



ANNUAL REPORT

2017-2018



WHO WE ARE

CMY is a not-for-profit organisation based in Victoria, providing specialist knowledge and support to young people from migrant and refugee backgrounds.

Our vision

Young people from migrant and refugee backgrounds are connected, empowered and influential Australians.

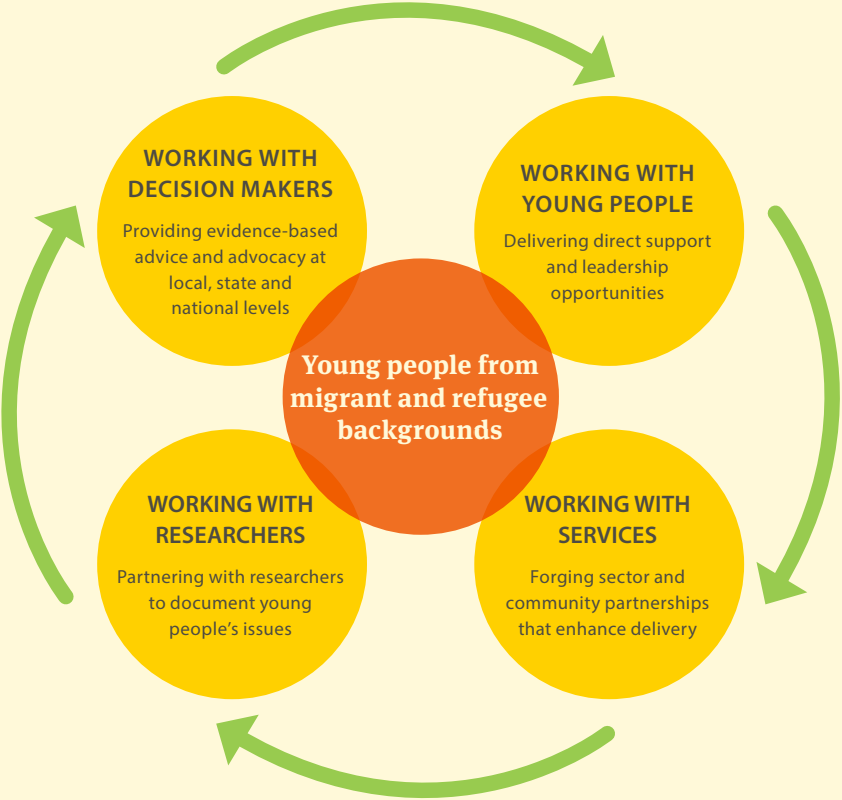
Our values

We believe:

- **Diversity** is a cornerstone of Australia's success.
- Respect for everyone's **human rights** is essential for a fair and equal society.
- Everyone should be able to feel like they belong and can **participate** fully.

Our Approach

Young people are at the centre of what we do. What we learn from them helps us to develop stronger communities, support other service providers, and lead positive change at local, state and national levels.



Cover image: Yusra Hasan, CMY's Mary Danckert Youth Intern for 2017-2018. Image credit: Harjono Djoyobisono
Images in this report are by Harjono Djoyobisono and the Centre for Multicultural Youth unless otherwise stated.

CONTENTS



A Message From
the Chair and CEO



Highlights
2017-2018



Our People



Our Volunteers



Strategic Priorities



MY Community



MY Journey



MY Voice



MY CMY
& MYAN



Governance Report &
Directors Information



Financial Report



Funders & Partners,
Index of Programs



A MESSAGE FROM THE CHAIR & CEO

CHAIR MESSAGE

As the Chair of CMY, I'm proud to say we have continued to be responsive to issues affecting young people and to place their voices in the centre of all the work we do. In contemporary Australia, multicultural young people's voices are louder than ever with 50 per cent of our young people being born overseas or have at least one parent born overseas. Our ability to be attuned to young people's voices has led our advocacy for targeted public policy responses and programs to address their concerns. Because of this, we have expanded our reach and programs for young people to strive to ensure that they have every opportunity to succeed.

We were delighted to welcome three new Directors to our Board this year: Bao Hoang, CEO and Director of Roll'd, Craig Hodges, Director of National Programs at Orygen, the National Centre of Excellence in Youth Mental Health, and Julia Symons, Community Relations Manager at Australia Post. The breadth of their combined experience and skills will stand us in good stead to implement our Strategic Plan. My thanks to the Board for their commitment to putting the voices of young people at the centre of our work.



CMY is grateful for the long-term support CO.AS.IT has provided, enabling almost three decades of work with young people from diverse backgrounds. L-R: CO.AS.IT Deputy CEO Marco Fedi, CMY Chair Dr Hass Dellal AO, CMY CEO Carmel Guerra OAM, and CO.AS.IT CEO Giancarlo Martini-Piovano.

In early 2018, the Board was proud to launch CMY's 2018-2022 Strategic Plan, developed through close consultation with our key stakeholders and the culmination of a 12-month visioning journey. Thank you to all of the young people, staff, current and former Board members, community and thought leaders, for all of their valued contributions. You'll read more about CMY's progress across our four key strategic focus areas throughout this report.

We are grateful for the outstanding contribution of our Youth Advisory Groups, who regularly share their unique insights with the Board and wider organisation. Their voices and experiences provide great inspiration and ground us in our focus on the issues most important to those we are striving to support. It was fantastic to have a team representing CMY at the Victorian Youth Parliament this year, the team was successful in passing their Fostering Positive Relationships Bill.

I would also like to take this opportunity to thank State and Federal Governments, as well as the private sector for their continued investment, and support of CMY and its services.

I extend my sincere thanks to Carmel for her strong leadership and extraordinary dedication over the past 30 years, and of course to CMY's Board of Directors who provide invaluable support and strategic advice to CMY. I wish also to acknowledge and thank CO.AS.IT for its continued support over the years.

Finally, I wish to convey my thanks to the staff and volunteers who make CMY such a vibrant and dynamic organisation, proudly supporting young people from migrant and refugee backgrounds build better lives in Australia.

BULENT (HASS) DELLAL AO – Chair

CEO MESSAGE

As we approach our 30-year anniversary, I reflect upon the ever-evolving nature of CMY's work. It has been such a privilege to see our organisation grow with, and learn from, the many thousands of young people who have walked through our doors over the years.

Whether they have come in search of a community, support on their journey, or an opportunity to have their voice heard – their stories drive our work. We have adapted our programs and services to enable us to respond effectively to the issues that are most important to young people today.

With 120 staff and 870 committed volunteers, we've been able to directly support more than 4,300 young people this year. Two of the long-standing challenges faced by young people which we've focused on across a range of programs are employment and racism. Our team has been breaking down barriers, forging new employment partnerships, and providing targeted support and mentoring to help young people become job-ready.

The past year has also witnessed a whirlwind of harmful media coverage on African young people. We have advocated strongly alongside young people to present their side of the story and to give them the opportunity to have a voice in the crowded media space. Our research partnership with Monash University to gather African young people's perspectives on youth crime and the impact it has on them led to wide media attention. It gave young people the opportunity to have their say and to present their side of the story.

Our partnerships with communities and the work we have undertaken to support Pasifika young people have led to the success of our Le Mana (Empower) Pasifika project, where we secured further funding to expand the project into other municipalities.

We have continued to support young people to share their stories, build leadership and advocacy skills and take up civic opportunities, with over 740 young people engaged in our youth leadership programs.

In 2018, we celebrated 10 years of the Learning Beyond the Bell program, which has built the capacity of schools and community organisations to support stronger student engagement in learning. A key focus this year was supporting the establishment of homework clubs in growth corridors and rural regions. We also commenced a pilot project that will develop a youth-led approach to combatting racism in schools.

We would like to extend our gratitude to all of our funders, both Government and Philanthropic, and to our partners who have placed their trust in us and believed in the potential of young people.

With your support we will continue to strive towards a future where all young people are connected, empowered and influential.

CARMEL GUERRA OAM – Chief Executive Officer

HIGHLIGHTS 2017-2018



YOUNG PEOPLE ENGAGED THROUGH YOUTH LEADERSHIP PROGRAMS

350 +

SCHOOLS AND COMMUNITY ORGANISATIONS SUPPORTED TO RUN OUT-OF-SCHOOL-HOURS LEARNING SUPPORT PROGRAMS



3,232 YP

SUPPORTED AT POLICE STATIONS



BY 509 VOLUNTEERS



CULTURALLY COMPETENT YOUTH WORK

YOUTH MIGRATION PATHWAYS

NATIONAL YOUTH SETTLEMENT FRAMEWORK

380

SECTOR WORKERS TRAINED



OUR PEOPLE

The skills and experience of our team enable us to work effectively with young people from diverse backgrounds. Our staff is central to our ability to build strong partnerships with all of our stakeholders and create positive change across Victoria. We value the diversity of our employees, and the passion they bring to their work.

Our staff come from 31 countries of birth and identify with more than 47 different cultural backgrounds. We offer flexible work arrangements around events of cultural or religious significance. We're proud to be a family-friendly workplace, providing a supportive environment for working parents. CMY was also one of the first not-for-profit organisations in Australia to offer Family Violence Leave as part of our Enterprise Bargaining Agreement.

As we've grown to 120 staff across Victoria, we have demonstrated our commitment to youth employment by creating more entry-level roles than ever before. We have continued to support young people through the Mary Danckert Internship and the Business Services Traineeship, now in their fifth cycle. Both opportunities provide young people from diverse backgrounds with valuable experience in a supportive and nurturing work environment, and to develop new skills they will utilise on their future career path.



“I believe wholeheartedly in the importance of equal representation among all levels of society.”

– Yusra

Yusra Hasan: CMY's Mary Danckert Youth Intern 2017 – 2018

Yusra Hasan, 23, was CMY's Mary Danckert Youth Intern for 2017-2018. Ysura is passionate about the issues of social equity and human rights. She has completed a Bachelor of Arts at Latrobe University and is now studying a Bachelor of Law.

As the Youth intern, Yusra worked with the rest of her team to co-ordinate and deliver leadership and engagement programs to young people from multicultural backgrounds. She also designed and developed an e-newsletter for young people called *The Mix*.

“My biggest highlight was leading the development and delivery of CMY's 2018 Victorian Youth Week event *Lead Yourself, Lead Others*, says Yusra. “It was a leadership training program for young women, the entire process was an overwhelmingly positive experience for me. I've also been afforded the opportunity to attend many different forums and events, as well as speaking on panels and honing my public speaking skills.”

“Throughout my internship, I have been continually supported to pursue my professional interests, to explore my own capabilities and develop new ones, and to learn about all facets of the work we do within our organisation and beyond.”

“The role provided me with a good balance of structure and flexibility and equipped me with the confidence to challenge myself and go outside of my comfort zone.”

Describe CMY in 3 words

- Welcoming
- Nurturing
- Exciting, with regard to its continued growth and the amazing work it does in advocacy, support and service delivery.

Top 3 things you learned from your time here

- First and foremost, I've learned and improved many practical skills, like how to multi-task and time manage like a pro.
- The fundamentals of project management and development.
- Most importantly, I've learned about the large scope and significance of the work done at CMY and within the sector more broadly.



Volunteer mentor Julian supports job-seeker Shariff in CMY's employment program.

OUR VOLUNTEERS

CMY was fortunate to have over 870 dedicated volunteers engaged directly in our programs in 2017-18, who generously contributed their time, energy and skills to support young people to build better lives in Australia.

Volunteers were involved in a wide range of settings, for example mentoring young job-seekers, providing guidance and sharing insights with newly-arrived young people on their settlement journey, or supporting young people in police custody.

We cannot thank our volunteers enough for their passion and commitment to our work. Without their support, we simply wouldn't be able to reach and positively impact the lives of so many young people.

870 

CMY VOLUNTEERS

RECRUITED



TRAINED



SUPPORTED



4,357
YOUNG PEOPLE



TO HELP

STRATEGIC PRIORITIES

In early 2018, we launched our new Strategic Plan 2018-2022 and 2030 Vision. The Strategic Plan outlines the four strategic focus areas for CMY's work over the next five years.



2030 VISION

Included in our Strategic Plan are four long-term goals to drive our work into the future. By 2030, CMY will have contributed to:

- Australia being a welcoming and inclusive community.
- Creating great opportunities for young people.
- Young people's active citizenship and the voices of young people being valued.
- Young people being connected and influential, locally and internationally.

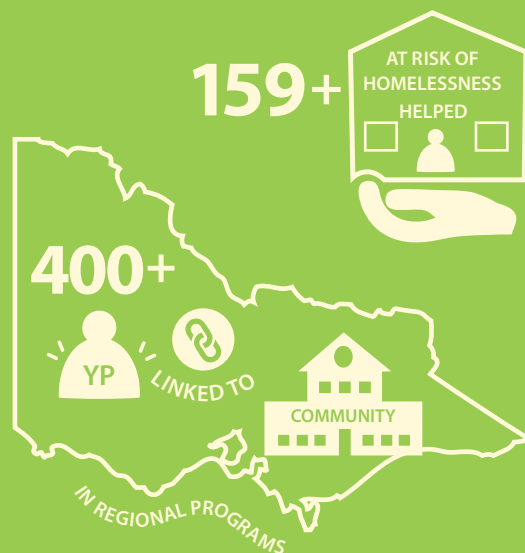
Strategic Plan 2018 - 2022



You can watch our 2030 Vision video & download our Strategic Plan at:
cmy.net.au

cmy
CENTRE FOR
MULTICULTURAL YOUTH

MY COMMUNITY



Young people are connected, belong and contribute to their families and the community

Youth support

Throughout 2017-2018, we continued our vital work with young people who have been in Australia for less than five years and are at risk of homelessness. We provided 159 episodes of care, working directly with young people, aged 12 to 21, as well as a number of families, across the fastest growing areas of Melbourne in the North West and South East. This support increased both individual and family resilience, and improved social and support services connectedness.

CMY provided housing and individualised intensive support to seven unaccompanied humanitarian minors who arrived in Australia via the onshore refugee program. Our team provided casework intervention to these young people with highly complex needs, to build their independence and achieve outcomes such as supported accommodation, involvement in tertiary education, and reduction in substance abuse. Young people were referred to over 50 support services, and a group work program was established to strengthen connections between young people and their community. As a result of this work, three young people transitioned to independent living.

In the latter half of 2017, we provided complex case support to seven young people and their families, which focused on specialised intervention in areas of family violence, disability, mental health, homelessness, and access to services. During the year, we transitioned to a new program working in partnership with AMES to deliver specialised intensive services to diverse young people.

Supporting our regional communities

CMY's regional work supported young people in regional areas to settle well and feel connected to their local community by strengthening participation in work, school, family and community. Our Ballarat team delivered 43 student support group sessions within local secondary schools this year. The sessions involved activities and topics focused on identity, culture, managing intergenerational conflict, study skills, education pathways, racism and mental health. We provided regular youth-led social and recreational activities, including 'Happy Place' social activities that had 80 young participants and 'Girls Place' attended by over 70 young women.

In Ballarat, CMY also piloted a new Job Club program with over 30 young people accessing support over the period to prepare job applications, perform job searches and obtain general advice on career and education pathways. Nine young people were also supported to complete work experience placements at Sovereign Hill which has provided a great opportunity for young people gain new skills and knowledge of Ballarat's tourism and hospitality sector.

In Gippsland, our team delivered the MY Story Living Library Project in partnership with the United Muslim Sisters of Latrobe Valley. Two schools and 34 students participated, reporting an increased sense of belonging and an understanding of the stories of others. Eight 'Future Thinking' Employment Workshops were co-ordinated and delivered in collaboration with a range of partners, addressing topics including financial literacy, job readiness, university pathways and career planning. CMY also ran a seven-week 'Girls Space' program for 10 multicultural young women aged 13-17, aimed at increasing their self-confidence, self-care and safety. We also facilitated and provided opportunities for parents and families to engage with the projects and activities delivered in the region, including four school holiday programs, with over 80 young people and family members engaging throughout the year.

Connecting young people for smart settlement

CMY trained volunteers as peer educators to deliver Settle Smart information sessions, developed by and for young people, with the aim of connecting and empowering those who are newly-arrived to Australia. The sessions were designed to build their confidence to take up civic opportunities, increase self-reliance and ability to access services, and enhance social participation, connections and sense of belonging.

Our peer educators delivered 31 information sessions to 470 newly-arrived young people across metropolitan Melbourne. Over 80% of participants were satisfied with the session they attended, with 83% of attendees reporting they felt more confident to deal with a particular issue following the session. Significantly, 90% of participants reported feeling more connected to Australia after the session.

Engaging newly-arrived families through sport

In 2017-18, CMY supported 300 newly-arrived Syrian and Iraqi families to feel connected to their local community through the universal language of football. 272 young people from five schools (Grade 2 through to Year 10) participated in 17 in-school football sessions in the City of Hume and surrounds. Fifty young people also participated in after-school football sessions, with 31 participants registering with their local football club for the 2018 season. Five young people completed leadership training and Football Federation Victoria coaching accreditation, and youth 'Community Champions' have been recognised as leaders in their community through co-delivering sessions to students at local schools.

Young people reported that they have met a new and wide range of people through participating in the different football programs, and families have found that being members of a local football club has made them feel more a part of their local community.

CMY continued to utilise sport to transition newly-arrived young people into employment, education and training pathways. Over 160 young people participated in regular weekly sessions in basketball and swimming, and a one-off session focused on beach safety.

Thirty young people were referred to partner organisations for further support around their employment, education and training pathways, while 10 young people were referred to local sports clubs. Participants reported wider social networks through participating in the regular sport programs. They developed greater understanding of employment, education and training pathways, and demonstrated progression through these pathways.

Community connections

CMY grew its networks and collaborations in the South East and West of Melbourne to offer culturally appropriate support for Pasifika youth through direct program delivery, collaboration and secondary consult. Demand from schools saw the team focus on improving school attendance and challenging behaviours, and collaborating with schools to establish a more proactive approach to working with pasifika students at risk of disengagement.

We partnered with schools to address numeracy and literacy issues impacting heavily on students' ability to continue or complete their education. Schools reported improvement in school attendance and behaviour as a result of the program delivery.

CMY partnered with Grace Connections in the South East to design a homework support program with strong parent engagement, to enable parents to better understand their children's learning needs. Relationships with Victoria Police and other government agencies were strengthened to ensure a more holistic approach to service delivery for Pasifika youth. Stronger links were established between Pasifika youth and mainstream services, and the youth sector has improved understanding of Pasifika communities and young people's needs. Our Le Mana (Empower) Pasifika project received additional funding in June 2018 to expand into the City of Greater Dandenong and City of Brimbank in the coming year.

Youth justice & crime prevention

CMY continued to manage the Youth Referral and Independent Persons (YRIPP) program, a 24-hour accessible statewide network of staff and volunteers who safeguard the rights of young people in police custody while offering support to divert them away from the criminal justice system.

The strength of this work lies in our ability to harness community resources to respond effectively to the needs of vulnerable young people. Over 500 highly trained volunteers were uniquely placed as Independent Persons, to assist with the increasing complexities and fast-paced changes of modern policing practices.

In the past year, 3,232 young people (aged 10-18 years) were supported at 106 police stations throughout Victoria. An incredible 8,674 hours of volunteer time was utilised to support young people. Our Independent Persons referred young people to relevant support services or provided them with information for self-referral, and supported them to access legal advice. With the valuable contribution of our volunteers, this work continued to build and strengthen bonds between young people and communities to make Victoria safer.

Commencing in 2017, the Change It Up program delivered wraparound case management support to young people in Wyndham who have been engaged in high impact crime. The aim was to reduce the rate, severity and frequency of offending; enable young people to make an effective transition to adulthood; and develop young people's capacity to participate fully in society. We delivered intensive case management support to 12 young people in Wyndham in the first year of the program.



Image courtesy: ChipShots / Ballarat Youth Services

Celebrating cultural diversity with youth-led Rock the Block culture fest

CMY's regional presence is focused on supporting young people in regional areas settle well and feel connected to their local community by strengthening participation in school, work, family and community. In 2018, our Ballarat team, partners and young people pulled off yet another blockbuster event. Rock the Block Culture Fest was a youth-led festival that celebrated Ballarat's rich cultural diversity. Hundreds of attendees gathered at Federation University's SMB Campus for the inaugural street party, held as part of Harmony Week 2018.

Vanessa Amedgnato, CMY Youth Advisory Group member and one of the young people on the organising committee, said "What's great about this project is that it has drawn from all our cultures and ideas." The event featured vibrant performances from Indigenous Hip Hop Projects, Ghanaian musician Bortier Okoe, and local talent blues guitarist Rhiannon Simpson, young rap artist EMBE and nine-piece soul & funk band Butterfunkt. Special thanks to all of our partners and event sponsors: City of Ballarat, Federation University, Headspace Ballarat, Highlands LLEN, Ballarat Grammar School, Ballarat Regional Multicultural Council and Evolve Partners, plus in-kind support from Central Highlands Water, Bank of Melbourne, Best of Ballarat and Show Biz.



MY JOURNEY

350 +

SCHOOLS AND COMMUNITY ORGANISATIONS SUPPORTED TO RUN OUT-OF-SCHOOL-HOURS LEARNING SUPPORT PROGRAMS



TUTORS, SCHOOL STAFF & CLUB COORDINATORS TRAINED



YOUNG PEOPLE SUPPORTED IN THEIR EMPLOYMENT PATHWAYS

129

VOLUNTEERS RECRUITED, TRAINED AND MANAGED TO SUPPORT



200 +

NEWLY ARRIVED YP AT 20 SITES ACROSS MELBOURNE



Young people are empowered to access opportunities

Engaging in education

Celebrating its 10-year anniversary in 2018, our Learning Beyond the Bell program built the capacity of schools and community organisations to support students of refugee and migrant backgrounds to improve their educational achievements, wellbeing and engagement in their learning. In 2017-18, we provided training to 585 tutors, 276 school staff, and 75 co-ordinators. Our team supported 22 new clubs to be established in rural and growth corridor areas, provided advice to 179 clubs, and delivered intensive support to 68 clubs.

CMY's education team developed new training modules on anti-bias education – constructive discussions about racism and discrimination in the classroom, supporting students with English as an Additional Language (EAL) in mathematics, and positive behaviour management for out-of-school-hours learning support programs. We developed and launched a new online training resource for tutors: *Refugee Journeys into Victorian Schools*, which has already been accessed by over 580 users. We also translated the Map of the Victorian Education System into 13 additional languages.

The Refugee Education Support Program (RESP) provided intensive support to 70 schools across 10 regional clusters. We brokered 65 partnerships between schools and community organisations, and established 69 out-of-school-hours learning support programs. New school clusters were established in Melton, Caroline Springs, Cranbourne/Clyde, Craigieburn and Geelong. We also delivered 50 professional development sessions for school staff.

Students involved in RESP reported increased confidence in asking for help in class, increasing language skills and social skills. Schools noted the program had improved their capacity to plan and respond to the needs of students from refugee backgrounds. Families felt more engaged in students learning, and more able to connect with the school community.

In June 2018, CMY received further funding from the Department of Education and Training to design and deliver a pilot program to combat racism in schools. Working with six schools, the CurioUS project aimed to build a school-wide culture of respect, supporting the development of skills, capacity and resources of the school community to value the diversity within it. It also developed the leadership capacity of students to challenge racism, racial discrimination and bullying when it occurs.

CMY also delivered school specific mentoring programs for young people from African and Pasifika backgrounds who were at risk of dis-engagement from education and community. In 2017-18, we ran group mentoring programs in two secondary schools in Melbourne's North West with plans for a third school in the South East to be delivered in the second half of 2018. The focus of the group sessions was on cultural values and wellbeing, and strengthening cultural identity. Students co-created the content of the mentoring sessions by identifying topics they wanted to explore, with specialist guest mentors invited to share and support young people.



2017 MY Education Award winners with the Minister for Education, James Merlino. Image credit: Stewart Donn

Celebrating 10 years of Learning Beyond the Bell

In 2018, we celebrated the tenth year of our Learning Beyond the Bell program. Since its inception, CMY has supported the establishment of more than 671 out-of-school-hours learning support programs in Victoria, in school and community settings.

In the time the program has been running, CMY's project officers have provided tailored advice and support to coordinators and school staff in areas such as program start-up, coordinator training, child safety, identifying program needs, improvement plans, monitoring and evaluation, and partnership development.

Supporting young people on their settlement journey

Ucan2 volunteers supported over 200 newly-arrived young people (16-24 years) from refugee or migrant backgrounds. We recruited, trained, supported and managed 129 volunteers at 20 sites across Melbourne in 2017-18. Our volunteers shared their individual work, study and life experiences in Australia, encouraged English language development and offered support, friendship and positive role models to young people in an accepting and non-judgemental way.

We continued to deliver sport sessions to increase participation in community-based sporting activities among newly-arrived young people from refugee backgrounds. Since this component of the program was introduced in 2016, more than 600 young people have engaged in sports taster sessions, local competitions and events. Thirty-one young people have undertaken sport-related training or leadership programs, including coaching or umpiring courses, and have been linked to a potential employment outcome in sport.

Creating pathways into business & employment

In 2017, we ran a business generation project empowering emerging entrepreneurs in Melbourne's western growth corridor to develop business ideas in a peer-learning environment. Eighteen Wyndham residents from eight different cultural backgrounds took part, with 25 mentors and local business experts volunteering to share their journey and knowledge with participants. As a result of their support, 16 business plans were completed. The program culminated in a graduation event attended by over 80 people, where participants pitched their business ideas to local community members, council representatives, mentors, family and friends.

In the first half of 2018, we held six community events with nearly 100 participants from across Wyndham. We discussed business ideas and developed capacity, with masterclasses in marketing and finance. Following the event series, we commenced a new business startup intensive with 22 enterprising local residents.

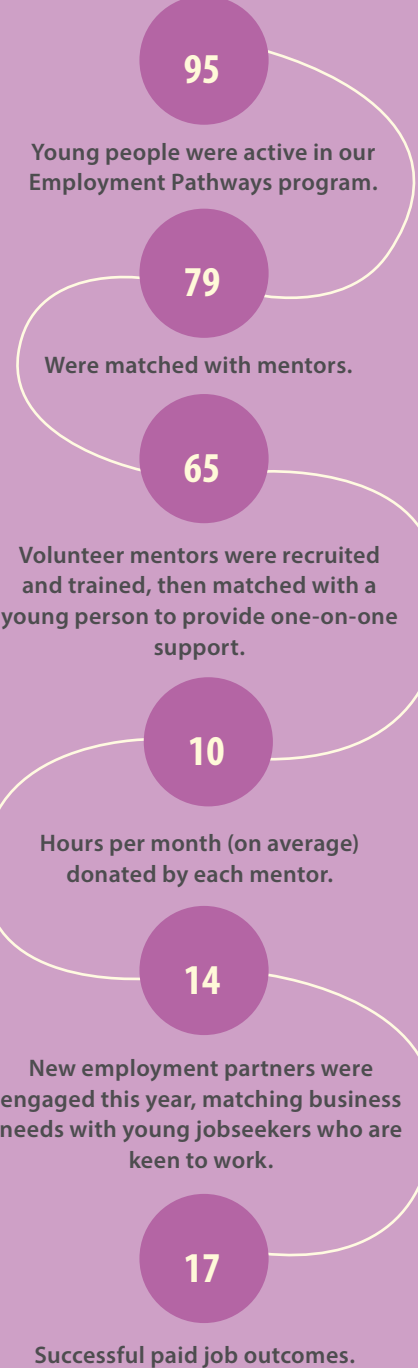
2018 marked the third and final year of this community-based employment generation project pilot, which was developed in partnership with Wyndham City Council and the Scanlon Foundation.

In 2017-2018, our Employment Pathways program provided tailored support to 95 young people from refugee and migrant backgrounds who were experiencing barriers to work.

Unemployment is one of the biggest challenges faced by youth. One quarter of Australia's youth are from a refugee or migrant background. Finding work is often a top priority, however for this group, accessing the labour market can be particularly challenging. Barriers include language difficulties, a lack of work experience, limited connections beyond their immediate community, unfamiliarity with the Australian workplace, and discrimination.

CMY's Employment Pathways program was designed in response to these challenges. Employment not only enables young people to achieve economic security, but also contributes to building a positive sense of identity and belonging. CMY recruited and trained 65 new volunteer mentors with professional Australian work experience, matching them to young people to provide one-on-one support. The mentors' role was integral in preparing young people for employment, as well as supporting them as they adjusted to a new workplace.

In addition to working with young people experiencing barriers to finding work, we partnered with 14 employers who were eager to provide a life-changing opportunity to a young person, and were passionate about building an inclusive and diverse workforce.



“It helps you build those networks and the confidence to put yourself out there.”
– Beza

Building career networks and confidence

Beza is a 23-year-old Psychology student and volunteer care-giver for people with disabilities. A proud Ethiopian Australian, she plans to work in health services and help people. Beza is one of almost 100 young people who CMY supported in 2017-2018 to overcome barriers to employment.

“Some young people just don’t have the information they need to succeed. They have no networks or contacts to get information from either,” Beza says.

With support from the CMY team and the volunteer mentor she was matched with, Beza was successful in landing a work placement opportunity with Moonee Valley Local Learning Network. She worked as an administration assistant and got a feel for how a workplace functions in Australia.

“It is very helpful to know that you have support and people on your side,” says Beza about her experience of the program. “It really boosted my confidence.”

Beza recommends the program to other young people who want to move forward in their career, saying “it helps you build those networks and the confidence to put yourself out there.”

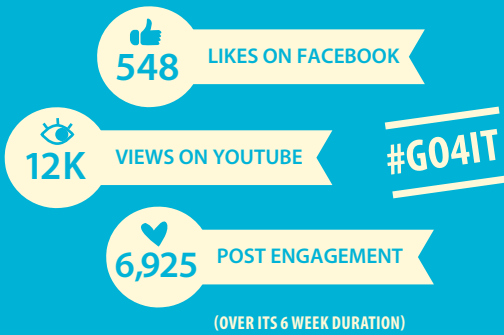


Beza on work placement at Moonee Valley Local Learning Network.

MY VOICE



YOUTH-LED SOCIAL MEDIA CAMPAIGN ACHIEVED:



Young people are understood, accurately represented and influential

Amplifying youth voices

Through our public speakers agency Shout Out, we trained and nurtured young people from migrant and refugee backgrounds to share their stories and perspectives with a wider audience. Throughout the year, 20 Shout Out speakers delivered 115 presentations to over 6,000 people – an increase of 18.5% in the number of presentations delivered in the previous year.

Shout Out speakers were booked for events in a variety of settings, including schools, local government, settlement services, non-profit and community organisations. Almost 90% of organisations agreed or strongly agreed that a Shout Out speaker added value to their event. The majority (over 80%) agreed that the presentation provided the audience with new knowledge or understanding of the experiences of young people from refugee or migrant backgrounds, and that they would recommend Shout Out to others.

“Rave reviews from all. Most memorable part of our event.”
– Event organiser

Building capacity of a new generation of changemakers

CMY designed and delivered leadership training and capacity building to young people from refugee and migrant backgrounds in various school and community settings. Nine training workshops were delivered across Melbourne and regional Victoria, with 125 young participants. Topics covered included Leadership, Working with Others, Project Management, and Advocacy. The majority of participants who attended the workshops (85%) reported high satisfaction with the workshop content, as well as improved leadership capacities. The feedback indicated that participants were able to leave the training with practical skills and increased confidence in their own leadership abilities.

“Talking about our challenges and how we overcame them impacted me a lot. I was given the opportunity to share something really personal that ended up being some sort of inspiration to the people around me.”
– Workshop participant

Creating leadership opportunities

A new training program was designed for Victorian Youth Week in 2018, to build the leadership capacities of young, multicultural women and to facilitate a dialogue about racism, discrimination and self-image. In the first stage of the program, three young women from multicultural backgrounds were recruited as Planning Committee Members to help plan and develop the two-day leadership program. The second stage saw the Planning Committee Members co-facilitate the program. The program left young women equipped with the necessary tools and knowledge to help combat racism and discrimination. Resoundingly, all 13 participants said they created meaningful bonds, the content was relevant and engaging, and the program left them feeling inspired and empowered – leading to an increased confidence in taking up leadership opportunities in future.

“The storytelling and sharing and learning about others’ values and experiences was empowering ... I feel like I have improved and changed as a person in the last two days.” – Program participant

“Planning the program definitely gave me a deeper understanding of how to collaborate with other like-minded women and follow through more consistently. Facilitating Day One had a great impact on me, I wasn’t expecting there to be so much dialogue and trust in the room. It felt easy and rewarding to be in the space.” – Planning Committee Member



Our Youth Advisory Group (YAG) represents multicultural youth of Victoria, ensuring the diverse voices of young people are heard and included in our response to issues they face. With 33 active members across Carlton, Ballarat and Gippsland, and more than 30 cultural backgrounds represented, the YAG informs the planning, development and delivery of CMY's programs and services. The young people are engaged to share their opinions and insights on everything we do – making sure our work is appropriate and relevant for the young people we strive to support and empower. The CMY Board, management team and staff are truly grateful for the contributions made by our YAG members this year.



Highlights for 2017-18:

- Submitted a team to successfully participate in the Victorian Youth Parliament 2018, their Bill 'Fostering Respectful Relationships' passed in the Legislative Assembly and will now go to the relevant Ministers' portfolio.
- Advised on the development of CMY's Youth Work Framework.
- Contributed to Youth Participation Working Group at CMY.
- Represented CMY at the Engage launch with Minister for Youth Affairs, Jenny Mikakos.
- Contributed to panel discussions, forums, consultations around the new 'Youth Space' in Gippsland, and generated positive local media stories.
- Curated and delivered the inaugural youth-led Rock the Block Festival in Cultural Diversity week in Ballarat and co-hosted Refugee Week Film Festival.
- Provided input into research topics for CMY policy papers on settlement outcomes.
- Consulted on the Active Citizenship project, Be Seen Be Heard.
- Participated in the Victorian Youth Summit.
- Consulted with Gymnastics Victoria about engaging multicultural communities.
- Consulted on a University of Melbourne PhD study on communication technology and the connection to home, and the impact on belonging and social inclusion.
- Contributed to the consultation for young people on the development of the 2018-2022 national strategies for blood borne viruses (BBV) and sexually transmissible infections (STIs).
- Informed the publication of a factsheet on access to mental health services for multicultural young people, in partnership with CMY and Orygen Youth Health.
- Provided input into various internal and external program development consultations, research and funding submissions, and represented CMY at various external events.



“I will strive to perform acts of active citizenship, to see positive change in my community.” – Program participant

Empowering active citizens

During the first half of 2018, we delivered six introductory workshops on active citizenship to participants across Victoria. In the second phase of the project, we ran a four-day training program on how to use social media to bring about positive change in the community & explored themes of leadership, democracy, community engagement & social media. Participants noted significant increases in their level of understanding of active citizenship, confidence in being active citizens, and feelings of connectedness to other active citizens.

Young leaders build skills to Be Seen. Be Heard

CMY's Be Seen, Be Heard training was developed to increase young people's leadership and advocacy skills, and improve their ability to harness the power of social media to bring about positive change in the community.

Twenty-one participants went through four days of training which saw inspiring guest speakers from prominent social media campaigns and youth-led organisations such as Minus18, Headspace's "Yarn Safe" campaign, YVote, Oaktree, Organise Us and more, share their insights and expertise.

Ten young people were chosen from the pool of participants to work with CMY, the Victorian Electoral Commission and partners, to develop a social media campaign talking about an issue they were passionate about, subsequently, #Go4It was born. In their own words:

"Go4It is a youth-led campaign to inspire young people to pursue their passions. We want to inspire and empower the youth, who have not taken that leap of faith towards their dreams, to go out and #Go4It!"

After four weeks of interviewing, research, production and post-production, the campaign launched to resounding applause on social media. Their campaign #Go4It had a fantastic response, reaching 548 likes on Facebook and attracting over 12,000 video views.

Young people involved in the campaign have gone on to leverage the experience to pursue their dreams. Krushnadevsinh Ravalji, one of the participants, launched his own business called Kano Media, where he designs and facilitates sessions on social media for social change for young people. He was also successful in securing a role as a Democracy Ambassador with the Victorian Electoral Commission.

MY CMY



“Without exaggeration this was the most useful content presented by the most engaging and skilful facilitator that I have attended in memory.”
– Training participant



CMY is a strong partner and recognised leader in working with diverse young people

Developing knowledge and capability to work effectively with multicultural young people

CMY continued to play a significant role in sharing our knowledge and supporting others to work more effectively with young people. We want to ensure that opportunities and services are accessible and appropriate for Victoria's diverse youth population. We do this by offering relevant support and capacity development opportunities to sectors and workers through training, education, information sharing, forums, and advocacy.

As part of this work, CMY delivered 49 training sessions in three key areas:

- Culturally competent youth work;
- Youth migration pathways;
- The National Youth Settlement Framework.

Over 380 workers from across a range of sectors participated in these trainings, building their capacity and knowledge around working with young people from migrant and refugee backgrounds.

“Enjoyable, interactive and relaxed approach in covering fundamentals of knowledge in the field of becoming culturally aware, compassionate, responsive and competent, and confident in the application of strategies.” – Training participant

Increasing the sports sector's capacity to engage diverse young people and their families

We worked closely with State Sporting Associations (SSAs), sports clubs, local government, and Registered Training Organisations, to increase the sector's capability and capacity to engage diverse young people and their families in sports. Participating sports clubs and SSAs reported an increase in participation from CALD young people across a range of activities.

As a result of our work within the sports sector in 2017-18:



Statewide Forums

CMY hosts regular statewide forums for sector workers, researchers and young people to come together, network and discuss relevant topics or challenges faced by young people and how we can better support them. In early 2018, CMY held a statewide forum on the theme of ‘Building youth sport to be welcoming for all – the practical steps to supporting diversity’, which was attended by over 70 people. It showcased the findings of a research partnership between Monash University, Victoria University, AFL, VicHealth and CMY that looked at sport, diversity and inclusion. Participants discussed strategies to ensure better inclusion of all young people.

National Sports Forum

Following on from the success of the inaugural national forum in 2016, CMY was again an integral partner in developing and delivering the 2017 Diversity and Inclusion in Sport Forum. The event, which focused on ‘forward thinking’ in diversity and inclusion in sport, was a sell-out with over 180 participants from across the sporting sector in attendance. Some of the country's top practitioners, policy makers, administrators and academics shared their insights into what works now and what could work in the future to ensure the sporting landscape reflects the multicultural and diverse community we live in.

Policy Papers

Forging futures: How young people settling in Victoria are faring

In this paper, we looked back on the settlement experiences of young Victorians who arrived in Australia in the past five to ten years. Using the National Youth Settlement Framework as a guide to what successful youth settlement looks like, the paper explored a range of indicators to examine the settlement outcomes of young people from refugee and migrant backgrounds in Victoria.

Culturally and Linguistically Diverse Young People and Digital Citizenship: A Pilot Study

This paper explored how young first and second generation Victorians are accessing and using digital technology to engage in social, economic, political and cultural life online. The paper was authored by the University of Melbourne’s Research Unit in Public Cultures and commissioned by CMY.



You can download all our research and policy papers at: cmy.net.au/topic/knowledge-hub



Multicultural Youth Australia Census

This research was funded by the Australian Research Council and was a collaboration between the University of Melbourne, CMY and eight other community organisations and government agencies.

The Multicultural Youth Australia Census was the first nation-wide study of Australia’s multicultural youth. It provided a comprehensive account of how young people from refugee and migrant backgrounds are faring in different spheres of life. A collaboration between the University of Melbourne and eight community organisations and government agencies including CMY, it was conducted in September and October 2017. Nearly 2,000 young people (aged 15-25) from 91 countries took part in the Census. The findings suggested that despite facing numerous challenges, such as discrimination and feelings of unsafety, young people from refugee and migrant backgrounds shared a sense of belonging, hope and participation.

Research Partnerships

Participation versus performance: Managing (dis)ability, gender and cultural diversity in junior sport

The final research report was published at the conclusion of this three-year research project (2014–2017), funded by the Australian Government through the Australian Research Council’s Linkage Projects funding scheme and by the Victorian Health Promotion Foundation (VicHealth). The research was conducted collaboratively by Victoria University, Swinburne University of Technology, Curtin University and Monash University, in partnership with VicHealth, the Australian Football League (AFL) and CMY.



Panel discussion at the MYAN National Conference 2017



CMY is proud to auspice the Multicultural Youth Advocacy Network (MYAN Australia), having nurtured the development of this vibrant national body since 2007. This year saw MYAN Australia continue its role as the national voice on multicultural youth issues, in policy and advocacy, research, sector development, youth leadership and sharing our expertise in policy and programming in the international arena.

MYAN’s first national conference was held in November 2017 in partnership with the University of Melbourne Youth Studies Centre. MYAN partnered with VicHealth and CSRIO Data61 to produce a report on megatrends, *Bright Futures: Spotlight on the wellbeing of young people from refugee and migrant backgrounds*. It also continued its role supporting the Youth Transitions Support (YTS) services through a national Community of Practice, and developed new tools and resources to support a targeted approach in policy and service delivery.

The Youth Ambassadors Network (YAN) was active in a range of settings, engaging with decision-makers at the national level and once again, supporting a young person to participate in the annual UNHCR NGO Consultations in Geneva, Switzerland. MYAN also trialed a combination of strategic communication channels to support and promote the goals and work of MYAN and its partners, creating safe, engaging and informative digital spaces for young people and those who work with them.



Delegates at FUSE National Multicultural Youth Summit 2016

Images courtesy of: MYAN

GOVERNANCE REPORT

Centre for Multicultural Youth ABN: 82 127 444 713

CMY is incorporated under Commonwealth Company Law. It is a public company limited by guarantee with a Constitution setting out legal requirements and the rules under which it must be governed. CMY is also a Tax Concession Charity (TCC) and Public Benevolent Institution (PBI) endorsed as a Deductible Gift Recipient (DGR) under the Income Tax Assessment Act. CMY's accounts are audited externally each year and a copy of the audited accounts is provided to stakeholders within an Annual Report.

CMY currently manages a budget of \$12 million from diverse funding sources, including federal, state and local government and philanthropic foundations. With a team of 120 staff and 870+ volunteers, we deliver programs across metropolitan Melbourne and Victoria through our offices in Ballarat, Carlton, Dandenong, Gippsland, Hoppers Crossing, Shepparton, Sunshine and Narre Warren.

CMY's Board consists of eight directors who are responsible for setting the strategic direction of CMY, reviewing the organisation's strategic process and performance, appointing an auditor, monitoring the organisation's financial position, monitoring its framework for managing risks, appointing the CEO and ensuring compliance with all relevant State and Commonwealth laws.

A mix of board members and senior staff are also members of the finance and audit, human resources and communications sub-committees. These sub-committees report to the Board on a regular basis.

The Board formally delegates responsibility for day-to-day operations to the Chief Executive Officer and executive management team.

RISK MANAGEMENT

CMY's approach to risk is guided by robust and consistently applied risk management criteria, which are reviewed annually alongside an organisational risk register. CMY's risk register is divided into the following sections: people, property and systems, finance, legal, information and partnerships, and knowledge and partnerships. All major programs and projects are subject to a risk assessment based on the approach advocated in AS/NZS ISO 31000:2009.

ETHICAL STANDARDS AND CODE OF CONDUCT

Board members, senior executives and staff are expected to comply with relevant laws and the codes of conduct of relevant professional bodies. All staff are made aware of the YACVIC Code of Conduct, as well as the CMY Child Safety Code of Conduct. These codes guide CMY's approach to dealing with colleagues, clients and other stakeholders.

COMPLAINTS HANDLING

CMY's Complaints Policy outlines the steps towards internal grievance resolution and provides the process for external resolution of grievances should it be required. Clients receive CMY's Client Services Charter which clearly outlines what they can expect from CMY staff and how to provide feedback and lodge complaints.

INDEPENDENT ADVICE

CMY receives pro bono legal support and has access to material and intellectual resources from numerous suppliers, partners, supporters and critical friends.

DIRECTORS INFORMATION



Dr Bulent (Hass) Dellal AO – Chair

Date appointed: 7 September 2007

Executive Director, Australian Multicultural Foundation



Demetrio Zema – Deputy Chair

Date appointed: 1 March 2012

Sub-Committee: Human Resources

Director, Law Squared



Shelin David – Treasurer

Date appointed: 12 December 2016

Sub-Committee: Finance & Audit

Senior Advisor, Nexia Australia



Bao Hoang – Director

Date appointed: 5 December 2017

Sub-Committee: Finance & Audit

CEO & Director, Roll'd Restaurants



Craig Hodges – Director

Date appointed: 13 March 2018

Sub-Committee: Human Resources

Director National Programs, Orygen, The National Centre of Excellence in Youth Mental Health



Jennifer Sharpe – Director

Date appointed: 13 November 2015

Sub-Committee: Communications

Founder/Director, Think HQ



Donato (Don) Smarrelli OAM – Director

Date appointed: 7 September 2007

Sub-Committee: Finance & Audit

Director/Principal, Lawcorp Lawyers



Julia Symons – Director

Date appointed: 13 March 2018

Sub-Committee: Communications

Community Relations Manager, Australia Post



Carmel Guerra OAM – Company Secretary

Date appointed: 7 September 2007

Chief Executive Officer, Centre for Multicultural Youth

FINANCIAL REPORT

The following Financial Statement has been extracted from the full financial report for the year ended 30 June 2018. A copy of the financial report and auditor’s report is available on our website, cmy.net.au.

Statement of Profit or Loss and Other Comprehensive Income

	2018	2017
<i>Revenue*</i>	7,966,575	7,656,099
Other income	4,061,556	2,125,001
Employee benefits expense	(6,897,390)	(5,452,858)
Depreciation and amortisation expense	(13,836)	(11,369)
Repairs and maintenance expense	(9,184)	(4,271)
Utilities expense	(18,159)	(13,995)
Rental expense	(193,446)	(145,459)
Training and welfare expense	(50,375)	(28,637)
Audit, legal and consultancy expense	(234,203)	(181,517)
Other expenses	(2,024,046)	(2,184,641)
SURPLUS FOR THE YEAR	2,587,492	(1,758,353)
Other comprehensive income		
Items that will not be reclassified subsequently to profit or loss	–	–
Items that will be reclassified to profit or loss when specific conditions are met	–	–
Net fair value movements for available for sale financial assets	(7,991)	–
Other comprehensive income for the year, net of tax	(7,991)	–
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	2,579,501	1,758,353

* The amount includes grant funds that have been received and recognised as revenue but have not been expended on the required activity as at 30 June 2018 (Unspent Grant Funds Reserve). These funds have been fully allocated to the programs budget and will be expended in the following year.

Statement of Financial Position

As at 30 June 2018

ASSETS

<i>Current Assets</i>	2018	2017
Cash and cash equivalents	1,827,102	1,066,329
Trade and other receivables	755,095	137,381
Other financial assets	6,051,363	4,667,500
Other assets	199,458	44,565
TOTAL CURRENT ASSETS	8,833,018	5,915,775
<i>Non-Current Assets</i>	\$2018	\$2017
Other financial assets	50,000	–
Property, plant and equipment	94,262	39,181
TOTAL NON-CURRENT ASSETS	144,262	39,181
TOTAL ASSETS	8,977,280	5,954,956

LIABILITIES

<i>Current Liabilities</i>	2018	2017
Trade and other payables	705,597	916,345
Employee benefits	618,037	553,159
Other financial liabilities	1,168,726	638,486
Other liabilities	2,304	–
TOTAL CURRENT LIABILITIES	2,494,664	2,107,990
<i>Non-Current Liabilities</i>	2018	2017
Employee benefits	220,275	164,126
TOTAL NON CURRENT LIABILITIES	220,275	164,126
TOTAL LIABILITIES	2,714,939	2,272,116
NET ASSETS	6,262,341	3,682,840

EQUITY*

Reserves	2,370,507	1,237,917
Retained earnings	3,891,834	2,444,923
TOTAL EQUITY	6,262,341	3,682,840

Statement of Changes in Equity for the year ended 30 June 2018

<u>2018</u>	RETAINED SURPLUSES (\$)	FINANCIAL ASSETS RESERVE (\$)	UNSPENT GRANT FUNDS RESERVE (\$)	TOTAL (\$)
Balance at 1 July 2017	2,444,923	–	1,237,917	3,682,840
Net surplus for the year	2,587,492	–	–	2,587,492
Other comprehensive income				
Net fair value movements for available for sale financial assets	–	(7,991)	–	(7,991)
Transfers to/(from) unspent grant funds reserve	(1,140,581)	–	1,140,581	–
BALANCE AT 30 JUNE 2018	3,891,834	(7,991)	2,378,498	6,262,341

<u>2017</u>	RETAINED SURPLUSES (\$)	FINANCIAL ASSETS RESERVE (\$)	UNSPENT GRANT FUNDS RESERVE (\$)	TOTAL (\$)
Balance at 1 July 2016	1,778,887	–	–	1,778,887
Correction of prior period error	–	–	145,600	145,600
Restated balance at 1 July 2016	1,778,887	–	145,600	1,924,487
Net surplus for the year	1,758,353	–	–	1,758,353
Transfer to/(from) unspent grant funds reserve	(1,092,317)	–	1,092,317	–
BALANCE AT 30 JUNE 2017	2,444,923	–	1,237,917	3,682,840

Statement of Cash Flows for the year ended 30 June 2018

<i>Cash flows from operating activities</i>	2018	2017
Receipts from customers	13,015,427	10,404,919
Payments to suppliers and employees	(10,891,180)	(8,510,908)
Interest received	152,797	122,666
Net cash provided by/(used in) operating activities	2,277,044	2,016,677
<i>Cash flows from investing activities</i>		
Proceeds from sale of plant and equipment	460	–
Proceeds from sale of financial assets	25,194	–
Purchase of property, plant and equipment	(69,861)	(17,577)
Purchase of financial assets	(1,472,065)	(1,537,500)
Net Cash Provided By/(Used In) Investing Activities	(1,516,272)	(1,555,077)
Net increase/(decrease) in cash and cash equivalents held	760,772	461,600
Cash and cash equivalents at beginning of year	1,066,329	604,729
Cash and cash equivalents at end of financial year	1,827,101	1,066,329

DIRECTORS' DECLARATION

The directors of the Company declare that:

- 1

The financial statements and notes are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and:

a

Comply with Australian Accounting Standards – Reduced Disclosure Requirements; and

b

Give a true and fair view of the financial position as at 30 June 2018 and of the performance for the year ended on that date of the Company.
- 2

In the directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors under subdivision 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013.



Bulent Dellal, Director
23 October 2018

INDEPENDENT AUDITOR'S REPORT

Opinion

We have audited the financial report of Centre for Multicultural Youth ("the Centre") which comprises the statement of financial position as at 30 June 2018, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of the Centre is in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 including:

- a

Giving a true and fair view of the Centre's financial position as at 30 June 2018 and of its financial performance and cash flows for the year then ended; and
- b

Complying with Australian Accounting Standards – Reduced Disclosure Requirements and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. 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 Centre in accordance with the auditor independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants ("the

Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the code.

We confirm that the independence declaration required by Division 60 of the Australian Charities and Not-for-profits Commission Act 2012, which has been given to those charged with governance, would be the same terms if given as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The Directors are responsible for the other information. The other information comprises information included in the Centre's Annual Report for the year ended 30 June 2018, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, 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.

If, based on the work we have performed, we conclude that there is a material misstatement of the other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Director for the Financial Report

The directors of the Centre are responsible for the preparation of the financial report that gives a true and fair view in accordance with the Australian Accounting Standards – Reduced Disclosure Requirements and the Australian Charities and Not-for-profits Commission Act 2012 and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Centre'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 management either intend to liquidate the Centre or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

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 the aggregate, they could reasonably be expected to influence the economic decision of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsible to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a 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.
- Obtain an understanding of internal control relevant to the audit 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 Centre's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management.
- Conclude on the appropriateness of the management'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 Centre'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 report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Centre to cease to continue as a going concern.

- 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 communicate with those charged with governance 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.

We also provide the those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

AUDITOR'S INDEPENDENCE DECLARATION

We declare that to the best of our knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit of the financial report of Centre for Multicultural Youth for the year ended 30 June 2018.



HLB Mann Judd
Chartered Accountants



Nick Walker
Partner

Melbourne
23 October 2018

FUNDERS & PARTNERS

Funding partners

CMY has long-standing partnerships with a number of State and Federal Government departments.

In recent years, we have forged relationships with key philanthropic foundations.

We would like to thank all of our funding partners for their continued commitment to improving the lives of multicultural young people in Victoria.

Victorian Government

Department of Education and Training
Department of Health and Human Services
Office for Youth
Sport and Recreation Victoria
Youth Justice
Department of Justice and Regulation
Victorian Multicultural Commission
Victorian Electoral Commission

Australian Government

Department of Home Affairs
Department of Social Services

Philanthropic Foundations

The Antipodean Family Foundation
6A Foundation
Australian Communities Foundation
Bennelong Foundation
Gandel Philanthropy
Reichstein Foundation
Grace & Emilio Foundation
Lord Mayor's Charitable Foundation
Newsboys Foundation
Portland House Foundation
The RE Ross Trust
Scanlon Foundation
The William Buckland Foundation

Partners and supporters

CMY's success is built on our ability to forge strong partnerships. We collaborate with hundreds of partners from across the youth sector, multicultural and community sectors, local government, education institutions, justice and policing, sport, and the private sector.

Our supporters and partners are as diverse as the young people we work with, and we would not be able to achieve what we do without their commitment, openness, and belief.

We thank all of our partners and supporters for their ongoing contributions to our work.



2017-2018 Programs	Description	Funder	LGA
MY Community			
Complex Case Support (CCS) and Specialist Intensive Services (SIS)	Support young people and their families through assessments of highly complex needs and a detailed case plan.	Department of Social Services, AMES	All regions
Le Mana (Empower) Pasifika Project	Culturally-based support for Pasifika youth through direct program delivery, collaboration and secondary consult.	Office for Youth, DHHS	Casey, Wyndham
Reconnect	Work with refugee and refugee-like young people aged between 12 and 21 and their families who have arrived in the last five years to reduce the risk of homelessness.	Department of Social Services	Casey, Dandenong, Hume, Brimbank, Wyndham, Mooney Valley
Regional Presence Program (Ballarat and Gippsland)	Supporting young people in regional areas to settle well and feel connected to their local community by strengthening participation to work, school, family and community.	Office for Youth, DHHS	Ballarat and region, Latrobe City, Baw Baw Shire, Bass Coast Shire, South Gippsland, Wellington, East Gippsland
South Sudanese Youth and Family Program	Early intervention support to South Sudanese Australian youth people, families and community, in particular around engagement with mainstream support services.	Office for Youth, DHHS	Wyndham, Brimbank
Unaccompanied Humanitarian Minors (UHM) Programme	Provides housing and support for Unaccompanied Humanitarian Minors (UHM) who have arrived, for the most part, through Australia's onshore refugee programme.	Department of Home Affairs	South East and North West metropolitan regions, Ballarat
Welcome Football	Supporting resettled Syrian and Iraqi families through the universal language of football.	Bennelong Foundation, Newsboys Foundation, Grace and Emilio Foundation, Australian Communities Foundation, Antipodean Foundation, 6A Foundation	Hume and surrounds
Wyndham Youth Crime Prevention Program (Change it Up)	Delivering wraparound case management support to young people in Wyndham who have been engaged in high impact crime.	Department of Justice and Regulation	Wyndham
African Cultural Program in Youth Justice precincts	Delivering sport-based cultural support to African Australian young people in the Youth Justice precincts.	Department of Health & Human Services	Parkville & Malmsbury Youth Justice precincts
Youth Referrals and Independent Persons Program (YRIPP)	A 24-hour accessible statewide network of staff and volunteers whose primary aim is to safeguard the rights of young persons in police custody whilst seizing that opportunity to divert them from further contact with the criminal justice system.	Department of Justice & Regulation, Victoria Police	Statewide
Youth Transitions	Engaging 15-25 year old newly-arrived young people through sport to support their employment, education and training pathways.	Sub-contracted by Brotherhood of St Laurence	Hume
MY Journey			
Combatting Racism (CurioUS)	Building a schoolwide culture of respect and supporting the development of skills, capacity and resources of the school community to address racism.	Department of Education and Training	South East and West metropolitan regions
Enterprising Wyndham	A business startup intensive that empowers emerging entrepreneurs in Melbourne's west to develop business ideas in a peer learning environment.	The Scanlon Foundation	Wyndham

2017-2018 Programs	Description	Funder	LGA
Learning Beyond the Bell (LBB)	Building the capacity of schools and community organisations to support students from refugee and migrant backgrounds to improve their educational achievements, wellbeing and engagement in their learning.	Department of Education and Training	Statewide
MY Mentoring	Delivering best practice and culturally specific mentoring programs for young people from African and Pasifika backgrounds who are at risk of disengagement from school, education and community.	Department of Education and Training	South East and North West metropolitan regions
Pathways	Supporting young people from refugee and migrant backgrounds to find employment by partnering them with mentors who have professional Australian work experience and linking them to employers.	Lord Mayor's Charitable Foundation, Myer Foundation, RE Ross Trust, Australian Communities Foundation, William Buckland Foundation	North West
Refugee Education Support Program (RESP)	Supporting the capacity of schools in Victoria to be responsive to the learning and wellbeing outcomes of students of refugee backgrounds.	Department of Education and Training	Caroline Springs, Melton, Cranbourne/Clyde, Craigieburn, Geelong, Epping/Lalor, Werribee, Tarneit, Shepparton
Ucan2	Delivering an integrated approach to the education and broader settlement needs of young people from refugee backgrounds with a focus on transitions to work.	Department of Social Services	Metropolitan Melbourne
MY Voice			
Be Seen Be Heard	Promoting the importance of, and strategies of being, Active Citizens in our communities.	Victorian Electoral Commission	Statewide
Settle Smart	A leadership project that connects young people and empowers those who are newly-arrived to Australia.	Department of Social Services	Metropolitan Melbourne
Shout Out	A public speakers agency that trains and nurtures young people from migrant and refugee backgrounds to share their stories and perspectives with a wider audience.	CMY	Statewide
Aspire to Lead	Developing leadership skills through a series of challenges framed in three broad phases: student and family; school; and, community.	Department of Social Services	Casey
MY CMY			
Game Plan	Working with local sporting clubs to increase their capability and capacity to engage diverse young people and their families into sporting opportunities.	Sport and Recreation Victoria, DHHS	Darebin, Whittlesea, Hume Dandenong, Casey, Baw Baw, Latrobe Valley, Wyndham,
Sector Training	Providing training and intensive support to organisations working with young people to improve skills and capacity of individual workers and improve planning and delivery of services.	Office for Youth, DHHS Department of Social Services	Statewide
Policy	We partner with young people, researchers and decision makers, to inform the design of our programs, and respond to Government Inquiries on a range of issues.	Office for Youth, DHHS Department of Social Services	National
Research & Advocacy	Our research and advocacy work helps to inform and influence policy development at all levels and ensure young peoples voices are heard.	Various	National

Get Involved



PARTICIPATE – if you are a young person needing support or looking for an opportunity to make a difference, contact us about our current programs.



VOLUNTEER – we have programs that recruit volunteers across Victoria. Check out cmy.net.au for details.



ENGAGE – we provide training, consultancy, events and resources that support individuals and organisations to develop their skills and knowledge in working with young people.



PARTNER – we partner with a wide range of agencies, community groups and organisations to deliver impactful programs across Victoria.



INVEST – we are seeking investors to help grow our impact. Contact us to see how your investment could help.



DISCOVER – to find out more about all of these opportunities visit cmy.net.au



CONNECT – subscribe to one of our newsletters or connect with us on Facebook, Twitter, Vimeo, Instagram or LinkedIn.



facebook.com/likeCMY



twitter.com/talktoCMY



centre.for.multicultural.youth



au.linkedin.com/company/centre-for-multicultural-youth



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