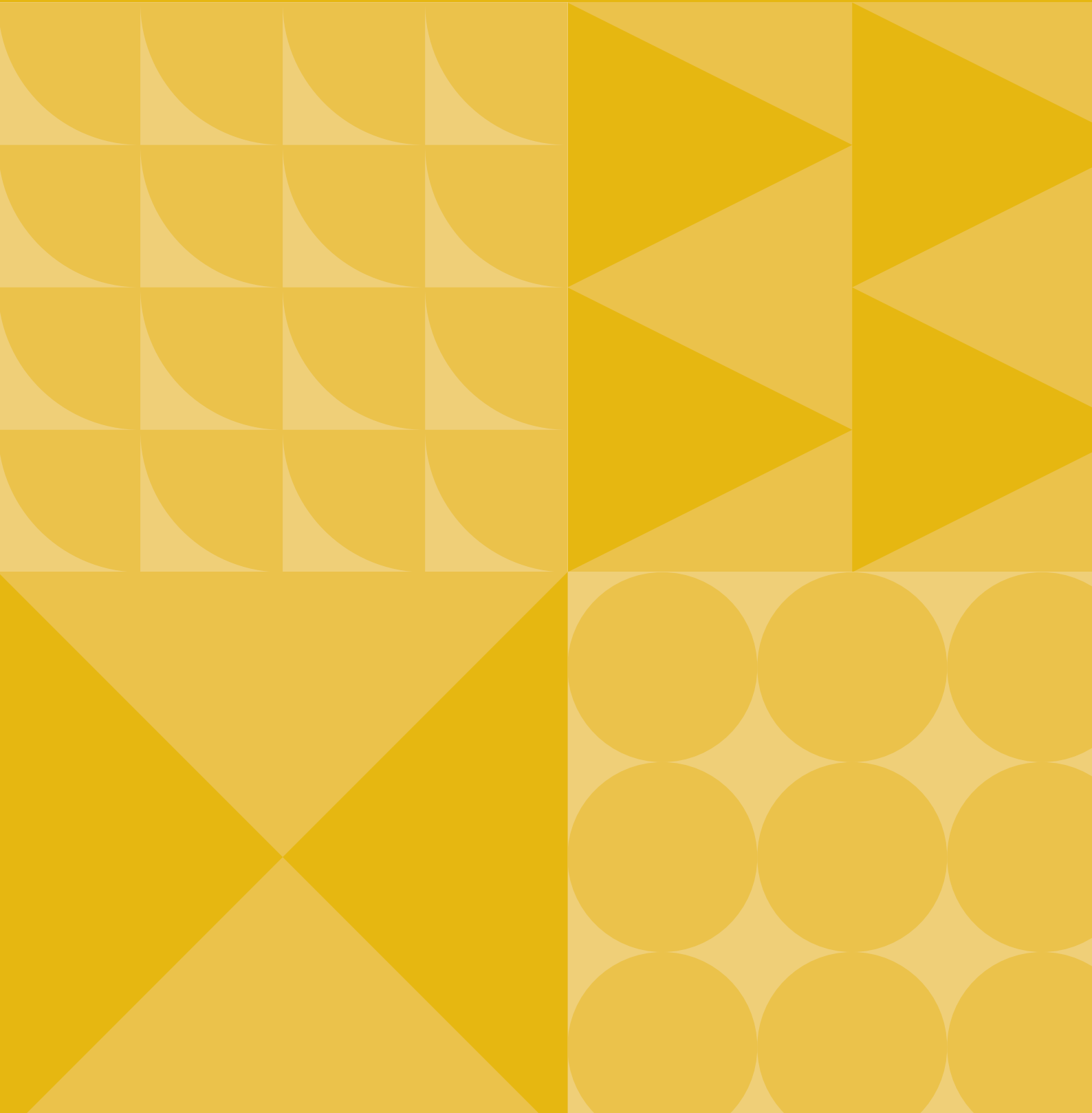


Annual Report

fecca.org.au

Federation of Ethnic Communities'
Councils of Australia





The Federation of Ethnic Communities' Councils of Australia acknowledges the traditional Country throughout Australia on which we gather, live, work and stand. We acknowledge all traditional custodians, their Elders past and present, and we pay our respects to their continuing connection to their culture, community, land, sea, and rivers.

FECCA acknowledges that our work on behalf of multicultural Australia has learnt from and been enriched by First Nations Peoples and organisations. We are committed to continuing to listen, learn and support First Nations Peoples in the journey to a more inclusive nation.



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About FECCA

The Federation of Ethnic Communities’ Councils of Australia (FECCA) is the national peak body representing people from multicultural communities and their organisations across Australia. Through the membership of state, territory, and regional councils, we represent over 1,500 community organisations and their members.

For over 45 years, FECCA has proudly worked alongside culturally and linguistically diverse communities, the broader Australian society, and the government to build a successful, productive, and inclusive multicultural Australia where everyone, no matter their background or how long they have lived in this country, has opportunities to reach their full potential and contribute to the Australian nation.

FECCA draws on the lived experiences of the people and their descendants who have migrated to Australia and the expertise of its extensive and diverse membership to develop and promote inclusive, innovative and responsible public policy that reflects the needs and perspectives of multicultural Australia. We are committed to building a strong, innovative and inclusive nation that harnesses its greatest strength, the diversity of its people.

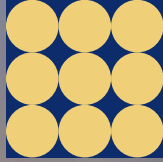
FECCA’s work continues to be guided by our commitment to equity, dignity, and inclusion. We are dedicated to our role as a trusted advisor and partner to government, civil society, and communities, advocating for policy and systemic reforms that reflect the lived realities of multicultural Australia.

FECCA has received grants and funds from:

- Department of Home Affairs
- Department of Health, Disability, and Ageing
- Department of Industry, Science and Resources
- Department of the Prime Minister and Cabinet-Office for Women
- Australian Human Rights Commission
- Australian Digital Health Agency
- Mental Health Australia
- Centre for Population Genomics
- The Royal Melbourne Hospital
- Settlement Services International



The FECCA Board



Year in Review

Highlights

Total number of people reached

217,500



Total number of institutional/organisational partnerships

510



Total number of consultations

145



Total number of advisory roles

78



Total number of community partnerships

58



Total number of policy submissions

26

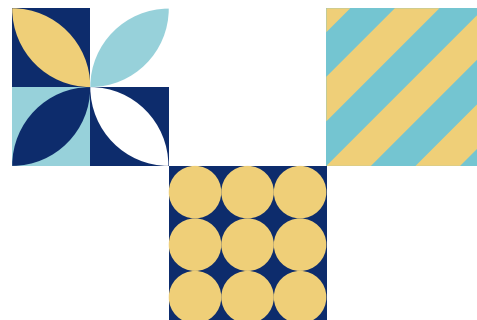


Chairperson's Message



Peter Doukas OAM, Chairperson, FECCA

The success of Australia's unique multicultural model is not without its challenges, but its positive impact is undeniable..



FECCA continues to grow as Australia's national voice for multicultural communities, grounded in our core values of equity, dignity, and inclusion. Amid a changing social and policy environment, we have remained steadfast in championing multiculturalism, human rights, and social cohesion.

The FECCA 2024 Conference in Brisbane was a powerful demonstration of what can be achieved when communities, governments, academics, and advocates come together to confront shared challenges. With over 700 delegates from across the country, the conference sent a clear message: Australians are calling for bold, united action on human rights, anti-racism, and inclusion. The centrality of lived experience in these conversations affirmed the FECCA Conference's role as the leading platform for national policy dialogue on multicultural issues.

In 2025, we faced a federal election held against the backdrop of rising anti-immigrant sentiment and narratives that challenged the integrity of Australia's multiculturalism. In response, FECCA urged political leaders to reject divisive rhetoric and instead champion unity and inclusion. We see the outcomes of the election as a strong reaffirmation of an Australia grounded in shared values and a commitment to human rights.

The success of Australia's unique multicultural model is not without its challenges, but its positive impact is undeniable. The Multicultural Framework Review Report highlighted this and delivered recommendations for systemic reforms.

Australia's unique multiculturalism is one of our greatest strengths and stems from a unique moment some 50 years ago when Malcolm Fraser and Gough Whitlam came together in agreement on the establishment of FECCA's constituent Ethnic Communities' Councils around Australia.

To reject multiculturalism would be to deny that very fabric of our strength—our ability to unite people from diverse backgrounds into a thriving, inclusive society. At the heart of this success is our community infrastructure. Australia has one of the world's most advanced networks of volunteer-led, community-based multicultural organisations, the Federation of Ethnic Communities' Councils of Australia. FECCA, as the national peak body, represents over 1,500 member organisations, providing a direct link between grassroots communities and government. This model is not only unique—it is effective, ensuring that multicultural voices inform policy from the ground up.

As Chair, I am proud of the work undertaken by the FECCA Board over the past year. The Board has provided strong governance and strategic oversight, drawing on deep expertise and lived experience to ensure FECCA remains financially sustainable, responsive, and accountable to the communities we represent. I wish to thank board members for dedicating time, skills and capacity to continue advocating for Australia's unique multicultural model in every jurisdiction.

I also want to acknowledge the dedication of FECCA Staff and member organisations across the country. Their tireless work has expanded FECCA's reach and impact at a time of national change.

Looking ahead, we are focused on implementing the reforms and strategic priorities we have long championed and ensuring that multicultural perspectives remain central to Australia's national agenda. With a solid foundation, a clear agenda, and the collective strength of our communities, I am confident that FECCA will continue to lead with integrity, credibility, and impact.

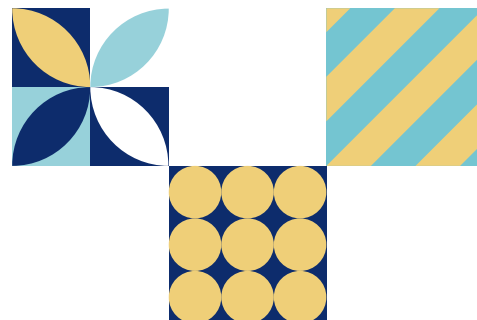
**Yours in multiculturalism,
Peter Doukas OAM
Chair**

CEO'S Report



Mary Ann Baquero Geronimo, CEO, FECCA

FECCA is uniquely positioned to champion an intersectional, life-course approach that strengthens our national policy and advocacy impact.



Fiscal Year 2024–2025 marks an inflection point for FECCA. This year, we have achieved significant progress in advancing strategic advocacy, strengthening institutional capacity, and achieving fiscal sustainability. Together with our Members and partners, we continue to sustain positive momentum, reaffirming FECCA's role as the national voice for Australia's culturally and linguistically diverse (CALD) communities.

A major highlight of the year was the highly successful FECCA 2024 Conference, delivered in partnership with the Ethnic Communities Council of Queensland. The conference provided a vital platform for communities to reflect on the *Multicultural Framework Review Report*, amidst rising anti-immigrant sentiment and the release of the Australian Human Rights Commission's (AHRC) *National Anti-Racism Framework*. FECCA was commissioned to produce *The Perspectives of Multicultural Australia* to inform the Framework, an important acknowledgment of our leadership in representing multicultural voices at the national level.

The conference brought together powerful voices for human rights, social cohesion, and multiculturalism. Community leaders, advocates, policymakers, and young people from across Australia came together to share stories, strategise, and harness collective strength to drive meaningful action for a more inclusive Australia. These conversations shaped *Governing for an Inclusive and Prosperous Multicultural Australia*, FECCA's policy recommendations for the 2025 Federal Election.

Throughout the election period and beyond, FECCA remained a strong and unequivocal voice for respect, inclusion, and rights of migrant communities. We continued to challenge divisive narratives and reaffirmed our shared commitment to a socially cohesive multicultural Australia. The unity and determination of our communities this year have been both inspiring and empowering.

A personal and professional highlight has been FECCA's leadership in establishing the Australian Multicultural Women's Alliance (AMWA). Since joining FECCA in 2019, I have advocated for greater understanding of women's vulnerabilities at various life stages to address challenges in old age, the so-called "feminisation of ageing". We have since been delivering projects and policy advice with strategic, gender-responsive lens. AMWA represents years of expert and dedicated work by the FECCA Team, past and present, to support and amplify the voices of women from migrant, refugee, and CALD backgrounds.

Another key milestone was the formation of the Australian Multicultural Health Collaborative's (AMHC) Governance Committee, advancing strategic efforts to address health inequities experienced by CALD communities. We also mobilised the Multicultural Advocates for Inclusive Aged Care (MAIAC), a network of older persons and carers, to ensure that lived experience continues to inform equitable access under the new Aged Care Act.

With peak body roles across multiculturalism, migration, social cohesion, aged care, health equity, and women's advocacy, FECCA is uniquely positioned to champion an intersectional, life-course approach that strengthens our national policy and advocacy impact.

It is an honour to work alongside the passionate, talented, and dedicated FECCA Team. Guided by FECCA Board, supported by our Members' strong community connections, and strengthened through the collaboration of our partners, we continue to take bold steps toward building a truly inclusive multicultural Australia.

**Sincerely,
Mary Ann Baquero Geronimo, CEO, FECCA**

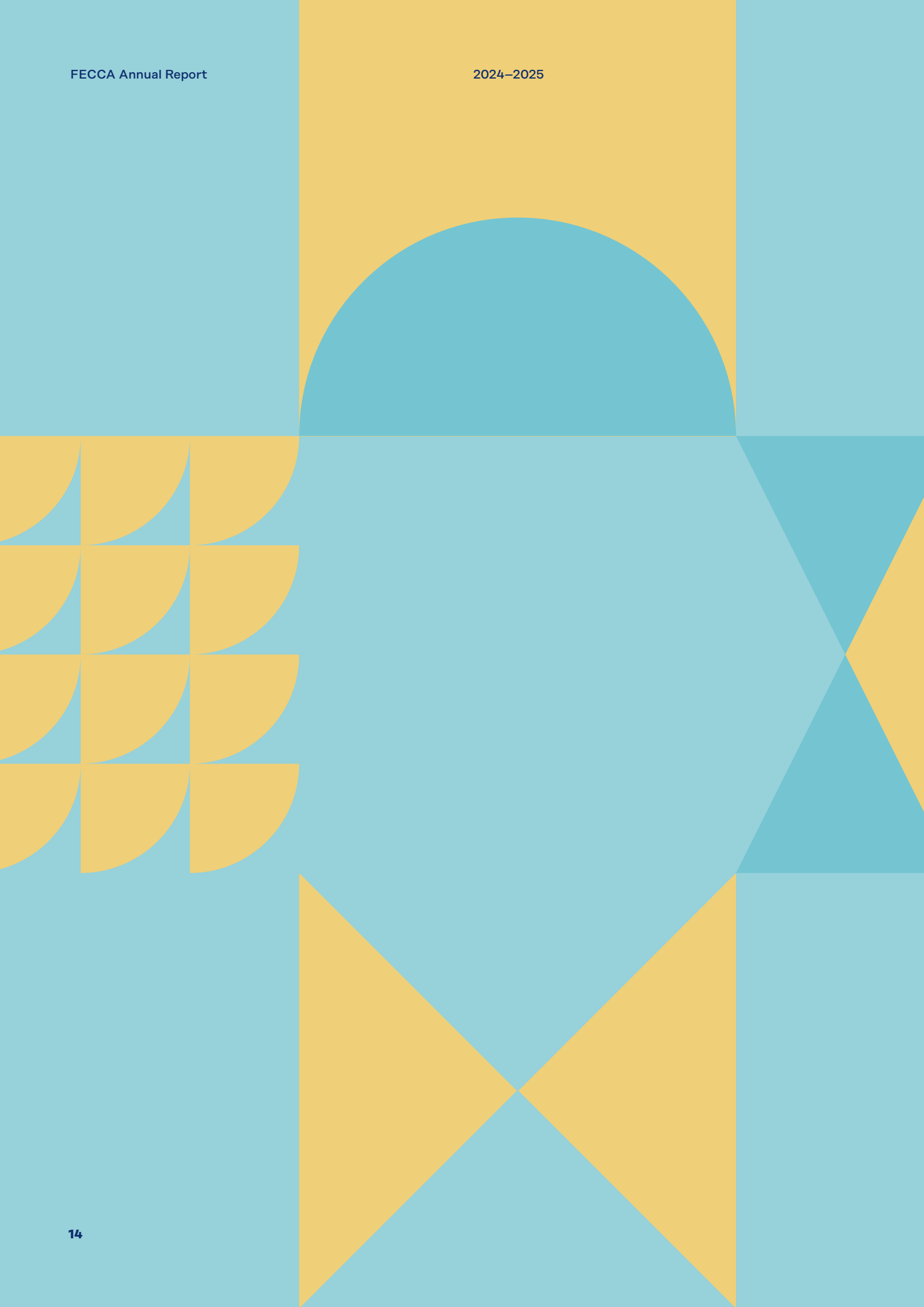
FECCA Board Members

Name	Role / Title
Carlo Carli	Chair until Oct 2024
Peter Doukas OAM	Chair from Oct 2024
Jill Morgan AM	Senior Deputy Chair- Women
Elijah Buol OAM	Senior Deputy Chair & ECCQ Chair
Emanuel Valageorgiou	Hon Treasurer
Edwin Joseph OAM	Hon Secretary & MCNT President
Mary Angela Ljubic	Regional Chair until Oct 2024
Akesa Kei	Regional Chair from Oct 2024
Mary Patetsos AM	Immediate Past Chair until Oct 2024
Sadhana Bose	ECCWA President
Miriam Cocking	MCCSA President
Aimen Jafri	MCOT Chair until Oct 2024
Jade Li	MCOT Chair from Oct 2024
Eddie Micallef	ECCV Chair until March 2024
Abiola Akinbiyi	ECCV Chair from March 2024
Andrew Ng	ACT MC President

FECCA Members

Through the membership of state, territory & regional councils, FECCA represents over 1500 community organisations and their members, as well as thousands of individual members.

Australian Capital Territory	<ul style="list-style-type: none"> • Australian Capital Territory Multicultural Council
New South Wales	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Multicultural Council of the Northern Territory
Queensland	<ul style="list-style-type: none"> • Ethnic Communities Council of Queensland • Ethnic Communities Council of Logan • Multicultural Communities Council Gold Coast
South Australia	<ul style="list-style-type: none"> • Multicultural Communities Council of South Australia
Tasmania	<ul style="list-style-type: none"> • Multicultural Council of Tasmania
Victoria	<ul style="list-style-type: none"> • Ethnic Communities' Council of Victoria • Sunraysia Mallee Ethnic Communities' Council • North East Multicultural Association • Gippsland Ethnic Communities' Council • Ballarat Regional Multicultural Council • Cultura • Ethnic Council of Shepparton and District • Albury-Wodonga Ethnic Communities' Council • Loddon Campaspe Multicultural Services
Western Australia	<ul style="list-style-type: none"> • Ethnic Communities Council of Western Australia
Associate Members	<ul style="list-style-type: none"> • National Ethnic Disability Alliance





FECCA Conference 2024

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18	A National Gathering for Change
18	Highlights
18	Key Insights
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20	Looking Ahead
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Our Experiences. Our Future.

The FECCA 2024 Conference once again demonstrated FECCA's thought leadership across a wide range of policy areas. This year, human rights and anti-racism are at the heart of Australia's premier national multicultural dialogue.

At a time when conversations about inclusion and cohesion continue to evolve, and at times, challenge, the national narrative, FECCA ensured that community voices were front and centre.

A National Gathering for Change

Held at the Brisbane Convention and Exhibition Centre on 16–17 October, the conference was co-hosted by FECCA and the Ethnic Communities Council of Queensland (ECCQ). It brought together more than 700 delegates and over 1,000 registrants, including government ministers, policymakers, academics, service providers, community organisations, and advocates.

Under the theme **“Our Experiences. Our Future.”**, delegates engaged in two days of policy debate, skill sharing, networking, and collaboration. Across 28 sessions, featuring 143 speakers and 55 oral presentations, participants explored pressing issues including human rights, racism, social cohesion, access to critical services, mental health, women’s safety, aged care reform, youth leadership, media representation, and lived experience.

“I want to see FECCA recognised as the leading voice of multicultural Australia... an organisation that over 45 years has a proven record of partnering with government in a mature, constructive way, that delivers huge results for ethnic communities in Australia.”
 – Hon. Mark Butler MP, Minister for Health, Disability, and Aged Care at the FECCA 2024 Conference



Highlights

The conference opened with an address by the Hon. Mark Butler MP, Minister for Health and Aged Care, and featured contributions from senior leaders including the Hon. Julian Hill MP, Senator Paul Scarr, and Queensland Deputy Premier Cameron Dick MP.

At the Gala Dinner, Her Excellency the Honourable Sam Mostyn AC, Governor-General of Australia, delivered an inspiring keynote, reminding delegates: **“Sharing and celebrating the contribution of multicultural Australia to the progress and prosperity of our nation is essential.”**

International perspectives enriched the discussions, with Her Excellency Imelde Sabushimike, Minister for National Solidarity, Social Affairs, Human Rights and Gender in Burundi, sharing insights on global approaches to equity and inclusion.

Together with Race Discrimination Commissioner Giridharan Sivaraman, FECCA launched *An Anti-Racism Framework: Experiences and Perspectives of Multicultural Australia*, based on 44 national consultations. This landmark report underscored the need for a national anti-racism framework to combat systemic discrimination and strengthen social cohesion.

Key Insights

Conference discussions reinforced the importance of embedding lived experience and intersectionality in policy and program design.

Key themes included:

- The National Multicultural Framework Review and its potential to shape the next phase of multiculturalism in Australia
- Tackling racism and discrimination through systemic reform and education
- Improving settlement pathways and better recognising migrant skills and qualifications
- Advancing aged care reforms, ensuring services are culturally appropriate and language-accessible
- Addressing family, domestic, and sexual violence through culturally informed solutions and engaging men as allies
- Promoting diverse media representation and supporting ethnic and multilingual outlets
- Building climate resilience and supporting multicultural communities to prepare for natural disasters

Delegates also called for stronger data and evidence to inform inclusive policy—highlighting ongoing gaps in disaggregated and culturally relevant data collection.



Engaging Young Voices

FECCA 2024 Conference placed special emphasis on empowering young leaders and those often excluded from national conversations. The inaugural Young Leaders Program brought together 22 emerging leaders aged 20–29 from across Australia. In partnership with the Multicultural Youth Advocacy Network (MYAN) and the Human Rights Law Centre, the program offered training, mentoring, and opportunities to shape human rights advocacy.

Over 70 scholarships, supported by the Queensland Government, enabled community members to attend and share their lived experiences.

The Global Fair – Cultural Marketplace celebrated multicultural entrepreneurship, showcasing vibrant cultural products, artefacts, and community creativity.

Looking Ahead

The FECCA 2024 Conference reaffirmed FECCA’s role as a national convenor and catalyst for transformative dialogue. It generated momentum for stronger partnerships between government and communities, underscored the centrality of lived experience in shaping solutions, and issued a clear call to action:

To strengthen intercultural relationships, invest in inclusive policy, and ensure that multicultural voices not only participate—but lead—in shaping Australia’s future.

FECCA 2024 Conference in numbers:



Conference Sponsors

Main Sponsor



Platinum sponsor



Australian Government
Department of Home Affairs

Media partner



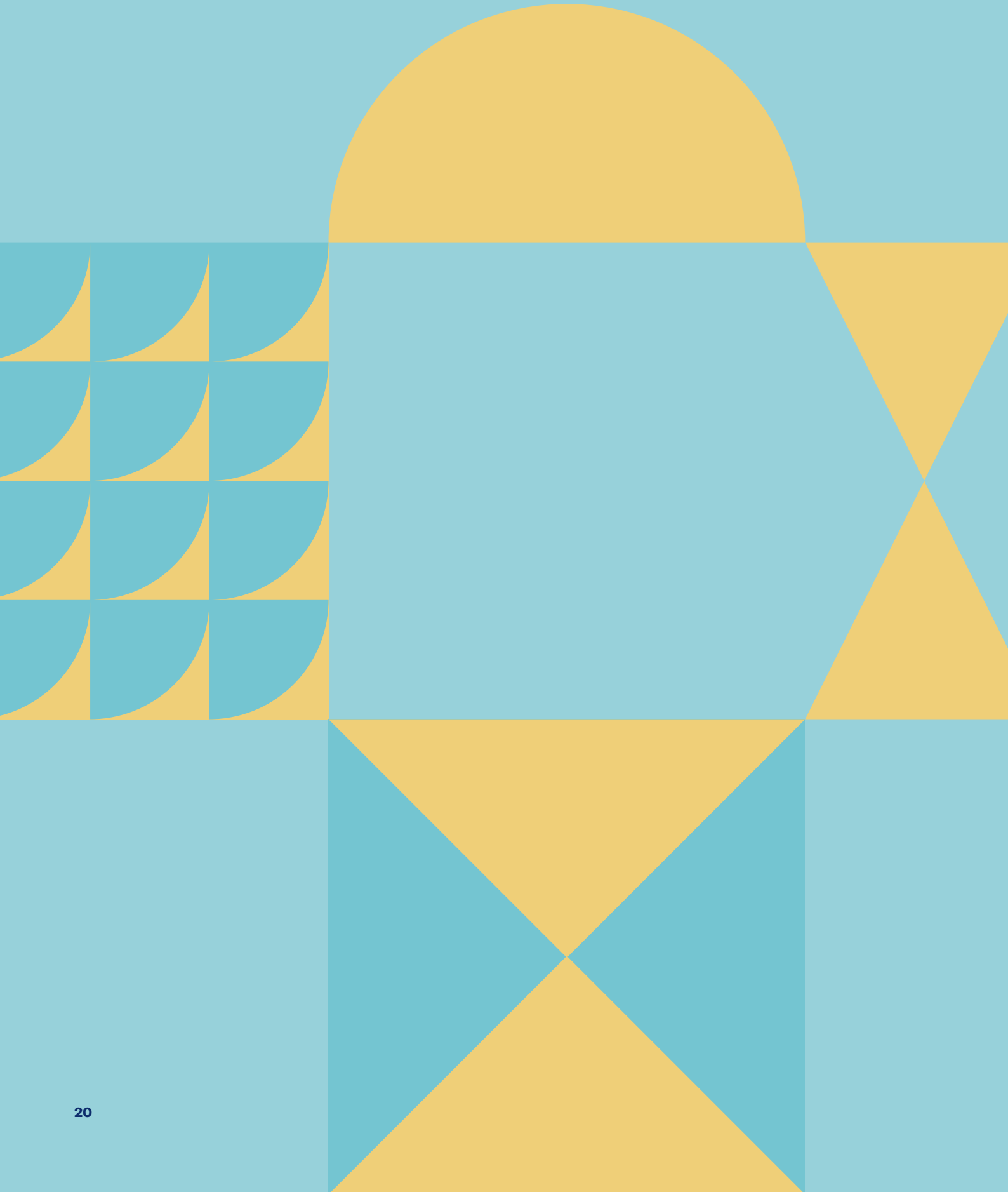
Dinner sponsor



Silver sponsors









Highlight

22	Australian Multicultural Women's Alliance
25	TECS Project – Training and Engagement for Community Safety
26	Australian Multicultural Health Collaborative
28	Health Check – Bowel, Breast and Cervical Screening Campaign
29	Own It Campaign
31	OurDNA Partnership
32	Australian Standards for Health Practitioner Pain Management Education
32	Embrace Multicultural Mental Health Project
33	My Health App – Community Engagement and Training Project

Australian Multicultural Women's Alliance

A National Voice for Multicultural Women

The Australian Multicultural Women's Alliance (AMWA) was launched in 2024 as one of six National Women's Alliances funded by the Office for Women. Led by FECCA in partnership with Settlement Services International (SSI) and Media Diversity Australia (MDA), AMWA is the first national body dedicated to representing migrant, refugee and culturally and linguistically diverse (CALD) women.


AMWA provides a national platform to ensure multicultural women's perspectives are at the centre of national policy, research and advocacy on gender equity and women's rights. It is informed by lived experience, grounded in community realities, and designed to remove the systemic barriers that limit full participation.

Building the Foundations

In its first six months, AMWA has focused on establishing strong governance and representation. A national Advisory Council has been formed to guide the Alliance's work, supported by Thematic Working Groups covering leadership, economic security, health, paid and unpaid care, and gender-based violence. These groups bring together expertise from community leaders, practitioners and women with lived experience to inform AMWA's policy positions and campaigns.

AMWA's foundational Advisory Council members include Anyier Yuol, Diana Sayed, Jaya Dantas, Malaemie Fruean OAM, Dr Nisha Khot, Khayshie Tilak Ramesh, Tania Farha (Gender-Based Violence Thematic Working Group Lead), Melanie Fernandez (Leadership Thematic Working Group Lead), Mamiko Nakada (Economic Security and Paid and Unpaid Care Thematic Working Group Lead) and Astrid Perry (Health Thematic Working Group Lead).

National outreach has also been a priority. AMWA has begun building a membership base that is broad, inclusive and representative. Grassroots organisations, peak bodies and individual advocates have been invited to join, ensuring that the voices of women from refugee backgrounds, rural areas, small and emerging communities, and underrepresented language groups are reflected in its work. This approach has already created strong engagement and new opportunities for collaboration across sectors.



The establishment of AMWA is a milestone for gender equity in Australia.

Advocating for Change

AMWA's vision is for a thriving, equitable Australia where multicultural women are empowered to shape their own futures, participate fully in society, and be recognised as leaders and contributors.

Its early priorities include challenging systemic barriers by addressing discriminatory policies, institutional biases and socio-economic disadvantages; promoting leadership and participation through pathways for women from diverse backgrounds to take up decision-making roles; advancing economic security by advocating for reforms that improve financial independence, career opportunities and protections for women in paid and unpaid care; preventing gender-based violence by supporting culturally responsive responses and engaging allies, including men, in cultural change; and embedding intersectionality to ensure advocacy reflects the overlapping realities of race, culture, class, gender and disability.

This work has already begun to identify the issues that matter most to multicultural women. Early engagement has highlighted concerns about economic security, career advancement, recognition of unpaid caring responsibilities, and the need for services that respond to both cultural identity and gendered experience. These insights are shaping AMWA's first national advocacy priorities.



“AMWA is an essential platform that ensures the voices of migrant and refugee women are not only heard, but lead conversations to truly shape the policies and decisions that affect their lives. By centring lived experience, AMWA is helping to dismantle systemic barriers and elevate multicultural women as leaders, advocates and changemakers in Australia's future.”

*– Jill Morgan – AMWA Governance Council,
FECCA Board Director and Women's Chair*

Partnerships and Collaboration

Collaboration is at the heart of AMWA's approach. As a national alliance, it works closely with government, other National Women's Alliances, researchers and community organisations to ensure multicultural women's perspectives are embedded in policy and program design. Its partnership with SSI and MDA brings additional expertise in service delivery and media representation, ensuring that advocacy is supported by practical experience and strong communication reach.

AMWA's Executive Director has been active across national forums and advisory groups, ensuring that the perspectives of migrant and refugee women inform national reform. These include the Federal Circuit and Family Court of Australia's Family Violence Reference Group, the ANROWS National Community Attitudes Survey Advisory Group, the Domestic, Family and Sexual Violence Commissioner's National Roundtable, the Men's Behaviour Change Online Forum convened by Commissioner Micaela Cronin, and the National Advocacy Group on Women on Temporary Visas Experiencing Violence.



Policy and Advocacy

In its first year, AMWA made 10 policy submissions, comprising five individual submissions and five collaborative submissions with other Alliances to strengthen intersectional perspectives.

Individual submissions included:

- AMWA Policy Platform for the 2025 Federal Election
- Submission to Jobs and Skills Australia's Gender Economic Equality Study
- AMWA Post-Budget Response
- ATO Vulnerability Framework Submission
- Treasury Economic Reform Roundtable Submission

Collaborative submissions included:

- FECCA Election Platform for the 2025 Federal Election
- NWA Joint Budget Response 2025–26
- NWA Collaborative Election Platform 2025
- ACMA SMS Sender ID Register Submission (with the National Women's Safety Alliance)
- Productivity Commission submissions with the Working with Women Alliance on Building a Skilled and Adaptable Workforce and Delivering Quality Care More Efficiently

Looking Ahead

The establishment of AMWA is a milestone for gender equity in Australia. Over the next year, the Alliance will consolidate its Advisory Council and Working Groups, broaden its membership to include a wider range of grassroots and peak organisations, and advance national campaigns that address leadership, economic security and gender-based violence.

Other priorities include hosting national roundtables to connect multicultural women with policymakers, commissioning research to address evidence gaps, and strengthening partnerships across government, industry and civil society. AMWA will also continue to build pathways for emerging multicultural women leaders, ensuring that leadership opportunities are inclusive and accessible.

Through these efforts, AMWA will amplify the voices of migrant, refugee and CALD women and ensure their perspectives drive lasting change in Australia's gender equality agenda.

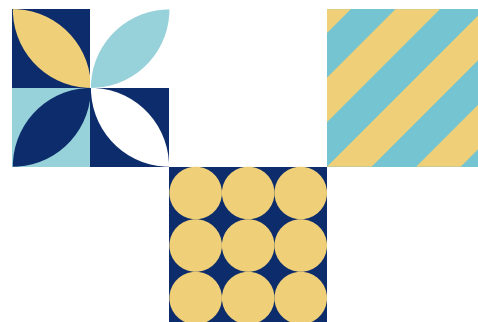
TECS Project – Training and Engagement for Community Safety

The TECS Project, delivered in partnership with Settlement Services International (SSI), aims to strengthen the capacity of multicultural community and faith leaders to address family, domestic and sexual violence (FDSV). The project has progressed in two phases.

The first phase, from November 2024 to February 2025, involved 16 consultations with more than 140 leaders across Australia, including both formal and informal representatives from Muslim, Hindu, Bahai, Catholic, Antiochian Orthodox and Anglican communities, as well as leaders from Pakistani, Indian, Filipino, Chinese, Kenyan, Congolese, South American, Indonesian, Iraqi, Afghan and Hazara backgrounds. Consultations also engaged ethno-specific service providers online across Victoria, New South Wales, the ACT and Queensland. These discussions revealed barriers such as shame and stigma surrounding disclosures, lack of culturally appropriate definitions of domestic violence, challenges in interpreting services, and systemic racism affecting institutional responses.

The second phase, from March to June 2025, centred on co-design workshops to create a culturally appropriate national training package and good practice guides. Fifteen sessions were held nationwide, bringing together community and faith leaders, service providers and people with lived experience. These workshops directly informed the development of new e-learning modules tailored for multicultural and faith leaders.

The modules are designed to equip leaders with practical tools to recognise and respond to FDSV and will be piloted through a series of online Learning Circles. Between September 2025 and March 2026, FECCA and AMWA will conduct six Learning Circles, each with five to ten community and faith leaders. This pilot phase will allow leaders and organisations to test, adapt and provide feedback, ensuring the resources are responsive to the realities of different communities and highlight success stories that can be scaled nationally.



These workshops directly informed the development of new e-learning modules tailored for multicultural and faith leaders.

Australian Multicultural Health Collaborative

The Australian Multicultural Health Collaborative (AMHC) has continued to play a pivotal role in advocating for multicultural communities in the design and delivery of primary care reform across Australia. In the 2024–2025 reporting period, the Collaborative focused on strengthening consumer and carer engagement, advancing policy development, enhancing governance structures, and deepening strategic partnerships. These efforts reflect AMHC’s commitment to ensuring that health policies are inclusive, culturally safe, and responsive to the lived experiences of CALD Australians.

Consumer and Carer Engagement

A major milestone for the Collaborative this year was the establishment of the National Multicultural Health Consumer and Carer Network in February 2024. This network was established as a national platform to amplify the voices of CALD consumers and carers, enabling them to share their insights and lived experiences that inform the design and delivery of health policy. Throughout the year, the Collaborative facilitated quarterly meetings for the Network, held after hours to ensure accessibility for participants. These meetings provided opportunities for members to build advocacy skills, engage in policy discussions, and align their priorities with those of the Department of Health and Aged Care (DoHAC). The Network has become a cornerstone of AMHC’s consumer engagement strategy, fostering a community of practice that is both informed and empowered.

Strategic Partnership with the Consumers Health Forum

The Collaborative’s partnership with the Consumers Health Forum of Australia (CHF) was formalised through a Working Together Agreement in April 2024. This agreement outlines a shared commitment to collaboration, transparency, and the avoidance of duplication in consumer engagement efforts. Despite temporary disruptions caused by leadership changes at both organisations, regular monthly meetings were re-established and have since facilitated renewed coordination. The Consumer and Carer Network has actively participated in CHF-led consultations and roundtables, including the Consumer Engagement Capability Building Workshop. These engagements have provided valuable opportunities for multicultural consumers to contribute to national health reform discussions and ensure their perspectives are reflected in policy outcomes.

Policy Development and Advocacy

In pursuit of evidence-based advocacy, the Collaborative partnered with Monash University to develop a range of publications and policy positions. This partnership has enabled AMHC to harness academic expertise in health and social care to support its policy initiatives. Notable outputs include a policy position statement on lung cancer and a terminology guide that defines key concepts used in the multicultural health sector. Additionally, a data visualisation tool was developed to enhance the Collaborative’s ability to link health and ageing data with other datasets. This tool provides stakeholders with a more holistic understanding of multicultural health and wellbeing, informing the development of policy positions and advocacy materials.





Through its consumer engagement initiatives, policy advocacy, governance reforms, and stakeholder partnerships, AMHC has laid a strong foundation for future impact.

Governance and Leadership

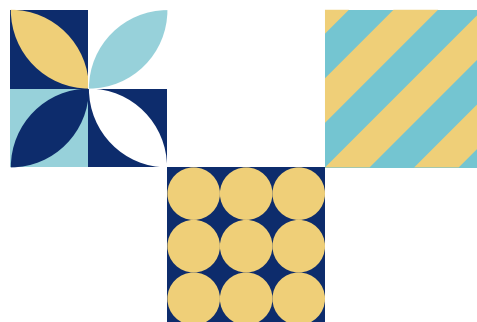
Governance development was a central focus for AMHC in 2024–2025. The Collaborative operated under an Interim Governance Committee (IGC), which provided strategic guidance and oversight. Comprising eight members representing consumers, practitioners, providers, and researchers, the IGC played a vital role in shaping the Collaborative's direction and ensuring the delivery of key objectives. In response to leadership transitions and gaps in expertise, particularly in areas such as mental health, healthcare training and social determinants of health, the IGC undertook a comprehensive review of its composition. This process led to the development of a governance framework and a skills matrix to guide the formation of a more representative Governance Committee for 2025–2026. The new structure is designed to strengthen coordination across networks and project areas, reduce duplication and improve clarity in governance functions.

Communications and Engagement Infrastructure

To support its engagement efforts, the Collaborative implemented a Customer Relationship Management (CRM) system designed to manage stakeholder interactions. This system replaces the previous database, enabling more meaningful engagement with CALD consumers. In addition, a webinar platform was developed to host virtual events, build an evidence base, and facilitate knowledge sharing among Collaborative members. These tools have strengthened AMHC's capacity to communicate effectively, track engagement, and foster dialogue across its networks.

Future Directions

The 2024–2025 year was marked by growth, innovation, and strategic development for the Australian Multicultural Health Collaborative. Through its consumer engagement initiatives, policy advocacy, governance reforms, and stakeholder partnerships, AMHC has laid a strong foundation for future impact. In the coming year, the Collaborative will focus on finalising its governance structure, revisiting the establishment of the Health Practitioners' Network, and delivering the next National Conference in November 2025. These efforts will further strengthen AMHC's role as a national leader in multicultural health advocacy and ensure that multicultural communities continue to shape the future of primary care reform in Australia.



Health Check – Bowel, Breast and Cervical Screening Campaign

Health Check was a national community awareness campaign aimed at increasing participation in breast, bowel, and cervical screening among multicultural communities. The initiative responded to evidence showing that some CALD groups have significantly lower participation in cancer screening compared with the wider Australian population. By aligning with the National Preventive Health Strategy 2021–2030, Health Check contributed to the national goal of improving screening participation as a major public health achievement by 2030.

The campaign focused on raising awareness and encouraging participation among priority groups:

- Breast screening for women aged 40–74
- Cervical screening for women and individuals with a cervix aged 25–74
- Bowel screening for all genders aged 45–74

A partnership model was central to Health Check’s success. FECCA worked with 22 community-based organisations to co-design strategies tailored to the specific needs and preferences of their local communities. These partners brought deep knowledge of cultural contexts and existing trust networks, enabling screening messages to be shared in ways that resonated. Activities were delivered in 49 languages, ensuring accessibility across a broad spectrum of multicultural communities.

The campaign’s reach was extensive. More than 4,566 participants attended local community information sessions, while a further 50,739 people were engaged through social media and resource distribution. Screening outcomes included:

- 307 breast screens
- 125 bowel screens
- 123 cervical screens

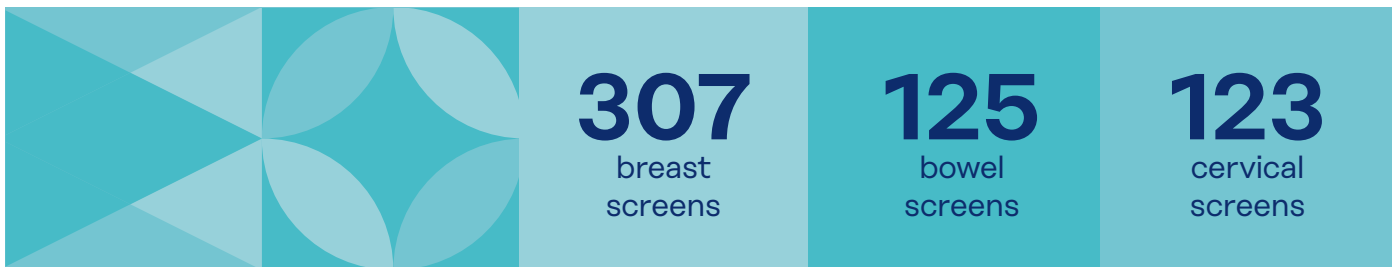
“This campaign has been about more than just health checks — it’s about saving lives. By reaching our Swahili-speaking community in their own language, we’ve broken down fear and misunderstanding around breast, cervical, and bowel cancer screening, and encouraged people to take that vital step towards early detection.”
— Faraja Kibombo, President, Multicultural Community of Queensland Inc.

Beyond the numbers, Health Check reinforced the value of culturally relevant, community-driven approaches to preventive health. The campaign demonstrated that when communities are directly involved in design and delivery, they are better able to identify the beliefs, perceptions and barriers that limit participation, while also promoting the enablers that encourage action.

Several key learnings emerged:

- Culturally tailored resources are most effective when co-designed with communities and carefully adapted into different languages.
- Strong local partnerships between multicultural organisations, health professionals and mainstream services provide a platform for sustained education and engagement.
- Open funding approaches allowed smaller and emerging communities to participate, reaching groups that had previously been missed by mainstream engagement.
- Monitoring and evaluation tools must also be co-designed to ensure community partners can effectively use them.
- Longer timeframes enable organisations to prepare, deliver and embed behaviour change more effectively.

Together, these lessons highlighted how prevention campaigns can build health literacy, empower communities, and ultimately save lives through earlier cancer detection.



Own It Campaign

The *Own It* campaign marked the first national cervical screening campaign in more than two decades and played a central role in Australia's commitment to eliminating cervical cancer by 2035. With over 70% of cervical cancer cases diagnosed in people who were under-screened or had never been screened, the campaign focused on closing this gap by promoting the option of self-collection tests.

Self-collection, introduced in 2022, allows women and individuals with a cervix to complete their own test privately at a local clinic using a simple swab. This option addresses some of the key barriers to screening, including discomfort, cultural stigma, and a lack of trust in mainstream services. The \$10 million campaign prioritised populations where participation rates are lowest, including multicultural and First Nations communities, women living with disability, people in rural and remote areas, and those from gender- and sexually diverse groups.

The Australian Multicultural Health Collaborative partnered with 17 community organisations to deliver grassroots education and engagement. Community partners worked across six main language groups: Arabic, Cantonese, Hindi, Mandarin, Punjabi and Vietnamese, ensuring information was accessible, trusted and culturally safe. Activities included 114 small group information sessions, participation in major cultural events, and a strong online and media presence supported by television advertising, social media campaigns, Spotify and YouTube promotions.

The campaign reached over 11,000 people in person and nearly 20,000 through online engagement. In total:

- 4,626 participants attended information sessions
- 6,642 engaged through community events
- 19,955 participated via digital platforms
- 201 women completed a cervical screening test as a direct result of the project



Left to right: Professional Migrant Women Network working with the Punjabi community in WA, Dr Ahlam from the Sudanese Australian Health and Wellbeing Association demonstrating cervical screening (self-collection) at an Iftar event

Evaluation confirmed the importance of community-led delivery. Trusted bilingual health professionals, volunteers and community leaders were essential in bridging cultural and language gaps, encouraging women to ask questions, and normalising discussions about cervical screening.

Several lessons emerged from the campaign:

- Partnering with grassroots organisations increases trust and uptake, particularly among communities that have historically been underserved.
- Bilingual health workers and cultural mediators play a vital role in shifting attitudes and creating safe spaces for participation.
- Digital platforms extend reach and amplify community voices, broadening the impact of face-to-face engagement.

The Own It campaign showed that with the right partnerships and approaches, Australia can make significant progress toward eliminating cervical cancer. Building on these results, there is strong potential to expand into additional language groups and to embed cervical screening conversations more deeply within multicultural communities.

“The project successfully reached underserved groups, with 44% of participants receiving their first screening through this project and 40% overdue for screening.”

– Family Planning Australia

“Before the Own It campaign, cervical screening was rarely discussed in the Punjabi community due to stigma and lack of awareness. By engaging through the Gurdwara and trusted influencers, we’ve opened the conversation, and women are now asking questions and showing interest in self-collection. The Gurdwara administration has invited us back in 2026 to continue this important dialogue.”

– Sobia Shah, Co-Founder, Professional Migrant Women Network

“The Water Well Project has been a fantastic partner in empowering our community with essential health knowledge. They’ve delivered engaging and culturally sensitive health education sessions that have directly addressed the specific needs and questions of our members. This has not only improved health literacy but also built confidence in navigating the Australian healthcare system. Their proactive approach to outreach and their ability to connect with individuals from diverse backgrounds have made a real difference in promoting the well-being of our community.”

– Community Representative, Western Sydney MRC



4,626

participants attended information sessions



6,642

engaged through community events



19,955

participated via digital platforms



201

women completed a cervical screening test

OurDNA Partnership

The Australian Multicultural Health Collaborative partnered with the Centre for Population Genomics (CPG) on its flagship OurDNA program to address the underrepresentation of multicultural communities in genomics research. As genomic medicine becomes more central to healthcare, fair representation in research is crucial to ensure all Australians benefit from medical advances and to prevent widening disparities in health outcomes.

Through this partnership, the Collaborative has played a key role in developing culturally safe and trustworthy approaches to engagement. One of the main outcomes has been the establishment of the OurDNA Multicultural Consultation Group, which provides advice on data sharing, returning benefits to communities, maintaining long-term relationships, and accountability mechanisms. So far, eight individuals representing multicultural organisations and consumers have been engaged in the Consultation Group, contributing their insights to ensure the project reflects community priorities.

This collaboration has laid the groundwork for a more inclusive approach to genomic healthcare, ensuring that community interests remain central as genomic research and clinical practice evolve. By elevating multicultural voices in policy and practice, the partnership helps to build trust and ensures that genomic medicine benefits all Australians fairly, regardless of their background.

The first report developed by the Consultation Group has now been published and is available at multiculturalhealth.org.au/programs/ourdna. This marks the beginning of ongoing reporting and implementation that will continue to inform the program's future direction.

Working alongside the Australian Multicultural Health Collaborative has been a real privilege for OurDNA. The Collaborative's expertise and strong community connections have brought enormous value to our work, helping us ensure that multicultural voices are at the centre of our mission of equitable genomic medicine. The Collaborative's support and guidance have been integral this year to strengthening our approach to data sharing in a way that protects communities and maximises the benefit to them. It was a particular pleasure to co-present our shared efforts at the OurDNA Symposium this year. Partnerships like this are vital to OurDNA's mission to make genomic research and healthcare more inclusive for all communities.

*– Chris Richards, OurDNA Program Lead
Collab team with Dr Samantha Croy from the
OurDNA Program team*

Australian Standards for Health Practitioner Pain Management Education

In 2024–25, the Australian Multicultural Health Collaborative contributed to the development of national standards for health practitioner pain management education. The project, led by the Faculty of Pain Medicine of the Australian and New Zealand College of Anaesthetists (ANZCA) and funded by the Australian Government, aims to enhance practitioner knowledge and skills in pain management across all disciplines and educational levels.

The Collaborative ensured multicultural perspectives were embedded in the process by facilitating input from health professionals, consumers and carers from culturally diverse backgrounds. This contribution has helped shape standards that reflect the needs of Australia’s multicultural communities and support culturally safe and effective care.

Adoption of the standards will initially be voluntary for educational institutions and professional associations. Over time, they are expected to bring greater consistency and quality to pain management education nationally.

“We are very grateful to the Australian Multicultural Health Collaborative for its valuable contribution in the development of the Australian Standards for Health Practitioner Pain Management Education Standards. As a result, the standards better reflect the cultural diversity and diverse needs of people experiencing pain.”
 — Ms Martina Otten, Executive Director, Faculty of Pain Medicine (ANZCA)

Embrace Multicultural Mental Health Project

FECCA continued its leadership role in the Embrace Multicultural Mental Health Project, a national initiative delivered in partnership with Mental Health Australia and the National Ethnic Disability Alliance (NEDA). The project seeks to improve mental health and suicide prevention outcomes for CALD communities, ensuring that diverse voices shape policies, services and resources.

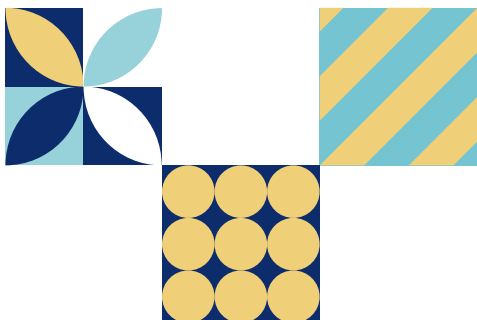
In 2024–25, the rising cost of living remained a significant source of stress for many CALD communities, often overshadowing their ability to prioritise mental health. Against this backdrop, Embrace focused on strengthening community engagement, advancing policy advocacy and sharing resources.

Community engagement expanded significantly, with social media activity on LinkedIn, Facebook and Instagram generating more than 14,000 impressions, up from 4,000 in the previous half year. Popular content included community-developed resources from the CALD Community Engagement Project (CCEP), the Framework for Mental Health in Multicultural Australia, and personal stories that highlighted diverse experiences of mental health.

Through policy advocacy, FECCA consulted widely to inform its submission to the Productivity Commission’s Review of the National Mental Health and Suicide Prevention Agreement. The submission called for reforms including culturally safe services, better language support, intersectional policy design, targeted suicide prevention initiatives, recognition of community-led programs, greater workforce diversity, and culturally appropriate grief support.

The CCEP also supported community-led projects that co-designed local suicide prevention and mental health solutions, with resources made available on the Embrace website for use nationally.

This work has strengthened the visibility of multicultural mental health issues, normalised community conversations about mental health and suicide, and continued to build the case for more culturally responsive services.



My Health App – Community Engagement and Training Project

FECCA launched a national initiative to raise awareness and encourage the use of My Health App and My Health Record among culturally and linguistically diverse (CALD) communities. The project highlighted new features, including access to pathology and diagnostic imaging reports, and was carried out through a peer education model across South Australia, Victoria, New South Wales, Queensland, and Tasmania.

Between October 2024 and March 2025, 24 community members were trained, with 20 then delivering 56 information sessions both in person and online. These activities reached:

- 1,488 participants in person
- 4,800+ participants online via Zoom, WhatsApp, WeChat, and social media
- Over 11,500 people overall, including regional outreach

Sessions were conducted in more than 25 languages, including Spanish, Ga, Amharic, Luganda, Hindi, Swahili, Mandarin, Cantonese, Malay, Burmese, Karen, Nepali, Greek, Tagalog, French, Dari, Hazaragi, Ilocano, Visayan, Afan Oromo, Vietnamese, Khmer, Thai, and Bahasa. Participation was diverse, with 72% women, of whom 39% were aged over 65, 41% between 40 and 64, and 18% between 21 and 29.

The initiative also achieved a strong digital presence. Sixteen project-related social media posts across LinkedIn, Facebook and Instagram generated 5,234 impressions, 2,179 views, 136 reactions, 144 link clicks and 14 shares.

The evaluation highlighted the project's impact. Before attending sessions, 57% of surveyed participants had never heard of My Health Record and expressed concerns about privacy, difficulties with MyGov, and barriers related to digital literacy or English skills. Afterwards:

- 60% had downloaded and linked My Health App
- 80% understood privacy settings and access controls
- 54% could access pathology and imaging reports

Many participants reported greater confidence in digital health management and went on to support their family and friends in using the app.

The project confirmed that culturally responsive, in-language delivery, combined with practical, hands-on guidance, is essential to build trust and uptake among CALD communities.

Next steps: FECCA will expand delivery to all States and Territories, provide refresher training for existing trainers, and recruit and mentor new trainers to extend reach.

"It encourages you to look after your health, know your history and work with your doctor to improve."

– Awatif Taha, Melbourne VIC

"I see it like a bank account with all your health transactions."

– Shirley, Gold Coast

"My 75-year-old mother is on the app. Now we don't have to remember or argue about her medical history."

– Anna Marie, Gold Coast

"Using the app, I can take a more active role in my health care."

– Jessica Issa, Gold Coast

"It is a very useful tool. It helps you maintain your health and track records and results."

– Mabel Zeller, Gold Coast

"I usually rely on others for my records. Using the app saved me time and money."

– Fenggong Xu, Gold Coast

"My Health App is like my personal secretary

– my health PA!" – Samira Villamour, Gold Coast



1,488
participants in
person



4,800+
participants
online

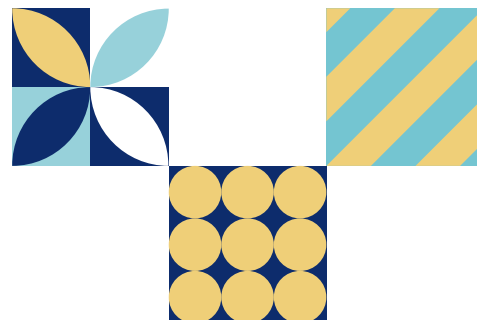


Financial Report

Treasurer's Report



Emanuel Valageorgiou, Hon. Treasurer



On behalf of the Board, I am pleased to present the Treasurer's Report and the Audited Financial Statements for the Federation of Ethnic Communities' Councils of Australia (FECCA) for the fiscal year ending 30 June 2025.

This report provides a true and accurate summary of the income and expenditure that supported FECCA's activities during the 2024/2025 financial year.

The audit of the financial accounts for 2024/2025 was conducted by BDO Australia at a cost of \$23,700 (excluding GST and out-of-pocket expenses).

A total surplus of \$401,264 was achieved in 2024/2025. Government grants for the fiscal year amounted to \$4,972,170 an increase of \$1,620,142 from the previous year. The Balance Sheet reflects sustained cash reserves and investments of over \$1.9 million, with current liabilities primarily comprising unspent project funds allocated to multi-year initiatives.

This positive financial outcome represents a significant turnaround for FECCA following two consecutive years of deficits. It reflects strong fiscal management, operational efficiencies, and a commitment to long-term sustainability. Key contributing factors include an organisational restructure, improved grant management practices, and enhanced internal financial controls.

FECCA acknowledges the ongoing support from its core funding bodies, the Department of Home Affairs and the Department of Health and Aged Care. Their continued commitment remains essential in enabling Australians from culturally and linguistically diverse backgrounds to participate fully in society and have their voices heard. We also extend our gratitude to other valued partners and collaborators across government, academia, and the community for their trust and support throughout the year.

The Board remains focused on ensuring FECCA's financial sustainability and resilience through prudent management, strategic investment, and the pursuit of new funding opportunities.

The Board remains focused on ensuring FECCA's financial sustainability and resilience through prudent management, strategic investment, and the pursuit of new funding opportunities. These measures will help to consolidate recent gains and provide a strong foundation for future growth.

I extend my sincere thanks to FECCA staff for their commitment and professionalism in managing the organisation's financial and project activities, and to my fellow FECCA Executives for their valuable and strategic guidance on our financial performance.

Emanuel Valageorgiou
Hon. Treasurer

FEDERATION OF ETHNIC COMMUNITIES' COUNCILS OF AUSTRALIA INCORPORATED
ABN 23 684 792 947

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2025

	NOTE	2025 \$	2024 \$
Revenue	2	4,972,170	3,352,028
Other income	2	61,936	114,649
Employee benefits expense	3	(1,463,603)	(1,612,953)
Depreciation and amortisation expenses	3	(128,489)	(157,746)
Project expenses	3	(1,533,486)	(988,585)
Interest expense	3	(22,235)	(28,099)
Conference Expenses		(612,520)	(456,862)
Administration Expenses		(384,127)	(260,458)
Travelling Expenses		(131,198)	(146,676)
Other expenses from ordinary activities	3	(357,184)	(323,645)
(Deficit) / Surplus for the Year		<u>401,264</u>	<u>(508,347)</u>
Other comprehensive income			
<i>Items that will not be reclassified subsequently to profit or loss</i>			
Gain on the revaluation of buildings		-	162,287
Total other comprehensive Income		<u>-</u>	<u>162,287</u>
Total Comprehensive Income for the year		<u>401,264</u>	<u>(346,060)</u>

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

FEDERATION OF ETHNIC COMMUNITIES' COUNCILS OF AUSTRALIA INCORPORATED
ABN 23 684 792 947

STATEMENT OF FINANCIAL POSITION
AS AT 30 June 2025

	NOTE	2025 \$	2024 \$
CURRENT ASSETS			
Cash and Cash Equivalents	4	2,837,278	2,827,214
Trade and Other Receivables	5	92,550	1,662,560
Short term investments		962,219	40,404
Other Current Assets	6	117,757	171,364
TOTAL CURRENT ASSETS		<u>4,009,804</u>	<u>4,701,542</u>
NON CURRENT ASSETS			
Property, Plant and Equipment	7	837,229	854,919
Intangible Assets	9	28,113	36,345
Right of Use Asset	8	256,416	358,983
TOTAL NON CURRENT ASSETS		<u>1,121,758</u>	<u>1,250,247</u>
TOTAL ASSETS		<u>5,131,562</u>	<u>5,951,789</u>
CURRENT LIABILITIES			
Trade and Other Payables	10	187,883	412,426
Employee Benefits	13	114,062	137,226
Contract liabilities	11	1,949,361	2,818,202
Lease Liability	12	103,817	103,817
TOTAL CURRENT LIABILITIES		<u>2,355,123</u>	<u>3,471,671</u>
NON CURRENT LIABILITIES			
Employee Benefits	13	30,329	31,455
Lease Liability	12	209,354	313,171
TOTAL NON CURRENT LIABILITIES		<u>239,683</u>	<u>344,626</u>
TOTAL LIABILITIES		<u>2,594,806</u>	<u>3,816,297</u>
NET ASSETS		<u>2,536,756</u>	<u>2,135,492</u>
EQUITY			
Accumulated Surplus		1,674,469	1,273,205
Asset Revaluation Reserve		862,287	862,287
TOTAL EQUITY		<u>2,536,756</u>	<u>2,135,492</u>

The above statement of financial position should be read in conjunction with the accompanying notes

Year in Pictures





FECCA Staff

Mary Ann Baquero Geronimo	Chief Executive Officer
Malini Raj	Executive Director – AMWA (from Feb 2025)
Priyanka Rai	Executive Director – AMHC (from June 2025)
David Byrne	Director of Communications
Maria Carol Araneta	Project Support & Events Officer
Heba Al-Adawy	Snr Policy & Project Officer
Ashlen Farrelly	Project Assistant
Hellen Kibowen	Senior Policy & Project Officer
Maya Konakci	Project Assistant
Tina La	Project Assistant
Samhruta Narayanan	Policy & Project Officer
Amanda Seek	Program Officer - AMHC
Devaresti Wismartia	Program Manager
Omar Al-Ani	Director – AMHC (until Nov 2024)
Zuleika Arashiro	Director of Policy – Health and Ageing (until Mar 2025)
Debbie Brown	Project and Stakeholder Engagement Manager (until Sept 2024)
Hemavarni Doma	Program Manager – AMHC (until May 2025)
Beth Hall	Director of Social Policy (until Nov 2024)
Yasmine Hosseini	Policy & Project Officer (until Dec 2024)
Padmapriya Muralidharan	Snr Policy & Project Officer (until Oct 2024)
Christina Ng	EA/Office Manager/Events Lead (until Mar 2025)

FECCA Life Members & Honour List

Ms Eugenia Grammatikakis
Mr Nick Agocs
Mr Randolph Alwis AM (C)
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
Mr Russell Raymond OAM (C)
Mr George Wojak MBE (C)
Mr Madim (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
Mr Nick Xynias AO (C)

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