



# Annual Report

2018 – 2019

# 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 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.



## 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.



**Photo credit:** Harjono Djoyobisono.

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## Child Safety statement

CMY is committed to being a child safe organisation, and to ensuring young people's voices are heard and influential in decisions that affect their lives. We hold the care, safety and wellbeing of children and young people as our central and fundamental responsibility.



## Acknowledgement of Country

We acknowledge the Traditional Owners on whose Country we are based. We pay respect to their Elders past, present and emerging, and acknowledge their continuing connection to land, sea and community. We extend this respect to Traditional Owners throughout Victoria where we live, work and play.

# A Message from the Chair & CEO

In our 30th year, we have so much to be proud of.

We continue to see great potential in the young people coming through our programs and we are inspired by the contributions they make to help others who are experiencing similar challenges as they navigate life in Victoria. Our alumni are an amazing group of young people having an impact across the community.

This year, we continued to work closely with communities to understand, identify and respond to the complex needs of young people and their families. We launched two Community Support Groups in partnership with South Sudanese communities in Dandenong and Melton. This model offers a coordinated, community-led approach to enhance youth and community engagement, and has already made a significant impact with over 1,000 clients accessing a variety of support services. The program and its staff are an important bridge for the South Sudanese community to the Victorian service system.

Our Le Mana (Empower) Pasifika Project expanded its reach, a testament to our team's dedication to building a strong sense of connection and belonging in Pasifika young people in Victoria. Students, families and schools have all benefited from positive outcomes, with increased self-confidence and strengthened engagement in education. Le Mana has quickly established itself as a trusted adviser and connection point between the community, young people, families, schools and service providers.

The Youth Referral and Independent Persons Program (YRIPP) is an award-winning crime prevention program that has operated for 15 years. The state-wide program utilises trained volunteers to provide welfare support and safeguard the legal rights of young people in police custody. Over 400 volunteers provide direct support to 3,000 young people in police stations and youth justice centres across the state. Over 10,000 hours of volunteer time was contributed this year.

This work is critical in helping young people access services to reduce their likelihood of future contact with the criminal justice system. YRIPP started as a pilot in 15 stations and is now in over 140 police stations across the state. An enormous thank you to the thousands of volunteers across Victoria for your time and dedication to supporting young people since YRIPP began.

Alongside our early intervention work with young people in contact with the justice system, we have advocated strongly for young people in the justice setting. With the release of the Armytage and Ogloff Report into Youth Justice, CMY has played a key role in advising Government on reform measures to ensure the over-representation of young people from South Sudanese background is addressed. CMY called for a range of early intervention and community strengthening measures to divert young people from crime, ensure culturally responsive programs are in place in the justice system and on exiting, and more broadly provide support to young people and their families.

In Ballarat and Gippsland, our regional programs again played a significant role in supporting young people in regional areas to settle well and feel connected to their local community by strengthening participation in work, school, family and community.

Sport has continued to be a powerful tool for social cohesion and community engagement. Through Welcome Football, Women's Sports Hub and Game Changers, we developed the leadership capabilities of young people while strengthening connections with local sporting clubs to increase participation, particularly of women and girls from multicultural backgrounds. At a national level, CMY was again a key player in delivering the hugely successful National Diversity and Inclusion in Sport Forum.

Our Employment Empowers program created life-changing opportunities for young jobseekers, with 130 young people securing paid employment with the support and guidance of their volunteer mentors. We also grew our private sector engagement, attracting 10 new employer partnerships through a new business engagement strategy.

We were delighted to see the Multicultural Youth Advocacy Network (MYAN Australia) refunded for a further three years, demonstrating its unique value as the national peak body representing the rights and interests of young people from refugee and migrant backgrounds.

Over the past year, CMY has partnered with over 65 organisations and delivered training in culturally responsive practice to more than 400 individuals, to build the capability of an increasingly diverse range of stakeholders who are invested in responding to the challenges faced by young people. Through this work, we continued to share our knowledge and expertise to facilitate the knowledge, skills and confidence of the sectors to engage effectively with multicultural youth.

On behalf of the Board, we thank Carmel for her outstanding leadership and commitment to CMY and to the sector.

We would like to acknowledge our fellow Directors, and thank them for their ongoing support and dedication to overseeing the Governance of CMY.

We extend our appreciation to all of our committed supporters and funders, for making our work possible this year.

Finally, to our volunteers and staff, we are incredibly grateful for the role each and every one of you plays in ensuring young people from migrant and refugee backgrounds have every opportunity to reach and exceed their potential.



Bulent (Hass) Dellal  
AO – Chair



Carmel Guerra  
OAM – CEO



# OUR

## IMPACT

### 2018-2019

# 400+

Pasifika youth engaged  
through in-school programs

# 500+

young people engaged  
in leadership programs



# 415 + 65

individuals

organisations

took part in CMY trainings  
in cultural competence  
and youth settlement



# 130



young people secured paid jobs  
through our employment program

# 207



sport sessions delivered to  
newly-arrived young people

# 3,000+

young people supported at  
Victorian police stations

# 50+

in-school support group  
sessions were delivered  
in regional settings



# 120

out-of-school-hours learning  
support programs received  
intensive support from CMY's  
education team



# Our People

The skills and experience of our team enable us to work effectively with young people from diverse backgrounds.

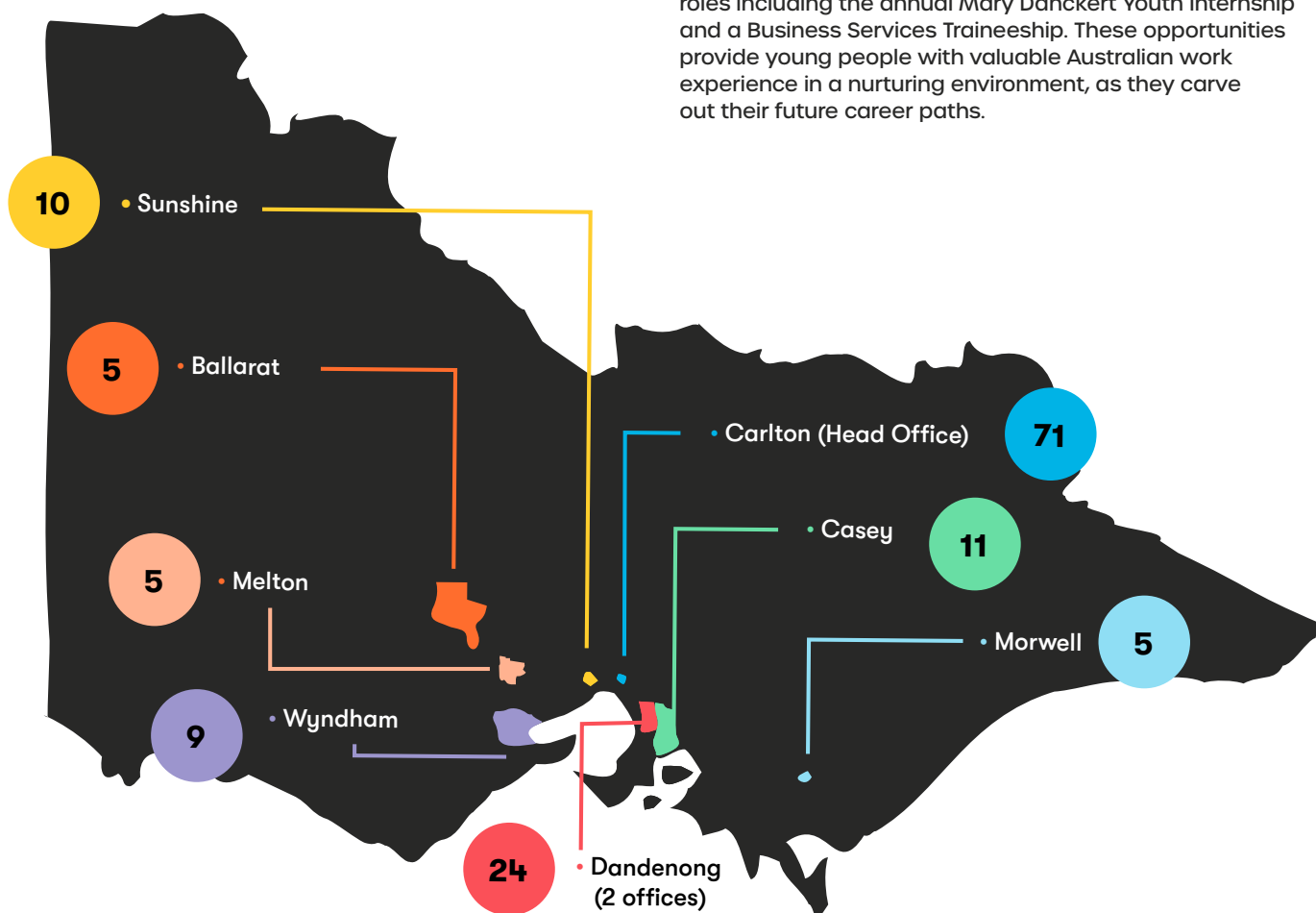
## CMY at a glance

- Number of staff: **142** (including casuals)
- Countries of birth of staff: **30**
- Cultural backgrounds identified: **45**
- Locations: **9**

CMY staff are trained in Culturally Responsive Practice and Child Safety, and are committed to providing a safe and welcoming space for young people.

One of CMY's greatest strengths lies in our people. The skill, passion and dedication our staff bring to their work means that young people from diverse backgrounds are supported and empowered to thrive in Victoria. Our team enables us to build strong partnerships with a diverse range of stakeholders and together, we strive to create positive change in the lives of young people from migrant and refugee backgrounds.

We're committed to providing youth employment opportunities at CMY, and offer a variety of entry-level roles including the annual Mary Danckert Youth Internship and a Business Services Traineeship. These opportunities provide young people with valuable Australian work experience in a nurturing environment, as they carve out their future career paths.





*“For those who have been lucky enough to work with Susan, you will know how passionate she is about young people, and how hopeful she is for their future.”*

Linden Smith, YRIPP Team Leader

## Susan Hillman Stolz

Susan Hillman Stolz worked in the YRIPP program for 11 years before retiring in 2019. As the Regional Officer for the East Metro and Inner City region, Susan supported and managed volunteer Independent Persons (IP), both individually and as a whole.

Susan has been instrumental in YRIPP’s growth over the years. Her expertise allowed her to develop policies and procedures, rollout the program to police stations and maintain positive relationships with police and referral agencies. She has also trained and supported volunteers and maintained volunteer engagement, and her overall contribution to the team and program has been immeasurable.

“What kept me motivated, was knowing the importance of the role of the IP in supporting young people at a very vulnerable time in their lives and the possibility that the IP could be an agent of change for the young person’s future. In addition, I valued working in a program that had the potential to bring about systemic change for young people coming through the criminal justice system,” Susan says.

Susan has read over an estimated 7,000 YRIPP interview reports in her time with the program, she has helped to train close to 350 new volunteers for her region, she has fielded 1,018 referrals for young people in her region.

Linden Smith, YRIPP Team Leader says, “I was able to see the incredible way she knew, and supported, her volunteers. For those who have been lucky enough to work with Susan, you will know how passionate she is about young people, and how hopeful she is for their future.”



## Top 3 take aways from working at CMY?

- The opportunity and privilege of working with a culturally diverse team who share the same values.
- It’s a workplace where the CEO is accessible
- Team meetings can be fun and productive!

## Why work at CMY?

Variety of positions (program managers, policy makers, program developers, admin, communications, IT workers, finance & direct service provision) that are all centred around meeting the needs of & improving the lives of young people, particularly those new to Australia. Working in an environment where diversity and young people are celebrated.

# How volunteers support our work



We extend our heartfelt thanks to all of the volunteers who have generously contributed their time, energy, skills and passion to positively impact the lives of newly-arrived young people in Australia.

Over 740 dedicated volunteers engaged directly in CMY's programs in 2018-2019. In addition, we provided relevant training to many other volunteers to enhance their capability to effectively support young people from migrant and refugee backgrounds.

## Some of the ways our volunteers contributed to our work included:

- Professional mentors supporting young people on their employment journey
- Peer facilitators to deliver a range of sessions for newly-arrived young people
- Independent persons providing support to young people in police custody
- Young people participating in our Youth Advisory Groups.

# 744

volunteers recruited,  
trained and supported

# 4,700+

young people supported  
by CMY volunteers



# Strategic Focus Areas



In the first year of our Strategic Plan 2018-2022, our work was focused on achieving positive outcomes for young people in four strategic focus areas:

## MY Community

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

## MY Journey

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

## MY Voice

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Young people are understood, accurately represented and influential.

## MY CMY

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

The following pages of this report detail our achievements in each of these focus areas.



# MY Community

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



## OUR PROGRAMS

### The Le Mana (Empower) Pasifika Youth Project

The **Le Mana (Empower) Pasifika Youth Project** provides culturally-based support for Pasifika youth through direct program delivery, collaboration and secondary consult. We delivered in-school programs to over 400 students in 23 schools across four Local Government Areas, with sessions based on creating a clearer sense of identity and aspirations. Many young people were supported in navigating two cultures; one at home and one outside the home. Participants of the program reported increased self-confidence and a greater understanding and appreciation of their Pasifika culture and heritage. All schools reported overall improvement in school engagement and attitude, along with improved engagement with parents. As a result of this work, schools recognised the need to modify their support of Pasifika students and how to raise their aspirations.

A ten-week performing arts and culture program culminated in two cultural performances, in the South East and North West of Melbourne. Nine hundred students were involved in the lead up across the two events. During this period, schools saw increased engagement from students and parents as a result of the program. Over 1,200 parents and carers attended the final performance, which attracted positive feedback from both schools and families.

#### **As a result of the Le Mana team's work in schools:**

- 92% of young people reported they benefited from their involvement in the program
- 75% of schools reported improved classroom attendance and overall behaviour of participants
- 80% of schools reported an increase in parent engagement

## Reducing the risk of homelessness

Through **Reconnect**, our youth workers worked with young people from refugee backgrounds and their families, in a variety of settings, to provide support, case management and advocacy to reduce the risk of homelessness.

The team completed 153 episodes of care with young people and their families, and had continued presence in four high schools across Melbourne.

Young people overwhelmingly reported a positive experience, with 93% feeling better equipped to deal with issues that they sought help with, following their engagement with Reconnect. The team facilitated group sessions on healthy relationships and anti-bullying, early intervention and prevention, building relationships, and parenting. In the South East, CMY also facilitated a forced marriage community of practice with the Department of Health and Human Services.

## Supporting our regional communities

CMY's work in our **Regional Presence Project** in Ballarat and inner Gippsland supports 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 team in **Ballarat** delivered an in-school program in three high schools with regular attendance of 60 students. In addition, we provided targeted support to a number of students who have been at risk of homelessness and who have faced other health and wellbeing issues. The in-school sessions proved successful in promoting social cohesion within schools settings. We also delivered a range of out-of-school-hours programs for young people to develop new skills and increase connections within the community.

CMY was a key supporter and participant in the pilot of the Interkultura community soccer tournament, which brought together 12 community teams who identify as being culturally diverse, and supported them to engage in friendly competition. Together with 50 youth volunteers, we planned and hosted the second youth-led Rock the Block festival as part of Cultural Diversity Week, which attracted over 1,200 attendees. We also delivered the Refugee Week Film Festival in partnership with Ballarat Regional Multicultural Council (BRMC), screening the films *The Merger* and *Hope Road*.

Our inner **Gippsland** team ran a weekly program with students in a local secondary school to assist in addressing bullying issues, breaking down barriers, increasing social inclusion, cultural competency, and raising awareness of issues facing multicultural youth in Gippsland. We delivered sports engagement opportunities, giving young people the chance to get involved with a range of free sporting

activities. Alongside these sessions, 30 different sporting clubs had representatives at our Game Plan forums where they learnt about engaging multicultural young people in sport.

Our regional Youth Advisory Groups provided a forum for regional youth to voice their concerns and advocate for programs to address their and their communities' needs and interests. This in turn assisted us in planning events, programs and future leadership opportunities for young people in regional areas.

## Housing and support for Unaccompanied Humanitarian Minors

The **Unaccompanied Humanitarian Minors (UHM)** program provided housing and support for minors who had arrived through Australia's onshore refugee program. Through intensive, tailored support, the program sought to prepare these vulnerable young people for independence.

In 2018-2019, our UHM casework team provided casework intervention to three clients with highly complex needs to achieve strong outcomes of supported accommodation, involvement in tertiary education, and reduction in risk-taking behaviours. During the year, one of the clients turned 18 and exited the program, demonstrating their capacity to live independently in a private rental and secure employment.

## Youth Justice

In the **Youth Referral and Independent Persons Program (YRIPP)**, we trained over 150 adult volunteers to provide welfare support and safeguard the legal rights of young people in police custody. Our volunteers provided over 10,000 hours of direct support to young people in police stations and youth justice centres across the state. YRIPP staff directly supported and debriefed over 350 volunteers across the state.

In 2018-19, YRIPP supported over 3,000 young people across the state. On each occasion our program ensured the rights of young people in police custody were protected, and were processed correctly in accordance with police policy and the law. We provided crucial support information and referred young people to support agencies nearly 1,000 times. Referrals mean young people can access services to reduce their likelihood of future contact with police and further graduation into the criminal justice system.

YRIPP remains the premier and statewide program for police members to access a suitably trained and impartial Independent Person when a young person is in custody. The program celebrated its fifteenth year in 2019.



*Members of our Dandenong CSG team,  
Jeffah Thabach, Tempest Alphonse and  
Achok Bieth.*

## Strengthening community connections

CMY is the auspice organisation for two South Sudanese **Community Support Groups (CSGs)** in Dandenong/Casey and Melton/Brimbank. The CSG model is a local, community-led approach to strengthen services and support for South Sudanese families; to empower and support young people from these communities; and to intervene early to mitigate against factors that lead to youth disengagement.

Each CSG works with the local community it supports to develop a plan of activities to build individual's and communities' resilience, strengthen families, engage young people in pathways to education, training and employment and support their social and civic participation. Through the monthly local reference group (LRG) meetings, the communities are able to voice issues affecting them and provide advice to the government on how best to address these issues.

A total of 1,057 clients have been supported through CSG case management. We established four after school homework clubs, attended weekly by 120 students. We have engaged over 120 at-risk young people through weekly assertive outreach, and supported 63 young people and families referred through youth justice, correctional services, Victoria Police or community referrals. Our staff assisted 45 community members to gain employment; while supporting the training of 57 people to gain further skills to enhance their employment prospects.

In response to a number of tragic youth suicides in the community, the CSG teams played a crucial role in providing immediate cultural support to the grieving families, and linking families with professional mainstream mental health services to provide ongoing bereavement counselling support. A multi-layered approach involving various services was initiated, which identified a range of approaches including informal support to community members in communal gatherings, mental health awareness training for volunteers, gate keeper training and upskilling of staff.

## Early intervention and crime prevention

CMY delivered a series of early intervention and crime prevention programs in 2018-19.

**Change It Up** delivered intensive case management support to 18 young people in Wyndham identified as engaging in high impact violent crime. The project aimed 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. Case management support provided included the broader aspects of a young person's life, such as social connections, economic participation, wellbeing and resilience, identity, family and community relationships and self-determination.

The **Empower** youth project transitioned to CMY from MiCare in the latter half of the year. The project worked closely with South Sudanese young people aged 12 to 24 and their families, adopting an early intervention approach and typically assisting families to access services and options including school support, assistance with Centrelink, migration matters, and advocacy with services. During 2018-2019, 120 young people across the project were supported to identify their health and wellbeing goals and aspirational plans. As a result of early intervention, the project was able to support young people considered at risk of interacting with the justice system. It has also built key stakeholder relationships to improve capacity to respond to the unique needs of young people.

**Handshake** worked with young people and their families from African or Pasifika backgrounds who were engaging in risk-taking and dangerous behaviour. The program's focus is supporting young people to develop a strengths-based plan towards achieving a greater sense of belonging to their community, stronger cultural pride and increased problem-solving skills. Handshake delivered 57 positive group activities, and commenced case management with three young people.

**Youth Learning Pathways** assisted young people who were involved in, or are at risk of becoming involved in, the criminal justice system to achieve meaningful outcomes in education, employment and training. Thirty young people were referred to the program, with a third of them having commenced either pre non-accredited training, or work related activity. The program has strengthened the support network of young people, allowing them to focus on their career pathways. None of the program participants have engaged or re-engaged in criminal behaviour during this time.

## Engaging newly-arrived young people through sport

**Welcome Football** used the universal language of football to support newly-arrived young people and their families to build connections in their community. The program ran 25 school sessions with 237 students at seven schools, a school holiday program, hosted the Welcome Football Cup and the Welcome Football Festival for Women and Girls. Through the leadership component of the program, 10 new Community Champions completed leadership and coaching training, and took on voluntary facilitation roles within the program.

As a result of the program, 36 young people were supported to register with five local football clubs. Participants reported a greater sense of belonging to their community through being part of football clubs, as well as greater confidence, wider social networks and increased skills. Partner football clubs reported greater numbers of registrations of newly-arrived families and increased confidence in supporting families of migrant and refugee backgrounds. Schools reported greater levels of engagement from students due to Welcome Football school programs.

CMY facilitated the **Women's Sports Hub** in Greater Dandenong and Casey, to remove barriers and create a safe space for young women from migrant and refugee backgrounds to participate in sports. This involved the delivery of 40 weekly soccer sessions; 10 weekly volleyball sessions; and three sports excursions to events both locally and in the City of Melbourne. The program reached 65 young women, who reported they felt more active, empowered and confident in participating in sport in their local community. It also

enhanced community and sports clubs' awareness of inclusive practice, and created a network of sport and community partners in the South East.

The **Youth Transitions Support** program used sport to engage with newly-arrived young people in the City of Hume. Over 100 young people participated in a total of 132 sessions in basketball, swimming and volleyball. In addition to broadening their social networks, participants developed knowledge of, and access to, services to support their education, training and employment pathways. They reported gaining skills and qualifications to increase their employability, such as basketball refereeing qualifications and Life Saving Victoria lifeguard qualifications.

## Promoting diversity and women's leadership in sport

**Game Changers** offered young multicultural women who were passionate about sport, the opportunity to develop leadership skills, promote diversity in sport and inspire other women. The program aimed to empower and increase the confidence and capacity of young women to take on leadership roles within their clubs, while building the capacity of clubs to support young women of migrant and refugee backgrounds to participate.

Eleven young women from seven sporting clubs across Melbourne completed the program, which included leadership training, a mentoring component with professionals in the sport sector, and seven youth-led projects delivered in the participants' local clubs.

The young women who took part found they had increased confidence, skills and knowledge to take on leadership roles in their clubs/sporting community; a greater awareness of paid and voluntary positions available to young women in sport; and a stronger sense of connection and belonging to their club and sporting networks.

# MY Journey

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



## OUR PROGRAMS

### Strengthening engagement in education

CMY's education team provided support and capacity building programs to schools and out-of-school-hours learning support programs (OSHLSP) in order to improve educational and wellbeing outcomes for young people from migrant and refugee backgrounds.

Through **Learning Beyond the Bell**, we delivered training for 440 volunteer tutors, 90 school staff and 65 homework club coordinators. We reviewed and redeveloped modules on Exploring Partnership, Culturally Responsive Training, Supporting Positive Behaviour in your OSHLSP, and Tutor Strategies to Support EAL Literacy. We provided advice to 190 clubs, and intensive support to 100 community-based clubs and 20 school-based clubs. We supported eight new learning support programs to be established in rural and growth corridor areas.

CMY hosted its fifth annual MY Education Awards with a record number of nominations, recognising excellence in the learning support sector. We also published the report, *State of the Sector: Out-of-School-Hours Learning Support*, which aimed to measure the overall impact of the Victorian OSHLSP sector on students from refugee and migrant backgrounds.

The **Refugee Education Support Program (RESP)** supported 30 projects in schools working to improve educational and wellbeing outcomes for students and families from refugee backgrounds. This included learning support programs, family engagement projects and career conversation workshops. We delivered 20 professional learning workshops for school staff across Casey, Hume, Caroline Springs, Melton and Geelong.



Students engaged in RESP projects showed increased engagement in education and career pathways, and increased social connections and confidence at school. Families felt more confident in engaging in the school environment and activities, as well as being able to support their child's learning at home. Schools built their capacity to support and engage students and families from refugee backgrounds.

In 2018-19, CMY completed a pilot project, **CurioUS**, in six schools, which focused on combatting racism in schools. The project engaged school leadership and students to build a school-wide culture of respect. We supported the development of skills, capacity and resources of the school community to understand racism and ways of dealing with it. A series of anti-racism resources for schools is being developed as a result of this project, which will be made available for schools next year.

Through our new **Aspire to Lead** program, we engaged with young people at risk of disengaging from the educational environment through a series of workshops during which they collaborated on developing an event for their school. Aspire to Lead engaged 20 young people across two groups at a partner school in the City of Casey, identified mentors, and planned and hosted two youth-led events. The program resulted in increased engagement of participants in school-based activities, for example taking on leadership opportunities within the school; improved educational outcomes for participants in the program, reflected in school attendance and positive feedback from teachers; and the development of school solutions to systemic issues that contribute to students disengaging from the school environment.

CMY also commenced work on the **Navigator** program in April 2019, in a consortium with SELLEN, SECL and Taskforce. Navigator provides intensive case management and advocacy, builds relationships with schools and offers restorative practice and assertive outreach support for Pasifika and South Sudanese young people who are significantly disengaged from education. In the first three months, we received 29 referrals from seven schools, and commenced case work with 26 high school aged young people whose attendance at school was 30% or less. We established relationships with schools, built rapport with clients and their families, and worked closely with schools to develop modified programs to support disengaged students to return to school.

## Supporting young people on their journey

The **Ucan2** program, run in partnership with Foundation House, continued to provide support to newly-arrived young people from refugee and refugee-like backgrounds in an educational setting. CMY recruited, trained, supported and managed 101 volunteers who contributed to the delivery of the program at 15 sites across Melbourne. Over 400 newly-arrived young people were supported through weekly sessions during the school term, as well as four school holiday programs throughout the year.

Students who took part in Ucan2 felt increased confidence with English, felt more connected to their community, expanded their social circles, and were taking active steps towards their future goals as a result of the program. The majority of volunteers (97%) reported feeling supported by CMY facilitators, and said the program met or exceeded expectations.

**“Ucan2 was a wonderful experience. I feel like I went on my own personal journey with the students strengthening my own voice and supporting them at the same time.”**

– Ucan2 volunteer

Through the **MY Mentoring** program, CMY delivered best practice and culturally specific mentoring programs for young people from African and Pasifika backgrounds who were at risk of disengagement from education and community. In 2018-19, CMY subcontracted Charis Mentoring to deliver group mentoring programs in two secondary schools in Melbourne's North West. The program focused on strengthening cultural identity, resilience and wellbeing in conjunction with supporting school engagement and career pathways. CMY also delivered group mentoring in one school in the south-east for African diaspora students, focusing on cultural values and wellbeing, increased confidence to speak up, seeking help and support, and taking on leadership roles.



## Building career confidence and a diverse workforce

*Asmaa is an Eritrean Australian, who was struggling to find permanent employment after completing her studies in Event Management and Marketing.*

Since joining Employment Empowers, a CMY program that pairs young people looking for work with volunteer mentors, and partners with employers who are passionate about developing an inclusive and diverse workforce, Asmaa gained the confidence to apply for a placement at IKEA and landed a permanent role shortly after.

"I wasn't even going to apply to IKEA because I thought I would be going up against a lot of people. I didn't think I was going to get the placement, but I just went for the interview because I had nothing to lose," Asmaa says.

"The program was good, it helped a lot. My mentor has been really helpful; we created a bunch of resumes and even keep up with general contact, even if it's not work-related. She's helped me a lot with organisation and communication, which has increased my confidence," Asmaa says.

Since working at IKEA, Asmaa has learned practical skills; multitasking, customer service skills, and how to communicate confidently with different customers.

*"It opened up so many opportunities for me that I didn't even know existed."*

Asmaa, Employment Empowers program participant

IKEA People and Culture Manager, Emma Fitzpatrick, talked about the benefits of employing a young person like Asmaa: "We welcome all dimensions of diversity and we think that a diverse workplace is good for our customers, for our co-workers. At IKEA we see everyone as a potential talent so that's something we're very proud of."

"Our experience with Asmaa has been very positive. Asmaa has settled right into the IKEA culture and embraced her role. She shares our values and is committed to making that her reality and that is reflected in her work."

When asked about what the future holds, Asmaa says she has no plans to leave IKEA, "I love my team, they're really supportive...I would like to possibly explore marketing and events, maybe doing an internship. I want to do a degree in Business and Administration, and so far that's my plan."

Asmaa also works at the Moonee Valley City Council where she is currently planning an employment event in the hopes of introducing young people from multicultural backgrounds into careers in the creative and arts industries.

Having benefitted immensely from the program, Asmaa encourages other young people looking for employment to apply, "even if you think you know what you're doing, it opened up so many opportunities for me that I didn't even know existed."



## Creating employment opportunities

In 2018-19, our **Employment Empowers** team supported young people from refugee and migrant backgrounds to build their work-readiness skills and find employment in Australia. We recruited 58 new program participants and matched them with volunteer mentors.

The program had an average of 72 mentors, and we ran six volunteer trainings and six mentor/mentee matching events throughout the year. Young people involved in our program attended 175 interviews, and 130 were able to secure paid employment, with the support and guidance of their mentors.

With a new business engagement strategy, 10 new employer partnerships were formed. This ensured that not only is the program well-positioned for impact and growth, but that CMY, more generally, is improving on its relationships with key private sector partners.

CMY was fortunate to be selected as one of eight organisations in the Yarra Trams Community Partnerships Program for 2019, which provides \$1 million of free advertising value to community organisations making a positive impact on diversity and inclusion in Melbourne. Our campaign was centred around Employment Empowers, and focused on creating more opportunities for young people from refugee and migrant backgrounds.

## Settlement of newly-arrived young people

The commencement of the **ENVISION** program is our continued work in supporting the re-settlement of newly arrived young people in Victoria. Settlement is the process of developing skills and social/cultural capital to understand and navigate Australian society. Young people who are settling have distinct needs to adults and their Australian born peers. Newly-arrived young people require targeted youth-specific supports. The first five years of settlement is an important period in setting them up with the necessary skills, knowledge and networks to become actively engaged and contributors in their new home.

Through our ENVISION program, we will work directly with over 1,000 young people over three and a half years to understand and navigate Australian society, and work on their leadership and employment aspirations. In addition, we will develop a statewide forum for supporting collaboration and sharing good practice, skills and knowledge on youth settlement.

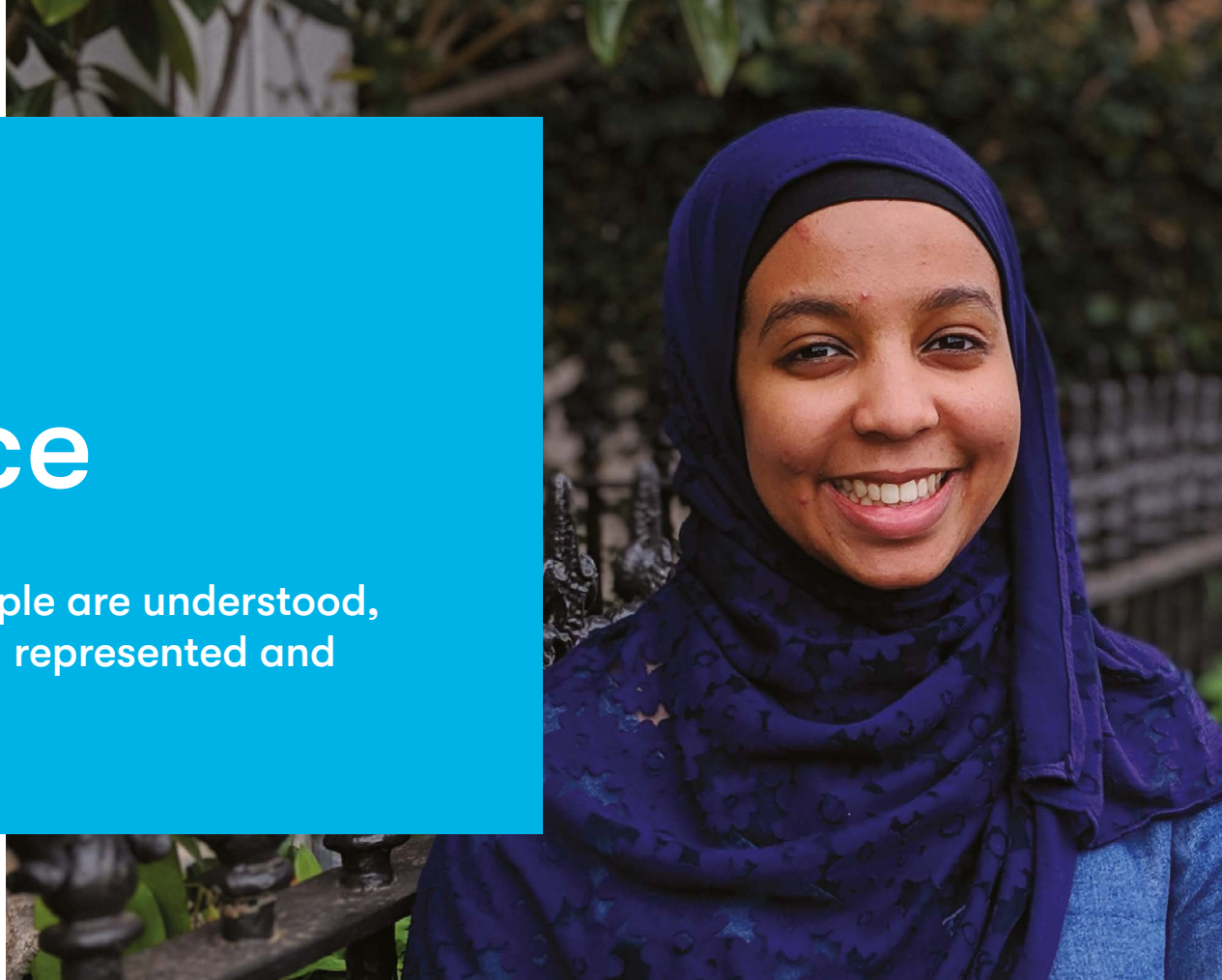
## Enterprising communities

At the end of 2018, our third and final successful community-based employment generation pilot project **Enterprising Wyndham** was completed, in partnership with Wyndham City Council and the Scanlon Foundation. This business startup intensive saw 22 enterprising local residents paired up with mentors and local business experts, who volunteered to share their knowledge with the participants.

The program culminated in a graduation event attended by over 100 people, where participants pitched their business ideas and showcased samples of their work to local community members, council representatives, mentors, family and friends.

# MY Voice

Young people are understood,  
accurately represented and  
influential.



## OUR PROGRAMS

### Amplifying youth voices

#### Shout Out speakers agency

Through our **Shout Out** public speakers agency, we have continued to train and nurture young people from migrant and refugee backgrounds to share their stories and perspectives with a wider audience. We engaged 34 young speakers throughout the year, including 16 new recruits, and our Shout Out speakers delivered 101 presentations to over 7,000 people. They spoke at schools, businesses, local governments, sporting events, health service providers, state and federal government departments, philanthropy and not-for-profit organisations, across regional and metropolitan Victoria and Australia.

*“Rave reviews from all. Most memorable part of our event.”*

– Event organiser

Our speakers reported increased confidence to present at public events, forums and workshops on issues they are passionate about; increased knowledge and skills in public speaking and liaising with media services; and made positive and meaningful connections through the program, expanding their personal and professional networks.

Book a Shout Out speaker at: [cmy.net.au/shout-out](http://cmy.net.au/shout-out)



## Empowering young women to lead

The **Lead Yourself, Lead Others** project comprised of a youth-led leadership training program for young women of multicultural backgrounds followed by a youth-led project promoting female empowerment. We recruited four young women to design, develop and deliver the two-day leadership workshop during Victorian Youth Week. Eighteen young women took part in the workshop and went on to develop two youth-led project ideas to be delivered in the next financial year – a female empowerment forum, and the production of five short films on misogyny and internalised misogyny.

## Building capacity of a new generation of changemakers

CMY delivered 11 sessions of **Positive Change Makers** youth leadership training, a program which features 10 modules that use experiential learning, circle work and group discussions to explore leadership with young people. It was delivered to youth groups in a variety of school and community settings. Topics covered included leadership, team building, active citizenship, project management, storytelling, public speaking, culture and bias. The trainings reached 143 young people in total, with a 97% satisfaction rate.

## Beyond ‘youth’: supporting our program alumni

CMY commenced work on an **Alumni Initiative** that aims to collaborate with CMY alumni and explore how to further support young people over the age of 25, who have previously participated in CMY programs and services.

Over 200 alumni were consulted to help shape this initiative, and a steering committee was established to oversee and advise on its development and implementation. The alumni have identified the four key areas of focus for the initiative: personal and professional development; mentoring for and by the alumni; networking and having a platform to explore ‘positions of influence’; and collaborating with CMY in an advisory capacity to inform and shape current and future programs as needed.

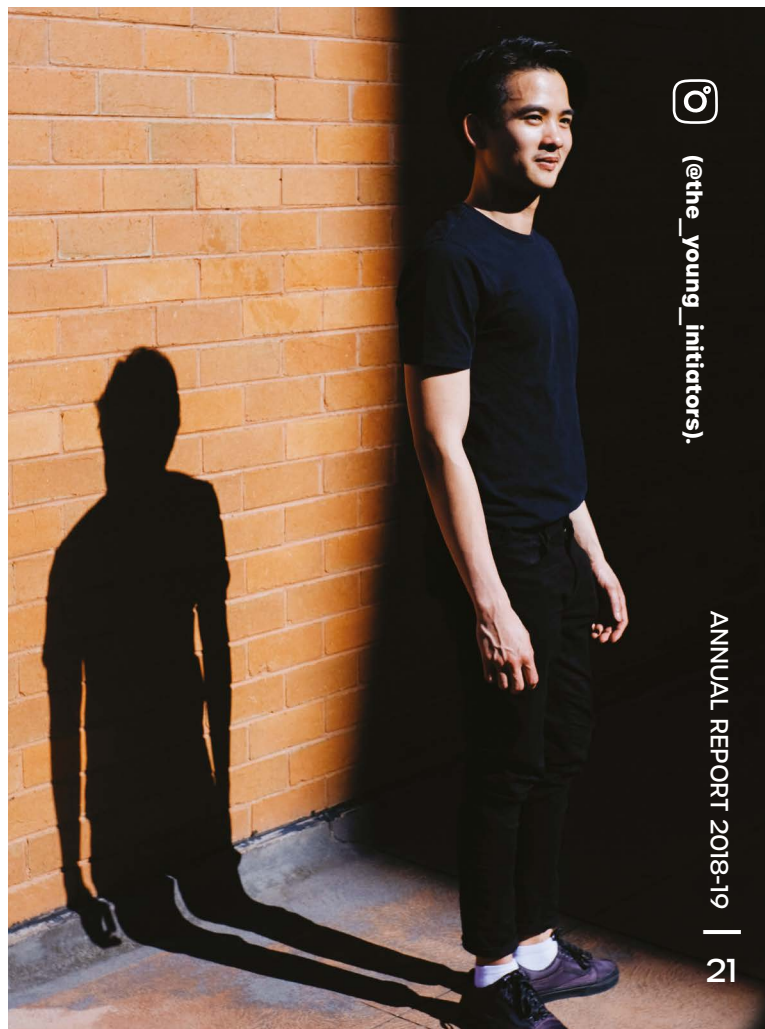
## Initiating change in the community

The **Young Initiators** Project used experiential activities, group discussions, social media and self-reflection to explore values, leadership and active citizenship, supporting young people to find a sense of belonging and initiate change in themselves and in their community.

Over 75 young people were engaged through four leadership workshops across Victoria, and we trained an additional 180 students about culture and bias through our ‘hoodie’ workshops. More than half the participants have been young women, and 38% of young people through the program have been ‘at-risk’ due to a number of different circumstances.

The Young Initiators team is now working with young volunteers to complete eight youth-led projects, and will culminate in a youth conference in 2020.

Young Initiators also delivered a highly engaging social media campaign, with over 1,000 visits to the blog ([younginitiators.org](http://younginitiators.org)) and over 200 followers on Instagram ([@the\\_young\\_initiators](https://www.instagram.com/the_young_initiators)).



(@the\_young\_initiators).





## Exploring values and initiating change through visual stories

*Sara Yasin is an international student who hails from Oman. She came to Australia three years ago to pursue a Bachelor's degree of Commerce at the University of Melbourne.*

"In my first two years here I didn't want to see anyone because it was a very overwhelming experience to come all the way from Oman," she says, having moved away from her family and friends who were her pillars of support, and adapting to a new education system.

Eventually in her third year at university, she found the urge to start networking and getting to know people outside her comfort zone. She heard about CMY's Young Initiators Project through a friend and was drawn to it immediately.

"We spoke about our values and we shared stories and experiences, especially around discrimination. It was interesting how everyone could be very vulnerable but at the same time it felt like a safe space and the team was very supportive about it."

Through the program, Sara was encouraged to participate in the Visual Stories project, a spin-off of Young Initiators, where she got the opportunity to explore her Sudanese background with a mentor.

*"We spoke about our values and we shared stories and experiences, especially around discrimination. It was interesting how everyone could be very vulnerable but at the same time it felt like a safe space."*

Sara Yasin, Young Initiators program participant

"I didn't know much about my history and my culture. I was born and raised in Oman and when I started talking to other people about it, I realised it wasn't just me who felt disconnected, so I thought a visual story would be a good way to change people's mindsets and find out the reasons for disconnect."

Sara hopes to have discussions with people from different Sudanese tribes about what Sudan means to them, some of their experiences as a Sudanese person living in Australia, and break down the reasons for the disconnection with her home.

"I basically hope to get their stories, develop that into a podcast and find out the timeline of Sudan's history and trigger global conversations."

On her experience of the program, Sara said: "Young Initiators builds you up and helps you figure out what you value, what you have in your mind, and what change you want to make in Australia."

**Read more at: [younginitiators.org](http://younginitiators.org)**

# Youth Advisory Group

## Our YAG at a glance:

- 32 members aged 14-25 years
- Representing 30+ different cultural backgrounds
- Over three sites in metropolitan Melbourne and regional Victoria

Our YAG provides an opportunity for young people to have a direct input into CMY's work, including the programs we run and issues we focus on. The YAG represents multicultural youth of Victoria, ensuring the voices of diverse young people are heard and included in our response to issues they face.

The CMY Board, leadership team and staff are truly grateful for the inputs and contributions made by our YAG members throughout 2018-19. They advocated for young people from multicultural backgrounds on a number of important issues including racism, education, mental health and employment.

## Highlights for 2018-19:

- Our metropolitan YAG participated in multiple (15) consultations including with the UN Youth Representative, Department of Home Affairs, Victorian Royal Commission into Mental Health and the Department of Education and Training
- Presented at the 2019 Orygen Rising to the Challenge Symposium on mental health challenges for young people from migrant and refugee backgrounds
- Interviews with *SBS World News* and *The Guardian Australia*
- Presented at 2019 Volunteers Victoria Conference Presentation
- Successful Board Pitch proposing the idea of the mental health initiative 'Reverb' which is now being implemented
- Planned and delivered Rock the Block and Refugee Week Film Festival in Ballarat
- Participated in the 2019 Victorian Youth Summit
- Ballarat YAG participated in Orygen Youth Mental Health Consultation, National Youth Commission Consultation – Youth Employment, and FECCA Rural Settlement consultation
- Gippsland YAG were involved in the launch of Latrobe Youth Space
- Launch of Latrobe Street Games, in partnership with Victoria Police, GippsSport and United Muslim Sisters of Latrobe Valley
- Represented CMY at We Are Latrobe Festival and Gippsland Asian Cricket Festival
- Facilitated weekly Multicultural Street Soccer sessions in partnership with Latrobe Streetgames
- Gippsland YAG participated in a consultation on forced marriage with Australian Red Cross

2019 YAG – Metro Members with CEO, Carmel Guerra





# MY CMY

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



## OUR PROGRAMS

### Building Capability across sectors

For over 30 years now, CMY has worked with organisations and sectors to build the capability of service providers to meet the needs and requirements of young people from migrant and refugee backgrounds. Through our sector development work, we continued to share our knowledge and expertise to facilitate the knowledge, skills and confidence of the various sectors to effectively engage with young people.

We offered training, professional development, and networking opportunities for individuals and organisations working across a wide range of sectors, including settlement services, youth work, education, employment and business, health services, local government, youth justice, sports and recreation, and the multicultural sector.

Throughout 2018-19, CMY delivered training to 415 participants including youth workers, council workers, sport and recreation workers, support workers, and housing workers from 65 different organisations. The training modules offered included:

- Culturally Competent Youth Work
- Youth Migration Pathways and Settlement Journeys
- The National Youth Settlement Framework
- Sporting Clubs and Associations and Cultural Competence

**100%** of participants were satisfied or very satisfied with the training delivered.

*“It went beyond general service level training and provided more in-depth research, frameworks and case studies to support the key concepts learnt.”*

– Training participant

## **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 2018-19, we delivered two statewide forums, one focused on Mentoring and the other on Youth Participation – with a total of 115 attendees.

Participants surveyed after the forums said they would highly recommend attending a forum like this to colleagues.

*“It was exciting to be in a room filled with positive people doing exciting things in youth participation...”*

– Forum attendee

## **National Diversity & Inclusion in Sport Forum**

CMY was again an integral partner in planning and delivering the 2018 National Diversity and Inclusion in Sport Forum. The forum sold out for the third year running, attracting over 180 participants from across the sporting sector.

Some of the country's top practitioners, policy makers, administrators and academics shared their insights through a series of short TEDx-style presentations, exploring what works now and what could work in the future to ensure the sporting landscape reflects the multicultural and diverse community we live in.

## **Knowledge and advocacy**

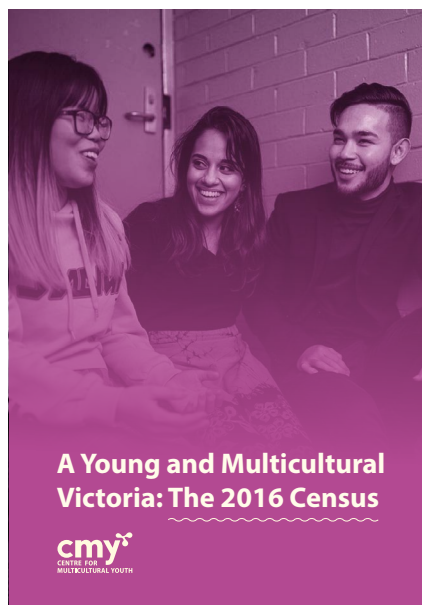
CMY undertook significant research and consultation with young people from migrant and refugee backgrounds and the sector, and developed a number of submissions and issues papers to help inform policy and advocacy at local, state and national levels.

### **Submissions**

- Submission to the Independent Panel for Review into Integration, Employment and Settlement Outcomes for Refugees and Humanitarian Entrants
- National Youth Commission into Youth Employment and Transitions
- Productivity Commission's Inquiry into the Social and Economic Benefits of Improving Mental Health
- Evaluation of the AMEP New Business Model
- Royal Commission into Victoria's Mental Health System

### **Policy papers**

- A young and multicultural Victoria: The 2016 Census



Read the report at:  
[cmy.net.au/knowledge-hub](https://cmy.net.au/knowledge-hub)



## Research

### Informal Sport as a health and social resource for diverse young people

This three-year research project aims to investigate the contribution informal sports participation makes to wellbeing amongst diverse young people and ways in which governments, sport and health agencies can effectively support this participation. The project will examine how informal sports are self-organised and sustained, factors enabling and inhibiting participation, and provide an evidence base for the economic and social impact of informal sports participation.

The project is being undertaken by Monash, Victoria and Edith Cowan Universities and in partnership with CMY, VicHealth, Department of Local Government, Sport and Cultural Industries, Western Australia, and Cricket Victoria.

### Centre for Resilient and Inclusive Communities (CRIS)

CRIS is an exciting new research think tank with funding support from the Victorian Government. CMY is an industry partner in a consortium of eight Australian and international academic, community and industry partners – Deakin University, Western Sydney University, Victoria University, Resilience Research Centre – Dalhousie University (Canada), Australian Multicultural Foundation, RAND Australia and the Institute for Strategic Dialogue (UK).

The research and programs are action-oriented, co-designed and situated in community contexts. The four streams of research are: Challenging Racisms and Enhancing Social Belongings; Building Resilience to Social Harms including Violent Extremism; Youth Diversity and Wellbeing in a Digital Age; and, Dynamics of Violent Extremism.



## Multicultural Youth Advocacy Network

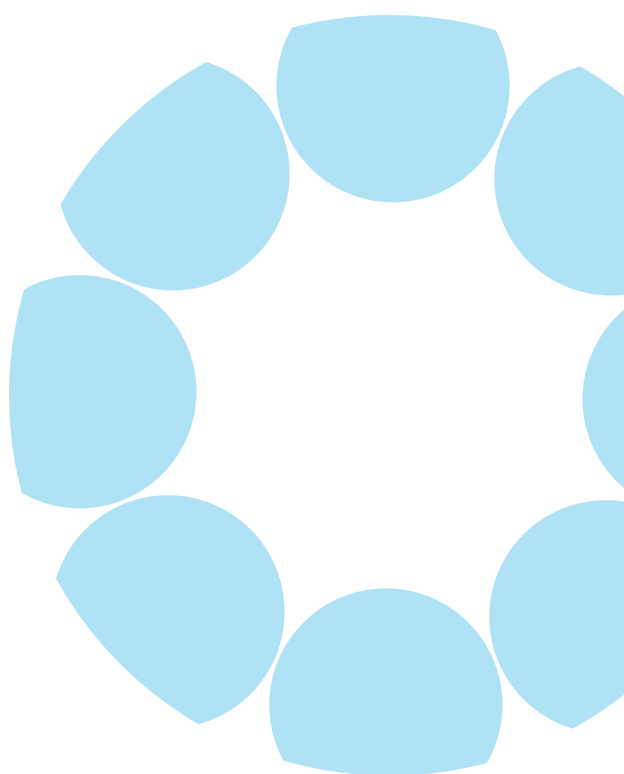
CMY is proud to work closely with the Multicultural Youth Advocacy Network (MYAN Australia). As the national peak body representing the rights and interests of young people from refugee and migrant backgrounds, 2018-2019 has seen MYAN continue its work in policy and advocacy, research, sector development, youth leadership and in the international arena.

In the lead up to the 2019 Federal Election, MYAN worked to ensure that the particular issues impacting on young people from refugee and migrant backgrounds were understood and conveyed to key decision makers, outlined in its Federal Election Policy Platform and Election Report Card.

The Youth Ambassadors Network (YAN) has been active in a range of settings, engaging with diverse sectors and decision-makers at the national level and FUSE 2019 once again delivered a successful and transformative three-day leadership event for young people from refugee and migrant backgrounds across the country – Australia's only national multicultural youth leadership summit.

MYAN's sector capacity building work saw the release of resources, including the *Not Just Ticking a Box* guide to youth participation with young people from refugee and migrant backgrounds, and professional development on the *National Youth Settlement Framework* (NYSF) continues to be delivered through our state and territory partners. Since its release in 2016, over 1,000 people have participated in NYSF training, webinars and workshops across Australia, and MYAN has presented on the NYSF internationally.

MYAN has continued to share our expertise in youth participation, policy and sector capacity building in the regional and international context, engaging with UNHCR Headquarters in Geneva, the Asia Pacific Refugee Rights Network and the Compact on Young People in Humanitarian Action.



# 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 \$14 million from diverse funding sources, including federal, state and local government and philanthropic foundations. With a team of 142 staff and 744 volunteers, we deliver programs across metropolitan Melbourne and Victoria through our offices in Ballarat, Carlton, Casey, Dandenong, Melton, Morwell, Sunshine and Wyndham.

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



**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  
*Director, CFOWorx*



**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 – Director**  
**Date appointed:** March 2019  
*Company Secretary and Chief Executive Officer, CMY*

# Financial Report

The following Financial Statement has been extracted from the full financial report for the year ended 30 June 2019. A copy of the financial report and auditor's report is available on our website, [cmj.net.au](http://cmj.net.au).

## Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2019

	2019 \$	2018 \$
Revenue*	11,694,852	7,966,575
Other income	2,230,556	4,061,556
Employee benefits expense	(8,617,608)	(6,897,390)
Depreciation and amortisation expense	(26,331)	(13,836)
Repairs and maintenance expense	(13,747)	(9,184)
Utilities expense	(29,782)	(18,159)
Rental expense	(240,990)	(193,446)
Training and welfare expense	(33,884)	(50,375)
Audit, legal and consultancy expense	(224,093)	(234,203)
Other expenses	(2,807,677)	(2,024,046)
<b>Surplus for the year</b>	<b>1,931,296</b>	<b>2,587,492</b>
<b>Other comprehensive income Items that will not be reclassified subsequently to profit or loss</b>	-	-
<b>Items that will be reclassified to profit or loss when specific conditions are met</b>		
Net fair value movements for available for sale financial assets	-	(7,991)
Other comprehensive income for the year, net of tax	-	(7,991)
<b>Total comprehensive income for the year</b>	<b>1,931,296</b>	<b>2,579,501</b>

\* Revenue includes \$797,316 grant funds that have been received and recognised as revenue but have not been expended on the required activity as at 30 June 2019. These funds have been fully allocated to the programs budget and will be expended in the following financial year.

# Statement of Financial Position

As at 30 June 2019

	2019 \$	2018 \$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	1,416,890	1,827,102
Trade and other receivables	466,836	755,095
Other financial assets	8,473,502	6,051,363
Other assets	273,305	199,458
<b>TOTAL CURRENT ASSETS</b>	<b>10,630,533</b>	<b>8,833,018</b>
<b>NON CURRENT ASSETS</b>		
Other financial assets	100,000	50,000
Property, plant and equipment	76,752	94,262
<b>TOTAL NON CURRENT ASSETS</b>	<b>176,752</b>	<b>144,262</b>
<b>TOTAL ASSETS</b>	<b>10,807,285</b>	<b>8,977,280</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	978,788	705,597
Employee benefits	787,555	618,037
Other liabilities	725,120	1,171,030
<b>TOTAL CURRENT LIABILITIES</b>	<b>2,491,463</b>	<b>2,494,664</b>
<b>NON CURRENT LIABILITIES</b>		
Employee benefits	122,185	220,275
<b>TOTAL NON CURRENT LIABILITIES</b>	<b>122,185</b>	<b>220,275</b>
<b>TOTAL LIABILITIES</b>	<b>2,613,648</b>	<b>2,714,939</b>
<b>NET ASSETS</b>	<b>8,193,637</b>	<b>6,262,341</b>
<b>EQUITY **</b>		
Reserves	1,403,377	2,370,507
<b>Retained earnings</b>	<b>6,790,260</b>	<b>3,891,834</b>
<b>TOTAL EQUITY</b>	<b>8,193,637</b>	<b>6,262,341</b>

\*\* Equity includes \$3,175,815 grant funds that have been received and recognised as Unspent Grant Funds Reserve but have not been expended on the required activity as at 30 June 2019. These funds have been fully allocated to the programs budget and will be expended in the following financial year.



# Financial Report

## Statement of Changes in Equity

For the year ended 30 June 2019

	Retained Surpluses	Financial Assets Reserve	Unspent Grant Funds Reserve	Total
2019	\$	\$	\$	\$
Balance at 1 July 2018	3,891,834	(7,991)	2,378,498	6,262,341
Cumulative adjustment upon adoption of AASB 9	(7,991)	7,991	-	-
Restated balance at 1 July 2018	3,883,843	-	2,378,498	6,262,341
Net surplus for the year	1,931,296	-	-	1,931,296
Transfers to/(from) unspent grant funds reserve	975,121	-	(975,121)	-
<b>Balance at 30 June 2019</b>	<b>6,790,260</b>	<b>-</b>	<b>1,403,377</b>	<b>8,193,637</b>

	Retained Surpluses	Financial Assets Reserve	Unspent Grant Funds Reserve	Total
2018	\$	\$	\$	\$
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
Net fair value movements for available for sale financial assets	-	(7,991)	-	(7,991)
Transfer to/(from) unspent grant funds reserve	(1,140,581)	-	1,140,581	-
<b>Balance at 30 June 2018</b>	<b>3,891,834</b>	<b>(7,991)</b>	<b>2,378,498</b>	<b>6,262,341</b>

# Independent Audit Report to the members of Centre for Multicultural Youth

As at 30 June 2019

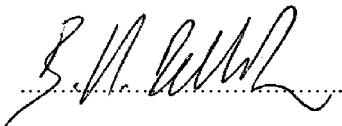
	2019	2018
	\$	\$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Receipts from customers	14,736,788	13,015,427
Payments to suppliers and employees	(12,908,369)	(10,891,179)
Dividends received	13,811	-
Interest received	219,866	152,797
<b>Net cash provided by/(used in) operating activities</b>	<b>2,062,096</b>	<b>2,277,045</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Proceeds from sale of plant and equipment	21	460
Proceeds from sale of financial assets	38,842	25,194
Purchase of property, plant and equipment	(8,821)	(69,861)
Purchase of financial assets	(2,502,350)	(1,472,065)
<b>Net cash provided by/(used in) investing activities</b>	<b>(2,472,308)</b>	<b>(1,516,272)</b>
Net increase/(decrease) in cash and cash equivalents held	(410,212)	760,773
Cash and cash equivalents at beginning of year	1,827,101	1,066,329
<b>Cash and cash equivalents at end of financial year</b>	<b>1,416,889</b>	<b>1,827,102</b>

# Director's Declaration

## The directors of the Company declare that:

1. The financial statements and notes 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 2019 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*.



Director - Dr Bulent (Hass) Dellal AO

Dated this 31st day of October 2019



# Independent Auditor's Report

to the Members of Centre for Multicultural Youth

## Opinion

We have audited the financial report of Centre for the Multicultural Youth ("the Centre") which comprises the statement of financial position as at 30 June 2019, the statement of 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 2019 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 Entity 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 the Board, would be in 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 responsible for the other information. The other information comprises the information included in the annual report for the year ended 30 June 2019, 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 this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Directors for the Financial Report

Management is 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, management is responsible for assessing the Entity’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 Entity 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 decisions 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 scepticism 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 responsive 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 material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- 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 Entity’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 Entity’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 Entity 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.

  
.....  
HLB Mann Judd  
Chartered Accountants

  
.....  
Nick Walker  
Partner

Melbourne 31 October 2019

# Funders & 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 Premier and Cabinet  
– Office for Youth
- Department of Education and Training
- Department of Health and Human Services
- Department of Justice and Community Safety  
– Youth Justice
- Department of Jobs, Precincts and Regions  
– Sport and Recreation Victoria
- 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.



# Programs 2018-19

2018-2019 Programs	Description	Funder	LGA
<b>MY Community</b>			
<b>Le Mana (Empower) Pasifika Project</b>	Culturally-based support for Pasifika youth through direct program delivery, collaboration and secondary consult.	Office for Youth, DHHS	Casey, Wyndham
<b>Reconnect</b>	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
<b>Regional Presence Program (Ballarat and Gippsland)</b>	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
<b>Youth Learning Pathways</b>	Assists young people who were involved in, or are at risk of becoming involved in, the criminal justice system to achieve meaningful outcomes in education, employment and training.	Department of Education and Training (DET)	Wyndham
<b>Wyndham Youth Crime Prevention Program (Change it Up)</b>	Delivering wraparound case management support to young people in Wyndham who have been engaged in high impact crime.	Department of Justice and Regulation	Wyndham
<b>Community Support Groups</b>	A local, community-led approach to strengthen services and support for South Sudanese families and communities.	Office for Youth, Department of Premier and Cabinet	Dandenong, Casey, Melton & Brimbank
<b>Youth Referrals and Independent Persons Program (YRIPP)</b>	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
<b>Youth Transitions Support</b>	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

2018-2019 Programs	Description	Funder	LGA
<b>Navigator</b>	Navigator provides intensive case management, advocacy and support for Pasifika and South Sudanese young people who are disengaged from education.	Department of Education and Training (DET)	Dandenong, Casey
<b>Handshake</b>	Works with young people from African or Pasifika backgrounds who are engaging in risk-taking and dangerous behaviour.	Transport Accident Commission (TAC)	Brimbank, Wyndham
<b>Women's Sports Hub</b>	Removes barriers to create a safe space for young women from migrant and refugee backgrounds to participate in sports.	Chobani and Lord Mayor's Charitable Foundation	Dandenong, Casey
<b>Welcome Football</b>	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
<b>African Cultural Program in Youth Justice precincts</b>	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
<b>Game Changers</b>	Develops leadership skills of young multicultural women to promote diversity and participation in sport.	Sport and Recreation Victoria	Greater Melbourne
<b>Empower Youth Project</b>	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
<b>Unaccompanied Humanitarian Minors (UHM) Programme</b>	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
<b>Specialist Intensive Services (SIS)</b>	Support young people and their families through assessments of highly complex needs and a detailed case plan.	Department of Social Services, AMES	All regions

2018–2019 Programs	Description	Funder	LGA
<b>MY Journey</b>			
<b>Combatting Racism (CurioUS)</b>	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
<b>Learning Beyond the Bell (LBB)</b>	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
<b>Employment Empowers</b>	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
<b>Refugee Education Support Program (RESP)</b>	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
<b>Ucan2</b>	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
<b>ENVISION</b>	Supporting the re-settlement of newly-arrived young people in Victoria.	Department of Home Affairs	North West and South East metropolitan regions
<b>Enterprising Wyndham</b>	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
<b>MY Mentoring</b>	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
<b>Aspire to Lead</b>	Developing leadership skills through a series of challenges framed in three broad phases: student and family; school; and, community.	Department of Social Services	Casey

2018–2019 Programs	Description	Funder	LGA
<b>MY Voice</b>			
<b>Youth Advisory Groups</b>	Provides an opportunity for young people to have a direct input into CMY's work.	Office for Youth	Metropolitan Melbourne
<b>Young Initiators</b>	Uses experiential activities, group discussions, social media and self-reflection to explore values, leadership and active citizenship.	Department of Premier and Cabinet	Melbourne, Greater Geelong, Wyndham, Casey, Hume, Bendigo, Ballarat, Brimbank, Melton, Yarra
<b>Shout Out</b>	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
<b>Lead Yourself Lead Others</b>	A youth-led leadership training program for young women of multicultural backgrounds, in partnership with Our Watch.	Victorian Government, MIMCO	Western suburbs of Melbourne
<b>Alumni Initiative</b>	Collaborates with alumni to explore how to further support young people over the age of 25, who have previously participated in CMY programs and services.	Self-funded	Metropolitan Melbourne

<b>MY CMY</b>			
<b>Policy</b>	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
<b>Sector Training</b>	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
<b>Research &amp; Advocacy</b>	Our research and advocacy work helps to inform and influence policy development at all levels and ensure young peoples voices are heard.	Various	National
<b>Game Plan</b>	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,





# Thank You

For supporting young  
people to be connected  
empowered and influential





# 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](http://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](http://cmy.net.au) or email [info@cmy.net.au](mailto:info@cmy.net.au)

## CONNECT

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## CALL

(03) 9340 3700

## VISIT

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Carlton, VIC 3053



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Centre for  
Multicultural Youth

CMY is a registered charity with the Australian Charities and Not-for-profits Commission.