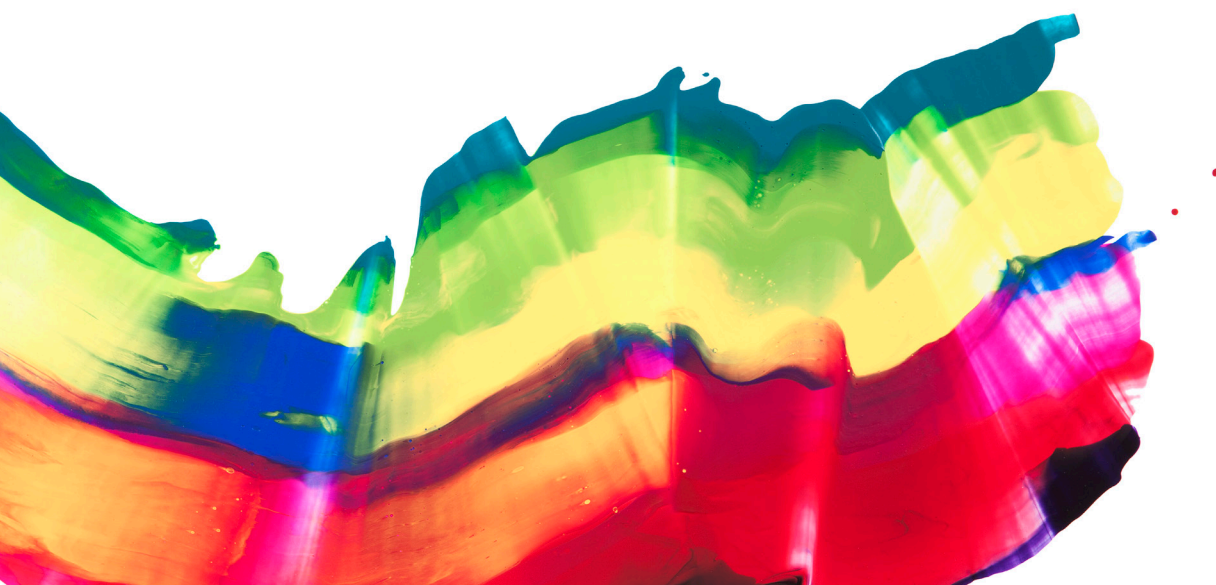


2014

# SYMPOSIUM

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HARMONY IN ACTION



# CONTENTS

	PAGE/S
<b>FOREWORD</b>	1
<b>OUR NEW DIRECTION</b>	2 – 3
<b>KEYNOTE SPEAKERS</b>	
<b>DR TIM SOUTPHOMMASANE</b>	
MULTICULTURALISM AND 'TEAM AUSTRALIA'	4 – 5
<b>MR HUGH RIMINTON</b>	
STRENGTHENING THE CENTRE AGAINST THE FRINGE	6 – 7
<b>WORKSHOP RECOMMENDATIONS</b>	8
<b>WORKSHOPS</b>	
1. HUMANITARIAN PERSPECTIVES	9 – 12
2. PEACE BUILDING STARTS AT HOME	13 – 15
3. MEDIA AND SOCIAL MEDIA WARS	16 – 18
4. WOMENS PERSPECTIVES	19 – 21
5. YOUTH AND INTERGENERATIONAL PERSPECTIVES	22 – 25
<b>APPENDICES</b>	26
APPENDIX 1. <b>SPEAKERS PAPERS</b>	27 – 31
STRENGTHENING THE CENTRE AGAINST THE FRINGE	27 – 30
MULTICULTURALISM AND 'TEAM AUSTRALIA'	31
APPENDIX 2. <b>PARTICIPATING ORGANISATIONS</b>	32 – 33

# FOREWORD

This report is more than a record of our 2014 Symposium. The central theme, Harmony in Action, could not have been a more fitting description of the diversity and leadership displayed on the day. The keynote speakers, the workshop presenters and the 300 strong participants demonstrated that we have the capability, the energy and commitment to meet the many challenges confronting us now, as overseas conflicts intensify and draw us in as Australians.

This report cannot do justice to the strong sense in the room that the strategic Plan for Multicultural NSW, launched by the Minister for Citizenship and Communities, the Hon Victor Dominello, is a new beginning for our endeavour to build on the widely held perception that diversity is one of our state's greatest assets.

I am pleased to have the opportunity to put on the record my heartfelt thanks to the many people who gave up their time to participate in the consultation which led to the launch of the Strategic Plan at the symposium.

I have been overwhelmed by the warm welcome I received from everyone I met, from Secretaries of major departments to community leaders and grass roots volunteers. Without exception, they all expressed strong support for the leadership role we play in implementing the robust multicultural policy of this state. Everyone was keen to work with us and offered many creative ideas for partnerships, projects and strategies.

This Symposium showcased the depth of knowledge, experience and wisdom which we need to harness in the years ahead. We have included short biographies of all presenters to illustrate the award-winning calibre of multicultural leadership in NSW. It gives me great confidence that we will be successful in defending and promoting our multicultural nationhood and together, can rise to any challenge.

This Report summarises the keynote and workshop contributions, including recommendations for action and our responses. A central principle of our community engagements is to create a constant feedback loop with our stakeholders. In developing our responses, it is evidence of the success of the consultations that our Strategic Plan accommodates all ideas and calls for action arising from the workshops.

As a small organisation with a huge remit, we are grateful that there are so many willing and extremely able supporters and stakeholders. We look forward to working with you on our shared vision, our values and our sound ideas for creating Harmony in Action.



A stylized, handwritten signature in black ink.

Hakan Harman  
Chief Executive Officer



CEO Hakan Harman and Symposium attendees

# OUR NEW DIRECTION

We believe the 2014 Symposium was a significant milestone for multicultural policy and action in NSW. It unveiled the widely anticipated new strategic plan for the Community Relations Commission for a Multicultural NSW (Multicultural NSW), Harmony in Action 2014-17.

In launching the Strategic Plan, the Minister for Citizenship and Communities, the Hon. Victor Dominello, said it exceeded all his expectations. He acknowledged the many people in the room who had contributed to the strategic directions and commitments to action contained in the three-year plan.

The Minister's main message was that the Strategic Plan showed how much has changed since the Ethnic Affairs Commission was established in 1977. Multicultural NSW is part of all our lived experience. 'Ethnics' are no longer seen as a small minority. All of us apart from Aboriginal people have only arrived relatively recently to create our unique and largely harmonious society.

A product of intensive community consultation over many months, the Plan is endorsed by the Premier and Minister Dominello and was enthusiastically welcomed by the 300 delegates at the Symposium.

Both on the day and since, feedback has been overwhelmingly positive. Our stakeholders have welcomed the central focus of the Strategic Plan to engage with communities in all their diversity and actively promote community harmony. This includes not only listening but acting on the challenges to multicultural harmony posed by intensifying overseas conflicts.



Mr Robert Lester - Welcome to Country

Hakan Harman, the recently appointed Chief Executive Officer for Multicultural NSW, introduced the main elements of the plan starting with the vision that underpins it. The theme, Harmony in Action, is underpinned by three principles:

- ENGAGE** with all sections of society and break down barriers to participation
- ENABLE** equitable access to services and programs
- ENRICH** social and economic capacity through cultural diversity as an asset of our state.

The Strategic Plan which will be followed and supported by amendments to the current legislation will allow greater emphasis to be placed on the need for commitment to our shared democratic values, laws and institutions as Australians while still recognising and valuing the different linguistic, religious and ancestral backgrounds of all the people in NSW.

#### Harmony In Action

- Reflects an extensive consultation program and review of our activities;
- Groups our functions in four main categories of: Community Engagement, Policy and Research , Innovation, Language Services and Communication, and Sustainability
- Places a strong focus on citizenship, mutual obligation and respect;
- Includes support for initiatives that lead to a commitment to the common values and things that bind Australians together – such as a volunteering ethos, participation in Australian national days and events and a recognition of our indigenous heritage;
- Identifies specific focus areas that are important to the maintenance of social cohesion and community harmony for example, combating racism or supporting community initiatives to address issues affecting women and girls;

The three year Strategic Plan commits Multicultural NSW to achievable key performance indicators linked directly to the State Plan. It pledges us to become a centre of excellence in multicultural policy, with community engagement the essential feedback loop to work on particular policy priorities. It continues to build on the Multicultural Policies and Services Program as the vehicle for improving access to public sector services and programs. Most especially it is about partnerships with the many organisations across all sectors which have a stake in building multicultural NSW.

Participants warmly welcomed the new direction, especially to work together to protect our social cohesion and diversity in the face of rising conflicts and division internationally.



Minister Dominello as he launches Harmony in Action



# KEYNOTE SPEAKER

DR TIM SOUTPHOMMASANE

RACE DISCRIMINATION COMMISSIONER  
MULTICULTURALISM AND 'TEAM AUSTRALIA'

Dr Tim Soutphommasane is Australia's Race Discrimination Commissioner and commenced his five-year appointment on 20 August 2013. Prior to joining the Australian Human Rights Commission, he was a political philosopher at the University of Sydney. His thinking on multiculturalism and national identity has been influential in reshaping debates in Australia and Britain.

Dr Soutphommasane is the author of three books: *The Virtuous Citizen* (Cambridge University Press, 2012), *Don't Go Back To Where You Came From* (New South Books, 2012), and *Reclaiming Patriotism* (Cambridge University Press, 2009). He has been an opinion columnist with *The Age* and *The Weekend Australian* newspapers, and in 2013 presented *Mongrel Nation*, a six-part documentary series about Australian multiculturalism, on ABC Radio National. He is a board member of the National Australia Day Council, a member of the Australian Multicultural Council, and a member of the Advisory Council of the Global Foundation.

A first-generation Australian of Chinese and Lao extraction, Dr Soutphommasane was raised in southwest Sydney and was educated at the University of Sydney and Oxford University.



Dr Tim Soutphommasane

Dr Soutphommasane spoke with quiet, reasoned passion to the whole audience on the importance of remaining vigilant in the face of current challenges to our multicultural way of life. He cited the overwhelmingly high level of support for multiculturalism, most recently demonstrated by a Fairfax Neilson poll that 88 per cent believed it should remain unlawful to offend, insult or humiliate someone because of their race.

It is well worth reading Dr Soutphommasane's address in full, especially to gain a wider sense of his critique of false and misleading representations of Muslims in the media:

... if you were to read the letters pages of our newspapers, tune into talkback radio, or scan the comments sections of news websites, you would be mistaken for thinking there were no 'moderate' Muslim-Australians prepared to repudiate domestic extremism or acts of violent barbarism.

This is, of course, far from the truth. While there are very serious issues with 'home-grown terrorism', we should not be casting aspersions on Muslim and Arab Australian communities at large. Not when so many of its leaders and members have unequivocally condemned terrorism. Not when even the Director-General of ASIO David Irvine has commended Muslim community leaders for the positive role they have played in countering domestic radicalism.

We should not be judging entire communities, whose members are law-abiding citizens, on the basis of a very small minority of extremists.



Attendees

Speaking on his theme of Team Australia, Dr Soutphommasane said that the underlying definitions and tone of public discussion was crucially important. 'There is 'no problem if 'Team Australia' is simply shorthand for an Australian liberal democracy ... a community of equal citizens...' But he cautioned that if the loyalty of whole sections of our multicultural community is under question, this poses real challenges for social cohesion.

Dr Soutphommasane pointed to the evidence that 80 per cent of new arrivals take out Australian citizenship within 10 years and that the decision to make a new life in Australia is never taken lightly.

Drawing extensively on the historical foundations of multiculturalism in Australia, Dr Soutphommasane emphasised that Australia has never sanctioned a form of cultural relativism. While we accept everyone's right to express their cultural heritage, this comes with 'a commitment to liberal democratic values – to parliamentary democracy, to the rule of law, to equality of the sexes, to freedom of speech.'

Dr Soutphommasane pledged his full support for our efforts to engage, enable and enrich the people of NSW, stressing that 'those of us who are friends of multiculturalism have an enduring collective responsibility – to tend to our cultural harmony.'

The enthusiastic applause was a resounding endorsement of Dr Soutphommasane's 'call to action' and was highly relevant to the themes taken up in Hugh Riminton's keynote address.

# KEYNOTE SPEAKER

MR HUGH RIMINTON

TEN EYEWITNESS NEWS PRESENTER

STRENGTHENING THE CENTRE AGAINST THE FRINGE

Hugh Riminton's extensive experience in reporting on overseas conflicts made him well qualified to discuss the impact of overseas conflicts at home. He has spent much of his 35-year career as a foreign correspondent, including stints with the Nine Network based in London, and as a CNN anchor and correspondent based in Hong Kong.

He was also a Canberra-based political editor for the TEN Network. During his time in Canberra he and his team were responsible for sparking more than half a dozen government inquiries, most especially into gender and abuse issues within the Australian Defence Force.

He currently presents TEN Eyewitness News in Sydney alongside Sandra Sully. Hugh Riminton has won Australian and international honours for his reporting from locations as diverse as Iraq, South Sudan, Papua New Guinea, Sri Lanka, Fiji, Kosovo and French Polynesia. He is a two-time recipient of the Walkley Award, along with a Logie, a DuPont award from the United States, Asian TV Awards, and honours from the Australian Human Rights Commission and the United Nations Association Media Prize.

He is a foundation board member of Soldier On, a charity that supports Australian Defence Force personnel wounded physically or psychologically by service in contemporary wars.



Mr Hugh Riminton



Hugh Riminton argued cogently and engagingly that at the extremes are vocal proponents of both religious fanaticism and fear of difference. But the vast majority in the centre are most of the population with compassion and humanity, who understand that the key to community harmony is respectful and open-minded communication.

Quoting from the poet William Butler Yeats at the end of the Great War he wrote:

The best lack all conviction while the worst  
Are full of passionate intensity.

He began by expressing his sympathy for Australian Muslims, observing that 'the Muslim faith is being hijacked by extremists while its leadership is urged to sign up to Team Australia, as if that was ever in doubt.'

While he recognised it is exhausting to keep repeating the same message, he argued that now is the time to use every opportunity to denounce violent extremists and isolate them to the fringe.

He also cautioned that the West must not overreact and distinguish between the vast majority of Muslims and violent extremists, who want to live in harmony and to value our multicultural, democratic society. The challenge is to make this mainstream visible. He acknowledged that a popular narrative is emerging with the concept of 'Team Australia' that Muslims can't be trusted until proof is shown, backed up by new security measures that reverse the onus of proof.

Hugh Riminton sparked some lively debate which was carried through to the workshops about the exhortations to moderate Muslims to speak up constantly. Some participants pointed to the unfairness of being labelled as suspect in the media and the increasing fear that ordinary Muslims felt at being targeted public abuse. It was exhausting to be constantly on the defensive.

His address was warmly received, recognising that the lessons from history show that terrible things happen in the name of the silent majority. It was a call to action for Muslims and the vast majority who value our multicultural society.

# WORKSHOP RECOMMENDATIONS

The participants at the Symposium enthusiastically embraced the framework set by the keynote speakers in the workshop sessions. The five concurrent sessions produced many insights and practical recommendations to inform the implementation of our Strategic Plan and in response to the main topic/theme of our Symposium [THE IMPACT ON COMMUNITIES IN NSW OF CONFLICTS IN OTHER PARTS OF THE WORLD](#).

This section also details the commitment from Multicultural NSW to follow up and incorporate these recommendations, none of which fell outside of the Strategic Plan, confirming feedback that our new direction has resonated with participants.

The five concurrent sessions were:

**1. Humanitarian perspectives**

Australian overseas volunteering and aid efforts; refugee and humanitarian settlement programs and initiatives; trauma counselling; refugee contributions to Australian life.

**2. Peace building starts at home**

Peace-building initiatives; conflict resolution among communities; the role of religion and inter-faith initiatives; sport as a peace-building exercise.

**3. Media and social media wars**

Australian and overseas news sources; social media wars; citizen journalism; awareness raising and positive activism.

**4. Women's perspectives**

As leaders, peace-builders, victims/survivors.

**5. Youth and intergenerational perspectives**

Interpretation of conflict, intergenerational impacts, identity.

Each workshop was chaired by an Advisory Board member of Multicultural NSW.

Panel members with varied and extensive expertise presented on the workshop topics, followed by the opportunity to ask questions and recommend actions. A panel member reported back from each workshop in the plenary session.

# 1. HUMANITARIAN PERSPECTIVES

Chair of the workshop, Felice Montrone OAM, is the Deputy Chairperson of the Multicultural NSW Advisory Board and holds many positions as a champion of multiculturalism, including Secretary General for Australia, Confederation of Italians in the World, Chairman, Centre for Australian Studies in the Mediterranean, Foundation and Chairperson of the Nepean Blacktown Regional Advisory Council.



Presenter Erhan Erdogan is a Fundraising and Community Engagement Manager with Islamic Relief Australia. Has worked in corporate and charity sector for more than 15 years. He spoke about Australian overseas volunteering and aid efforts.

Presenter Fadlullah Wilmot is the Head, International Programmes, Islamic Relief Australia. He is a member of the Code of Conduct Committee of Australian Council of International Development (the peak body of Australian international NGOs). Mr Wilmot was the Country Director of Islamic Relief Afghanistan between 2012 and 2013. He spoke about Australian overseas volunteering and aid efforts.

Presenter Tia Roko's experience is in juvenile justice, policing and community development. Her work focuses on culturally diverse young people and communities and advocating on issues for Pacific communities in NSW and the wider Pacific region. She is also the CEO of Auburn Diversity Services Inc. (ADSi) and a Board member of Settlement Services International (SSI). She spoke about refugee and humanitarian settlement programs and initiatives.

Presenter Jorge Aroche is a clinical psychologist and the Chief Executive Officer of the NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS). Jorge has worked with migrants and refugee survivors of torture and organised violence since 1989, when he joined STARTTS. He has led the organisation since March 1997, through some of the most challenging times for refugee services in Australia. He spoke about the importance of trauma counselling for helping refugees settle successfully in a new country.

Presenter Lucy Morgan is the Information and Policy Coordinator at the Refugee Council of Australia, the national umbrella body for refugees, asylum seekers and the organisations and individuals who support them. Lucy is also the Secretary of the Refugee Advice and Casework Service, a not-for-profit organisation providing legal assistance to people seeking asylum in Australia and is the Chair of the Asylum Seeker Interagency, a network of organisations involved in supporting asylum seekers in New South Wales. Her theme was refugee contributions to Australian life.



Presenters and Chair Cav. Felice Montrone (Deputy/Chair Advisory Board) of the Humanitarian Perspective Workshop

# KEY THEMES FROM WORKSHOP 1.

The engaging speakers inspired more questions than there were time for. The key discussion points reflect the lively engagement and passion in the room about:

- the value of overseas aid and the need to convince Government on the immediate difference it makes
- the need to understand and support refugees with traumatic experiences pre and post arrival
- the need for more avenues to enable refugees to tell their stories about their huge contributions to Australia.

## Discussion points

- How can we encourage greater support for Australian foreign aid? The large number of conflicts internationally have caused the greatest humanitarian crisis ever. A huge number of people are facing trauma and stress, and many children need psycho-social help.
- Australian foreign aid has reduced proportionate to our GDP over the past decade, despite the growing need. We need to encourage the Australian Government to increase aid and say that reducing aid is not an answer to the 'budget crisis'.
- A small amount of foreign aid can make an enormous difference, particularly if it is spent on capacity building. Aid should be focused on providing a 'hand-up' rather than a 'hand-out' – aid projects to build communities.
- Educating women, in particular, can have a substantial benefit long term because women are the primary carers and teachers of the next generation (e.g. a woman in Afghanistan helped through a literacy course went on to further study, build a business and become an employer herself and so ended up supporting the community).
- In defence of expenditure of donated aid money on administrative costs, participants heard that administrative effort included accountability processes to overcome waste and corruption and ensure expenditure on the project – among other things.
- What can we do to assist communities in Australia dealing with the impact of conflicts overseas? When conflict occurs overseas, this can cause trauma for those who have migrated from that region and/or have family and friends there. They need support and sympathy.
- Individuals with refugee backgrounds often arrive with traumatic experiences and need psycho-social support to successfully settle.
- How can we enable tomorrow's leaders to build a voice and tell the story of their community's contribution to and participate in Australian society? Community leaders are expected to be the voice on all matters related to their cultural background and the media often asks impossible questions of them.
- Media interviews are edited and can result in the use of only short grabs that depict a misleading and narrow view of the community's views and contributions.
- Leaders need to be equipped with public relations skills to enable them to have control of their voice during interviews. This is especially important if they are to answer to the radicals who share elements of their culture, as well as telling the story of their community's contribution to Australia.

- How can we overcome the view that refugees and humanitarian entrants are a burden on society? Useful strategies include:
  - o sharing/telling first-hand personal stories
  - o promoting the facts (e.g. the contribution to society versus the cost).
- Community organisations are in a good position to shift and change conversations, to address misinformation and correct lies. They need to engage with the media.
- Hearing true stories can sway people. Refugees, asylum seekers and humanitarian entrants have to tell their own stories, including their contribution to Australia.
- Refugees should be regarded as assets rather than burdens. Refugees have contributed and continue to contribute enormously to this country.
- Refugees, asylum seekers and humanitarian entrants are often very resilient people. Denied opportunities in their country of origin, they are often highly motivated to grab opportunities in Australia. They typically cannot return to their country of origin, so have a very strong commitment to Australia and a drive to contribute. They often also provide important psycho-social help to people recovering from trauma.
- The Young Australian of the Year is a Muslim helping Aboriginal people. We need to work towards stopping demonisation of certain communities (i.e. Muslim, refugees, asylum seekers, etc). We should work together and stand up for each other.

## Recommendations and our response

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### Recommendations

1. That advocates of multiculturalism respond to negative public images of refugees, asylum seekers and humanitarian entrants as a 'burden' on society by promoting the voluntary contribution of these groups to Australia. Multicultural NSW can assist with this using two strategies:

Partner with a university or research body to conduct research on the voluntary contributions of refugees to Australia including an analysis of the cost to government of not having these voluntary contributions.

Fund/provide media training for community leaders/humanitarian program entrants focused on:

- enabling humanitarian entrants to tell their own stories including describing their commitment and voluntary contribution to Australia
- teaching humanitarian entrants how to respond to media questions to better control the way their responses are edited and used in public.

### Multicultural NSW Response

We will scope this research project on contributions by refugees, as part of a broader commitment to partner with universities to identify and address critical gaps in research.

We will consider this as being a potential priority area.

We will refer to other sources of potential funding where appropriate.



# KEY THEMES FROM WORKSHOP 1.

## Recommendations and our response

### Recommendations

- 2. That Multicultural NSW urge the NSW Government to advocate for an increase in the Australian Foreign Aid budget to better match comparative OECD nations in terms of percentage of GDP.
- 3. That Multicultural NSW work with community leaders to counter negative stereotyping of communities (currently refugees and asylum seekers and people of the Islamic faith).

### Multicultural NSW Response

This recommendation will be referred to the Advisory Board of Multicultural NSW.

This is a core element of our Community Engagement Strategy.



## 2. PEACE BUILDING STARTS AT HOME

CEO Hakan Harman is an experienced Senior Executive in both the Public and Private Sectors. His qualifications include a Bachelor Commerce and Master of Public Administration and he is a Fellow of CPA Australia. His areas of expertise include change management, corporate governance, stakeholder and strategic management and organisational leadership. He has worked at CBA, Burns Philp, Unilever as well as a number of smaller private organisations. He commenced his career in the NSW Public Sector at the Community Relations Commission For a multicultural NSW (Multicultural NSW) as Director Operations CFO, then worked at the State Library of NSW, as its Chief Operating Officer. In January of 2014 he rejoined Multicultural NSW as its CEO.



Presenter Kel Gleeson is the President & National President of the United Nations Association of Australia (NSW). He served with the Australian Army for 20 years, retiring in 1992 as a Major. He immediately joined the United Nations Department of Peacekeeping Operations as an senior international civilian, serving in Cambodia, Rwanda, Yugoslavia, East Timor and Sudan. He was awarded the Australian Overseas Humanitarian Medal for his services. He retired in 2006, but continues to speak for the humanitarian cause.

Presenter Zeny Edwards is a consulting architectural historian, award-winning biographer, human rights advocate and philanthropy facilitator. She is the UN national Day of Peace Coordinator & United Nations Association of Australia (NSW). A past president of the National Trust of Australia (NSW), Ms Edwards served as Chair of UN Women (NSW) which promotes gender equality and women's empowerment and was a founding member and trustee of Women's Plans Foundation, which introduced a family planning component into maternal health education in third world countries. As philanthropy facilitator, she has successfully coordinated major fundraising programs for not-for-profit organisations and charity institutions for education and health programs in third world countries.

Presenter Annie Harvey is the Manager of Migration Support Programs & NSW for Red Cross/ Red Crescent. The programs assist migrants, irrespective of their legal status, whose survival, dignity and physical or mental health is under threat. She has many years' experience in managing casework teams delivering support services to some of the most vulnerable members of our community. Annie also spent many years as a community performance artist, and a director on a number of not-for-profit boards. She taught at the University of Technology Sydney as part of the Social Inquiry faculty. She spoke about conflict resolution among communities.

Presenter Rabbi Zalman Kastel is the National Director of the multi-faith Together for Humanity Foundation. He was raised in the 'ultra orthodox' Chasidic tradition in the racially divided Crown Heights area of Brooklyn New York. He saw the world through the lens of his absolute tradition and the narrative of his community. This changed in 2001, when encounters with Christians and Muslims transformed him. He has fostered interfaith cooperation and promoted the positive experiences of diversity to 75,000 young Australians. He is still a Hasidic Rabbi teaching the Torah to adults at Chabad House North Shore in Sydney. He was ordained as a Rabbi after study in the UK, Australia and the US and completed a Graduate Diploma in Education with the University of New England at Armidale. His topic was the role of religion and inter-faith initiatives.

Presenter Ali Faraj is the Community Engagement Manager at the Greater Western Sydney GIANTS. He leads a number of community initiatives and programs including the Bridges to Higher Education Program, Woolworths Youth Employment and Nutrition program. Ali Faraj is also a tutor at the University of Western Sydney for future teachers in mathematics using his previous vast experience as a primary school teacher with vast Western Sydney schools. Ali Faraj also worked for the AFL NSW/ACT managing game development in the Greater Western Sydney region. He is also a member of a number of boards in a variety of community organisation including Vice President of the Riverwood Neighbourhood Centre, Advisory Member of the Multicultural Youth Advocacy Network NSW, Campsie Police White Ribbon Committee and Westwords. His topic was sport as a peace-building exercise.

# KEY THEMES FROM WORKSHOP 2.

The key discussion points reflect the lively engagement and passion in the need to support humanitarian entrants and asylum seekers and the pay-off in the enormous contribution they make to Australia. This workshop took up the key themes about dilemmas and imperatives of speaking out against extremism.

## Discussion points

- Diversity is a great strength but can also make the community vulnerable to tensions arising from overseas conflict.
- Echoing themes addressed in the workshop on humanitarian entrants, speakers emphasised with the need to recognise that some groups have experienced trauma caused by state sponsored/organised terrorism. Post traumatic stress is not left at the airport – it comes with people and needs to be addressed.
- We must consider the costs and benefits of particular ways of speaking out. There can be an ethical dilemma in deciding whether or not to respond to hatred/destructive comments. If there is benefit in speaking out, if it protects innocent people, we should contribute to discussions. This is true for everyone in the community, including politicians.
- The media can fan issues and create narratives that become dominant, but do not reflect the true experiences of most people. The general public needs to be better informed about realities. We should stop looking at negative stories/stereotypes in social media.
- We must recognise and use our assets to build on the social capital of communities. We should use traditional approaches to peace building by fostering trust and listening to people. People who have been through traumatic experiences bring sensitivity and cultural awareness to Australian society.
- We need to build a sense of belonging among young people. Some young people can feel disconnected from their parents, school, and local community. Some do not see a future. They do not know where they are going and are isolated. We need to build bridges and provide positive, strong role models. Participation in sport is an important and successful way of creating that sense of true team work and belonging.

## Recommendations and our response

### Recommendations

1. Address cuts to TAFE/ESL funding.
2. We need to develop alternative pathways to education and employment - not everyone wants to go to university or be a doctor or lawyer.
3. Develop long-term, sustainable strategies with communities – build trust, engage with community leaders not just when there is conflict. Sustained community engagement ensures that Multicultural NSW has credibility when issues do arise.

### Multicultural NSW Response

We will continue to monitor and advocate for TAFE/ESL programs through the Department of Education's Multicultural Education Advisory Group and our Advisory Board.

Through the Interagency on Employment for skilled migrants, Multicultural NSW will continue to work with key stakeholders to smooth the pathways to appropriate employment.

These are key aspects of developing an open, productive and sustainable Community Engagement Strategy. This is at the centre on delivering on our 3-year Strategic Plan.

## Recommendations and our response

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### Recommendations

4. Give the people who are affected by conflict (overseas and locally) a voice – they can contribute to solutions
5. Multicultural NSW is in a good position to raise awareness among community service organisations about what is being done in the sector, share information and facilitate partnerships.
6. Promote initiatives that get people to work together and listen to each other with respect and compassion – ‘a problem understood is a problem half-solved’.
7. Provide opportunities for people to think about the role they play in creating a peaceful, socially inclusive community.
8. Support youth-mentoring initiatives to allow positive role models to engage with at-risk young people, get them out of their ‘comfort zone’, and expose them to new opportunities.

### Multicultural NSW Response

Our Strategic Plan includes specific community engagement and media/ communication projects designed to give people affected by conflicts a voice. It is a core aspect of our role to engage and enable full participation and foster harmony.

Multicultural NSW publishes an online magazine, The Point , [www.thepointmagazine.com.au](http://www.thepointmagazine.com.au), which has a particular focus on young people and the impacts of overseas conflicts on local communities. Somali Podcast [www.somalipodcast.org.au](http://www.somalipodcast.org.au) is another online initiative by Multicultural NSW which gives a voice to young Somali Australians and supports them in being proactive in response to local and international issues facing the community.

Multicultural NSW will continue to build and facilitate information sharing and partnerships as set out in our Strategic Plan and a core element of our Community Engagement Strategy.

Through our newly launched Grants Program, we will continue to support many grassroots initiatives designed to promote dialogue and cross-cultural understanding, including large street festivals and small workshops and events. We will continue to develop Multicultural March with a combination of grassroots and high- profile events.

As above, the Advisory Board will consider as a priority area in our Unity Grants.

Engagement with young people is an important part of the Community Engagement Strategy and a priority for our Grants Program. Each Regional Advisory Council and the Advisory Board has designated positions for young people. Youth Advisory Board members convene the Multicultural Youth Network and play an important role in our annual Youth Leaders’ day. The need for mentoring, supporting and connecting young people across cultures is integral to our work.

# 3. MEDIA AND SOCIAL WARS

Chair Angelique Ristweij is an active member of the Multicultural NSW Advisory Board and brought her extensive experience in multicultural marketing. Ms Ristweij is a Multicultural Communications and Ethnic Media Consultant, a partner with Marque Property, a Trustee of the Alina Galasso Trust, a member of the Ethnic Communities Council NSW, Chairperson, Northern Regional Advisory Council and a member of the Institute Advisory Council, TAFE NSW.



Presenter Andrew Thomas is Al Jazeera English's Sydney Correspondent. He has reported from every Australian state, as well as New Zealand, Papua New Guinea and across the Pacific. He's also reported from Japan, China, Indonesia, South Korea, East Timor and Malaysia. He blogs regularly and has nearly 3000 followers on Twitter. Before Al Jazeera, Andrew was a reporter with Channel 4 News in the UK. He's also worked at the BBC's Newsnight, has made award-winning documentaries and was a travel writer for The Sunday Times. He's a graduate of Oxford University where he studied Politics, Philosophy and Economics. He spoke on Australian and overseas news sources.

Presenter Tim O'Connor has more than 15 years in the fields of human rights, development and emergency response. He has a passion for bringing the voices of grassroots communities to the forefront of decisions which affect them. With a background in law and economics, Mr O'Connor has worked for watchdog organisations, human rights agencies and government and multilateral bodies across the Pacific, Asia and in Africa. Currently the director of advocacy and communications at UNICEF Australia, his time is focused on ensuring children and young people are aware of their rights and have the opportunities to attain them both in Australia and internationally. He spoke about social media wars.

Presenter Matthew Khoury is the editor of The Point, an online magazine published by Multicultural NSW. The Point Magazine is a community-based and youth-focused, digital publication that aims to attract globally aware and politically active younger readers in multicultural Australia. He has previously worked as a freelance foreign correspondent, reporting from places such as China, Indonesia and Burma for a range of local newspapers and international magazines. He has been an editor for local independent media, as well as for global media organisations, and has just completed a book he researched in Afghanistan. His topic was citizen journalism.

Presenter Lissa McMillan is the Planning Editor for News and Current Affairs at SBS, coordinating coverage of local and world events for TV, Radio and Online. She was previously the Executive Producer of the Radio Newsroom at SBS, leading a team producing news stories and current affairs features for translation by the 74 language groups that make up SBS Radio. Ms McMillan has worked in commercial radio and newspapers, before joining the ABC for 18 years, where she managed radio newsrooms and ABC News Radio. Her topic was awareness raising and positive activism.

Presenter Hugh Riminton continued the theme of his keynote address about speaking out against extremists.



# KEY THEMES FROM WORKSHOP 3.

## Discussion points

- Where are people sourcing their news about overseas conflicts? People need to apply more critical analysis to their news sources.
- Traditional journalism may serve the agendas of particular media channels, but it tends to apply editorial standards and place a value on sources.
- Social media may be thought of as 'citizen journalism' or the 'voice of the village', giving immediate access to world events. However, social media does not actually provide 'unmediated' access to sources – it is also led by agendas. People often use social media to seek out views and opinions that reinforce their own assumptions. But social media can also provide an opportunity to discover other viewpoints.
- Given the problem of 'bias' in both old and new media, it is important that we have a diversity of news sources.
- We need to acknowledge the impact of social media on vulnerable people; e.g. people who have been traumatised by overseas conflicts can be re-traumatised by viewing violent or distressing images on social media.
- Keeping up with news on social media can become overwhelming. 95 per cent of social media is just 'gossip' – people repeating what other people say.
- We need to ensure linguistic diversity in Australian news, providing non-English speaking audiences with Australian news content and perspectives.
- Australian journalism needs to be more culturally diverse, with journalists from a wide range of backgrounds reporting in all fields – news, sport, lifestyle etc.
- Journalists should avoid using 'ethnic descriptors' in reporting crime and reinforcing racist stereotypes.
- There is constant pressure on some community leaders to provide comment in the media. Community leaders need training in media advocacy.
- Some community organisations have taken up social media effectively, but many others need support to use social media tools.
- There is a need for partnership/training and collaboration strategies across traditional, ethnic, and social media realms.



Advisory Board Member Ms Angelique Ristweij chairs the panel with invited presenters.

## Recommendations and our response

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### Recommendations

1. Help community organisations and peak bodies effectively use social media to avoid the 'digital divide.'
2. Help broker relationships and collaboration between traditional and ethnic media and community organisations to promote multicultural causes.

### Multicultural NSW Response

Further enhance our social media platforms to provide alternative communication channels for community organisations.

This is a core role that Multicultural NSW plays through Media Awards, MediaLink, the Australian Multicultural Marketing Awards and in advising 'mainstream' and community organisations about how to access multicultural media.



The Juggling Chefs entertained our guests

# 4. WOMEN'S PERSPECTIVES

Chair Dai Le is an active member of the Multicultural NSW Advisory Board. She is also a Councillor for Fairfield City Council, a Founder and Director of Diverse Australasian Women's Network (DAWN), a former Deputy Chair of the Ethnic Communities Council of NSW, a Director of STARTTS, Ambassador, NSW Cricket Mosaic Program and a Vincent Fairfax Ethics and Leadership Fellow.



Presenter Dr Robin Jones is currently employed as an academic at the University of New England training teachers of children with disabilities. She has been an educator for almost five decades, in several capacities within Australia and overseas. Over the last decade, she has spent much time training teachers in refugee camps in South Sudan and on the Thai Burmese border. She is also very involved with working with Armidale Sanctuary Humanitarian Settlement about proposing and settling refugees in her home town.

Presenter Juliana Nkrumah OAM is a founder & Advisor of African Women Australia. Juliana has worked in both State and Commonwealth Government agencies for over 20 years. Her voluntary work in the community sector has gained her much acclaim including the award of Membership of the Order of Australia. Juliana is an advocate in the women's movement in Australia. Her many roles include being one of the Eminent Australians on the Committee to review the Australian Citizenship Test, Member of the African Ministerial Consultative Council for the Commonwealth Government in 2012, Coordinator of the NSW Education Program on FGM in Western Sydney Area Health Services from 1996 to 2005. She continues to be a spokesperson on Female Genital Mutilation (FGM). Ms Nkrumah managed Centrelink's African Liaison Unit in 2006, and led two nationwide consultations on issues affecting refugees and migrants from African countries. She has won several awards from Australia's African communities. Her topic was women as peace builders.

Maha Abdo OAM is the Executive Officer of United Muslim Women's Association, and a widely respected Muslim woman activist. She has worked in the social welfare field for nearly three decades. She is the Executive Officer of the United Muslim Women Association, which has been supporting, nurturing and representing Muslim women and their families for over 30 years. She has organised young Muslim women's Leadership Camps annually for over 20 years. Ms Abdo has been involved on many Advisory Committees with a focus on correcting misconceptions about Muslim women, highlighting the difference between religious and cultural practices and ensuring Muslim women's needs are taken into consideration in the development and implementation of services, programs, and policies. Her topic was women as victims and survivors.

# KEY THEMES FROM WORKSHOP 4.

## Discussion points

- Women from different backgrounds have a lot to offer. Some communities come from an environment where women are the leaders (i.e. Somalia) - strong, independent and inclusive. We need to learn from that. Some countries had women as PMs for a long time (western culture needs to catch up).
- Poor does not mean uneducated. The world educates us and we all need to learn from this.
- It is important to give women a voice in all areas and aspects of life. There is no adequate female representation in many environments (from business to politics).
- It is time to speak out. One of our contributions is to refuel the core of humanity as individuals and as part of the community.
- Women are part of the solution and can provide great insight and new perspectives.
- Women's leadership comes from within, but they have to work hard to have their voice heard. We need to participate in the Australian space otherwise others will take the microphone.
- Many older, retired women have strong beliefs in helping others to have their voices heard. They are travellers. They have time and an urge to be part of the refugee community.
- Rural areas have different issues from city areas. Armidale NSW was given as an example of a very welcoming town. When refugees arrive, the community is prepared (they know how many refugees are expected, but the numbers are smaller.) There is cheaper accommodation, employment and English classes and many other supports.
- We need to move away from stereotyping women, women do not need institutions to tell them who they have to be (i.e. Australian, Muslim, women, we can be all at once).
- Women need to sit together to understand each other. It is OK to disagree. Everyone can have a voice.
- Educating and mentoring does not necessarily have to take place in a class. It can be done anywhere.
- We need time together to learn without being lectured. We float together or we drown together (both genders).
- We are raising boys and girls, but we need to need to raise men and women.
- The media misrepresents women at a global level. We need to change institutions and cultural practices that have been here for thousands years. We need to move forward to promote women in leadership positions, including more women in Parliament. It was noted that there were no women keynote speakers in the Symposium.
- At present, there is a strong emphasis and focus on Muslim women, understandably in the current context. But we need to be mindful that the issues of other women can get lost. We need to engage all women.



## Recommendations and our response

### Recommendations

1. There is a need for educational programs for women. By educating women, we are educating a nation.
2. There is a need to meet and talk, with other women to discuss issues and understand other individual's perspectives.
3. Multiculturalism should also be defined by women. Women's stories need to be recorded in the narrative.

### Multicultural NSW Response

Our Strategic Plan includes a specific policy and community engagement priority to promote the equal human rights of women and girls.

We are working closely with other government agencies and community groups on many strategies to empower women and girls. Access to education and the economic and social independence it brings inform all our strategies.

Particular priorities are community education strategies, new laws and service reforms to stop forced marriage, genital mutilation and domestic and family violence.

Through our Grants Program and our policy priority on women and girls, we will encourage these opportunities for cross-cultural connections.

The policy and community engagement priority in our strategic plan will help to build the profile of women in building multicultural harmony.

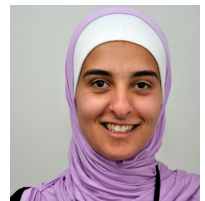


Multicultural NSW CEO Mr Hakan Harman and attendees.



# 5. YOUTH & INTERGENERATIONAL PERSPECTIVES

Chair Amna Karra-Hassan is an Advisory Board Youth Member for Multicultural NSW. She is also the Co-founder of the Auburn Giants AFC, a Committee member of GO Active and co-convenes the Multicultural Youth Network (MYN).



Presenter Abdi Malik Osman is a Member of the MYN Multicultural NSW. Malik is an award winning filmmaker and has worked on a number of new media youth products for The Horn of Africa Relief and Development Agency and various other organisations. In 2012 he was named young Australian Muslim of the Year. In 2013, Malik Osman was named by Vibewire as one of six under 26 change-makers. His topic was interpretation of conflict.

Presenter Lina Ishu Lina is STARTTS' Senior Youth Project Officer, with over 17 years' experience working as a Youth Development Worker with different organisations. Ms Ishu has been particularly successful in developing the leadership skills of disengaged young people. Her topic was intergenerational impact.

Presenter Andrew Cummins is the Project Manager of the Multicultural Youth Affairs Network of NSW, and a freelance consultant. He has worked in young people's organisations for over 25 years. Andrew has written and/or edited over 20 published works on working with young people, and has also developed and delivered a wide range of training programs on youth issues. He was the Secretary General of the European Confederation of Youth Clubs from 2000 to 2006. His most recent roles include working as Executive Director of the Australian Youth Affairs Coalition and Executive Officer of the Settlement Council of Australia. His topic was identity.



# KEY THEMES FROM WORKSHOP 5.

## Discussion points

- Some young people are acting out conflicts in a personal way. Young people are shaped by international conflicts, and locate themselves personally within the identity of that country.
- Where are young people getting their information? How do we counteract inaccurate information?
- We need to acknowledge why some young people experience conflicts in a personal way and act it out. Young people react with anger due to lack of constructive environments that foster belonging. Where do they belong and where do they feel accepted? What are the underlying issues for any acts of frustration/violence/negative behaviour?
- Adolescence is a key time for developing belonging and sense of self: Who am I? What do I represent? What do I believe in?
- Young people often feel they are not being listened to and therefore reject their leaders. Building and maintaining trust is essential.
- There is a need to look at how we promote youth inclusion and participation in programs.
- Religious scholars/elders can help young people understand the conflicts and what their response should be.
- Concern was raised about how the role that the media plays in selling xenophobia and fuelling stereotypes/caricatures of minorities. How do we respond?
- Multicultural young people do not see themselves reflected in mainstream media.
- Social media provides the opportunity to own your narrative and hear under-recognised stories.
- They can see injustice, work towards social change, and can mobilise other young people in their causes.
- There needs to be avenues for young people to express their frustrations and dissatisfaction: we should not shut down dissenting voices.
- Young people are often characterised as 'problematic'. They are seen as burdens. We should look at their potential and help develop their sense of agency, rather than continually focus on their deficits.
- Although service providers are well-intentioned in designing programs for young people, we need to evaluate what our assumptions of youth are. If we see them as having capacity, we will engage them in consultative spaces and program design.
- Young people should be empowered to develop solutions for themselves.
- Involve/educate the parents/religious or cultural leaders.

# KEY THEMES

- There is a need to work laterally with community groups and service providers at all levels.
- Youth participation needs to be mainstreamed rather than tokenistic.
- Some programs are aimed at youth leaders. Not all young people have the capacity or interest in developing themselves to be leaders. Which projects are aimed at disengaged youth?
- Services need to be informed about trauma and need to realistically assess capacity gaps.
- Intergenerational conflict and transnational trauma, mental health issues and depression can colour their worldview and young people may not be able to articulate their frustrations (i.e. unmet justice).

## Recommendations and our response

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### Recommendations

### Multicultural NSW Response

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|---|--|
| 1. There needs to be consistent messaging that young people should not act out conflicts here.  | This is a central part of our community engagement and strategies to counter violent extremism.  |
| 2. There needs to be a range of role models (i.e. leaders and elders and peer level).   | The Symposium showcased the many role models in many endeavours and the many projects designed to achieve this outcome. Through our community engagement, communication strategies and grants program, we will continue to promote role models for young people.   |
| 3. Offer positive opportunities for young people to interact: sports, leadership programs, camps, social events, art programs.  | Through our Strategic Plan, youth positions on the Advisory Board and Regional Advisory Councils and our Grants program, we strongly encourage multicultural youth engagement.<br>Through our Multicultural Policies and Services Program (MPSP) we work with agencies to offer these opportunities.   |
| 4. Initiatives need to be youth-led. For example: <ul style="list-style-type: none"><li>• The Multicultural Youth Network runs advocacy workshops, gives youth a chance to connect to their own story and shares these with their local communities</li><li>• Peer led anti-racism project: train and support young people as peer educators around issues of racism and then develop projects to implement in their communities</li><li>• Theatre and Art: therapeutic and communal avenues of expressing identity and views that engages all kids, not only well-adjusted kids.</li></ul> | Multicultural NSW strongly endorses this approach as the most effective way to engage young people. The strong representation of young people on our advisory structures will ensure that strategies to engage young people are central to building community harmony.<br><br>Through specific annual events such as the Youth Leadership Forum, our Grants Program and as an integral part of our youth-led community engagement initiatives, we will act on these recommendations. |

## Recommendations and our response

### Recommendations

5. Host a series of workshops around NSW on the same topic of the symposium and topics young people aged 18-26 want to speak about. Work with young people through a strengths-based approach.
6. Fund the development of a mobile app, which parents and young people can download which lists service providers and hubs.
7. Follow up on connecting with Burwood City Council which developed a board game that prompts youth to discuss social cohesion issues. Find out how many board games they have and perhaps advertise via Email link for free that they are available.
8. Explore forums which draw on the arts sector to share ideas and deliver projects that tackle priority issues (similar to Blacktown youth engagement strategy).

Arts and sports are highly effective tools for engaging young people. Disaffected young people experiencing personal or intergenerational trauma may not be able to verbally express themselves but might engage in graffiti art, theatre, writing, poetry, etc. Arts and sports face limited and competitive funding environments.

9. In 2015, host the Youth Leaders' Day and workshops with young people 18-26 before the Symposium. Bring the views, videos and findings of youth to an audience who is interested in better understanding their views.

### Multicultural NSW Response

The Multicultural Youth Network will consider this proposal as part of their workplan.

We will consider proposals under our Grants Program to assist young people and their families and communities to enhance access to services and community infrastructure.

We will follow up on this specific proposal.

We are reviewing our Sports Refugee Grants Program to expand it to other activities, which encourage broad multicultural participation.

We will consider the timing of the annual Youth Leaders' Day to feed into the annual Symposium.



Youth Advisory Board Member Ms Amna Karra-Hassan chairs our panel of speakers



# APPENDICES



Presenter Kel Gleeson, President & National President of the United Nations Association of Australia (NSW), speaks on peace building at home.



Multicultural NSW staff welcome attendees.



Thank you to the staff of Multicultural NSW who made all of this possible.



# APPENDIX 1. SPEAKERS' PAPERS

## KEYNOTE SPEAKER - HUGH RIMINTON TEN EYEWITNESS NEWS PRESENTER STRENGTHENING THE CENTRE AGAINST THE FRINGE

First, some sympathy for Australian Muslims.

Your faith is being hijacked by violent criminals.

Your leadership is being urged to join up to Team Australia as if that was in doubt.

You are feeling wounded, defensive and isolated.

But all is not lost. In fact, great opportunities are waiting to be taken.

Australia is not witnessing a war between Islam and the rest.

It is witnessing a war between extremists and the centre.

The centre includes the vast majority of Australians of Islamic faith.

It is in the interests of all of us to reinforce that centre, and to isolate the extremes.

Here we should turn, as in all times of strife, to the great Irish poet William Butler Yeats.

Writing as the echo of the guns from the Great War was still fading, Yeats mused on the causes of chaos.

"Things fall apart," he wrote, "the centre cannot hold/mere anarchy is loosed upon the world."

In a prescient warning, he observes:

"The best lack all conviction, while the worst

Are full of passionate intensity."

Nearly a century ago, he was writing of our times.

The worst are certainly full of passionate intensity. There is Satanic exuberance in the malevolence working its way through Syria and Iraq.

For the best, though, there is a job to do: to ensure that we do not lack conviction. We, in this room, must remain passionately committed to the very great strengths of Australian society. It falls to all of us to ensure Australia's highest ideals are preserved and enhanced.

So how might that be done?

Like many of you, I am a migrant to this country. I got here when I was 22.

I was born in Sri Lanka and my childhood was spent mainly there and in New Zealand. I make the point only to make another one – that I know it is not only the native born who love this country and all it represents. I know I stand here among patriots from a joyous array of backgrounds, and I am deeply proud to share this room – and this nation - with you.

We live in a political environment.

That environment is shaped by myths and popular narratives, the stories we chose to tell ourselves, the stories we chose to believe about ourselves.

# APPENDIX 1. SPEAKERS' PAPERS

## KEYNOTE SPEAKER - HUGH RIMINTON

### TEN EYEWITNESS NEWS PRESENTER

### STRENGTHENING THE CENTRE AGAINST THE FRINGE

Philip Gourevitch, who wrote compellingly about the Rwandan genocide, put it this way: "True power comes when you convince your enemy to believe YOUR version of HIS story".

Islam has enemies in Australia.

They come from two directions.

One is a purely bigoted view of Islam, from those who reject the presence of Muslims in Australia.

You don't want to believe their version of your story.

The other enemy comes from within Islam itself – from the violent and criminal extremists who claim to find justification for their acts from the traditions of their faith.

You don't want to believe their version of your story either.

The so-called Islamic state has been successful in its short-term military goals. It has been even more adept at getting itself noticed.

The slaughter of unarmed prisoners, the massacre of Yazidis, the threats to Shias and to Christians, the gothic horrors of little boys holding severed heads, the unspeakable cruelty in the murder of James Foley- these are designed to get our attention and they succeed.

Social media is being used by I-S not to claim atrocities are being committed against them but to display atrocities they themselves commit.

Islamic State, like Abu Musab Al-Zarqawi's Al-Qaeda in Iraq, like Al-Qaeda itself, wants us to react.

It wants a reaction against Muslims that will in turn feed its propaganda and its recruitment.

It is plain these murderers pose some level of threat to the world outside Islam.

It is equally plain the far greater threat is to Islam itself.

There are therefore two things we can and must do.

First, the West must not over-react. It must discriminate between violent extremists and Muslims in general.

Second, Muslims must recognise the dangers and must never miss a chance to denounce these criminals, to strengthen the centre and isolate the extremists to the fringe.

Let us speak plainly about the dangers to the umma here in Australia.

A popular narrative is forming in this country that Muslims are bent on doing their fellow citizens violence; that Muslims reject Australian values; that Australia has become a battleground in the Clash of Civilisations – and battle will ultimately be unavoidable.

This narrative is already more advanced than we may wish to acknowledge.

It is all our interests to combat it and it is in our interests to do it wisely, tirelessly and vociferously.

Unless we are successful, the myth will suck into its vortex politicians who will seek to shape policies to that narrative.

The Prime Minister recently said that if you want to come here, you must be "part of the team" – Team Australia. For some, that is a reasonable call. A place in Australian society means signing up to our liberal traditions and values.

Others hear the binary tones of George W. Bush after 9/11 – you are with us or against us. There is no room to move.

# APPENDIX 1. SPEAKERS' PAPERS

Even if Tony Abbott was being rhetorically clumsy, it is a mistake to suppose that he is not picking up on the popular narrative that Muslims, by their faith, are not to be trusted until proof is delivered.

The Prime Minister wants to introduce security measures that include reversing the onus of proof on people who travel to Syria and Iraq.

By the mere fact of their travel, citizens might be deemed to have been supporting terrorists.

It is not clear if the values of Team Australia require unthinking obedience to the government of the day.

Certainly, when he was in opposition, Mr Abbott supplied no such obedience. And the Labor party, now back in opposition, is returning the favour.

Make no mistake, the right to peaceful dissent is very much part of being on Team Australia.

In an interview this week with SKY's David Speers, Keysar Trad delivered an articulate and reasoned rebuttal to the proposed reversal of the onus of proof. Indeed, Attorney General George Brandis, in his former life as a defender of liberal freedoms, would have applauded him.

Leaders of the Islamic community in Australia can and must defend their freedoms and their rights because their freedoms and rights belong to all of us.

But we must also have a little sympathy for the government.

Gerard Henderson, the conservative commentator, pointed out on the ABC's Insiders program that if a teenager from Melbourne can kill people as a suicide bomber in Baghdad, he can do it just as easily in Melbourne or Sydney. Henderson is right.

There is ample evidence that extremists, blooded in foreign wars, return to their home countries to lead atrocities – the planners of the Bali bombing are just one example.

The government has both a right and a solemn duty to protect us by whatever legal means it can.

So there is the tension and the challenge.

Australian society must not allow itself to over-react in ways that are counter-productive, generating angry new adherents to a nihilistic cause. But Australia is entitled to defend itself.

Muslims within Australia must see this challenge as an opportunity – a chance to emerge from the current conflagration in Iraq and Syria with a clear status within Australian society – as part of the strong, central fabric of Australian life.

No opportunity to do that work should be wasted.

It is probable a terrorist outrage will strike in Australia at some stage. The morning after that event it will be too late for Muslims in Australia to announce they reject terrorism.

That denunciation must be so well established that every Australian, outside the lost extremes, rallies to enfold Muslims within the grieving whole.

How is that done?

The people who work hardest at shaping popular narratives are politicians. Let's learn from them.

Political communicators know that repetition of a simple position, works.

Before his election victory in 2007, Kevin Rudd used the phrase "working families". There was barely a sentence in which it did not appear and certainly there was never a speech or TV interview in which it was absent.

If nothing else, by the time they went into the ballot box voters knew – or thought they knew – that Kevin Rudd cared about families who worked for a living.

Tony Abbott, from the moment he took the Liberal Party leadership used and developed the same simple techniques – the dreaded three word slogans ... axe the tax ... stop the boats... end the waste.

It worked for him as it worked for Kevin Rudd six years earlier.

It cannot work if people don't believe it. Julia Gillard entered the 2010 election with the slogan "moving forward."

It was worked into every utterance and it was a disaster. People saw it as devious - an instruction to ignore the brutal toppling of her predecessor.

# APPENDIX 1. SPEAKERS' PAPERS

My recommendation to leaders of the Muslim community is a simple one – and it is guided by the lessons of politics. Never miss an opportunity, never – in any interview, in any article, in any speech, in any sermon, to denounce the savagery of this so-called Islamic State and its supporters. If you cannot do that, you should not be in a leadership position.

Consider the Grand Mufti of Saudi Arabia, Sheikh Abdul Aziz al-Sheikh. He declared this week that Al-Qaeda and Islamic State were the “number one enemy” of Islam. He said “extremism, radicalism and terrorism have nothing to do with Islam.”

If the Grand Mufti of Saudi Arabia, the custodian of the Holy Places, a man who stands at the very centre of the Sunni Arab world, can denounce these punks, who is not to denounce them?

Violent extremism is to Islam what outlaw motorcycle gangs are to wider Australian society: a carbuncle, an odious outgrowth and a threat. Motorcycle gangs with their violence and organised crime rise out of the body of a community, feed on that community, despise that community and do that community violence. It is an impulse that is hard ultimately to eradicate but it must be fought by every legal means.

People will accept the good faith of the Muslim community leadership in Australia much more readily if at every turn, at every opportunity, the leadership is making that distinction between Islam and its violent fringes, denouncing it, isolating it, condemning it.

It won't make you popular with the extremists. Dr Jamal Rifi has emerged as one of the Islamic communities' strongest voices and has received threats because of it. That is precisely why other voices must rise with his. Dr Rifi's courage and leadership do not go unnoticed.

So when is the denouncing of extremists finished?

The answer is never.

Any seasoned politician will tell you that when your words have dulled in your own ears – when in the words of one politician, you feel if you say it again you will vomit – that is the moment when you might just be starting to be heard. So here is the covenant.

Members of all communities represented within Australian society – and that includes the Anglo-Celtic strand, should and must support the Islamic leadership within our community.

We must all work hard to ensure that hatred and prejudice does not take root against people of the Islamic faith. That is a job for all of us, to engage in in good faith and with good hearts.

The Muslim leadership within Australia must unceasingly denounce the violent extremism of the so-called Islamic State and its ilk. It must unceasingly denounce, in public and in private, Australians who sign up to religious-based violence.

If we all play our part, we show the fringes that we are the many and they are the few.

We will together reinforce the centre. We will stop things from falling apart. We will prevent mere anarchy from being loosed upon our world.

We will show that the values that make Australia a great place – of freedom, of pluralism, of liberal humanity, of humour, of the great adventure of making friends with people from backgrounds not our own – that those qualities will stand and will abide.

# APPENDIX 1. SPEAKERS' PAPERS

## **DR TIM SOUTPHOMMASANE RACE DISCRIMINATION COMMISSIONER MULTICULTURALISM AND 'TEAM AUSTRALIA'**

The Hon. Victor Dominello MP, Minister for Citizenship and Communities

Mr Hakan Harman, CEO, Community Relations Commission

Thirty years ago, we were warned that Australia was fracturing into a nation of tribes. We were warned that multiculturalism and immigration were undermining the Australian national identity.

The warning came in a speech delivered by the historian Geoffrey Blainey. It was a significant intervention. Professor Blainey was – and remains – one of Australia's eminent historians. His speech would spark a national debate. It would be the first major public challenge to Australian multiculturalism. [1]

Since then, there have been few periods when there hasn't been debate about multiculturalism. Diversity's critics have been perennially noisy. But for the most part Australians have come to accept and embrace cultural diversity. It is something that is a part of our daily lives. Far from controversial, it is a natural presence – there in our homes, schools and neighbourhoods; there in our shops, offices and workplaces.

Back in 1984, faced with dire predictions of national discord, not everyone would have been confident that multicultural Australia would succeed. Yet there is no better way to describe our reality. Modern Australia is a success story of multiculturalism.

I am delighted, then, to be here as the Community Relations Commission relaunches as Multicultural NSW. This relaunch is an emphatic statement of our cultural diversity.

Gone are the days when people felt awkward about the word multicultural. Few these days are splitting hairs about the difference between a multiethnic Australia and a multicultural Australia. We have grown more comfortable in our own skin, whatever that colour may be. And more relaxed about there being more than one way that you can be Australian. We have, if you like, become rather relaxed and comfortable about Australian multiculturalism.

My congratulations to you, Hakan Harman, for your leadership in producing this new strategic vision for Multicultural NSW. You and your colleagues have my full support for your efforts to engage, enable and enrich the people of NSW. After all, those of us who are friends of multiculturalism have an enduring collective responsibility – to tend to our cultural harmony.

Vigilance

For all of our multicultural success, we must remain vigilant of bigotry and racism. Racial discrimination remains – in many forms.

Take the incident during the weekend in Sydney involving Nilson Dos Santos. An Australian citizen originally from Brazil, Mr Dos Santos was told in a job interview at a Darlinghurst café that he would not get a job as a barista because he was black. Earlier this month, we saw nasty racist violence, when a gang of youths threatened Jewish schoolchildren on a Sydney bus, in an abhorrent anti-Semitic attack. In our federal politics just this week, we have seen intemperate outbursts of xenophobia.



# APPENDIX 1. SPEAKERS' PAPERS

Then there are more insidious challenges. One concerns the reporting and commentary about Australia's Muslim and Arab communities, in light of armed conflicts in Iraq and Syria.

On Sunday I was struck by one opinion column in the Sunday Telegraph, titled "Muslims do hate jihadists". It was written by David Penberthy, the former editor of the Daily Telegraph.

Penberthy revisited an episode back in 2005, when the Sydney Swans were campaigning to win their first AFL premiership. The then Catholic Archbishop George Pell said that God would be cheering for the Swans. To test whether this was indeed the case, the Telegraph's reporters approached Sheik Taj-El-Din Hilaly – who obliged by posing for a photo with a Swans scarf and Sherrin football outside Lakemba Mosque. The headline in the Telegraph was, "Up there, Hilaly". (For those unversed in Aussie Rules folklore, this was a reference to a legendary footballer Roy Cazaly, and to a popular song of the 1970s.)

According to Penberthy, the footy photo was "one of the few occasions I recall when an Australian Islamic spokesman was asked to enter the mainstream in a purely amicable context, simply to share a laugh". As Penberthy rued, "the interplay with Islam is largely a reactive and negative one, whereby Muslims are urged to respond to events overseas, address problems in their midst, denounce things which should be denounced".[2]

In recent weeks, Australians – of all faiths and backgrounds – have been seriously concerned by reports that Australian citizens are fighting as militants in Iraq and Syria. We have all – again, Australians of all faith and backgrounds – been disgusted by pictures showing a boy holding up the severed head of a slain fighter. And yet, if you were to read the letters pages of our newspapers, tune into talkback radio, or scan the comments sections of news websites, you would be mistaken for thinking there were no "moderate" Muslim-Australians prepared to repudiate domestic extremism or acts of violent barbarism.

This is, of course, far from the truth. While there are very serious issues with "homegrown terrorism", we should not be casting aspersions on Muslim and Arab Australian communities at large. Not when so many of its leaders and members have unequivocally condemned terrorism. Not when even the Director-General of ASIO David Irvine has commended Muslim community leaders for the positive role they have played in countering domestic radicalism.[3]

We should not be judging entire communities, whose members are law-abiding citizens, on the basis of a very small minority of extremists.

It is for this reason that David Penberthy's column on Sunday stood out so much. It has been rare to have reasoned and measured pieces of commentary on these issues. Unfortunately, the default in some sections of the media has been more divisive and sensationalist.

We have had front-page headlines that Australia is engaged in a 100-year war against Islam. Just this week, we saw one newspaper with a two-page spread about the suburb of Lakemba titled, "Inside Sydney's Muslim Land", where the stand-first declared that the correspondent had spent 24 hours in a place "where a pervasive monoculture has erased the traditional Aussie way of life".[4]

This is not the kind of language one would expect. Not in a country that, according to all evidence, is very relaxed and comfortable about its multiculturalism. The tone aside, such language is not even accurate. Indeed, in the case of Lakemba, the correspondent's description of a suburb that is "remarkably distinct from the rest of the city" and that has an ethnic mix "similar to what you'd find in any Arabic city" does not stand up to factual scrutiny. Others have already highlighted this, but it's worth repeating.

# APPENDIX 1. SPEAKERS' PAPERS

According to the 2011 census, 10.9 per cent of Lakemba residents have Bangladeshi ancestry. Ten per cent have Lebanese ancestry, 6.2 per cent have Chinese cultural origins, while 6.2 per cent declared they had Australian ancestry. Rounding out the top five, 5.7 per cent of residents said they had English ancestry.[5] I am not sure what you have in mind when you think of a monocultural suburb, but it certainly does not meet any definition I can think of. As for Lakemba being "Muslim Land", the Census indicates that 51.8 per cent of the suburb is in fact Muslim. Almost 20 per cent of the suburb is either Catholic or Eastern Orthodox.[6]

Reading such pieces of reporting as Monday's "Muslim Land" dispatch made me feel like I had been transported back in time to 1984. There, as with Professor Blainey, one could detect the distinctive voice of loss and anxiety. But a voice removed from the cultural reality of today's multicultural Australia, searching for certainty in a past that is no longer there.

## Racial Discrimination Act

The conversation about Muslim Australians has been muddled by one thing. Two weeks ago, Prime Minister Tony Abbott announced that the Federal Government would not proceed with its proposed changes to the Racial Discrimination Act. According to the Prime Minister, he was making a "leadership call" to abandon a repeal of section 18C of the Act. The announcement coincided with a move by the Government to toughen national security laws to combat homegrown terrorism.

It was the right leadership call by the Prime Minister. There was no good reason for weakening legal protections against racial vilification. It was a welcome move by the Federal Government to listen to the concerns expressed by Australian communities about the likely impact of its proposed changes.

And the concerns were both profound and widespread. According to a Fairfax-Nielsen poll in April, 88 per cent of Australians believed it should remain unlawful to offend, insult or humiliate someone because of their race.[7] Alongside multicultural and Indigenous communities, the legal profession, human rights organisations, psychologists and public health professionals all voiced their concerns about the impact of repealing section 18C. In an unprecedented manner, more than 5600 submissions were made to the Government about its exposure draft of changes. According to information obtained by Professor Simon Rice of the ANU's College of Law, more than 76 per cent of submissions called for the abandonment of a repeal.[8]

As I have made clear during the past year, any dilution of the Racial Discrimination Act risks sending a dangerous social signal. It risks encouraging people to believe that they could abuse others on racial grounds with impunity. The risk is that people may believe they can offend, insult or humiliate others because of their race but claim the absolute defence of free speech.

However, it was unfortunate that the abandonment of changes to the Racial Discrimination Act was announced in a particular way. We were told it was necessary for bolstered counter-terror measures. Yet, as far as I am aware, there was never a suggestion, from any community, that retaining racial vilification laws was necessary for fighting domestic extremism.

The argument for retaining section 18C was rather more direct. Namely, if Australian society is committed to racial tolerance, the commitment should be reflected in our law. The law should set some civil standards of acceptable behaviour. The law should provide remedies for public acts of racial vilification. And a right to be a bigot should not take precedence over a right to be free from bigotry's effects.

It is also inaccurate to suggest that Muslim communities were somehow the most vocal or influential communities in opposing the repeal of section 18C. Multicultural and Indigenous communities were equally vocal in their opposition. There was a united commitment to racial tolerance. It was understood that a change in the law would have the potential to affect all Australians – and not just some.

# APPENDIX 1. SPEAKERS' PAPERS

Let us be clear, as well, about which attributes are covered by the Racial Discrimination Act. The Act's provisions on racial vilification cover conduct that relates to race, colour, ethnicity or national origin. It does not cover the attribute of religion. To suggest that a decision not to repeal section 18C was motivated by special concern about Muslim Australians misses one basic fact: the law doesn't specifically protect religion. Under federal statute, it is unlawful to vilify someone on racial grounds, but this doesn't extend to religious vilification.

It is understandable, then, that many Muslim Australians, and also Arab Australians, would have felt bitter sweetness about the RDA announcement.[9] This hasn't eased during the past fortnight. There has been sustained talk about the need for a commitment to a so-called Team Australia. I have heard from many Muslim and Arab Australians a serious concern that their communities are being singled out. That they are having their national loyalty unfairly questioned.

All this comes immediately after a prolonged national debate during which multicultural Australia showed remarkable and unwavering moral solidarity. At a time when some communities are being placed under intense scrutiny and at times subjected to unjust criticism, it may be time again for multicultural Australia to unite around tolerance and non-discrimination. An indignity to one community is an indignity to every community.

## Why multiculturalism works

There has been much debate about the meaning of the phrase Team Australia. Just earlier this week the Prime Minister reiterated that "everyone has got to be on Team Australia". And that, "everyone has got to put this country, its interests, its values and its people first, and you don't migrate to this country unless you want to join our team".[10]

Two weeks ago I was asked in a media interview what I thought about the concept of Team Australia. Was it a divisive concept? Could it be interpreted to mean that there are some groups who are not somehow part of Team Australia?

These are fair questions. Those who have coined the phrase are best placed to elaborate upon exactly what they mean.

For those who have migrated here, however, there is rarely any question about loyalty to Australia. Making the decision to start a new life in another country is not one that is taken lightly. There is no more powerful aspiration than to be a citizen. It is the case that within ten years of arriving, more than 80 per cent of immigrants take out Australian citizenship.[11] It is an act solemnised by a pledge whenever someone naturalises as a citizen: "I pledge my loyalty to Australia and its people, whose democratic beliefs I share, whose rights and liberties I respect, and whose laws I will uphold and obey."

In those four clauses we have writ the contract of citizenship in this country. This contract is central to the success of Australian multiculturalism.

Contrary to its critics, Australian multiculturalism has never sanctioned a form of cultural relativism. Yes, everyone should have a freedom to express their cultural identity and heritage. But as with all freedoms, this isn't absolute. It is also accompanied by duties. There must be a commitment to liberal democratic values – to parliamentary democracy, to the rule of law, to equality of the sexes, to freedom of speech.

# APPENDIX 1. SPEAKERS' PAPERS

Australian multiculturalism has always been an exercise in nation-building. The limits of diversity have always been limited by citizenship. When the word multicultural was first invoked in Australia in the 1970s, by the then immigration minister Al Grassby, he referred to multiculturalism expanding "the family of the nation". It was something that was meant to strengthen Australian national identity, not to supersede it.

This is reflected in the official statements of multiculturalism. Thus in the late 1970s, multicultural policy stressed that the expression of ethnic identity must not be "at the expense of society at large", but rather be "interwoven into the fabric of our nationhood".<sup>[12]</sup> Since the 1980s, multicultural policy has explicitly been stated in terms of a balance of rights and responsibilities.

What we have, in other words, is a robust form of multiculturalism. One which has its foundations in our liberal democracy. One which has never shied away from rejecting cultural beliefs and practices that are inconsistent with civic values. Yet one where diversity is entirely compatible with patriotism. In a multicultural Australia, we have a love of country that is founded not on race or ancestry, but on citizenship. Which brings me back to the idea of "Team Australia". If "Team Australia" is simply shorthand for an Australian liberal democratic community, for a community of equal citizens, I don't think any of us would have an issue with it. Signing up to this is already part of the contract of multicultural citizenship. All of us are already signed up. We are all proud to be Australians.

But if "Team Australia" is meant to suggest something else, we are entitled to ask for an explanation. Manufacturing patriotism can sometimes do more to divide than to unite. Genuine civic pride comes from within; it is not something that others can command us to display.

Our debate is never strictly, of course, about concepts. Much of it also has to do with tone. The tone of leadership matters. And it has been a strength of our multicultural experience that political and civic leaders have understood the importance of ensuring that all Australians, regardless of their faith or cultural background, can feel that they can indeed belong to the family of the nation.

On this question, there can be no doubt of the leadership that Multicultural NSW is exercising. I am delighted to be with you today as a friend; I thank you for your support for the Australian Human Rights Commission's work; and I look forward to continuing with you the vocation of nation-building to which we are all dedicated.

ENDS

See for example, T Soutphommasane, *Don't Go Back to Where You Came From* (2012), p 24.

[2] D Penberthy, 'Muslims do hate jihadists', *Sunday Telegraph*, 17 August 2014.

[3] M Grattan, 'Grattan on Friday: In Conversation with ASIO chief David Irvine, *The Conversation*, 15 August 2014, at <http://theconversation.com/grattan-on-friday-in-conversation-with-asio-c...> (viewed 19 August 2014).

[4] T Blair, 'Inside Sydney's Muslim Land', *The Daily Telegraph*, 18 August 2014.

[5] Australian Bureau of Statistics, '2011 Census QuickStats: Lakemba – Wiley Park', 2011, at [http://www.censusdata.abs.gov.au/census\\_services/getproduct/census/2011/...](http://www.censusdata.abs.gov.au/census_services/getproduct/census/2011/...) (viewed 19 August 2014).

[6] *Ibid.*

[7] Reported in 'Race hate: voters tell Brandis to back off', *Sydney Morning Herald*, 13 April 2014, at <http://www.smh.com.au/federal-politics/political-news/race-hate-voters-t...> (viewed 19 August 2014).

[8] T Soutphommasane, 'In bowing to public opinion, PM shows good leadership', *Sydney Morning Herald*, 7 August 2014, at <http://www.smh.com.au/comment/in-bowing-to-public-opinion-pm-shows-good-...> (viewed 19 August 2014); see also H Aston, 'Few back change to race laws', *Sydney Morning Herald*, 1 August 2014, at <http://www.smh.com.au/federal-politics/political-news/few-back-change-to...> (viewed 19 August 2014).

[9] R Kattan, 'Fighting Arabphobia', *The Hoopla*, 12 August 2014, at <http://thehoopla.com.au/fighting-arabphobia/> (viewed 19 August 2014).

[10] See, E Griffiths, 'Tony Abbott meets with Muslim community leaders in bid to sell proposed counter-terrorism laws', *ABC*, 18 August 2014, at <http://www.abc.net.au/news/2014-08-18/abbott-meets-with-muslim-leaders-t...> (viewed 19 August 2014).

[11] See T Soutphommasane, *Don't Go Back to Where You Came From*, p 67.

[12] *Ibid.*, p 17.

# APPENDIX 2. PARTICIPATING ORGANISATIONS

2mfm Muslim Community Radio	Corrective Services NSW
3 Bridges Community	Council of Australian Palestinians
Adhika inc.	Crows Nest Centre
Aegis Consulting Group	Cultural Perspectives/DiverseWorks
Affinity Intercultural Foundation	Cultural Society Bosnia Herzegovina NSW Inc
African Diversity Council of Australia	Deerubbin Local Aboriginal Land Council
African Women Australia Inc.	Department of Education and Communities
AIJAC	Department of Family and Community Services
Al-Jazeera	Department of Human Services, Centrelink
Alliance of Philippine Community Organisations Inc	Department of Social Services
Anglicare	Diversity Services Department of Justice
Arab Council Australia Inc.	Dundas Neighbourhood Centre
Asiana Centre Catholic Chinese School	ECC NSW
Assyrian Australian Association	Education Centre against Violence ECAV
Auburn City Council	El Semanario Espanol
Australasian Muslim Times	Ethnic Communities' Council NSW
Australian Afghan Hassanian Youth Association	Ethnic Community Council
Australian Ahlul Bait Islamic Centre	FACS - Housing NSW
Australian Baha'i Community	Fairfield Migrant Resource Centre
Australian Chinese and Descendants Mutual Association Inc.	Family and Community Services - Housing NSW
Australian Egyptian Council Forum	Filipino Communities Council of Australia
Australian Federal Police	Filipino Women's Support Group Macarthur
Australian Federation of Ukrainian Organisations	Forum Group Events
Australian Hellenic Council	Foster Care Association NSW Inc.
Australian Hindi Indian Association	General Swiss Council
Australian Human Rights Commission	Global Filipinos Australia
Australian Korean Welfare Association	Griffith RAC
Australian Kurdish Association	GWC Community Services (Greek Welfare Centre)
Australian Red Cross	Happy Science
Australian Turkish Advocacy Alliance	Harmony Day Poster Competition Steering Committee
BAMN	Hazara Women of Australia
Bankstown City Council	Headspace Chatswood
Blacktown Youth Team (COM4Unity)	Holroyd City Council
BREED	Horizon Theatre Company Ltd
Burwood Council	Horn of Africa Relief and Development Agency
Centacare New England North West	Hornsby Shire Council
Central West RAC	Housing NSW
Chester Hill Youth Centre	Hurstville City Council
Children's Festival Organisation Inc.	Illawarra Multicultural Services Inc.
Chinese Australian Services Society Ltd (CASS)	Independent Consultant in Peace Building and Conflict Resolution
Christian Community Aid	Institute for Culture and Society, University of Western Sydney
City of Canada Bay	Iraqi Media Centre in Sydney
City of Sydney	Islamic Relief
Coalition of Mischief	Japan Community Network
Columban Mission Institute Centre for Christian-Muslim Relations	Jesuit Refugee Service
Community Contact Unit, NSW Police Force	Lao Community Advancement (NSW) Co-operative Ltd
Community Migrant Resource Centre	Liverpool City Council
Consulate General of Greece in Sydney	Macarthur Diversity Services Initiative
	Manly Community Centre and Services Inc.
	Mark Henderson Consulting
	Migration and Cross-Cultural Consultancy
	Mission Australia



Mount Druitt Ethnic Communities Agency  
 Moving Forward Together  
 Moving Forward Together Association  
 MPA  
 Multicultural NSW  
 Muslim Community Radio  
 MWWA  
 MYAN NSW  
 MYN  
 Nakangovision  
 Nepean Blue Mountains Local Health District  
 Nepean Migrant Access Inc  
 National Sikh Council of Australia Position  
 Navitas English  
 NBMLHD Multicultural Health Service  
 Network Ten  
 New England RAC  
 North Shore LAC - Chatswood Police  
 North Sydney Council  
 Northern Sydney Medicare Local  
 NSW Auburn Turkish Islamic Cultural Centre Inc  
 NSW Federation of Community Language Schools  
 NSW Government Multicultural Business Advisory  
 Panel  
 NSW Jewish Board of Deputies  
 NSW Multicultural Health Communication Service  
 NSW Ombudsman  
 NSW Police Force  
 NSW Spanish and Latin America Association  
 NSWPF / Salvation Army  
 Office of Communities, Department of Education and  
 Communities  
 Office of the Children's Guardian  
 Orana Residents of Indian Sub-Continental Heritage  
 (ORISCON)  
 OTEN, TAFE NSW  
 Oz Pacific PL  
 PACT Centre for Emerging Artists  
 Penrith City Council  
 Peruvian Welfare in NSW  
 Powerhouse Museum  
 Practical Visionaries  
 Press and Communication Office / Consulate General  
 of Greece in Sydney  
 Rabitah International magazine  
 Race Discrimination Commissioner  
 Randwick City Council  
 RCOA  
 Red Cross  
 Regional Advisory Council  
 Relationships Australia NSW

Relief Hope Agency Nation Development Service Inc.  
 SBS  
 SDN Children's Services  
 Settlement Services International  
 SEVA International  
 South East and South West Sydney Alliance of Parents and Citizens  
 Ltd  
 South East Neighbourhood Centre  
 South Sudanese and Other Marginalised Areas  
 South West Multicultural and Community Centre  
 SSI  
 St George Local Area Command  
 St George Migrant Resource Centre  
 STARTTS  
 State Library of NSW  
 SWMACC  
 Sydney Korean Women's Association  
 Sydney Story Factory  
 Sydney TAFE  
 T.I.S.I. Sangam of NSW Inc  
 The Aged-Care Rights Services Inc. and Auburn Community  
 Development Network  
 The Australian Panorama Newspaper  
 The Centre for Volunteering  
 The Egyptian Office for Trade  
 The Indian Telegraph  
 The Sabian Mandeian Assoc.  
 The University of Sydney  
 Together for Humanity  
 Transcultural Mental Health Centre  
 Ukrainian Council of NSW  
 UN Youth  
 UNAA  
 UNICEF Australia  
 United Muslim Women's Association  
 United Nations Association of Australia NSW Provision  
 Uniting Care - Asylum Seeker Family Support Program  
 Universal Peace federation  
 University of Sydney  
 Urbis  
 Vietnamese Australian Welfare Association (VAWA)  
 Volunteer  
 Waverley Council  
 We Australians Are Creative  
 Western Sydney Giants  
 Western Sydney Institute of TAFE NSW  
 Western Sydney Local Health District  
 White Ribbon Australia  
 Women's Activities and Self Help House Inc  
 Woollahra Council  
 WSLHD Multicultural Health  
 Wyong Shire Council



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