



Annual Report

2019 – 2020

Who we are

CMY's purpose is to create a society where multicultural young people live life where they are connected and can fully reach their potential.

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



Cover photo credit: Harjono Djoyobisono.

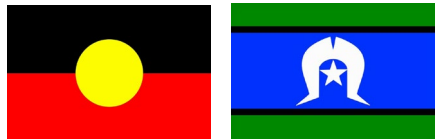
Images in this report are by Harjono Djoyobisono and the Centre for Multicultural Youth unless otherwise stated.

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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

What started in 1988 as an informal network, with a handful of people under the guidance of Carmel Guerra, is today a vibrant and energetic organisation with over 140 staff and 870 committed volunteers supporting thousands of young people every year. It has been a remarkable journey.

It gives me great pleasure to pen my final report for CMY after almost 16 years as its Chair and a 32-year personal association with a pioneering organisation and its amazing people. CMY's journey from its early goals to create a better community for newly-arrived young migrants and refugees to its current manifestation as a recognised and established leader in youth issues, is founded on a strong belief that change is possible. The journey of the past 32 years has taken CMY through significant changes in Australian multiculturalism. CMY has listened to the diversity of voices and opinions to explore and build on the elements that unite young people as a community. It has brought together young people from all walks of life and cultural backgrounds, from the cities, rural and regional towns to the urban fringes, encouraging and supporting diversity of thought by building a platform for these voices to be heard.

CMY has always believed young people and diversity are the cornerstones of Australia's success and that respect for the human rights of each individual is essential for a fair and equal society. The core purpose of CMY, therefore, is to ensure young people from migrant and refugee backgrounds have every opportunity to succeed in Australia and to achieve their aspirations in life by generating genuine opportunities for every individual in our community. CMY continues to work to ensure that all feel they belong and can participate fully in Australian society.

What makes an organisation successful are its people and its leadership. I have had the good fortune to have worked with the youngest and brightest minds through my term at CMY. I am indeed grateful to have worked alongside an extremely talented and visionary CEO in Carmel Guerra.

In my 32 years of working with Carmel, her passion for CMY and the young people it serves has never wavered. I also wish to thank the incredible senior management team for their dedication, skill and hard work. And, of course, no leadership team can be successful without those who work at the coal face, the many, many CMY staff members that I have known during my time.

CMY is fortunate to have a team of extremely talented and hard-working staff, coordinators and volunteers, and I am forever grateful for their commitment, dedication and support. With any high functioning organisation there is a high functioning Board of Directors and I have had the pleasure of working with many wonderful individuals who have brought their expertise, knowledge, wisdom and passion over the many years of CMY's history and continue to do so.

I wish to thank Demetrio Zema as past Deputy Chair, the newly appointed Chair Bao Hoang and Deputy Chair Jen Sharpe, and current Directors, Don Smarrelli, Shelin David, Craig Hodges and Julia Symons; as well as past Directors Paris Aristotle, Marie Davidson, Sally James, Kristen Pilatti and Jeanette Ward. I am deeply grateful for the hard work and support they afforded me throughout my tenure. I also wish to thank the State and Federal governments and the corporate and private sectors for their support of CMY over the past 32 years. Without their encouragement and vision we would not be where we are today. I wish everyone the very best for the future and I look forward, as a Patron, to continue contributing to the invaluable work of CMY.



A handwritten signature in dark ink, appearing to read 'B. H. Dellal', written over a horizontal dotted line.

Bulent (Hass) Dellal
AO - Chair

This has been a year unlike any other in CMY's history; the impacts of the COVID-19 pandemic on the lives of young Victorians from migrant and refugee backgrounds will be felt well into the future. Despite extraordinarily challenging circumstances for our staff and the communities, I have found myself on many occasions this year blown away by the determination, passion and innovation of our team; and by the resilience and adaptability of the young people we work with.

We saw REVERB take flight this year, the brain child of our Youth Advisory Group (YAG). They envisaged a mental health and wellbeing program that would address the stigma surrounding mental health in culturally and linguistically diverse communities. REVERB engages multicultural young people to co-design and co-facilitate workshops for young people, community members and the mental health sector.

We also launched Schools Standing Up to Racism, in partnership with the Department of Education and Training. It offers a range of resources and strategies to support schools to address racism and discrimination in their school environment.

The Youth Referral and Independent Person Program (YRIPP) celebrated its 15th anniversary with a special event recognising the commitment and achievements of our YRIPP volunteers. Even though the pandemic posed significant and unique challenges, the program continued to maintain services to over 100 police stations across the state and supported over 3,000 young people.

Our Ballarat team had recently expanded into the Wimmera region when COVID-19 hit, and quickly adapted their regional programs to deliver 'Awa' – an intercultural choir project that enabled young people from Ballarat, Horsham, Nhill and Ghana to stay connected while physically distancing throughout the lockdown in Victoria.

Many of our teams quickly turned their attention to the immediate and direct needs of families and young people left increasingly vulnerable as a result of the pandemic – whether due to loss of employment, housing difficulties, health and safety risks of COVID-19, or navigating learning from home.

Our South Sudanese Community Support Group and Le Mana teams were overwhelmed by community demand. Our CSG delivered 1,993 Family Support Packages, as well as 550 COVID-19 emergency relief laptops and iPads to enable young people to engage in education. Our Le Mana Pasifika team distributed 315 Family Support Packages to help over 1,200 children and young people.

Amidst the pandemic, we saw the Black Lives Matter movement deliver a global wake-up call. We stood in solidarity with the movement; and like many organisations, it pushed us to reflect deeply on our work, and to question what more we could be doing to challenge systemic racism and inequality in our community. We've embarked on this journey with a number of key priority projects led by our Diversity and Inclusion Governance Group, including the development of our Reconciliation Action Plan, supported by our Reconciliation Action Group in collaboration with Aboriginal and Torres Strait Islander consultants and elders, and an Anti-Racism Action Plan.

I would like to say how proud I am of the way our organisation has adapted significantly over the past year, with its unprecedented challenges. Our Board of Directors has supported us immensely with their unwavering commitment and visionary leadership, for which we are so grateful. I am incredibly thankful to our amazing staff, volunteers and young people – who have continued to inspire us, despite all that the pandemic has thrown as them. Thank you to all of our dedicated funders and supporters, for your ongoing belief in the work we do.

Finally, I would like to extend my sincere gratitude, on behalf of CMY, to our retiring Chair Hass Dellal, who has been a core supporter of CMY since day one. Hass has always demonstrated a deep commitment to supporting young people to find their place in the world, and to nurturing their leadership. He was an advisor and mentor to me as CMY was being established, and for the past 15 years has been a strong and visionary Chair for the organisation.

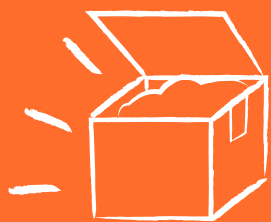
His leadership has been instrumental to CMY's growth and impact, and we will miss him enormously. We are eternally grateful for Hass's contribution to our organisation over such a significant period of time. Though Hass has resigned from the Board, we are delighted that he has agreed to be our Patron.



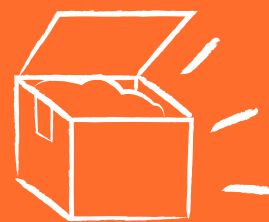
A handwritten signature in dark ink, reading 'Carmel Guerra'.

Carmel Guerra
OAM – CEO

OUR IMPACT 2019-2020



2,308



Family Support Packages
delivered to communities in need during COVID-19

129

Sport sessions
delivered to
newly-arrived
young people



317

Sector workers
took part in CMY trainings
to build their capability in
culturally responsive practice



95



Young people
secured jobs through our
employment program

550+



Young people
engaged through youth
leadership training
opportunities



3,000+



Young people
supported at over 100 Victorian police stations



715



Volunteer tutors,
program coordinators and
school staff participated
in training for the out-
of-school hours learning
support sector

Our People

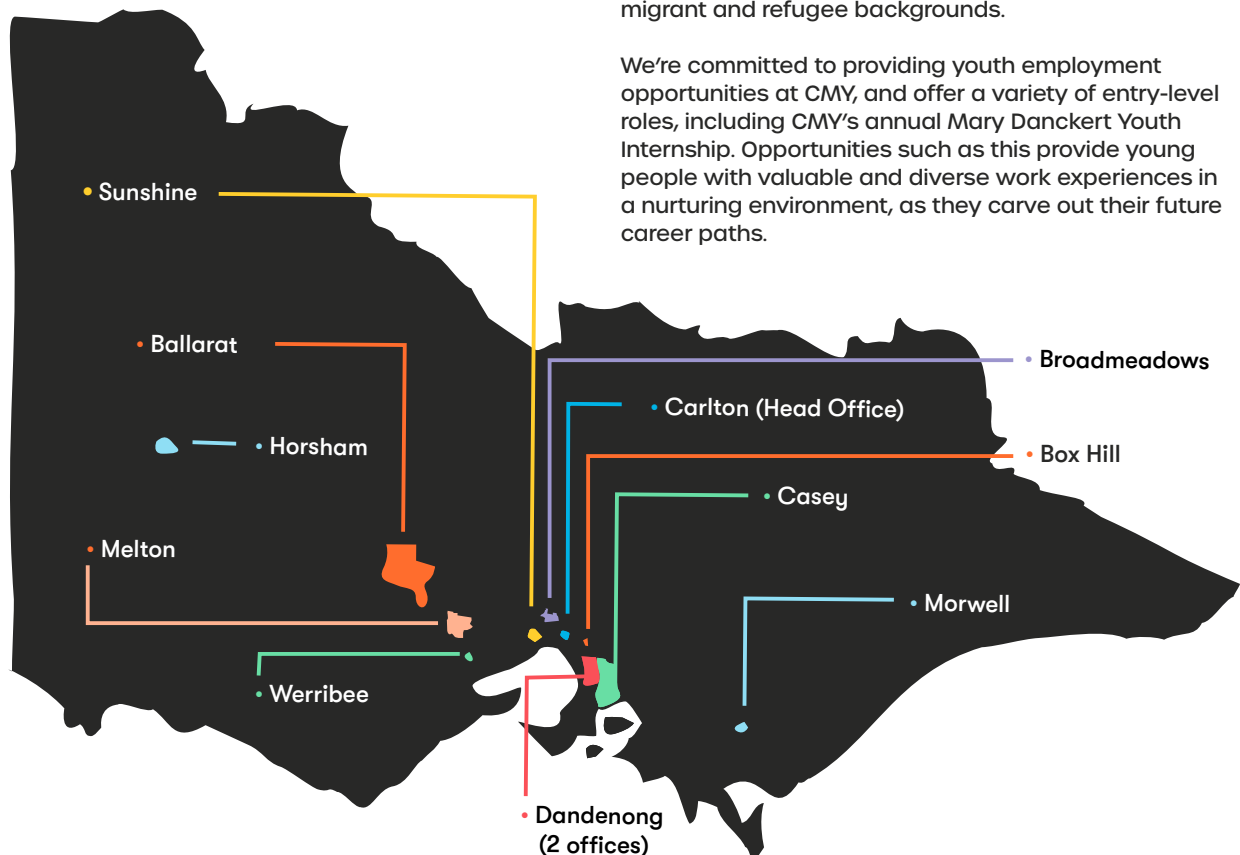
The skills and experience of our team enable us to work effectively with young people from diverse backgrounds.

- 135 Staff
- 28 Countries of birth (of staff)
- 54 Cultural backgrounds identified
- 38 Staff under 30 years
- 97 Staff over 30 years
- 12 Locations
- 49 Programs

CMY's team is made up of 135 staff working across Victoria. Our staff originates from 28 countries of birth, and identifies with 54 different cultural backgrounds. All of our team 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 CMY's annual Mary Danckert Youth Internship. Opportunities such as this provide young people with valuable and diverse work experiences in a nurturing environment, as they carve out their future career paths.



Martha Metuisela

Growing up seeing her community without support in an environment where they were not always understood, Martha Metuisela found the motivation and courage to drive her down her chosen career path.

Martha says:

*“I really want to make a change.
To power up the next generation
so they don’t have to go through
what I went through.”*

Martha Metuisela, Le Mana Pasifika
Multicultural Youth Worker

Before working with CMY’s Le Mana (Empower) Pasifika Project, Martha was volunteering for the Brimbank City Council as a Casual Youth Worker. Her role was focused on supporting the Pasifika community and young people. After two years, Martha began to work full-time for the Council where she had the opportunity to develop a range of different programs to support young people in her community.

With all this experience and a drive to make a real difference, three years ago Martha joined the Le Mana team as a Multicultural Youth Worker, based in CMY’s Sunshine office and covering the North West area.

“I really enjoy my team. We are such a close family. We can rely on each other and we all know when something is going wrong within the team and we are able to work together to solve it.”

When she talks about the work Le Mana does, Martha describes it as “a bridge between the community and organisations and service providers.”

Although there have always been challenges, like building a project from scratch, or the lack of research in terms of structures or strategies to follow around Pasifika and Maori culture, Martha says there have also been significant highlights. The Le Mana team has built a strong reputation within the community, and now the project is at an exciting stage where people turn to Le Mana as a trusted source of support and guidance when they are in need.

“Whenever our community has an issue our phones are open, we are not just average workers who work from 9am to 5pm because we have gained that trust within our community.”



*“Martha has an exuberance
about her that is uplifting,
empowering, influential and a
quality that is clearly evident
within our Le Mana team and
her work with Pasifika young
people, families and the
community.”*

Temese Leilua, Le Mana Pasifika
Program Development Leader

Martha’s 3 highlights of working at CMY

- It is an organisation with a very good understanding in terms of culture of the way we live, and how we live in Australia.
- It’s a big family that shares the same vision and works together to make that vision possible.
- CMY is a very powerful organisation with a whole team of go-getters that encourage you.

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 845 dedicated volunteers engaged directly in CMY's programs in 2019-2020. 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.



845 volunteers were recruited, trained and supported to contribute to CMY's work.



Meet Dewan

Meet Dewan, a Ucan2 volunteer who arrived in Australia just three years ago to pursue his Master's Degree in International Community Development.

As a volunteer, Dewan met with participants each week to develop their employment-related skills and practical skills, such as communication and relationship building.

Yonas Gebremichael, CMY Multicultural Youth Support Worker who supported Dewan said, "We ask volunteers to share their own life experiences, work, social activities, so considering he was quite new to Australia, he didn't feel like he could share a lot. But Dewan had lived-experience that was familiar to young people who had just arrived - he was a great role model and had a lot to share."

Through offering mentorship and support to newly-arrived young people like himself, Dewan

said he learned about different cultures, was able to build on his interpersonal skills, and is now more committed to diversity and inclusion.

"The most exciting outcome is that these learnings have helped me to become successful in securing job interviews with three non-government organisations," Dewan said. Since volunteering with Ucan2, he has successfully landed a job as a Community Support Worker.

Ucan2 transitioned to an online format during COVID-19 and continues to support young people who now, more than ever, need the support and connection to successfully settle in Australia.

Strategic Focus Areas



In the second 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

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

MY Journey

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

MY Voice

Young people are understood, accurately represented and influential.

MY CMY

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.

Strengthening community connections

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

A total of 2,284 clients (1,330 in Melton/Brimbank and 854 in Dandenong/Casey) have been supported through CSG case management, with around 1,350 currently active clients. Over 650 of these clients are young people.

COVID-19 had a direct impact on the communities in which we work. Our CSG teams were overwhelmed by community demand during the pandemic, and delivered a total of 1,993 Family Support Packages (1,205 in Melton/Brimbank and 788 in Dandenong/Casey). The team also delivered 550 COVID-19 emergency relief laptops and iPads to enable ongoing engagement in education during periods of remote learning. Emergency food relief was distributed to over 300 families in need.

The CSG offices became the trusted places where South Sudanese young people and families turned for support during the pandemic. Apart from providing remote case management and emergency relief, the team developed a series of videos in local South Sudanese languages to educate the community about COVID-19 health and safety; hosted online community engagement forums focused on mental health and COVID-19; and held various collaboration and partnership consultations with stakeholders in and outside the community.

We ran online homework programs for high needs young people, weekly online youth groups and parenting groups, fortnightly youth reference groups, and monthly Local Reference Group meetings for community members to discuss challenges and priorities for their community. Our teams also provided tailored support to 83 at-risk young people and their families, who were referred through Youth Justice, correctional services, Victoria Police or community referrals.

Our **Le Mana (Empower) Pasifika Youth Project** continued to provide culturally-specific support for Pasifika youth through direct program delivery, collaboration and secondary consult. We engaged with 2,500 young people through a range of programs and activities.

The Le Mana team delivered 315 Family Support Packages during the COVID-19 pandemic, which included support for over 1,200 children under 25. These packages provided much needed emergency relief, allowing young people to remain in school, assisting parents to access retraining for improved employability, distributing laptops for school work and communication, paying bills to reduce stress, and ensuring families had adequate food. Our two youth leadership groups were supported to build a stronger online presence, we strengthened our participation in relevant networks, and continued our support of the United Pasifika Council of Victoria. The shift to online meetings for all the networks and forums during COVID-19 resulted in increased participation levels, which led to new and strengthened partnerships.

Le Mana has become the “go to” project for government departments and services on issues impacting Pasifika youth and families. This year we saw a significant increase in secondary consults, including mental health services, government departments, police, and other services. Despite a reduction in face-to-face group work in schools, due to COVID-19 restrictions, there was increased individual support for young people and their families. A key challenge for the team was being able to provide appropriate and effective support to young people in crisis via phone or online – when face to face was often the preferred method of engagement for the community.

Reducing the risk of homelessness

Reconnect incorporates family centred approaches with culturally responsive service delivery that utilises a variety of strategies such as case management, counselling, group work, family mediation and practical support, to reduce the risk of homelessness. Our team managed 137 new cases across the South East and North West of Melbourne, with 85 per cent of clients reported an improvement in their circumstances following their engagement with Reconnect.

We also delivered seven group sessions in schools – one face-to-face and six online. A number of planned groups were unable to proceed due to COVID-19 restrictions, so instead the team ran online sessions on COVID-19, Centrelink benefit options, wellbeing and maintaining engagement in education during the pandemic. Without the regular presence in schools, CMY workers have remained in close contact with welfare coordinators and continued to support students and their families with payments, managing stress, and home schooling needs.

In addition, Reconnect workers also provided support through the MY Connect phone service. Set up in May 2020 in response to the challenges of COVID-19, the MY Connect phone service provided free and confidential information to workers, young people and community members. It has been a source of Reconnect referrals during COVID-19.

Supporting our regional communities

CMY's **Regional Presence Project** in Ballarat/Wimmera 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.

In **Ballarat**, CMY was involved in the planning and delivery of the 2019 Interkultura Soccer Tournament. Prior to the event, two young people involved with CMY attended the FECCA conference in Hobart alongside Craig Foster, with the support of Ballarat Regional Multicultural Council and CMY, to speak about the importance of football for young people settling in Australia.

A group of Ballarat-based multicultural young women developed and delivered a Lead Yourself, Lead Others training in 2019 on the intersection of racism, discrimination and gender. Following on from the success of this, the group hosted an art exhibition in 2020 that explored themes of diversity, inclusion, gendered violence, challenging 'Euro-centric beauty standards', and gender diversity. Young women who led the LYLO training and art exhibition gained invaluable skills in turning an idea into a very successful event, which was attended by over 120 guests.

The team continued to run in-school programs prior to COVID-19, then our focus turned to supporting families through home-schooling, addressing financial hardship due to job and income loss, and helping teachers and well-being staff to reach families with resources and information. We also continued online engagement with the Girls Space and Young Men's Group programs.

Our Ballarat team this year received funding to extend further west into Horsham and Nhill in the Wimmera region. Consultation sessions were held with young people in these towns in February 2020 to co-design social and recreation, and skill development programs. Shortly after, we transitioned to working remotely and plans had to be adapted quickly. In early 2020, the team launched Awa – a virtual choir project that aimed to maintain social connections while physical distancing measures were in place during COVID-19.



Awa choir project keeps young people connected through COVID-19

Just five weeks before COVID-19 hit Victoria, the Ballarat team had expanded into the Wimmera region and had to quickly adapt to provide online support to young people and keep them creatively engaged.

The team launched Awa, an intercultural choir project, as a way of keeping young people in the region connected during the COVID-19 lockdown in Victoria; bringing together more than 60 participants from Ballarat, Horsham, Nhill, and even Ghana.

Weekly online rehearsals culminated in a video clip which featured young people from 12 different cultures, across rural Victoria, as vocalists, musicians or artists. The clip has since garnered over 9,000 views on social media.

"Awa" is a traditional song from Ghana, with the lyrics (in the Fante dialect) translating to, "I'm excited to hug you" – an apt choice during our current global situation.

Thablay Khinshwe, CMY's Youth Facilitator said, "during COVID-19, we were all isolated and even though we were going through a hard time, it was good to do something fun together."

"There were about 20 young people from Nhill, from pre-school age to young adults who got involved. Quite a huge number of the young people are into music and singing. I'm proud to see them present their talent and I'm lucky to be surrounded by them."

This project was supported by Musical Director Stella Savvy of CocoSounds, with members of CMY Ballarat/Wimmera, video and sound production by Rex and Bella Hardware, and funded by Victorian Department of Premier and Cabinet. Watch the video on CMY's Vimeo or YouTube channel.

During Refugee Week 2020, an engaging series of videos titled 'This is my story' were developed by young people in Ballarat, Horsham and Nhill for social media. They shared their stories of settlement in Australia, and the videos attracted over 10,000 views on social media.

In **Gippsland**, we ran a weekly lunchtime program with students in two local secondary schools, 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 partnered with Latrobe Streetgames to deliver a weekly Multicultural Soccer program which engaged over 700 young people and their families over 36 sessions. With the first COVID-19 outbreak, this transitioned to a virtual sports program led by Latrobe Streetgames. A weekly timeslot in the Tips and Tricks program was established with the Sports Engagement Officer, Youth Facilitator and Youth Advisory Group members producing regular videos on leadership, sports tips, and mental health. A total of 2,219 views was achieved during this time. Our Gippsland Youth Advisory members were in high demand for consultations with a wide range of peak bodies, partner organisations and CMY.

We ran six Game Plan forums along with six separate inclusion activities, designed to support representatives of sporting clubs to increase their understanding around engaging multicultural young people in sport.

We also initiated the Gippsland Multicultural Email Network (GMEN) in March 2020 to provide widely dispersed service providers, community organisations and individuals across the six local government areas with information relevant to migrants and refugees and to the services and organisations that work with them.

Youth Justice

In the **Youth Referral and Independent Person 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 provide direct support and debriefing to over 350 volunteers across the state. During 2019-20, 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 that young people were processed correctly, in accordance with police policy and the law.

We provided crucial support information and referred young people to support agencies nearly 1000 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. At the end of 2019 YRIPP celebrated its 15th anniversary with a special event which recognised the commitment and achievements of YRIPP volunteers, including four volunteers recognised for their 15 years of service. The celebration also recognised the contributions of our major stakeholders with official representatives from the Victorian Government and Victoria Police. The event underlined the importance of treating young people caught up in the justice system with care and compassion, and showcased the amazing efforts of YRIPP volunteers in working to achieve this.

The coronavirus pandemic posed very significant and unique challenges for YRIPP. Our important mission in safeguarding the rights of young people in police custody is enshrined in legislation and therefore it was critical that we continued our support whilst keeping our volunteers safe. Amazingly, the program was able to maintain services to over 100 police stations across the state and supported over 3,000 young people throughout even the most stringent of lockdown measures. This remarkable achievement garnered media interest at the national level and the program and its volunteers were singled out for special thanks and acknowledgement from the Victorian Government. YRIPP is continuing to migrate our volunteer training and supports online, and adapt to the ongoing challenges that the pandemic represents.

Early intervention and crime prevention

The **Change It Up** program delivered intensive wraparound case management support to 22 young people and in some instances their families in Wyndham who have been identified as engaging in high impact violent crime. Young people were provided with a comprehensive needs assessment, individualised case plan, appropriate referrals, case coordination and brokerage of resources that aim to deliver tailored support to help them succeed. Change It Up continued to provide case management and support on an outreach basis during COVID-19.

Youth Learning Pathways continued to assist young people who are involved in or are at risk of becoming involved in the criminal justice system to achieve meaningful outcomes in education, employment and training. Over 90 young people were engaged through the program, undertaking a common assessment tool, and receiving wraparound service support to gain education or employment and post-placement support. Close working relationships were formed with a number of local organisations to support employment and further education opportunities.

The **Handshake** program worked to engage young people aged 15 to 17 from Pasifika and African backgrounds through group work and case management to create long-term meaningful change and improve engagement with their communities. Handshake delivered 105 positive group activities to a total of 107 participants, and supported 20

young people through case management. In addressing risk factors, such as poverty, poor school attachment, low parent engagement in schools and the refugee experience or experience of war, Handshake was able to make some progress towards the following outcomes: strengthening connections with peers, family and community; improved personal, social and communication skills; increased confidence; increased cultural connectedness; and increased understanding of support services.

The **Listen Up** program (formally Empower Youth) delivered support to South Sudanese young people aged 12 – 24 and their families. Adopting an early intervention approach, the program assisted families with access to services and options including school support, assistance with Centrelink, migration matters, and advocacy with services/agencies. This year, 23 young people were supported to find employment. A further 18 young people who had experience with the Youth Justice system have been supported. Eighty families (with an average size of 5-6 people) were supported.

Engaging newly-arrived young people through sport

Welcome Football utilised the universal language of football to support newly-arrived young people and their families to build connections in their community in the City of Hume. In 2019-2020, 210 young people were directly involved with the Welcome Football program. Four schools participated in 13 in-school sessions, and an additional 10 out-of-hours sessions were delivered at Broadmeadows Leisure Centre. Four young people completed leadership training and a Football Victoria coaching course. We also ran a school holiday program in January 2020 at Hume City Football Club, which was attended by 54 young people.

As a result of the program, 17 young people pre-registered for the 2021 football season, following the cancellation of the 2020 season due to COVID-19. Young people registered for the 2019 season reported feeling a greater sense of belonging and attachment to community through being part of football clubs. Those who were involved as Community Champions reported greater confidence, wider social networks and increased skills as a result of the program. Welcome Football's achievements as a program were recognised by being named as one of three finalists at the nationwide Australian Migration and Settlement Awards in October 2019. Community Champions, Selin Arpacı, was recognised for her enormous contribution to the program and her wider community by being named the winner of the Youth Award at Victoria's Multicultural Awards for Excellence 2019 by the Victorian Multicultural Commission.

The cancellation of the 2020 football season had a significant impact on the program's outcomes. Young people and their families missed out on the opportunity to build connections in their community, which is such an important aspect of the program. In response, participants who were to register with clubs were sent packs with basic equipment that would help them stay active at home, and staff maintained contact with families to provide support as required.

The South East **Women's Sports Hubs** removed barriers and created a safe space for young women from migrant and refugee backgrounds living in Greater Dandenong and Casey to participate in sports. This year, we delivered 30 weekly soccer sessions, 10 volleyball sessions, 8 Ultimate Frisbee sessions, and 8 badminton sessions. A total of 75 young women from migrant or refugee backgrounds participated in the program.

Program outcomes included increased number of young women from migrant and refugee backgrounds engaged in sports; increased number of young women attending club trials; enhanced awareness of available opportunities to participate in sport and leadership activities; and enhanced community (and sport club) awareness of how to include young women from refugee and migrant backgrounds in sport opportunities through family and club engagement.

While COVID-19 restrictions impacted our ability to deliver sports sessions in 2020, equipment gift packs were delivered to participants which allowed them to practice sports skills at home, and the team maintained contact through messages and online challenges which were well received.

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 50 sessions in basketball, swimming and volleyball. The program also delivered two excursions and two incursions with sport and recreation organisations, such as Melbourne Victory FC, South East Melbourne Phoenix basketball club, and one of Hume City Council's lifeguards. 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 that would increase their employability.

The cessation of face-to-face activities due to COVID-19 was a huge challenge with this being a central component of the program. In response, as well as maintaining contact with participants on an individual basis to ensure they had access to necessary support, staff established an Instagram channel (@sportinthenorth) to maintain engagement during lockdown and promote continued physical activity and social connection. The team also launched an online 'People in Sport' series to showcase diverse young people who work in the sports industry and how they got there.



MY Journey

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

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) to improve educational and wellbeing outcomes for young people from migrant and refugee backgrounds.

Our **Learning Beyond the Bell** program delivered training for 715 volunteer tutors, program coordinators and school staff working in the out-of-school hours learning support sector. We provided specialist advice and support to 131 learning support programs.

Through the Homework Club Partnership Fund, in partnership with the Australian Communities Foundation, we were able to support 23 grant recipients in the delivery of their programs. Our team also developed 10 new resources to support best practice in the OSHLSP sector.

CMY also held the sixth annual MY Education Awards event for 100 attendees, to celebrate outstanding achievements in the OSHLSP sector by programs, volunteers and students. Key outcomes of this work included:

- Increased capacity and confidence of OSHLSP providers to deliver a high quality program.
- Increased capacity and confidence of volunteer tutors to effectively support students from refugee and migrant backgrounds in their education.
- Increased connection and networking across the OSHLSP sector to enable peer-to-peer support between programs.
- Students who attend OSHLSPs ultimately report:
 - Increased sense of confidence in their education.
 - Increased sense of belonging and positive social connections.

Through the **Refugee Education Support Program (RESP)**, we supported 61 schools from across Victoria this year. We delivered eight professional learning workshops for school staff across Casey, Hume, Caroline Springs, Melton and Geelong.

Our team supported 30 projects in schools working to improve educational and wellbeing outcomes for students and families from refugee backgrounds, such as learning support programs, family engagement projects and career conversation workshops.

We also facilitated 27 school-community partnerships to deliver projects in support of students and families from refugee backgrounds. Key outcomes of this work included:

- Students engaged in RESP projects showed increased engagement in education and career pathways, and increased social connections and confidence at school.
- Families showed increased confidence to engage in the school environment and activities, and to support their child's learning at home.
- Schools reported increased capacity to support and engage students and families from refugee background.

The COVID-19 pandemic meant that in early 2020, our education team had to adapt and transition our professional learning for school staff and the OSHLSP sector to online delivery. Likewise, the support and resourcing of the OSHLSP sector focused on homework clubs transitioning to an online delivery model.

Some of the challenges faced included difficulty engaging schools consistently during multiple transitions between remote and face-to-face learning, and a lack of ability to plan ahead due to constantly changing social restrictions.

However, we were also able to engage more regional/rural participants in training and events due to online format, and significant program innovations (e.g. moving to online program delivery for homework clubs) will continue beyond COVID-19 leading to a more diverse array of educational supports available to young people.

The unprecedented circumstances of this year really highlighted pre-existing barriers that students and families from migrant and refugee backgrounds face when engaging in education, and forced schools to adapt and respond to these challenges.

The **Aspire to Lead** program 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. Seven groups of new participants were engaged, with 85 young people participating in the program. We trained 20 mentors, graduates of the program who moved on to mentoring positions. Eight different events or projects were designed and implemented across six schools across the City of Casey and the Shire of Cardinia. A 10 week curriculum and a draft program manual were also developed to support implementation of the program.

The Aspire to Lead program resulted in:

- Increased engagement with schools across the City of Casey and the Shire of Cardinia;
- Students at risk of being expelled were re-engaged and became part of the solution;
- Sense of inclusion as perceived by participants;
- Increased engagement of participants in school-based activities, for example in students taking on leadership positions in their school;
- Improved education outcomes for participants in the program, reflected in school attendance and positive feedback from teachers and leadership teams;
- Development of school solutions to systemic issues that contribute to students disengaging from the school environment.

COVID-19 restrictions meant external providers were prevented from delivering face-to-face programs since March 2020; and schools lacked capacity to facilitate online delivery of program. Despite the challenges, we were able to move the curriculum online, projects planned by participants had a strong inclusion focus that resulted in additional learners and families engaging in the projects; and as a result of the online delivery option, we were able to engage a new school and additional year group levels.

Navigator provided intensive case management and advocacy, built relationships with schools and offered restorative practice and assertive outreach support for Pasifika and South Sudanese young people who were significantly disengaged from education. The program had 11 schools referring in to the program, receiving around 50 referrals in a school year. Almost 40 per cent of clients were involved in the youth justice system.

Case work shifted to remote support when COVID-19 hit, proving very challenging in terms of client engagement. Families were supported to access laptops and build their technology capabilities to be able to support students learning at home.

The program resulted in students being engaged in meaningful and effective education pathways – meeting the goal of turning around 70% disengagement to 70% engagement. Families of students were engaged with holistic, culturally responsive, wrap-around support. Schools and other organisations also increased their capacity to support the individual needs of students and families from South Sudanese and Pasifika backgrounds.



Supporting Schools To Stand Up To Racism

Schools Standing Up to Racism is a collaboration between CMY and the Victorian Department of Education and Training. Launched in 2020, it offers a range of resources to support schools to address racism and discrimination in their school environment.

The resource was designed to help teachers and school leaders to create safe spaces in which to build the intercultural awareness and understanding required to overcome the barriers to proactively talking about, and addressing, racism in the school environment.

The site features a podcast and video developed in partnership with young people, and example lesson plans that align with Intercultural Capability in the Victorian school curriculum.

Schools Standing Up To Racism offers multiple entry points to support schools and their staff on their own journeys toward building inclusive environments that embrace the diversity of our Victorian community.

The resources call for a whole-of-school approach, which actively promotes, encourages and supports student voice, in order to create meaningful and sustainable change.

Mohamed Semra shared his own experiences of racism as a school student for a video featured on the website, saying: "Every single time I experienced an act of racism ... it just reminds me of how hard it is to succeed, how hard it is to do well."

cmynet.au/schools-standing-up-to-racism



Supporting young people on their journey

Ucan2 worked with newly-arrived young people from refugee backgrounds through delivering group programs within English language program settings, with a focus on education/employment pathways, social connections and trauma recovery. Ucan2 has been running for over a decade and is delivered through a long-established partnership with Foundation House.

CMY recruited, trained, supported and managed 98 volunteers, who supported approximately 275 young people across 13 sites with weekly sessions during the school term. We also ran a combined holiday program in Melbourne CBD in Semester 2 2019, with over 130 young people, volunteers and staff attending.

Over 40 young people in the South East were connected to Monash Health services which has been valuable to their health and wellbeing, and social connectedness.

The majority of young people reported that, as a result of participating in Ucan2:

- They felt more confident with English;
- They knew more about their work and study options;
- They felt more connected to their communities;
- They had made friends through Ucan2;
- They were taking steps to achieve their future goals.

In addition to the outcomes for young people, 97% of Ucan2 volunteers felt very supported by staff throughout the programs, and said the program either exceeded or met their expectations.

Volunteering in Ucan2 also often acts as a pathway to employment for volunteers, with approximately 15 volunteers successfully gaining employment after participating in the program and using CMY facilitators as referees.

Ucan2 moved to remote delivery (using Zoom, Webex and other online platforms) during COVID-19 and has continued to deliver online since then. Some of the key challenges included loss of face-to-face contact, making relationship building more difficult; technological challenges; maintaining engagement once young people started to experience “screen fatigue”; and crowded home environments making it difficult for young people to participate without distraction.

On the flip side, remote delivery resulted in greater accessibility for young people to access services across Melbourne; young people were connected with a wide range of courses, community activities, and English conversation clubs; the use of WhatsApp and Facebook as engagement tools to share creative ideas for activities during lockdown; participation of some sites in Active April, which encouraged young people to stay active and connected; and some volunteers were able to volunteer at more than one site due to easier access and reduced travel barriers.

Outcomes of the program included: greater support for the EAL students during the transition from Year 10 to Year 11; development of participant knowledge of post-secondary education options; increased confidence in career and education pathway planning; support and capability building for careers staff and the MEAs; and fostering positive family/school connections.

My Career Pathway provided information, coaching and support around vocational, career and education pathways to newly-arrived senior high school students. The Project Officer facilitated group workshops with 41 EAL (English as an Additional Language) Students around education and vocational pathways (two per term) and follow up one-on-one careers coaching (1-2 per student per semester).

CMY facilitated a family engagement session with the school Multicultural Education Aides (MEAs) support and a careers education training session for the MEAs. We supported individuals and families with increased barriers to engaging with, and accessing, vocational and career pathways.

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 2019-20, 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.

Creating employment opportunities

Employment Empowers worked with young people from refugee and migrant backgrounds on their journeys to work, matching them individually with professional volunteer mentors to gain clarity on their employment options and future pathways, set and work towards strengths-based employment goals, build invaluable bridging networks and form the building blocks for their working life.

This year we had 79 mentor-mentee pairs in the program. Our fastest-growing group of jobseekers is newly-arrived humanitarian migrants or refugees who have been in Australia for between six months and five years – this cohort comprises 34 young people who are being supported by 26 volunteers through our program.

Employment Empowers also partnered with employers to match recruitment needs with jobseekers who are keen to work and make valuable contributions to the workforce.

During 2019-20, 95 employment opportunities have been secured by our program participants. In response to regular consultations with young people and volunteers, the team implemented a number of new initiatives to address their needs and interests regarding pathways to employment, employability, and mentoring, including:

- ‘Career Convos’, a weekly webinar series on all things employment – covering a wide range of topics and employability skill development opportunities for young people.
- Monthly networking and mentor development meetings for volunteer mentors.
- Tailored information sessions on workplace rights and responsibilities to young people and volunteers.

CMY published a detailed report titled *‘Locked Down and Locked Out?’* on the impact of COVID-19 on employment for young people from refugee and migrant backgrounds in Victoria. Key findings of this report, which surveyed young people involved in our employment program, included:

- Majority of surveyed participants who were in work prior to COVID-19 were casually employed (86%).
- 38% of young people in work prior to COVID-19 lost their jobs, and 33% had their hours reduced.
- 30% withdrew from the labour market in March-April 2020.

Settlement of newly-arrived young people

The **Envision** program supported newly-arrived young people to achieve their education, employment, and personal goals and aspirations. The team undertook intake activities which involved individual mapping (82 participants) and group mapping sessions (89 participants) in total. Drawn from a strengths-based framework, these intake tools were developed to support young people to identify their settlement needs including their interests, strengths/skills, and personal and career goals.

Through the intake process, 20 young people were referred externally to other support services including education, employment, sports and leisure, legal support, driving, English & computer literacy programs. In addition, 19 young people were referred both internally and externally to support services, programs including education, employment, sport and recreation, arts, welfare, housing, casework, English, learning and development or training opportunities or volunteering.

Young people remarked how the intake activities supported them to feel encouraged, identify their skills and attributes, increasing their confidence & self-esteem. Intake activities also helped young people to identify future goals and set up smaller steps to reach their goals. This led to confidence to pursue their aspirations, particularly in relation to their educational and career goals. They felt more confident and more independent as the program provided a range of support options to enable them to pursue these goals, through connections made via referrals and information sharing of opportunities.

Nine volunteers were recruited and trained to co-facilitate information sessions and a group program. Our Peer Facilitators were able to share their lived migration and settlement experience with young people providing guidance and support. In the South East, three information sessions and six leadership workshops were delivered; in the North West, eight leadership workshops were delivered. The group program was delivered partially face-to-face, then with COVID-19 interruptions the sessions were adapted for online delivery. A total of 415 young people engaged in the program across the South East and North West regions.

Mapping exercises with young people determined their readiness for the Envision Employment program, delivered by CMY’s Employment Empowers team, with 30 young people referred into the program.

MY Voice

Young people are understood,
accurately represented and influential.



Amplifying youth voices

Our **Shout Out** public speakers bureau trained and nurtured young people from refugee and migrant backgrounds in public speaking and storytelling, empowering them to share their experiences and perspectives with a wider audience on a range of issues affecting society.

We recruited and trained 17 new speakers, with a total of 34 speakers engaged in the program overall. Throughout the year we had 44 booking requests for speakers from 30 different organisations; 34 of these were face-to-face events, and another 10 were delivered online. These events engaged an audience of over 2,600 people.

100% of the booking organisations agreed or strongly agreed that a Shout Out speaker had added value to their event, and the quality of the speaker's presentation was of a high standard. They all agreed the presentation provided the audience with new knowledge or understanding of the experience or perspectives of young people from refugee or migrant backgrounds.

"I really loved today's lesson, especially our guest speaker, as she gave some really good advice and things to think about, which I can apply to many decisions I make in the future." – Young Audience member

With the onset of COVID-19, Shout Out had to quickly adapt its training program in early 2020 to a series of online sessions over five weeks. This training was followed by weekly meetings with the new speakers to keep the group connected, and ad hoc support was also provided to more experienced speakers to help with online engagement and adapting their presentations to suit an online platform. Feedback from some young speakers suggested online training allowed them more flexibility to attend; for others, accessing the online training consistently was difficult due to sharing their devices with younger siblings who were at home.

Shout Out had a number of bookings cancelled between March-June 2020, as event organisers grappled with postponing their event or transitioning to an online format. There were also very limited bookings during this time, as compared to previous years, however our speakers are now well-equipped to deliver engaging presentations both online and in person.

Book a speaker at: cmj.net.au/shout-out



REVERB

Addressing the stigma around mental health

REVERB is a new project which began as an initiative of CMY's Youth Advisory Group. They saw the need for a mental health and wellbeing program to address the stigma surrounding mental health in culturally and linguistically diverse communities. It's a co-design project which aims to amplify the voices of multicultural youth, share their lived experiences, encourage help-seeking behaviours, and improve mental health service provision.

CMY is eternally grateful to Gandel Philanthropy for investing in this innovative approach to improving mental health for young people from migrant and refugee backgrounds. In 2020, the REVERB project recruited and trained 17 youth speakers, who now facilitate workshops for other young people and for the mental health sector, in the hope of encouraging better mental health outcomes.

Why is REVERB important to you?

"REVERB not only addresses the existence and diversity of mental health in young people, but it highlights the fact that we all sit in that spectrum, no matter how diverse our culture and upbringings are. It opens up a platform for young people to tell their own unique stories and find commonalities with each other at the same time. REVERB guides us to own our stories, and holds our hands, for us to know we are not alone."

– Justinna Merin, REVERB youth facilitator

How has REVERB helped you?

"REVERB has allowed me to have conversations and brainstorm ideas with people who have faced similar struggles in their lack of access to adequate mental health resources. This acknowledgement, and perhaps sense of belonging, has acted as an indirect way for my own healing. To know that our conversations are having direct and tangible impacts within the mental health sphere helps my mind be at peace, knowing that the next generation of young people like ourselves do not have to experience the tribulations that we did – even if our impact is small, it is a step in the right direction."

– Joshua Sim, REVERB youth facilitator (pictured above)

Initiating change in the community

The **Young Initiators** project engaged young people in values-based leadership training and youth-led projects hosted in local communities across Victoria. Over 300 young Victorians participated in 20 leadership intensives over 12 months, and over 80 in the youth-led projects who went on to inspire thousands more through their actions and the Young Initiators social media campaign, including over 800 followers on Instagram.

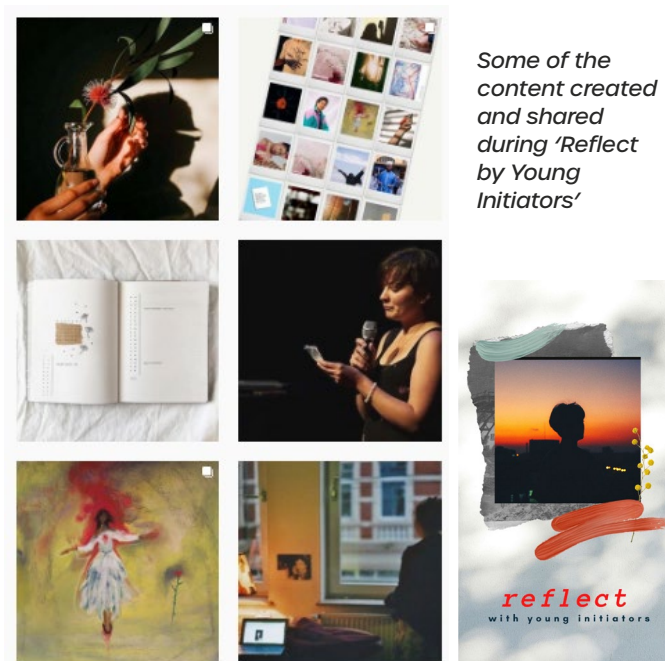
Among the project outcomes, 95% of young people felt more confident to create positive change for themselves and their community; had a better understanding of the opportunities for making a change in the community and being an active citizen; and felt greater connections with others.

“It helped me to gain confidence ... the information was not new, but it was presented in a way that helped me feel more confident about my values, and my desire to make a positive change.”

– Young Initiators project participant

Eight youth-led projects were completed in Casey, Geelong, Wyndham/Werribee, Tarneit, Hume, Ballarat, Inner West and Collingwood. Four additional youth-led projects were planned for 2020, but were unable to proceed due to COVID-19 restrictions. The projects were all led by young people who had participated in the Young Initiators leadership intensives and focused on a range of topics identified by the young people, which included climate change, mental health, safe spaces, music, homelessness, body image, visual stories and the things that matter most during isolation.

COVID-19 restrictions hit Melbourne in the weeks before the much anticipated ‘Initiate Youth Conference’ that was due to take place in April 2020. Initiate was to be a culmination of the work of the Young Initiators project and celebrate how young people are living the Victorian Values Statements and contributing to a Victoria we can all be proud of.



Some of the content created and shared during ‘Reflect by Young Initiators’



Follow The Young Initiators on Instagram @the_young_initiators

The team had to quickly adapt and transfer the event to an online format, resulting in ‘Reflect – by Young Initiators’, a program of curated youth-led content delivered across existing Young Initiators social media platforms.

Reflect built connections and showcased the achievements and talents of young people throughout Victoria. After launching on April 22, Reflect published 12 blog posts. Within these blog posts, 10 youth-led projects from across Victoria, along with reflective pieces from eight young people, were showcased.

A committee of 10 young people supported Reflect by writing and editing blog posts. There were 18 Instagram posts, including artwork, performances and poetry from seven young people. Reflect maintained high levels of engagement until it finished in July 2020.

The Young Initiators blog attracted 850 unique visitors and over 1,750 page views during Reflect. On Instagram, the content reached over 3,000 people and organisations in under two months, with 20-30% of the reach for each post coming from new followers and accounts not previously connected to the Young Initiators project online.



Encouraging networks of empowered youth

The **Western Young People's Independent Network (WYPIN)** is a group of young people living in Melbourne's West providing leadership opportunities for other young people living, playing, studying and working in the region. The network had 18 young people engaged as volunteer committee members during the year, plus a further 18 young people engaged in their young women's leadership activities.

The WYPIN committee and young women's leadership program produced some fantastic outcomes for both the young people involved in planning the workshops, as well as participants in the training and youth-led projects. Bolstered by a partnership with Our Watch, the activity formed part of the Lead Yourself, Lead Others (LYLO) program. Activity highlights included the delivery of the two-day training intensive as well as the development of two youth-led projects: a series of videos exploring internalised misogyny, and "Let's Talk Female Empowerment" – a youth-led forum and video launch held in October 2019 with over 70 people attending.

Both of the youth-led projects were identified by young women in the program as filling a needs gap. The young women were extremely proud of their achievements in creating a resource that can be used to initiate discussions on the concept of internalised misogyny, as well as creating a positive space to showcase and discuss female empowerment and draw inspiration from exemplary women in the community.

"My experience as part of the WYPIN Committee was very enriching. It was wonderful to be in a space with other passionate women and sharing our experiences of the world together to brainstorm topics that we would discuss with other young people."

– Committee member

Building capacity of a new generation of changemakers

Positive Change Makers, CMY's training and development program for young people, uses experiential strengths-based learning to develop the next generation of culturally aware young leaders. In 2019-20, we delivered 10 training sessions to 248 young people from multicultural backgrounds. Training topics covered included Leadership, Project Management, Culture and Bias, Team Building, and Active Citizenship. These trainings received a 97% satisfaction rating overall.

While COVID-19 meant some trainings were cancelled or postponed in 2020, the restrictions on face-to-face delivery allowed time for project staff to update and design new training modules to be rolled out in the coming year.



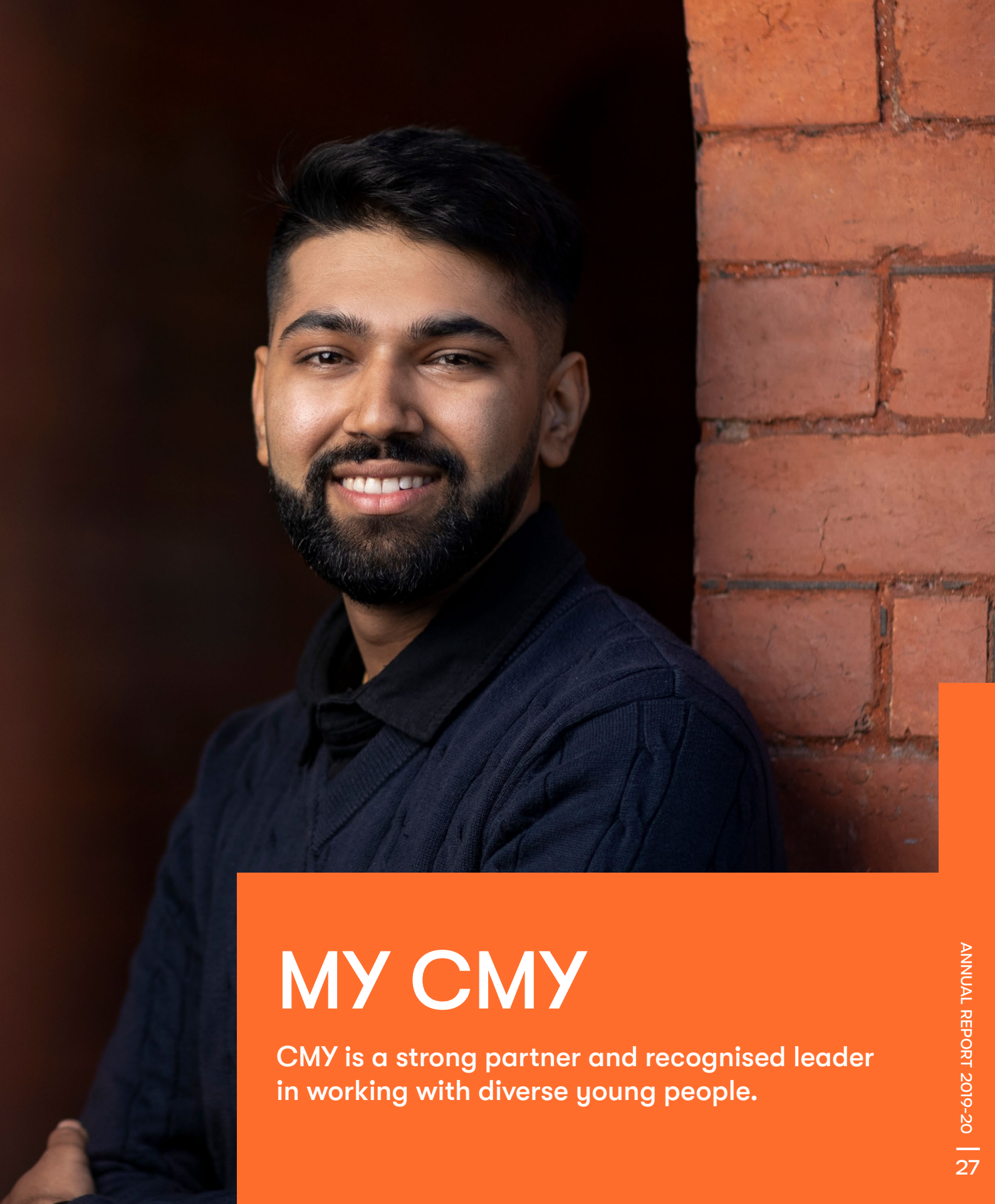
Youth Advisory Groups

Our Youth Advisory Groups (YAGs) consist of 32 youth advisors from across Melbourne, Gippsland, and Ballarat/Wimmera regions. Being involved in CMY's YAG provides an opportunity for young people to have a direct input into our work, including the programs we run and issues we focus on. Our youth advisors represent 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 2019-20, in what was an incredibly challenging year for so many. Our youth advisors advocated for young people from multicultural backgrounds on a number of important issues including racism, education, mental health, employment and LGBTIQ+ inclusion.

Highlights for 2019-20:

- Underwent online induction and training, covering the topics of leadership, values, team building, decision making, and individual working styles.
- Completed Pitch Training professional development session with social enterprise consultant in preparation for pitching to the Board.
- Participated in a number of consultations, including:
 - Inquiry into early childhood engagement of culturally and linguistically diverse communities.
 - Public hearing for Inquiry into Disadvantaged Jobseekers.
 - Orygen National Roundtable discussions.
 - Department of Home Affairs.
 - Internal consultations at CMY, contributing to integral pieces of work including: CMY's Theory of Change and Anti-Racism Strategy proposal.
- The metro YAG consulted with 75 young people, six youth groups, eight community organisations and 15 CMY staff and senior managers; their key finding was that young people from multicultural backgrounds are experiencing isolation, hopelessness and disconnection. In response, they developed an idea for a participatory arts-based event series which CMY is seeking funding to progress.
- YAG members were featured on the Interkultura Football Festival discussion panel with Craig Foster and Hakeem Al-Araibi, speaking about their lived experience of the importance of football in their communities.
- A YAG member presented with Youth Facilitator at the 2019 FECCA conference in Tasmania, on Ballarat's Interkultura Football Festival.
- YAG members participated in CMY Ballarat/Wimmera's Refugee Week video series.
- A YAG member was part of the organising group and a guest speaker at the Ballarat COVID-safe event, Stop Black Deaths in Custody.
- Gippsland YAG supported the delivery of a Family Fun Day with 83 participants.
- The YAG participated in a podcasting training with Gippsland FM.
- Gippsland YAG hosted a stall, culture quiz and presentation about CMY at Federation University orientation day.
- YAG members were interviewed for SBS World News feature on mental health.



MY CMY

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

Building capability across sectors

For over 30 years now, CMY has worked with organisations in various 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 capability 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 and their families.

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

Training

In 2019-20, we delivered training to 317 participants including youth workers, settlement workers, council workers, sport and recreation workers and family support workers, from numerous organisations. Modules included Culturally Responsive Practice; Young People and Settlement; the National Youth Settlement Framework; as well as tailored modules for specific organisations, including sporting clubs.

The majority of training was delivered for organisations. A program of calendared workshops was also attended by individuals from a variety of agencies.

We saw reduced numbers of training participants in first half of 2020 due to cancellations and postponements of bookings, as a result of COVID-19 restrictions. Our team had to adapt interactive, reflective face-to-face training modules into an effective online mode of delivery. Despite the challenges, session evaluations consistently indicated a high satisfaction level with the training and an overall increase in participants' confidence in their ability to:

- Explore concepts of culture and identity.
- Explore the cultural competency/culturally responsive practice framework.
- Reflect on cross-cultural interactions and the communication skills.
- Identify and apply cultural competency/culturally responsive practice strategies to support effective work with young people.

“I thought it was well-paced, interactive, encouraged self-reflection, felt safe to speak in. The presentation was thought-provoking and insightful.”

– Training participant



Forums

A total of 265 participants attended three forums during 2019-2020.

A statewide forum on **Youth Employment: Prepared for work?** was held in July 2019 for youth workers assisting young people to gain entry into the job market. This forum was attended by over 50 participants, who heard from a range of speakers on topics ranging from best practice approaches to employing young people from multicultural background, to case examples of what works in practice.

"I loved the diverse panel and keynote speakers to gain their perspectives." – Forum attendee

CMY was again a partner in the **National Diversity and Inclusion in Sport Forum**. The forum, held in Sydney for the first time in October 2019, attracted 180 participants from across the sporting sector. A series of short TEDx-style presentations focused on inclusion and diversity frameworks for sport, cultural change, LGBTQI+ inclusion, people with disability, women, mental health, eSafety, member protection and human rights issues with a focus on the impact on grassroots sport. Attendees evaluated the effectiveness of the Forum as 4.1 out of 5, with 5 being highly effective.

Another statewide forum, **Beyond Mainstream – Tuning in to young multicultural Victoria** was held in March 2020. It attracted around 40 attendees including workers from youth programs, settlement services and other community organisations, who gathered to examine issues around youth participation and the inclusion of young people from migrant and refugee backgrounds. Themes explored included ways to enhance organisations' knowledge of communities, increase accessibility of programs and services, and incorporate genuine youth participation and inclusion into organisational decision-making. All of participants rated the forum as useful or very useful for their work.

Knowledge and Advocacy

CMY prepared a number of written submissions for government inquiries and consultations on issues of key concern to young people from refugee and migrant backgrounds. We also supported young people to present at government inquiries, and published two papers exploring how COVID-19 has impacted the young people we work with.

Submissions

- Royal Commission into Mental Health in Victoria.
- Select Committee on COVID-19 (Commonwealth) – co-written and developed with MYAN.
- Inquiry into the Victorian Government's response to COVID-19 (Vic). Skills Vic Post-Secondary Education Review (Vic).
- Improving the Adult Migrant Education Program (Commonwealth).
- Committee Inquiry into Anti-vilification Protections (Vic).
- Sustainable Employment for Disadvantaged Jobseekers (Vic).
- Parliamentary Inquiry into homelessness in Victoria (Vic).

Hearings

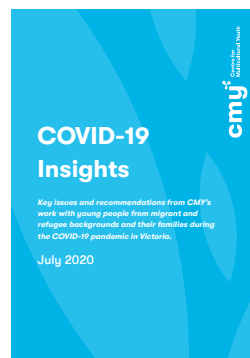
- Supported young people to present to anti-vilification hearings and inquiry into disadvantaged jobseekers.
- Staff presented at a public hearing of the Parliamentary Inquiry into Homelessness in Victoria.

Papers

- Research Report: *Locked down and locked out? The impact of COVID-19 on employment for young people from refugee and migrant backgrounds in Victoria.*
- Issues Paper: *COVID-19 Insights: Key issues and recommendations for young people from refugee and migrant backgrounds*

Policy Briefs

- CMY provided five briefing papers to the Victorian Government on COVID-19: Pasifika young people; South Sudanese young people; Rural and Regional young people; Youth Justice; Education.



Read these reports at:
cmy.net.au/knowledge-hub

Research

Our partnerships with researchers is vital in our ability inform a strong evidence base and knowledge on issues for multicultural young people and 'what works'. It has helped us to develop new interventions and innovation in our approach, in program design and in our advocacy with decision-makers.

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

This three-year research is investigating 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 is examining how informal sports are self-organised and sustained, factors enabling and inhibiting participation, and will provide an evidence base for the economic and social impact of informal sports participation.

Key Initial Findings

- Disconnection in policies in terms of supporting informal sport.
- Lack of funding for informal sport opportunities.
- Lack of consideration of planning for informal sporting spaces and developing infrastructure will be key moving forward.

The project is being undertaken by Monash University, Victoria University and Edith Cowan University 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 a 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.

Some of the issues it is working on include:

- Social polarization and disengagement from the public sphere.
- The rise of social exclusivist identities based on ethnicity, religion or culture.
- The influence of global conflicts and tensions on local environments and actors.
- The social harms created when grievances and alienation translate into violent action against specific groups or society at large.

As part of our work with CRIS, CMY delivered the **Explore** program in the first half of 2020. Through capacity building and networking, Explore provided an opportunity for young people from refugee and migrant backgrounds to have direct input into the research that impacts their lives. Ten youth volunteers were recruited into the program, and completed four training online modules in Leadership & Facilitation; Research Methods and Ethics; Power and Privilege; and Representing Your Work. Ninety-two per cent of respondents rated the training modules as 'very good' or 'excellent'. The youth volunteers also participated in a networking event with CRIS researchers.

While there were initially some challenges in being able to foster meaningful connections and collaborations in the online space, due to COVID-19, some of the positive outcomes included greater accessibility to meetings which allowed for a high level of engagement from CRIS researchers in attending the Explore networking session, and researchers based in other states were able to meet with Explore.



Multicultural Youth Advocacy Network

2019-2020 has been an extraordinary year. COVID-19 has had an enormous impact on all aspects of our lives but amidst this turbulence, young people have shown incredible resilience, leadership and have played a critical role in supporting their families and communities to be safe.

As a national body, the **Multicultural Youth Advocacy Network (MYAN Australia)** was able to adapt quickly to the working-from-home requirements and indeed, the proliferation and increased familiarity with online communication tools has strengthened our direct engagement with young people and the sector across Australia, including from regional and rural locations. We hosted several national sector meetings and youth-specific events to highlight the implications of COVID-19 – opportunities for cross-sector networking, sharing good practice, and learning directly from young people.

This year we released our 2020-2024 Strategic Plan, which will guide our priorities for the next four years. We look forward to embedding this in our work, as well as strengthening our impact measurements in each of our four pillars.

We welcomed our third group of Youth Ambassadors, who have once again been active in a range of settings. Some of the highlights for the YAN included COVID-19 advocacy and the 'A Day in the Life' video series.

Our sector capacity building work saw the National Youth Settlement Framework (NYSF) continue to be implemented across the country through training workshops and we undertook a review of the NYSF in consultation with the sector and young people. We were delighted that the NYSF is widely used and considered a valuable tool for measuring and supporting good practice across sectors.

Through our policy work, we have continued to prepare informed expert advice. This includes strengthening youth service delivery in the AMEP, preparing submissions to government Inquiries and releasing our COVID-19 Policy Platform in May 2020.

We continued to share our expertise in the national and international context – presenting at UNHCR's Annual Tripartite Consultations on Resettlement (ATCR) in July and joining the Asia Pacific Refugee Rights Network's (APRRN) Regional Protection Roundtable in Bangkok in October. We were thrilled to be invited to the landmark Global Refugee Forum in Geneva in December – sharing good practices in youth settlement and integration and making two pledges. We also worked with UNHCR Headquarters in Geneva to revise UNHCR's Resettlement and Integration Handbook and ran global consultations with young refugees living in resettlement countries to inform this.



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 almost \$10 million from diverse funding sources, including federal, state and local government and philanthropic foundations. With a team of 135 staff and 845 volunteers, we deliver programs across metropolitan Melbourne and Victoria through our offices in Ballarat, Carlton, Casey, Dandenong, Melton, Morwell, Sunshine, Werribee, Broadmeadows, Horsham, and Box Hill.

CMY's Board consists of nine 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 Australia



Craig Hodges – Director

Date appointed: 13 March 2018

Sub-Committee: Human Resources
Director Orygen Global, 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 and Partnerships Manager, Australia Post



Carmel Guerra OAM – Director

Date appointed: March 2019

Chief Executive Officer, CMY

Financial Report

The following Financial Statement has been extracted from the full financial report for the year ended 30 June 2020. A copy of the financial report and auditor's report is available on our website, cmj.net.au/about-us

Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2020

	2020	2019
	\$	\$
Revenue*	8,787,958	11,694,852
Other income	1,167,667	2,230,556
Employee benefits expense	(9,363,454)	(8,617,608)
Depreciation and amortisation expense	(232,636)	(26,331)
Repairs and maintenance expense	(9,500)	(13,747)
Utilities expense	(30,008)	(29,782)
Rental expense	(71,039)	(240,990)
Training and welfare expense	(39,082)	(33,884)
Audit, legal and consultancy expense	(150,982)	(224,093)
Other expenses	(2,935,969)	(2,807,677)
Finance costs	(6,608)	-
Surplus/(deficit) for the year	(2,883,653)	1,931,296
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	-	-
Total comprehensive income for the year	(2,883,653)	1,931,296

* Revenue excludes \$3,175,815 grant funds that have been received and recognised as revenue in the previous year but have not been expended on the required activity as at 30 June 2019. These funds have been fully expended in the financial year 2019 - 2020.

Statement of Financial Position

As at 30 June 2020

	2020 \$	2019 \$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	2,624,028	1,416,890
Trade and other receivables	121,103	466,836
Other financial assets	8,564,388	8,473,502
Contract assets	90,616	-
Other assets	57,520	273,305
TOTAL CURRENT ASSETS	11,457,655	10,630,533
NON CURRENT ASSETS		
Other financial assets	50,000	100,000
Right-of-use assets	279,457	-
Property, plant and equipment	64,020	76,752
TOTAL NON CURRENT ASSETS	393,477	176,752
TOTAL ASSETS	11,851,132	10,807,285
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	1,047,745	978,788
Lease liabilities	168,186	-
Employee benefits	1,010,589	787,555
Other liabilities	168,083	725,120
Contract liabilities	3,927,750	-
TOTAL CURRENT LIABILITIES	6,322,353	2,491,463
NON CURRENT LIABILITIES		
Lease liabilities	106,432	-
Employee benefits	112,363	122,185
TOTAL NON CURRENT LIABILITIES	218,795	122,185
TOTAL LIABILITIES	6,541,148	2,613,648
NET ASSETS	5,309,984	8,193,637
MEMBERS' FUNDS		
Reserves	-	1,403,377
Accumulated surplus	5,309,984	6,790,260
TOTAL MEMBERS' FUNDS	5,309,984	8,193,637

Financial Report

Statement of Changes in Members' Funds

As at 30 June 2020

	Accumulated Surpluses	Financial Assets Reserve	Unspent Grant Funds Reserve	Total
2020	\$	\$	\$	\$
Balance at 1 July 2019	6,790,260	-	1,403,377	8,193,637
Net deficit for the year	(2,883,653)	-	-	(2,883,653)
Transfers to/(from) unspent grant funds reserve	1,403,377	-	(1,403,377)	-
Balance at 30 June 2020	5,309,984	-	-	5,309,984

	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
Transfer to/(from) unspent grant funds reserve	975,121	-	(975,121)	-
Balance at 30 June 2019	6,790,260	-	1,403,377	8,193,637

Statement of Cash Flows

As at 30 June 2020

	2020	2019
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from customers	14,929,597	14,736,788
Payments to suppliers and employees	(13,631,491)	(12,908,369)
Dividends received	22,195	13,811
Interest received	152,465	219,866
Net cash provided by/(used in) operating activities	1,472,766	2,062,096
CASH FLOWS FROM INVESTING ACTIVITIES:		
Proceeds from sale of plant and equipment	-	21
Proceeds from sale of investment	173,666	38,842
Purchase of property, plant and equipment	(10,577)	(8,821)
Purchase of financial assets	(214,551)	(2,502,350)
Net cash provided by/(used in) investing activities	(51,462)	(2,472,308)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Repayment of lease liabilities	(214,165)	-
Net cash provided by/(used in) financing activities	(214,165)	-
Net increase/(decrease) in cash and cash equivalents held	1,207,139	(410,212)
Cash and cash equivalents at beginning of year	1,416,889	1,827,101
Cash and cash equivalents at end of financial year	2,624,028	1,416,889

Director's Declaration

The Directors of the Company declare that:

1. The financial statements and notes, as set out on pages 1 to 29, 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 2020 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 – Demetrio Zema
Dated this 22nd day of October 2020

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 2020, 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 2020 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 2020, 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 22 October 2020

Funding partners

CMY has long-standing partnerships with a number of State and Federal Government departments, philanthropic foundations, and non-government organisations. We would like to thank all of our funding partners for their continued commitment to improving the lives of multicultural young people in Victoria.

Australian Government

- Department of Home Affairs
- Department of Social Services

Victorian Government

- Department of Education and Training
- Department of Jobs Precincts and Regions
- Department of Justice & Community Safety
- Department of Premier and Cabinet
- Transport Accident Commission (TAC)

Philanthropic Foundations

- Bennelong Foundation
- Gandel Philanthropy
- Grace and Emilio Foundation
- H&L Hecht Trust (Perpetual)
- Newsboys Foundation
- Reid Malley Foundation
- Scanlon Foundation
- Sidney Myer Fund

Non-Government/Partners

- Ballarat Regional Multicultural Centre
- Brotherhood of St Laurence
- Centre for Resilient and Inclusive Societies
- Foundation House
- Jesuit Social Services
- Latrobe Community Health Service
- Monash Health Community
- North Western Melbourne PHN
- Our Watch Ltd
- South East Local Learning and Employment Network
- Sport Australia
- Swimming Australia
- The Youth Junction Inc
- Women's Health West

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.



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 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 or email info@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



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



vimeo.com/multicultural-youthvic

CALL

(03) 9340 3700

VISIT

304 Drummond Street
Carlton, VIC 3053



cmy
Centre for
Multicultural Youth

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