

## Who we are

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

## Vision

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

## Mission

CMY supports young people to build better lives in Australia.

## 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.

## Contact us

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cmy.net.au

facebook.com/likeCMY

@centre.for.multicultural.youth

twitter.com/talktoCMY

Images: Harjono Djoyobisono

## Who we work with

**The young people we work with tell us they prefer not to be defined by labels. It is important however, to explain that most of our work focuses on young people from migrant and refugee backgrounds, aged 12-25 years old.**

We have a focus on newly-arrived young people and those who experience disadvantage as they build their lives in Australia.

In this plan, the term 'young people' refers to those from first or second generation migrant and refugee backgrounds.

## How we work

**We have a strong track record in initiatives that improve outcomes for young people.**

**Each year, CMY:**

- Works directly with young people through one-on-one support and group programs.
- Creates leadership and participation opportunities for young people.
- Supports others to work more effectively with young people.
- Undertakes research and advocates for young people at local, state and national levels.

## Why we matter

**We are the essential bridge between mainstream support services and multicultural communities.**

By sharing knowledge and providing direct assistance, we ensure that opportunities and services are accessible and appropriate for Victoria's diverse youth population.

## Focus for the future

**We have set ourselves some long-term goals. 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



## My Community

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

### CMY will work to:

- Strengthen connection of young people to family, culture, peers and other Australians.
- Increase participation in community life.
- Reduce involvement of young people in the justice system and protect the rights of young people.
- Reduce prevalence and impact of family violence on and by young people.
- Reduce racism and discrimination.

### Through:

- Specialist case management
- Youth-led programs
- Formal and informal sport and recreation
- Increasing capability of organisations and services
- Volunteer support
- Research and advocacy.



## My Journey

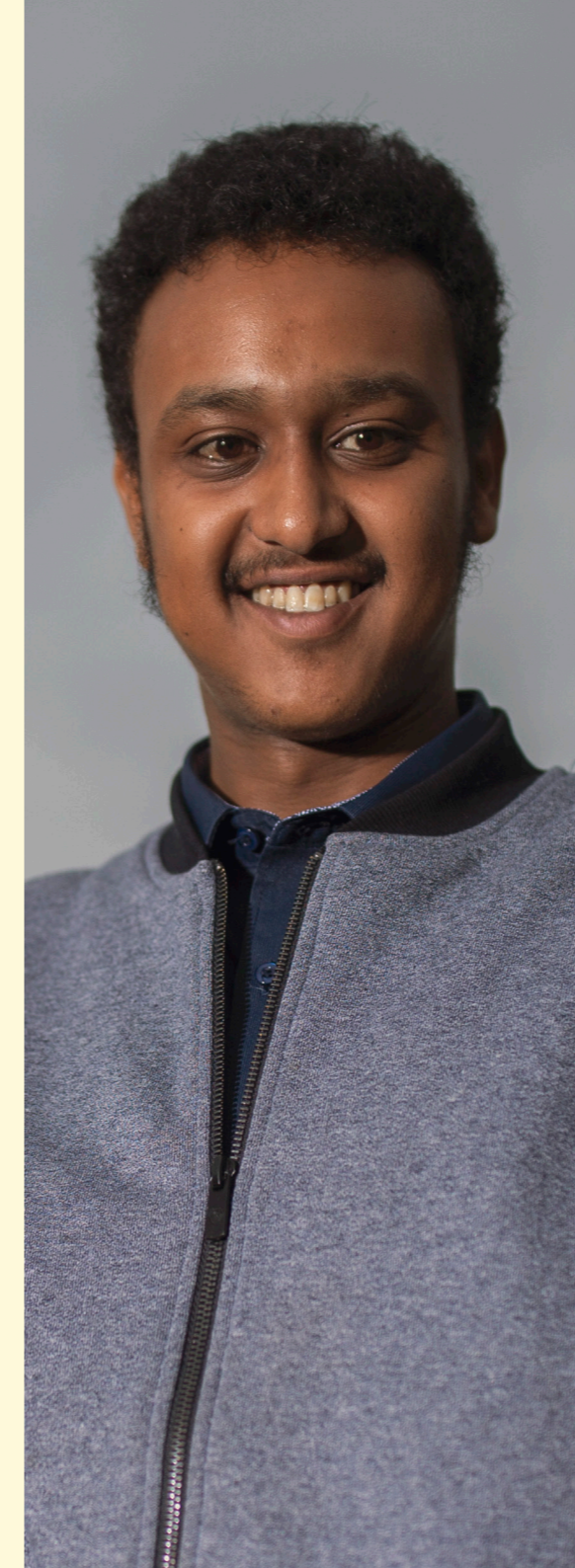
**Young people are empowered to access opportunities and actively shape their own futures.**

### CMY will work to:

- Strengthen young people's outcomes in education.
- Strengthen young people's transition into further education and training.
- Increase employment opportunities.
- Increase young people's confidence and access to useful information and diverse connections and networks.

### Through:

- Increasing capability of schools and out of school learning programs
- Mentoring
- Employer partnerships
- Enterprise development
- Research and advocacy.



## My Voice

**Young people are understood, accurately represented and influential.**

### CMY will work to:

- Increase the opportunities for young people to develop as leaders and active citizens.
- Increase accurate and positive portrayals of young people and raise awareness of the issues facing young people and their aspirations.
- Strengthen skills and create opportunities for young people to speak out for themselves.
- Strengthen involvement of young people in CMY.

### Through:

- Leadership programs and skills development
- Youth-led programs
- Peer mentors
- Public Speaking Bureau
- Communications campaigns
- Youth Advisory Groups
- Youth engagement in research and advocacy.



## My CMY

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

### CMY will work to:

- Enhance organisational governance and management.
- Build IT and digital capacity and capability.
- Strengthen our financial position.
- Build the capability of staff and volunteers and support the development of a diverse workforce.
- Measure impact and effectiveness.
- Strengthen role and reputation as a knowledge leader and share CMY approach and knowledge internationally.

### Through:

- Board, management and systems development
- Digital approach
- Financial planning
- Evaluation and monitoring
- Research and advocacy
- Recruit, retain and develop a highly-skilled paid and volunteer workforce.