



Annual Report

2020-2021



2020-2021 – Harnessing
momentum for change
in a changing world



and Josh Liberman

1990-2020

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 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.

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 vision

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



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 leaders, 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.



Messages from the Chair & CEO

From the Chair

It is a true privilege to write my first message as the Chair of CMY. Being born in Australia to a Vietnamese migrant family, my sense of identity was slightly confused – a feeling which may resonate with many of the young people CMY works with. I always tried to be as 'Aussie' as possible, and it wasn't until I reached my late teens when I began to realise the value of my culture and to be proud of my heritage.

My upbringing and the opportunities provided to me by being in Australia allowed me to get to where I am today. This experience is why I feel so strongly that the multicultural youth of today be afforded the same opportunities I was, and inspired me to take up the opportunity of leading an organisation, like CMY, at this critical point in time.

The COVID-19 pandemic has seen many 'normal' ways of life put on the back burner for everyone, but most of all for the youth of today, who will bear many of the long-term effects of this crisis. The mental health impacts, the social challenges, and larger and longer impacts experienced by migrant communities are all aspects that have emerged in the last two years.

"It is clear that innovation will be necessary to support communities and young people through this difficult phase, but with these challenges comes the opportunity for renewal and momentum for meaningful change."

CMY has over 30 years of history and a track record that speaks for itself; the impact that CMY already has on so many facets of the community never ceases to amaze me.

While committed to its mission, CMY has responded to the shifting landscape by taking new approaches. The changes the organisation is embracing, in order to better support young people, their families and communities, is a testament to the tireless dedication of the hundreds of staff and volunteers who make up CMY, and the visionary leadership of Carmel Guerra and the executive team.

This financial year, the Board says goodbye to two exceptional directors. I would like to thank outgoing Chair Hass Dellal AO for his twenty years of commitment to CMY. As a phenomenal leader, CMY has much to be thankful to Hass for his inspiration and direction. I would also like to thank Deputy chair Demetrio Zema for his many years of service and the governance expertise he brought to the Board. To the current Board members – Deputy Chair Jen Sharpe, Treasurer Shelin David, Don Smarrelli, Craig Hodges, Julia Symons – I thank you for your ongoing support and dedication to overseeing the Governance of CMY.

We look forward to your continued support and partnership as we enter this new and exciting phase of CMY.



Bao Hoang - Chair



From the CEO

I was hoping that in the 2020-21 report we would be talking about COVID recovery, but instead we entered another year of the pandemic. Despite this, at CMY we continued to adapt to ensure the young people, families, and communities with whom we work were supported.

Our teams were ready to respond to the challenges of another difficult year by listening and adjusting our programs to meet the ever-changing needs of multicultural communities.

The Le Mana Pasifika youth and family program alongside our South Sudanese Community Support Groups responded to the impact of COVID-19 in their communities through the provision of support to over 7,750 young people and families. In the Youth Justice area, YRIPP continued to provide its essential service at police stations despite a diminished pool of volunteers. We are extremely grateful to the amazing YRIPP volunteers for their unwavering commitment to the program and ensuring young people's rights are upheld. The MY Education team pivoted and delivered online VCE Study Support Programs and training to volunteers.

The impact of the pandemic on young people led to two important policy reports. One in partnership with Australian National University ('Hidden Cost: Young multicultural Victorians and COVID-19') highlighted the disproportionate effect of the pandemic on young multicultural Victorians. A second report with Orygen ('Responding together: Multicultural young people and their mental health') looked at the mental health needs of multicultural young people.

Following the Black Lives Matter movement in 2020, CMY committed to take more meaningful action when it came to our approach to anti-racism. Our first priority was the development of a Reconciliation Action Plan. CMY acknowledges the history of systemic racism and injustice towards Australia's Aboriginal and Torres Strait Islander communities. We are investing in building our Aboriginal and Torres Strait Islander engagement practices and partnering with Aboriginal communities to assist us in this work.

Our work in building resilience and giving voice to young people continued via a range of programs.

REVERB, a youth-led project, delivered workshops to over 200 young people and to 25 mental health services providers, sharing their lived experiences of mental health challenges. We supported the engagement of young people from refugee and migrant backgrounds in ABC's Takeover Melbourne project. Moreover, one of the young multicultural CMY staff members was employed by the ABC in a permanent full-time role.

At a national level the Multicultural Youth Advocacy Network (MYAN Australia), in partnership with Deloitte Access Economics, published the 'COVID-19 and Young Migrants - Impact and Solutions' report and was part of Reference Groups supporting the Federal Department of Health COVID-19 Vaccine Communication and Engagement Strategy for CALD Communities.

I would like to thank my new Chair, Bao Hoang, for his leadership and to the Board of Directors. Thanks to the Executive Managers and leadership group at CMY for their professionalism and compassion during challenging times.

The resilience of our staff is to be commended and recognised. And a huge acknowledgement to the over 800 CMY volunteers who continue to remain involved and provide mentorship and support to hundreds of young people across Victoria.

Thank you to our funders, the State and Commonwealth Governments, and our philanthropic partners for supporting CMY during this turbulent period.

And, most importantly, to the thousands of young people we work with: It's been a tough couple of years but CMY is with you as we build opportunities in a post-COVID environment to ensure multicultural young people are connected, empowered and influential Australians.



Carmel Guerra OAM





People & Organisation

Momentum for change

Notwithstanding the great impact and obstruction of COVID-19 to our work and interaction with young people and communities of refugee and migrant background, the year 2020-2021 was one that saw great momentum for change.

Indeed, change was occurring whether we liked it or not, due to the extraordinary circumstances we were working under in Victoria during the second year of the global pandemic. However, in times of struggle and change, comes opportunity. We took the time to step back, re-evaluate, listen, and re-design. As such, the year 2020-2021 was a year of great change in a positive direction, at all levels of our organisation – people, programs, systems and processes, and, importantly, in our strategic thinking – so that we could better adapt to new opportunities and the changing environment around us.



Our Team

Our people are without doubt one of our greatest strengths as an organisation. It is the hard work, dedication, and passion of our team – comprising staff members, interns and volunteers – that means we can do the work we do.

Our team is the driving force behind our ability to support young multicultural Victorians to thrive and make meaningful changes for themselves and the whole of our community.

- 148 full time, part time and casual staff members
- 1/4 staff members were under the age of 30
- 2/3 staff members were female
- 36 countries of birth
- 68 identified cultural backgrounds
- 813 volunteers across our programs
- 10 CMY locations across Victoria, plus multiple more 'locations' as our team worked from home!

VOLUNTEER PROFILE

A multigenerational volunteer duo supporting young people in police custody

Human Resources professional, Xavier Harris, had been looking for a way to contribute to his community, but not just in any old way. "I wanted to volunteer for something where I could support my community using my skills, something that I'm passionate about it," explained Xavier.

Zavier knew that his grandmother, Sharon King Harris, volunteered with CMY's **Youth Referral and Independent Persons Program (YRIPP)**. This program offers invaluable support to young people being held in custody through a network of trained and impartial volunteers who help safeguard their legal rights and monitor their welfare. Sharon has been volunteering with YRIPP since its earliest days, around 14 years ago.

"I get a lot of passion out of volunteering because I believe that youth need someone that cares for them and that is what YRIPP represents for me," says Sharon.

Zavier and his grandmother had talked many times about Sharon's experiences volunteering with YRIPP, and it was something that had always captivated Xavier. After doing some more research about the program, Xavier had found the role he was looking for.

Without telling his grandmother, Xavier joined YRIPP. It wasn't until his training in the program started that he told Sharon that he would be a volunteer too. "I was on the moon when he told me," exclaimed Sharon.

For Sharon, having her grandson join the program was to realise that there is a new generation willing to help their community.

When Sharon and Xavier talk about what it means to be a part of YRIPP, they show what truly drives them. "It is to be that voice for the young person and be sure to look after everything they need, and that the due process is followed. It is a great program that I enjoy being part of," explains Xavier.

While for Sharon, "Working with youth is the most treasurable thing. It is the most well-worthy thing you could do because they [the youth] are our tomorrow, and if we can give them options in life and they take them, our tomorrow would be a lot safer, a lot better, and we would be building our community of tomorrow."



Photo:
YRIPP Volunteers,
Sharon King Harris (left)
and Xavier Harris (right)

COVID-19 and Health and Wellbeing

CMY worked swiftly to support the health and wellbeing of our staff, so that we could continue to support the health and wellbeing of our broader community – many of whom were adversely impacted by the pandemic.

These efforts ensured that we could effectively hold young people and their needs front and centre during a tough year. Ways we supported our team, so that we could continue to support our community:

- Maintained a solid line of communication with staff with regular updates about COVID-19 restrictions, governmental guidance, and CMY's position, decisions, and expectations.
- Consulted with staff about their needs, concerns, and ideas for greater support during this time via surveys, emails, and online sessions.
- Supported the mental health and wellbeing of our team with access to our Employee Assistance Program (EAP) service, and the provision of Gift Days to ensure our people found time for rest and rejuvenation.
- Established key ways of working in an online environment utilising cloud-based products to support communication, collaboration and productivity.
- Held online all staff meetings, and various other events to support connection as a team.

We thank our program teams who worked tirelessly during this period to continue to offer support and services to young people of refugee and migrant backgrounds and their communities. This year demanded that we adjust our program delivery, connect with young people in new ways, and offer new levels of support to those in our orbit who needed it most. A heartfelt thanks to the team for their effort and commitment, and for truly living our CMY values.

New Ways of Working

This was an important year for CMY in more ways than one. Not only did we establish new ways to support each other and the communities with whom we work, but we also established new ways to reach goals that are important to us. We harnessed the momentum for change brought by the COVID-19 pandemic and took the time to listen, learn, and reflect on what our people and wider network were saying was pivotal to our capacity to realise our vision.

As part of this work, we founded our Futures Think Tank (FTT) and a series of working groups to help us work towards the broader goals that we believe are essential to our work.

The FTT was established to examine the long-term impacts of COVID-19 on the work of CMY and prepare a sustainable plan of action to ensure CMY remains relevant and sustainable in a changing local, national and global environment. With the pandemic having implications across all aspects of CMY's work – service and program delivery, policy, advocacy, and sector activities – the FTT has been vital in assessing CMY's future planning and strategic directions.

Among the many issues and opportunities considered, four areas were endorsed by the Board as key priorities and have progressed from concept to project in the last financial year, and a few of which are highlighted in the following pages.

Internally, the foundation of six working groups in key areas of concern for the community has allowed us to further sharpen our focus on what matters to us and young Victorians. The working groups that were established in this reporting period were:

- Diversity & Inclusion, incl Reconciliation and Anti-Racism Sub-Groups
- Youth Justice
- Education
- Employment
- Mental Health
- Family Violence

STAFF MEMBER FEATURE

Stacey Mendes: From Youth Intern to Project Officer



Photo:
CMY Staff Member,
Stacey Mendes

New to the youth and community sector in Australia, Stacey Mendes was eager to learn more and build her confidence when she first connected with CMY. She hoped to draw from her personal and professional experiences to become an advocate for young people and contribute towards meaningful change in the community.

Being a migrant herself, Stacey can relate to some of the issues young people face, "Personally I have experienced racism in both covert and overt forms being a migrant in the education and employment sectors. The lack of representation and privilege in those spaces lead to unfair systems and the views of people of colour are left out of the equation."

This inequality is what drives Stacey to want to make a difference.

"Working with young people has always been a passion of mine. To be inspired daily by such creative and knowledgeable views has been life-changing and has opened up my perspectives of many things."

Stacey Mendes was our 2021 Mary Danckert Youth Intern before securing the role of Project Officer within the Youth Leadership team at CMY.

Four lessons she learned from the Youth Intern role:

1. Young people always have a way to fix a problem.
2. Never hold back speaking about your experience. There is always at least one person who will benefit from your lessons or feel inspired by you.
3. Positive impact is positive impact regardless of the size.
4. Lastly, I will take with me that an [abundance] of knowledge and excellence lie within our youth and communities, and impactful change can be achieved when they are at the forefront of conversations. There is always so much more to learn from them.

The Mary Danckert Internship is named after CMY's Youth Support Manager, who worked at CMY for 13 years, and was designed to provide young people from migrant and refugee backgrounds with hands-on work experience.

Diversity & Inclusion

CMY welcomes the reenergised, new, and evolving public debate revolving around important issues that impact multicultural young people and their communities – equity and fairness, race and racism, to name a few.

We particularly note the young people who have taken the lead on advancing important action on these issues, so that they and future generations may benefit.

In this financial year, we revisited our own approaches and systems to ensure that diversity and equity remained at the heart of CMY. In October 2020, the first meeting of the newly established CMY Diversity and Inclusion Governance Group (D&I GG) was held. After determining the need for focused work on several priority areas, the development of a CMY Diversity and Inclusion Strategy for 2021-2023 commenced in consultation with CMY staff.

The Strategy outlines our commitment to diversity and inclusion, our strategic goals, and the steps we will take to achieve these goals across the three-year period. Key principles that guide our work within this Strategy include: representation, consultation, participation, Allyship, learning, safety, and celebration.

Two priority areas were highlighted as part of this Strategy and several advancements have been made in both of these areas across financial year 2020-2021.

1. A Strategy for Reconciliation with Aboriginal and Torres Strait Islander People
2. An Anti-Racism Strategy

Learn more on the following pages.

D&I PRIORITY AREA ONE

Strategy for Reconciliation with Aboriginal and Torres Strait Islander People

After taking the challenging step of first acknowledging a lack of commitment toward reconciliation as a gap and a priority for CMY, along with receiving feedback from young people about their desire to make stronger connections with First Nations People in Australia, the D&I Governance Group highlighted this as their first priority area.

CMY acknowledges the history of systemic racism and injustice towards Australia's Aboriginal and Torres Strait Islander communities, and we stand in solidarity with them in the fight against racial inequality that is so deeply entrenched in our society. We recognise that CMY has much work to do in embedding cultural safety practices and building collaborative partnerships beyond the community groups we have traditionally worked with. We are investing in building our Aboriginal and Torres Strait Islander engagement practices and are progressing discussions with community to assist us in this work.

Achievements in financial year 2020-2021:

- Established a Reconciliation Action Sub-Group.
- Began CMY's formal reconciliation journey through the creation of our first Reconciliation Action Plan (RAP), working alongside external consultants – Karen Milward Consulting and Koori Heritage Trust – to guide the process.
- Submitted our RAP to Reconciliation Australia for endorsement in June 2021.

D&I PRIORITY AREA TWO

Anti-Racism Strategy

Following the powerful groundswell around the Black Lives Matter movement in 2020, there were increased calls from staff, volunteers, young people, and the wider community for CMY to make greater effort and take more meaningful action when it came to anti-racism. Through a process of deep listening, and reflection on what we are currently doing – and what more we could be doing – to prevent and eliminate racism, the D&I GG placed this as their second priority area.

Achievements in financial year 2020-2021:

- Developed a proposal for a CMY Anti-Racism Strategy to support active prevention of racism throughout CMY, and to promote anti-racism more broadly within our community.
- Establishment of an Anti-Racism Working Group to further develop the proposed Anti-Racism Strategy and develop an action plan

The D&I Governance Group also acknowledge the importance of establishing strategies to support our responses to diversity and inclusion practices in two further priority areas: LGBTIQ+ and Disability related.

Each of these priority areas will become the focus as part of the Strategy into the new financial year.



Strategic Focus Areas 2018-22

In the third year of the CMY Strategic Plan 2018-2022, we advanced our efforts to achieve positive outcomes for young people despite the challenges of the pandemic.

We did this by weaving the recommendations from the Futures Think Tank and our newly established working groups into our four strategic focus areas at multiple levels of the organisation.

These recommendations became key priority activities and actions - each of which place our team in a more informed and supported position to work towards the achievement of the focus areas in our Strategic Plan, in an undoubtedly changed and changing COVID world.

These priority activities and actions taken to support the CMY Strategic Plan 2018-2022 are described in the following sections of this Annual Report.

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.



Year at a Glance



18K

young people and their families
engaged through our programs

25

programs implemented
and delivered by our team

813

volunteers across our programs

79

Local Government Areas
reached through our programs

1065

people reached through
training sessions to support
sector capability building

5

forums held raising
awareness about issues
related to multicultural youth

7

submissions to
government inquiries

5

policy papers,
consultations, and reports

50+

partners collaborated
with us to deliver our
programs and projects

32

funding partners
supported our work



MY Community

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

Overview + Highlights

MY Community

MY Community encompasses how we ensure that young people feel they are connected, that they belong, and that they can contribute to their families and the broader community around them.

Our work in this area recognises the value that young multicultural people bring to our wider community, and therefore supports deeper, more meaningful connections that will support their ability to thrive as active citizens. It is here that we work hard to help young people in times when they need it most, and support them to find a safe and stable pathway forward.

Highlights from our metro Melbourne work in 2020-2021:

- Our **Youth Referral and Independent Persons Program (YRIPP)** trained 120 volunteers, contributing to a 400-person strong volunteer network, supporting 2,813 young people being held in custody.
- Our **Le Mana Pasifika (Empower)** Program piloted a project to support 79 Pasifika students to attain Evidence of Citizenship, allowing them access to HECS loans and other government support for their education and broader family.
- Our **Community Support Group (CSG)** program team supported 2,750 clients, comprising young people and families, through case management work in both face-to-face and online environments, and continued to deliver outstanding programs and activities to support and engage the South Sudanese community throughout the year.

- We remained active in our promotion of COVID-safe practices and provision of additional support during this difficult year through our **Le Mana Pasifika (Empower)** and **CSG** programs reaching both Pasifika and South Sudanese and communities.
- Through our federally funded **Reconnect** program we supported 150 newly arrived young people in South East and North West Melbourne facing multiple barriers to finding, securing and maintaining safe, stable and affordable housing through early intervention homelessness case work, group work, and school base programs.
- Through our state **Reconnect** program, we successfully worked with 40 young people and community members who had either disengaged from employment and education, or had recent experience with the justice system, to reconnect with community, employment and education, across both Wyndham and Melton local government areas.
- In partnership with Jesuit Social Services, case workers in our **Change It Up** program have supported 12 young people involved in high impact or violent crime, encouraging improved relationships with their families, and helping them to find additional support services, including mental health supports and drug and alcohol services.

Highlights from our regional work in 2020-2021:

- During this reporting period, and despite the challenges of COVID-19 and lockdowns, we were able to extend our reach further than ever through our **Regional Presence Project** across Ballarat and into the Wimmera region, supporting the participation of young people from diverse cultural backgrounds living in Ballarat, Horsham and Nhill.
- In the **Ballarat and Wimmera** region, 168 young people and their families participated in a range of activities and projects, including ConnectIT. These were youth-led information sessions supporting community members to access COVID-19 updates and resources, using Zoom as a social tool, and other information technology related topics.
- In the **Gippsland** region, 110 young people participated in different CMY programs throughout the year, including our school culture club programs and employability skills training program.
- Our **Youth Advisory Group (YAG)** members remained active providing valuable advice on our program delivery within these regional spaces.





Priority Activities & Actions: On Youth Justice

Grounded in both the Victorian Government's Youth Justice Strategy 2020-2030 and our own research, we identified existing and new initiatives that work to reduce the occurrence of young people entering and re-entering the youth justice system. With this knowledge, we worked in partnership with other organisations to co-design a prevention and early intervention youth justice model to advocate to government and non-government actors for implementation. Additionally, CMY joined forces with a coalition of like-minded stakeholders to form TARGET ZERO – a collective-impact project aimed to tackle the complex systemic barriers and intersecting causes driving over-representation of disadvantaged communities in the justice system. TARGET ZERO was formally launched in late 2021.

Priority Activities & Actions: On Anti-Racism

We are founded on the principles of multiculturalism, with a focus on the rights of every multicultural young person to belong and to participate fully in our society. At the core of this, is the understanding that racism exists and must be actively combatted to support the young people with whom we work. We see it as our responsibility to recognise and address racism in the spaces we occupy. We continue to support young people speaking out about racism and discrimination through our **Shout Out** Speakers. We support conversation about this issue from a young age, with our **Schools Standing Up to Racism** resources for both primary and secondary schools. CMY is committed to making and leading change to ensure that multicultural young people, their families and communities are able to lead lives free from prejudice, discrimination and racism.

FEATURED PROGRAM

The Le Mana Pasifika (Empower) Project: Stronger futures for young people

The **Le Mana Pasifika (Empower) Project** strives to support the creation of stronger futures for Pasifika young people and their families by helping them to build connections with community and a sense of belonging.

In this reporting period, the Le Mana team have impacted the lives of more than 5,000 Pasifika people in the South East and North West of Melbourne. Education and supporting young people in schools have been central in our work.

Our recent work with Victoria University Secondary College is a fantastic example of this. The Le Mana team has been supporting and advocating for Pasifika youth in partnership with the college over the past two years from a number of perspectives, including education, culture, and mental health.

Victoria University Secondary College Principal, Elaine Hazim, said, "This organisation has helped myself and my school community through some very challenging and difficult times; one being the lockdowns due to COVID-19 and the other being the tragic death of one of our students in 2020."

The Le Mana team supported students from the college to engage in familiar cultural activities, advocacy, leadership, disseminating COVID-safe messaging, increasing



positive attitudes towards police and staff, working to build a stronger sense of identity, and setting higher educational goals for students.

This important work supported the continued education of young people, and helped to reduce school attrition rates. Moreover, in a challenging year, the value of the program in providing opportunity for young Pasifika people to connect with one another and support mental health was simply immeasurable.

"Le Mana Pasifika is doing amazing work supporting vulnerable families who face financial difficulties and young people who face a range of additional barriers to educational engagement, and assisting schools to educate and create a better future for them," says Elaine.

"This organisation has helped myself and my school community through some very challenging and difficult times; one being the lockdowns due to COVID-19 and the other being the tragic death of one of our students in 2020."

Elaine Hazim, Victoria University Secondary College Principal



MY Journey

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

Overview + Highlights

MY Journey

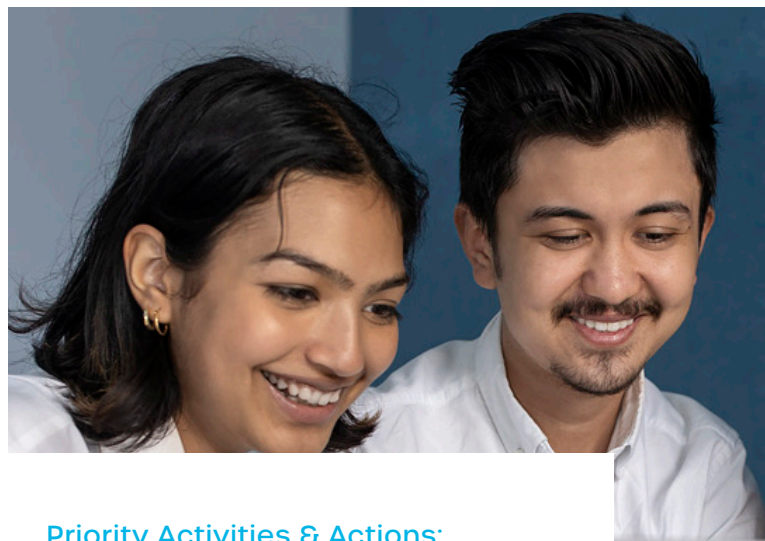
This strategic focus area articulates our efforts to empower young people, and to support them with access to valuable opportunities so that they can actively shape their own futures.

Our work in this area strengthens access and outcomes for young people in education, training, and employment. It is through these programs that we build the confidence and skills of young multicultural people through mentorship and training, while simultaneously creating partnerships and connections with industry and education and training institutions to support them on their journey.

Highlights from 2020-2021:

- Alongside outstanding partners, our **Refugee Education Support Program (RESP)** delivered 14 professional learning sessions at 30 schools to 526 school staff on the topics of culturally responsive practice in schools, transitions, family engagement and school climate, incorporating anti-racism and student voice elements.
- Following COVID-19 interruptions, the **RESP** team, in partnership with Foundation House, pivoted towards the development and publication of a suite of well-received resources for schools and families, including: 'Opening the Digital School Gate: A Good Practice Guide', four podcast episodes (digital engagement, family engagement, school transitions and post-secondary transitions), two tip sheets (Engaging Families, and Senior and Post-secondary School Transitions), and an infographic and video for families about how to support student learning at home.
- The **Learning Beyond the Bell (LBB)** Program supported 216 Out-of-School-Hours Learning Support Programs (OSHLSPs) with specialist advice and support, and delivered training to 434 volunteer tutors, program coordinators and school staff working in the OSHLSP sector.
- The **LBB** team developed 16 new resources to support best practice in the OSHLSP sector, including the release of a new comprehensive online training package 'Running Your OSHLSP', which includes four separate modules to support program design, delivery, and development.

- Forced by COVID-19 restrictions, this year we broke with a long tradition of in-person awards, the first virtual MY Education Awards were held attracting approximately 100 people to the online event.
- Our **Employment Empowers** program created 96 mentor-mentee matches and established 7 new employment partnerships, which supported 63 young people of refugee and migrant backgrounds to gain employment.
- Through our **Aspire to Lead** program, we supported 69 students in school and in after-school settings to reengage in education opportunities and connect in with schools, families and the wider community.
- In partnership with Foundation House, **UCan2** supported over 200 newly arrived young people from refugee backgrounds through group programs with a focus on education and employment pathways, social connections and trauma recovery.
- In collaboration with various schools, our **Navigator** program supported disengaged school-aged young people of Pasifika, South Sudanese, Indigenous, and other backgrounds to increase participation in education. Participants of this program felt more engaged, connected and supported through the program, while schools gained valuable training in working with multicultural young people through our work.
- 147 young people participated in our **Envision** program's Intake Sessions, designed to support youth to achieve their personal, education, and career goals, and offer referrals to internal and external programs and services based on their aspirations for learning and development.
- Close to 200 young people joined **Envision** group programs and information sessions which helped them to gain greater clarity regarding their needs, goals and future pathways, increased their knowledge of Australian systems and services, and developed their personal agency to take steps forward in their own learning and development pathway.



Priority Activities & Actions: On Training

We see training and education as one of the critical elements to support the empowerment of young people of refugee and migrant background. Not only do we endeavor to reach wider audiences in the sector and beyond with outstanding training service delivery, we also work to develop valuable training opportunities that will benefit young people. In this reporting period, we produced a suite of formal leadership training modules, supporting the readiness of young people to step into leadership roles in local, state and federal elections and participation on boards.

Priority Activities & Actions: On Employment

Like education, employment is central to the empowerment and success of young people. This year, we developed a CMY Youth Employment Framework to better prepare young multicultural people today for tomorrow's careers, consolidating our years of experience in the area with new research and lessons from the sector. Additionally, we developed and activated an employer support program inclusive of an introduction to CMY, diversity at work training, and post placement support.

FEATURED PROGRAM

Pivoting to support VCE students with online learning during the pandemic.

From September to December 2020, the MY Education team delivered the online **VCE Study Support Program**, through a partnership with Edmund Rice Community and Refugee Services. The program was developed in response to an identified need for additional learning support for VCE students from refugee backgrounds in the context of COVID-19 restrictions that resulted in prolonged periods of remote learning for school students.

According to CMY's COVID-19 Insights briefing paper, 79% of young people surveyed faced difficulties accessing the support they needed from their teachers or educators during the remote learning period. Due to lockdown restrictions, students also had very limited access to Out of School Hours Learning Support Programs (OSHLSPs) that would have normally provided additional learning support.

The online format meant the program was widely accessible to students independent of their geographic location, and also catered for a diverse range of learning needs including high level Mathematics tutoring and EAL support.

- 49 students supported
- 41 volunteers recruited
- 17 study support sessions delivered

As a result of the program, majority of students involved also reported an increased level of learning confidence and VCE exam preparedness. This is a fantastic example of how the CMY team were able to quickly adapt to the changing face of our sector to provide support young people and their immediate needs.

"I am not sure how well I would be doing without this program. It has made me feel so much more confident leading up to the exams."

Year 12 Student

FEATURED PROGRAM

Employment Empowers - Building young people's capacity for their journey.

Our **Employment Empowers** program seeks to maximise the potential of young people from refugee and migrant backgrounds to find meaningful employment by connecting them with volunteer mentors with professional work experience in Australia.

Over the course of 12 months, young people are supported in finding accurate information on pathways, practical job-ready skills, and advice on strengths-based goal-setting and career development.

In this reporting period, Employment Empowers saw 96 mentor-mentee matches established, alongside 7 new employment partnerships. Additionally, the team ran 28 group sessions with young people focusing on employment readiness and career pathways, and held 20 mentor-mentee matching sessions.

In such a challenging year in which the employment prospects of young people were heavily and negatively impacted, this work was critical.

One Employment Empowers young participant explained, '[The Program] helped us to find the right mentor and the way we can find jobs, write our resume, and build our confidence.'

The program supported 63 young people to gain employment, and supported a total of 97 young people from Afghan, Burmese, Pakistani, Somali, Vietnamese, and many other backgrounds to boost their employability for the future.



"I'm thankful for my mentor – I really appreciate your efforts in helping refugees and me to be more confident. I know that it's really helpful for me and I am sure that it would be helpful to anyone in this program. For ones who are really looking to study and really looking for work [the program] can help them and I'm sure they would reach their goals."

A Program Participant

A portrait of a young woman with long, straight, reddish-brown hair, looking directly at the camera with a neutral expression. She is wearing a black leather jacket over a dark red top and a pearl necklace. The background is a blurred green foliage. A green graphic overlay with white text is positioned in the lower-left corner.

MY Voice

Young people are understood, accurately represented and influential.



Overview + Highlights

MY Voice

This strategic focus area encompasses our work in ensuring young people are understood, accurately represented, and are influential members of our broader community.

Our work in this area provides the foundations on which young multicultural people can both realise and develop their leadership and advisory skills, and tell their own stories. In everything we do, CMY seeks to amplify the voices of young multicultural people and advocate for their place within our broader society.

Highlights from 2020-2021:

- Our 19 young **Shout Out** speakers received 42 public speaking bookings from a variety of organisations in government, education and non-profit sectors, to represent multicultural youth voices. They reached an estimated 2,700+ audience members with their messages. Due to the COVID-19 pandemic many of these engagements were online events, offering continued, albeit different, opportunities in the changing environment.
- Supporting the mental health of young people and their families from Arabic, Vietnamese, Karen, South Sudanese and Pasifika backgrounds, we commenced the **Mental Health Literacy Project** which involved a co-design process with young people to create appropriate mental health literacy resources for their communities.

- We updated and improved our training and development learning modules as part of our **Positive Changemakers (PCM)** program aimed to develop the next generation of socially aware young leaders. In addition, we trained 10 youth volunteers in Facilitation and Leadership to become co-facilitators to deliver the PCM modules.
- **Western Young People's Independent Network (WYPIN)** delivered the #BestOfTheWest, an 8-week youth-led online campaign that challenged negative stereotypes and highlighted positive stories from young people in the western suburbs of Melbourne. The campaign reached more than 20,000 people on social media.
- In June 2021, the **WYPIN** Committee ran an active citizenship workshop with the support of the Victorian Electoral Commission, covering topics of civics, elections, levels of government and division of responsibilities, and preferential voting practice.
- The youth speakers in our **REVERB** program delivered 11 workshops for around 200 young people, and 3 workshops for 25 mental health services providers, sharing their lived experiences of mental health challenges to support reduced stigma and improved service delivery.
- We supported the engagement of young people from refugee and migrant backgrounds in **ABC's Takeover Melbourne** project, resulting in 9 multicultural young people being among the 2020 winners. Moreover, one of the young multicultural CMY staff members who worked on this project in 2020 was employed by the ABC in a permanent full-time role in 2021.

"The project also improved my skill and knowledge of working collaboratively online"

WYPIN Committee member



Priority Activities & Actions: On Mental Health

In this reporting period, we identified the need for CMY to establish a stronger understanding and awareness of the mental health experiences of the young people with whom we work. As such, we formalised partnerships and developed opportunities for collaboration with key mental health service providers including Orygen, Headspace, and the mental health sector more broadly. Our **REVERB** and **Mental Health Literacy Project** were two innovative examples of this work.

Priority Activities & Actions: On Youth Voice

Everything we do is informed by young people from migrant and refugee backgrounds, and we strive to amplify the voices of young people in relevant and influential ways. In this reporting period, we progressed an important new initiative that will do just this. The **Youth Led Unit (YLU)** was established to be managed and run by and for multicultural young people to lead change by co-creating new ideas and actions with other multicultural young people to bring about the change that they want to see. During the year, a panel of nine multicultural young people worked hard to build a business case, product and services offerings, and a core value proposition in preparation for a formal and public launch. Watch this space!

FEATURED PROJECT

Talking about mental health – A suite of resources for the community, by the community



The resources will help young people and the broader community to hold important conversations about mental health.

In partnership with renowned leader in youth mental health, Orygen, and funded by North Western Melbourne Primary Health Network, the **Mental Health Literacy Project** aimed to support young people to both start and lead conversations about mental health within their communities.

A Community Leadership Group consisting of ten young people from Arabic, Vietnamese, Karen, South Sudanese, and Pasifika backgrounds participated in community consultations and a co-design process over a 12-month period. Over this

time, the group developed and advised on the production of communication resources suited to each community, addressing stigma associated with mental health and the common barriers to seeking support.

An essential feature of this project was that it was community-led with a strong youth voice shining through. As such, the audio-visual resources were designed to suit to the unique requirements of each community, in terms of communication style, method, and messaging. Additionally, the resources were produced in a variety of languages, as appropriate.

These resources will help young people and the broader community to hold important conversations about mental health, to raise awareness about common mental health challenges, to share strategies for self-care, and to provide ways to access professional advice and support.

The suite of resources developed under the Mental Health Literacy Project were scheduled for release in late 2021. They will be shared widely throughout our networks and beyond.



MY CMY

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



Overview + Highlights

MY CMY

This strategic focus area is where we support the advancement of young multicultural Victorians through the cultivation of strong partnerships in the sector, and the establishment of CMY as a recognised leader in working with diverse young people.

At our core we know that the advancement of young multicultural people in our community can only come from a solid organisational foundation, and a multidimensional approach to advocacy and knowledge-sharing that will see change and action at multiple levels.

"[The training was] good and interactive. I was able to explore different concepts and gain better understanding on the complexity of cultural awareness and competency. I have a better understanding of the role that culture plays in all our lives, and the often quite complex impact it can have on a young person's behaviour."

A training participant

Capability Building

In this period, we worked hard to enhance the capability of workers to support young people from migrant and refugee backgrounds across multiple sectors.

Our team provided highly-valued consultation, training services, and live forums and events to both individuals and organisations, supporting them to develop greater knowledge, awareness, and skills to positively impact their engagement with multicultural young people and communities.

In response to the changing needs of the sector during the COVID-19 pandemic, we reviewed and re-designed our sector-specific training modules for blended online/offline delivery, whilst also continuing to deliver outstanding training and support online.

Training in 2020-2021

- 1,065 people reached through our training programs
- 89 workshops held across multiple sectors
- Key training programs: Culturally Responsive Practice, The Migration Journeys of Young People, and the National Youth Settlement Framework.
- Sectors reached: Housing, Youth Justice, Sports and Recreation, Mental Health, Social Support, Education and Training, and Youth Drug and Alcohol.

"Fabulous resources. Thanks for the presentation today. So much of our discussion on race in schools is still very limited in scope: failing to acknowledge system level issues. I'm so glad to see this on the agenda"

A training participant



Forums in 2020-2021

- A total of 701 people participated in our forums
- 189 participants in Schools Standing Up to Racism Forum
- 190 participants in Hidden Costs: COVID and Racism Forum
- 180 participants in Cultural Connections; International Student Issues Forum, delivered in partnership with Victoria University and Ethnic Communities Council of Victoria (ECCV)
- 60 participants in Cultural Connections: International Students Speak Forum
- 82 participants in Don't Leave Us Behind: Multicultural Young People and the Return to Sports Forum

Knowledge and Advocacy

With a deep awareness that change must be made at multiple levels, we continued to consult with community, influence governments, and contribute to meaningful research and knowledge creation.

In this reporting period, CMY prepared various submissions for government inquiries and consultations on issues of high importance to our work with young people from refugee and migrant backgrounds.

Policy papers:

- [Hidden cost: Young multicultural Victorians and COVID-19](#), produced in partnership with the Australian National University (ANU) and launched in an online webinar with approximately 350 registrants in October 2020.
- [Responding together: Multicultural young people and their mental health](#), produced in partnership with Orygen and released in December 2020.

Consultations and reports:

- Everyone Should be Equal – Everyone Should Belong report was produced in 2020. The report was based on consultations held with 64 international students, Pasifika youth, and newly arrived young people to inform the development of the Victorian Government's youth strategy.
- The Bucket is Too Heavy: Community Views on Pasifika Overrepresentation in Victoria's Youth Justice System was a consultation report for the Victorian Government. Through our Le Mana Pasifika Project team, we ran consultations with over 100 young people, parents, elders and workers on crime prevention in the Pasifika community.

- Community Conversations: Talking about Finding Work in Australia report was produced in early 2021, which explored barriers to economic inclusion for young people and women from migrant and refugee backgrounds in Melbourne's west. This was produced in partnership with Multicultural Centre for Women's Health and HealthWest, alongside our North-West youth services team and Explore project. The report was launched with 130 registered attendees in March 2021.

Submissions to Government Inquiries:

- Submission to the Inquiry into the Victorian Government's response to the COVID-19 pandemic
- Submission to the Select Committee on COVID-19 inquiry into the government's response to COVID-19
- Submission to the Parliamentary Joint Committee on Intelligence and Security's Inquiry into extremist movements and radicalism in Australia
- Submission to the Select Committee Inquiry into Mental Health and Suicide Prevention
- Submission to the Senate Select Committee on Job Security
- Submission to the Senate Standing Committee on Legal and Constitutional Affairs' inquiry into family and partner reunions visas
- Response to Stage 2, Review of the *Terrorism (Community Protection) Act 2003*, Victoria (in partnership with the Centre for Resilient and Inclusive Societies – CRIS)

Priority Activities & Actions: On Evaluation

In recognition of the need to demonstrate impact, make smarter, data-driven decisions, and take more meaningful action, we developed a Strategic Evaluation Framework (SEF). This critical piece of work allows for deeper understanding of the relevance, utility, and impact of our work so that we can continually improve efforts to support and empower young multicultural people in ways that work. In this reporting period, all program areas developed Program Logics to align with the SEF supporting consistent data collection and reporting to a shared outcomes framework. In financial year 2021-2022, we will aggregate the data across our 42 programs to build an evidence-based picture of our impact and help guide our work.

Priority Activities & Actions: On Policy Advocacy

CMY believes an important part of creating the change we wish to see in our community is about building trust and connections among those in decision-making positions who can make the change, while also collaborating with and supporting the efforts of young people and communities. In this reporting period, we developed CMY's Policy Advocacy Strategy including the articulation of priority areas, key asks, and CMY 'ways of working'. This is a high-level, whole-of-organisation Policy Advocacy Strategy endorsed by the CEO and Executive team which outlines our approach to advocacy and a decision-making framework to guide policy priorities that align with our broader strategic direction.

FEATURED PROJECT

Young people influencing outcomes through the Explore Project

As part of our partnership with think tank Centre for Resilient and Inclusive Communities (CRIS), our **Explore Project** team of young people from refugee and migrant backgrounds had direct input into multiple research and initiatives that have the potential to impact their lives.

In this reporting period, Explore members contributed to the following initiatives:

- Participated in the CRIS Living Lab consultations including 2 x youth round tables, 2 x adult roundtables, and 1 x mini-summit. This was a multi-stakeholder, participatory co-research and co-design research process involving young people, researchers and other key stakeholders.
- Reviewed and advised on the mental health policy paper produced by CMY in partnership with Orygen: *Responding together: Multicultural young people and their mental health*.
- Planned and facilitated 2 x youth consultations to inform the Victorian Government's Youth Strategy.
- Advised on research questions and methods to inform the 'Community Conversations' research project developed by CMY in partnership with HealthWest and MCWH.

Child Safety Framework

It goes without saying – but it also must be stated and reiterated – that we consider the safety and protection of children and young people to be of paramount importance.

Yet, the COVID-19 pandemic brought about great challenge in child protection efforts for CMY and the sector, as our work practices adapted to the changing environment around us.

For this reason, in 2020-2021, we endeavored to go above and beyond, embedding outstanding child safe practices into every aspect of our work.

Here's what we achieved in this reporting period to push our effort in child safety further than ever:

- Undertook a comprehensive internally led Child Safety Audit to ensure we are aligned to the National Principles for Child Safe Organisations and the Victorian Child Safe Standards to identify opportunities for improvement.
- Appointed two new child safety officers to support our team with secondary consultation, support, debriefing, and advice in relation to all child safety concerns, queries and/or incidents.
- Delivered 8 Child Safety Training sessions for CMY staff and volunteers. Our training outlines relevant legislation, ethics, and supports staff to understand their role in protecting the safety of children.
- Upheld strong child safety practices within our HR processes including utilising unique child safety questions in all interviews, requesting Working with Children Checks and Police Checks for all staff and volunteers, keeping child safety as a standing item in supervision sessions, and ensuring staff and volunteers undertake compulsory child safety training and refresher sessions when necessary
- Established a new online module for Child Safety training within our Learning Management System.
- Streamlined and strengthened our child safety practices within our Youth Referral and Independent Persons Program (YRIPP) and in our Out-of-School-Hours Learning Support Programs (OSHLSPs).

Multicultural Youth Advocacy Network

As a national peak body, Multicultural Youth Advocacy Network (MYAN Australia) worked hard throughout 2020-2021 to advocate for young people of multicultural backgrounds across Australia.

While continuing to adapt to the changing landscape brought about by COVID-19, we found the proliferation and increased familiarity with online communication tools strengthened our direct engagement with young people and the sector across Australia, and importantly from regional and rural locations. This meant that we could achieve an incredible amount throughout the period, representing the rights and interests of young people of migrant and refugee backgrounds, who continued to demonstrate incredible resilience, innovation and leadership.



Highlights from MYAN Australia for 2020-2021:

- Worked alongside CMY on our **Reconciliation Action Plan** journey to support the development of a stronger and more meaningful relationship with Aboriginal and Torres Strait Islander young people and organisations across Australia.
- Hosted several **national sector meetings** and youth-specific events to highlight the implications of COVID-19 and other matters, including Young People Arriving through Women at Risk Visa, and Cultural Identity and Disability, and Employment and Job Security.
- Launched a revised edition of our **National Youth Settlement Framework** in July 2020, which includes a new section on youth work in Australia, new good practice capabilities, and revised tools and resources to support application of the Framework in practice.
- Commenced work with the Department of Health to support the **COVID-19 Vaccine Communication and Engagement Strategy for CALD Communities**.
- Three new youth reference groups have been established in this period; the **National Leadership Project** acknowledging young people's expertise in their own mental health, the **Youth CALD Disability Collective** advocating for action by and for young people with disabilities, and the **COVID-19 Youth Reference Group** supporting the Department of Health COVID-19 Vaccine Communication and Engagement Strategy for CALD Communities.

- Released the Women at Risk research report in partnership with the Migration Council of Australia (MCA), which looks at the experiences of young people arriving in Australia on the 204 Visa.
- Released the COVID-19 and Young Migrants - Impact and Solution report in partnership with Deloitte Access Economics, which contributes to better understanding of the labour market participation rates for young refugees and migrants and the enabling factors for their increased economic participation.

In addition to this work, our Youth Ambassadors Network (YAN) members have supported MYAN by providing consultancy and advice for submissions including Senate Inquiry into the Government's Response to COVID-19, providing their important perspectives in national level meetings and webinars.

The rise of online communication due to COVID-19 had the silver lining for MYAN in terms of collaboration and engagement in an **international context**. We participated in Annual Tripartite Consultations on Resettlement (ATCR) and soft launch of UNHCR's Resettlement and Integration Handbook. Additionally, MYAN worked closely with UNHCR Headquarters in Geneva to revise this Handbook in 2020. Finally, as a member of Asia Pacific Refugee Rights Network (APRRN), and we are proud to support our YAN Alumni, Apajok Deng Biar with her nomination as chair of the Women, Gender, and Diversity Working Group.

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



Bao Hoang – Chair

Date appointed to Chair:
December 2020

Sub-Committee: Finance & Audit
CEO & Director, Roll'd Australia



Jennifer Sharpe – Director

Date appointed to Deputy Chair:
December 2020

Sub-Committee: Communications
Founder/Director, Think HQ



Dr Bulent (Hass) Dellal AO – Former Chair

Date appointed: 7 September 2007

Date retired: October 2020
Executive Director, Australian Multicultural Foundation



Demetrio Zema – Former Deputy Chair

Date appointed: 1 March 2012

Date retired: February 2021

Sub-Committee: Human Resources
Director, Law Squared



Craig Hodges – Director

Date appointed: 13 March 2018

Sub-Committee: Human Resources,
Finance & Audit

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



Shelin David – Treasurer

Date appointed: 12 December 2016

Sub-Committee: Finance & Audit
Director, CFOWorx



**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

Sub-Committee: All
Chief Executive Officer, CMY

Financial Report

The following Financial Statement has been extracted from the full financial report for the year ended 30 June 2021. A copy of the financial report and auditor's report is available on our website, cmy.net.au/about-us

Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2021

	2021	2020
	\$	\$
Revenue	13,130,400	8,787,958
Other income	537,603	1,167,667
Employee benefits expense	(7,568,874)	(9,363,454)
Depreciation and amortisation expense	(153,700)	(232,636)
Repairs and maintenance expense	(1,374)	(9,500)
Utilities expense	(19,157)	(30,008)
Rental expense	(109,155)	(71,039)
Training and welfare expense	(12,413)	(39,082)
Audit, legal and consultancy expense	(218,836)	(150,982)
Other expenses	(2,679,240)	(2,935,969)
Finance costs	(3,392)	(6,608)
Surplus/(deficit) for the year	2,901,862	(2,883,653)
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	2,901,862	(2,883,653)

Statement of Financial Position

As at 30 June 2021

	2021 \$	2020 \$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	4,729,597	2,624,028
Trade and other receivables	195,765	121,103
Other financial assets	11,935,201	8,564,388
Contract assets	160,146	90,616
Other assets	65,721	57,520
TOTAL CURRENT ASSETS	17,086,430	11,457,655
NON CURRENT ASSETS		
Other financial assets	550,000	50,000
Right-of-use assets	107,970	279,457
Property, plant and equipment	92,173	64,020
TOTAL NON CURRENT ASSETS	750,143	393,477
TOTAL ASSETS	17,836,573	11,851,132
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	1,280,258	1,047,745
Lease liabilities	112,910	168,186
Employee benefits	1,308,251	1,010,589
Other liabilities	140,416	168,083
Contract liabilities	6,689,449	3,927,750
TOTAL CURRENT LIABILITIES	9,531,284	6,322,353
NON CURRENT LIABILITIES		
Lease liabilities	-	106,432
Employee benefits	93,443	112,363
TOTAL NON CURRENT LIABILITIES	93,443	218,795
TOTAL LIABILITIES	9,624,727	6,541,148
NET ASSETS	8,211,846	5,309,984
MEMBERS' FUNDS		
Reserves	-	-
Accumulated surplus	8,211,846	5,309,984
TOTAL MEMBERS' FUNDS	8,211,846	5,309,984

Statement of Cash Flows

For the Year Ended 30 June 2021

	Note	2021 \$	2020 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		17,369,826	14,929,597
Payments to suppliers and employees		(11,341,052)	(13,631,491)
Dividends received		21,436	22,19
Interest received		98,247	152,465
Net cash provided by/(used in) operating activities		6,148,457	1,472,766
CASH FLOWS FROM INVESTING ACTIVITIES:			
Proceeds from sale of plant and equipment		-	-
Proceeds from sale of investment		-	173,666
Purchase of property, plant and equipment		(48,171)	(10,577)
Purchase of financial assets		(3,870,813)	(214,551)
Net cash provided by/(used in) investing activities		(3,918,984)	(51,462)
CASH FLOWS FROM FINANCING ACTIVITIES:			
Repayment of lease liabilities		(123,904)	(214,165)
Net cash provided by/(used in) financing activities		(123,904)	(214,165)
Net increase/(decrease) in cash and cash equivalents held		2,105,569	1,207,139
Cash and cash equivalents at beginning of year		2,624,028	1,416,889
Cash and cash equivalents at end of financial year	7(a)	4,729,597	2,624,028

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 2021 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 – Bao Hoang
Dated this 18th day of November 2021

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 2021, the statement of profit or loss and other comprehensive income, the statement of changes in members' funds 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 declaration.

In our opinion, the accompanying financial report of the Centre has been prepared 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 2021 and of its financial performance for the year then ended; and

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

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the

Financial Report section of our report. We are independent of the Centre in accordance with the auditor independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants ("the Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by Division 60 of the Australian Charities and Not-for-profits Commission Act 2012, which has been given to 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 are responsible for the other information. The other information comprises the information included in the Centre's annual report for the year ended 30 June 2021, 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 Centre's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the Centre or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing

Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic 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 Centre's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management.
- Conclude on the appropriateness of the management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Centre's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Centre to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors 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 directors 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
24 November 2021

Funding partners

CMY has long-standing partnerships with a number of State and Federal Government departments, philanthropic foundations, and non-government organisations.

Contributions (Philanthropic trusts and corporations)

- Bennelong Foundation
- Penny Appeal Australia
- Perpetual Philanthropy
- Sidney Myer Foundation
- Gandel Philanthropy

Grants (Other)

- Ballarat Regional Multicultural Council
- Brotherhood of St. Laurence (BSL)
- Casey City Council
- City of Greater Dandenong
- Foundation House
- HealthWest Partnership
- La Trobe Community Health Service
- Melton City Council
- MiCare
- North Western Melbourne Primary Healthcare Network
- South East Local Learning & Employment Network (SELLEN)
- Swimming Australia
- The Youth Junction Incorporated
- Wyndham City Council
- YACVic
- Think HQ
- Deakin University

Grants (Commonwealth)

- Department of Health
- Department of Social services
- Department of Home Affairs
- Department of Prime Minister and Cabinet

Grants (State)

- Department of Education and Training
- Department of Families, Fairness and Housing
- Department of Jobs, Precincts and Regions
- Department of Justice & Community Safety
- Department of Premier and Cabinet
- Vic Health Promotion Foundation

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

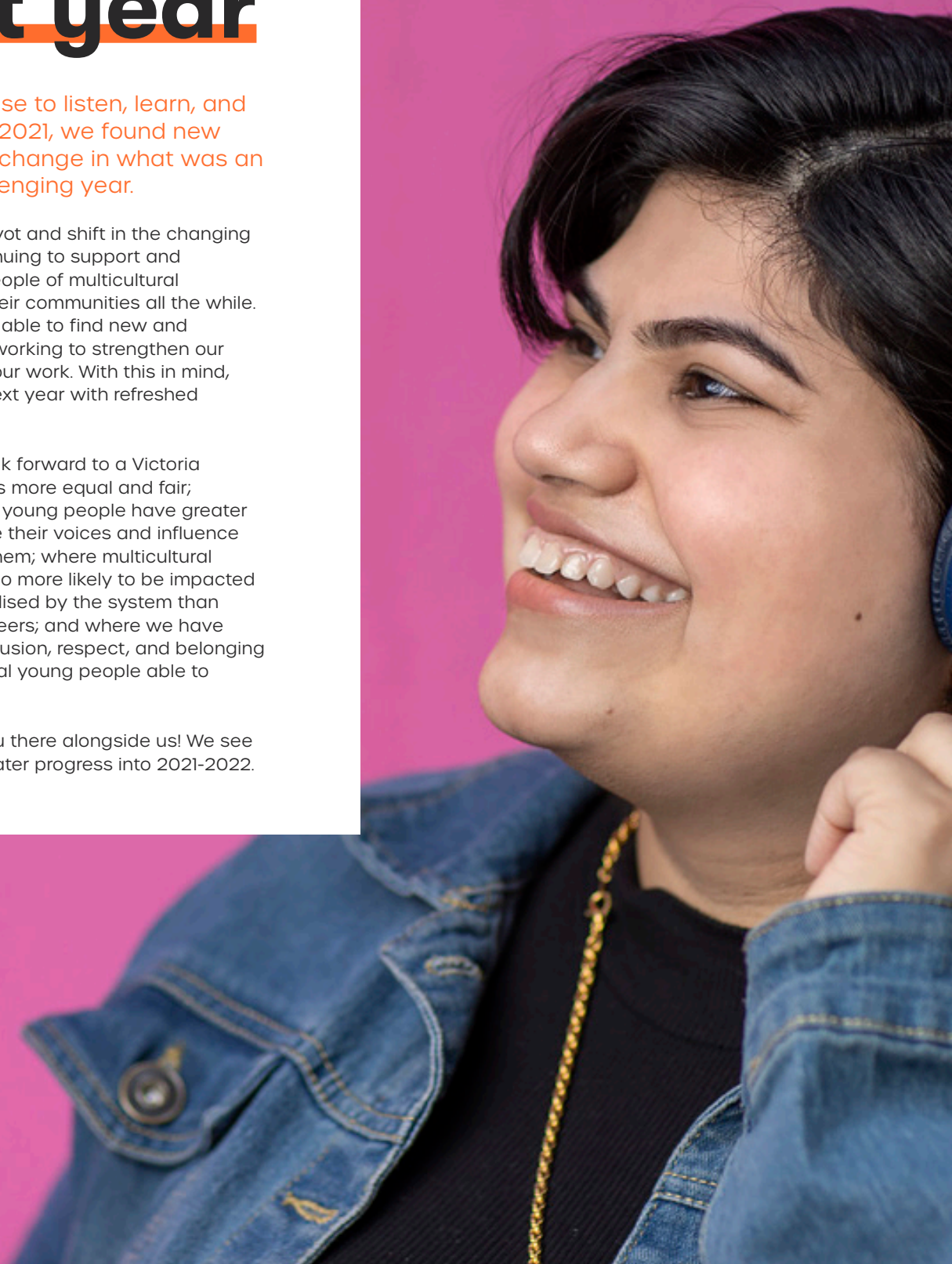
Vision for next year

As we took pause to listen, learn, and reflect in 2020-2021, we found new momentum for change in what was an otherwise challenging year.

We were able to pivot and shift in the changing environment, continuing to support and empower young people of multicultural background and their communities all the while. Moreover, we were able to find new and improved ways of working to strengthen our position as we do our work. With this in mind, we look towards next year with refreshed ambition and hope.

In particular, we look forward to a Victoria and Australia that is more equal and fair; where multicultural young people have greater opportunity to raise their voices and influence the world around them; where multicultural young people are no more likely to be impacted by crime or criminalised by the system than their mainstream peers; and where we have built a sense of inclusion, respect, and belonging to allow multicultural young people able to fully thrive.

We hope to see you there alongside us! We see momentum for greater progress into 2021-2022.





We are truly thankful for the incredible support, guidance, and opportunities for collaboration that we receive from our many supporters, volunteers, partners and friends. We would not be able to do what we do to support multicultural young people and communities without your generosity, energy, and passion. Thank you.



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.



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Multicultural Youth

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