



Multicultural
NSW

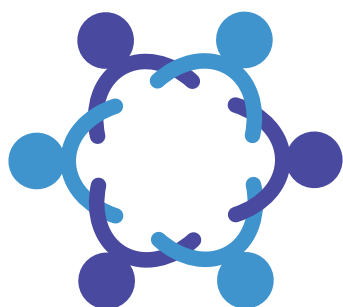


COMPACT

PROGRAM AND GRANTS INFORMATION



2020-21



COMPACT

CommunityPartnershipAction

THE COMPACT STORY: BUILDING COMMUNITY RESILIENCE IN AN UNCERTAIN WORLD

Socially cohesive communities are more resilient communities in the face of adversity and crisis. Whether we are dealing with bushfires, floods, pandemics or terrorism, all the evidence shows that more connected communities are more resilient to, and recover more quickly from, all manner of adversity.

Adversity can bring out both the best and the worst in people. Unfortunately, there are fringe elements in our society who seek to exploit times of crisis to promote fear, hate, divisiveness and discord.

Alternatively, we see the best in people when communities come together across cultural and religious differences to help each other in times of need. These acts of solidarity both draw upon and strengthen our sense of community and social cohesion, and they are our most powerful response to hate and polarisation.

Established in 2015, the Multicultural NSW COMPACT (Community Partnership Action) Program was inspired by the way the people of New South Wales came together in the wake of the Martin Place siege in Sydney in December 2014.

The message from our community was clear: “We stand united. We – all of us together – will not let extremists divide us.”

Since then, COMPACT has operationalised the concept of community resilience by supporting an alliance of over 60 grassroots community organisations, peak charities and NGOs, private sector partners, schools, universities, government agencies and police.

In 2018, COMPACT was independently evaluated as a **“first of its kind”** program that has made significant progress towards its objectives of building social cohesion and community resilience.

In 2019, the COMPACT Alliance mobilised to support local communities and young people impacted by the devastating terror attack on our neighbours and cousins in Christchurch, New Zealand.

In 2020, bushfires and the COVID-19 pandemic have again tested our resilience as a community. The people of New South Wales have proven to be remarkably resilient. Yet we have seen extremist elements in our community seeking to incite hate and exploit the pandemic for ideological purposes.

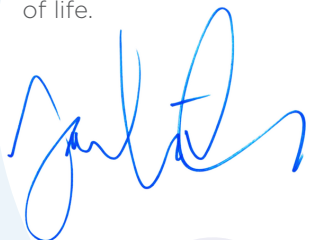
*"We stand united.
We – all of us
together – will not
let extremists
divide us."*

New South Wales sets an example for the rest of the world as a peaceful and harmonious multicultural society. But we cannot take our social cohesion for granted. We live in an increasingly uncertain world, and we are buffeted by forces we cannot always control.

The task of strengthening community resilience and safeguarding social cohesion, now and into the future, will require a concerted effort across all sections of our society.

Our resilience in the face of hate and extremism can be measured by the way we respond to this threat as a unified, inclusive and democratic society. The better we respond, the better chance we have of breaking the cycle of hate and polarisation and preventing extremism in the longer term.

That is why our community and government partners have joined the COMPACT Alliance: together, we are standing up and standing united for our peaceful and harmonious way of life.



Joseph La Posta
Chief Executive Officer

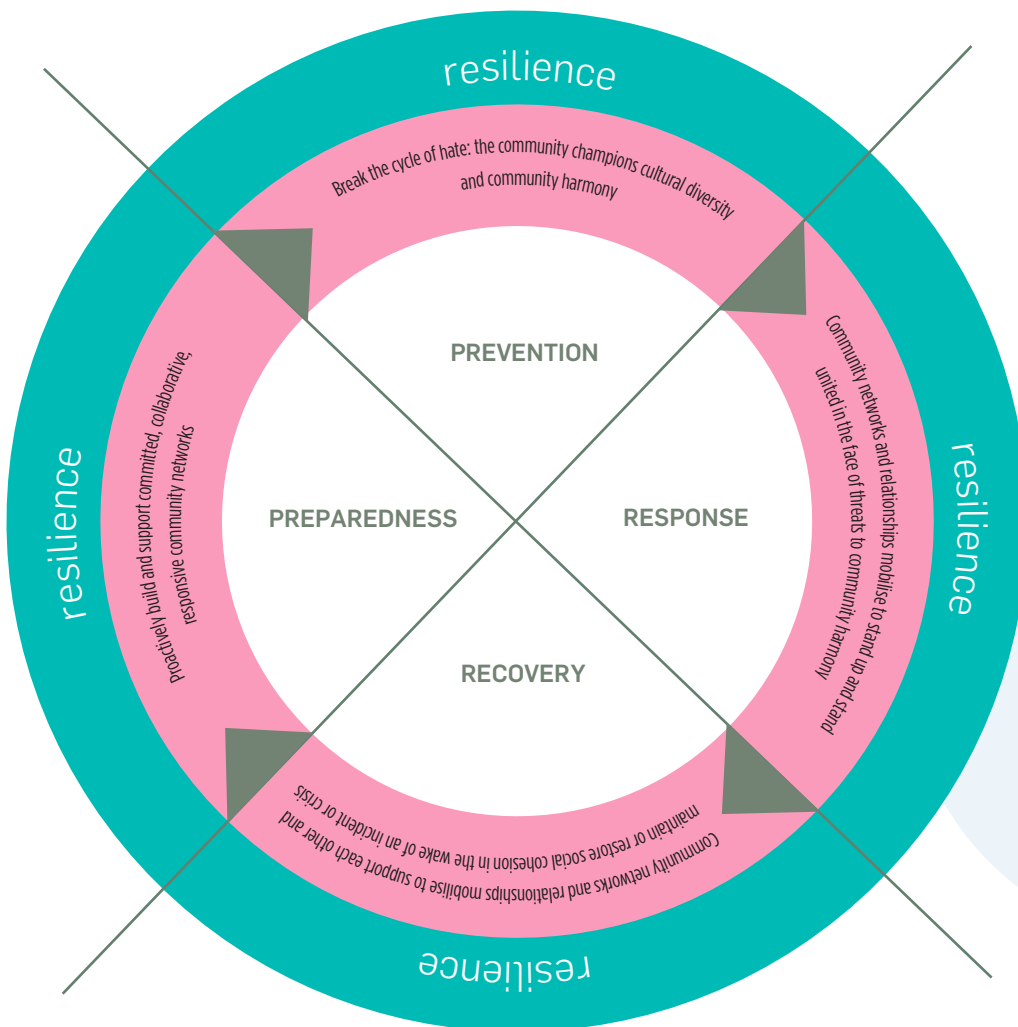


PROGRAM-LEVEL OUTCOMES: A WHOLE-OF-SOCIETY RESILIENCE- BASED APPROACH

COMPACT is a first-of-its-kind community resilience-building initiative to counter violent extremism. COMPACT recognises that, beyond the threat of violence, extremism threatens social cohesion and community harmony by promoting fear, hate and division in society.

In responding to this threat to community harmony, COMPACT takes a whole-of-society approach to community resilience, where “resilience” means proactively building and maintaining strong, responsive and collaborative networks that operate across communities and sectors, and that can mobilise to respond to challenges and threats, resolve conflict and actively promote social cohesion.

This sense of resilience operates across the full continuum of risk mitigation to support community **Preparedness, Prevention, Response** and **Recovery**.



At the program-level, the collective outcomes we work towards can be described as follows:

Preparedness:

Proactively build and support committed, collaborative, responsive community networks

Prevention:

Break the cycle of hate: the community champions cultural diversity and community harmony

Response:

Community networks and relationships mobilise to stand up and stand united in the face of threats to community harmony

Recovery:

Community networks and relationships mobilise to support each other and maintain or restore social cohesion in the wake of an incident or crisis

YOUTH-LED SOLUTIONS

COMPACT...

...looks to young people as part of the solution, not part of the problem, for social cohesion.

COMPACT...

...aims to inspire and empower young people to stand up and stand united against fear, hate and division as champions for Australia's peaceful and harmonious way of life.

COMPACT...

...engaged an estimated 40,000 young people in its first three years, inspiring a new generation of community leaders, critical thinkers and champions for community harmony.

COMPACT...

...supports local solutions-based projects that bring young people together to promote positive behaviours and engage critically, creatively and constructively on local and global issues impacting on social cohesion in New South Wales.

COMPACT...

...recognises that, whatever may be taking place in the complex world we live in, solutions start at home. It starts with local communities working together, supporting each other, and building on the strengths of our culturally diverse success story.



Project-level objectives

Funded COMPACT partnership projects will build on the strengths of our diverse society to address one of more of the following objectives:



To inspire and empower young people to stand up and stand united against violent extremism, hate, fear and division as champions for community harmony



To support communities and build resilience to threats to community harmony in NSW arising from local or global issues



To build robust, sustainable networks, relationships and partnerships across communities



To promote community understanding of the value and benefit of cultural diversity.

Funded COMPACT partnership projects will build on the strengths of our diverse society.



Youth engagement methods

COMPACT partnership projects can address the project objectives listed above through one or more of the following youth engagement methods:



Volunteers & humanitarians: includes methods to engage young people in volunteering, community service, charity and local and/or international humanitarian work with a clear benefit to local communities.



Creative communicators: includes creative methods to amplify the voices of young people and tackle tough issues like hate and polarisation through art, music, writing, traditional and digital/social media, public speaking or performance.



Community connectors: includes methods of cross-cultural and interfaith engagement that bring communities together and foster stronger collaboration and cohesion.



Skills & enterprise: includes innovative methods to harness the entrepreneurial spirit and social conscience of young people through engagement with business, social enterprise and start-up savvy.



Critical thinkers & problem solvers: includes methods to educate, raise awareness, facilitate dialogue, enhance critical thinking, identify and resolve community conflict, tension, racism and hate.



Families & intergenerational engagement: includes methods to engage and support young people, parents and families, address issues of intergenerational trauma and conflict, build resilience at the family level, and promote the value of diversity across generations.



Sports for social cohesion: includes methods to engage young people, break down barriers, reinforce positive messages, and create support networks, mentoring opportunities and positive role models.

Successful applications in any of these youth engagement methods will clearly demonstrate capacity and competency to engage female and male young people from a diverse range of cultural and religious backgrounds.

THE COMPACT GRANTS PROGRAM - BUILDING SUCCESSFUL, SUSTAINABLE PARTNERSHIPS

COMPACT supports partnerships and collaboration between community, non-government, youth, sports, arts/media, educational and other organisations by providing grant funding for innovative, evidence-based community projects.

Successful applications will bring together partners or consortia with the demonstrated experience, expertise and capacity to engage and effect real positive change in young people (aged between 12-30), families and communities within a community resilience and conflict resolution frame.

We support partnerships that bring together grassroots organisations with larger well-established organisations to facilitate capacity building and cross-sector collaboration. We also welcome partnerships that bring local and global partners together to build the capacity of local communities.

We especially encourage applications that will secure in-kind resources, expertise and/or matched funding from private sector partners.

Successful applications will ideally bring together three or more partner organisations with different skill sets to support COMPACT objectives.





PARTNERSHIP GRANT FUNDING

The NSW Government through Multicultural NSW is inviting proposals for **COMPACT partnership projects valued from \$100,000 to \$200,000 for 12 months.**

Successful applicants in this round of COMPACT partnership grants will be of a very high standard, will clearly demonstrate capacity to deliver outcomes for young people and contribute to the collective efforts of the COMPACT Alliance in building community resilience and social cohesion in NSW.

Multi-year funding

New COMPACT partnership grant funding is currently available for the **2020-21 financial year only**. Applications must clearly indicate how projects can be delivered and outcomes achieved within a 12-month timeframe.

Applications may indicate if projects are scalable as two to four-year projects, however, the availability of multi-year funding is subject to NSW budgetary processes and a review of project outcomes from 2020-21.

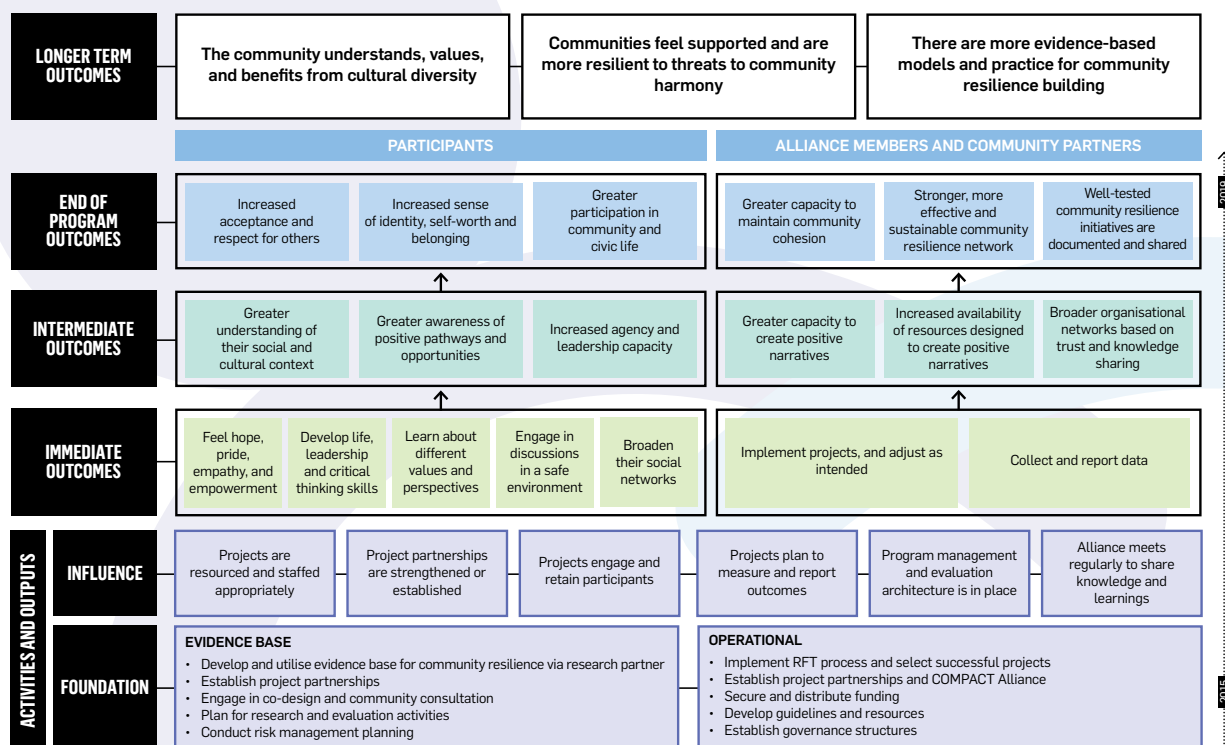
Applications indicating an intention to apply for multi-year funding must still deliver a completed project in 12 months.

They must further demonstrate how multi-year projects will become sustainable beyond the funding period.

WORKPLAN, EVIDENCE, EVALUATION AND REVIEW

Successful COMPACT partnership proposals will demonstrate evidence for their approach and develop a comprehensive work plan, including plans for stakeholder engagement and project-level evaluation.

Funded partners will receive funding based on key milestones, with opportunities for interim evaluation and review. This allows for projects to be adaptive to evolving needs and issues.



COMPACT Program Logic – co-designed by COMPACT Alliance partners

COMPACT partnership projects will be included as part of the COMPACT program-level evaluation. The COMPACT Program Evaluation Framework has been co-designed with COMPACT Alliance partners to capture the collective outcomes of COMPACT at the program level. The COMPACT Program Logic (above) captures the parallel streams of activity occurring with the delivery of COMPACT projects for young people, and the joint activities of the COMPACT Alliance.

JOIN THE COMPACT ALLIANCE!

The COMPACT Alliance is a robust network of community partners who all share a commitment to Australia's peaceful and harmonious way of life. In addition to implementing partnership projects, COMPACT partners all participate as full members of the COMPACT Alliance.

The COMPACT Alliance is a key component of the COMPACT model of community resilience. Since 2016, the COMPACT Alliance has been implementing a program of joint activities designed to strengthen the Alliance as a resilience network and to support the development of a COMPACT Community of Practice.

The COMPACT Alliance meets regularly to progress a range of practical work items on program evaluation, practitioner training, capacity building, research showcases, safety and wellbeing, communications, and other areas to support good practice.

Membership in the COMPACT Alliance provides a unique opportunity to collaborate with other COMPACT partners and connect with key NSW Government agency personnel.

The annual COMPACT Alliance Summit, hosted by the Minister for Multiculturalism, is a forum for showcasing initiatives, learning and adapting from shared experience, and forging new collaborations for future projects.

GRANT ASSESSMENT CRITERIA: WHAT WE ARE LOOKING FOR

COMPACT partnership grants are awarded on merit following a rigorous assessment process. Applications for COMPACT partnership grants are assessed by a multi-agency panel that includes an independent expert.

The COMPACT Grants Assessment Panel applies the following criteria in assessing grant applications, with each given equal weighting:

APPROPRIATENESS

Assessment considerations may include:

- Proposal demonstrates a clear understanding and appreciation of the objectives, rationale and context of the COMPACT program
- Proposal aligns with the whole-of-society, resilience-based approach of the COMPACT program and the program-level objectives
- Proposal addresses one or more of the COMPACT project-level objectives
- Proposal adopts one or more of the COMPACT program youth engagement methods
- Proposal is based on robust and relevant evidence, consultation and/or experience
- Project is well targeted and has a strong method for engaging relevant groups and for securing community support and feedback
- Project has a whole of society focus that brings communities together and promotes social cohesion, rather than targeting the needs of specific cultural or religious groups
- Demonstrated clear need for the proposed project

CAPACITY & CAPABILITY

Assessment considerations may include:

- Ability of the proposed project to deliver results and achieve objectives, including a convincing explanation as to how the project will meet COMPACT program and project-level objectives
- Host organisation, with the committed support of its nominated partners, has the demonstrated capacity to successfully oversee, implement, manage, deliver, evaluate, report on and acquit the project within timeframe and budget
- Project involves a strong partnership which can build capacity in communities and sustain strong community networks into the future
- Host organisation and/or project partners have the demonstrated capacity and cultural competency to engage young people and diverse groups
- Proposal has a plan for effective evaluation, including data collection
- Proposal demonstrates an understanding of risk and has a plan for risk management

VALUE FOR MONEY

Assessment considerations may include:

- Proposal provides a well formulated, well justified and well-proportioned budget
- Project leverages or builds upon existing community resources, has secured significant in-kind or cash contributions from partners, and/or has the capacity to attract further investment (other from Multicultural NSW grant funding)
- Project outcomes and/or activities, including community networks forged through the project, are sustainable beyond the COMPACT funding lifespan without depending on renewed COMPACT funding

STRATEGIC VALUE

Assessment considerations may include:

- Project complements other successful COMPACT projects to the benefit of the overall COMPACT program
- The project is uniquely positioned to effectively engage demographic or geographic groups, e.g. women, regional communities etc
- The organisation/partnership/consortia adds strategic value, knowledge and experience to the COMPACT Alliance
- The project fulfils a need that other projects do not
- Proposal demonstrates a clear understanding of risk and has a plan for risk management

COLLABORATION

- Proposal demonstrates a commitment to the collective objectives of the COMPACT Alliance and to working collaboratively with other COMPACT Alliance partners
- Proposal demonstrates a commitment to the COMPACT Community of Practice, a willingness to learn from other practitioners, and a willingness to share knowledge, insights and good practice for the benefit of other practitioners and the community
- Proposal forms new partnerships that facilitate capacity building and cross-sector collaboration
- Proposal demonstrates a commitment to working with NSW Government agencies as part of the COMPACT Alliance
- Proposal demonstrates a commitment to contributing to the COMPACT Program evaluation

GRANT CONDITIONS

COMPACT partnership grants are awarded on merit following a rigorous assessment process. Both successful and unsuccessful grants will be notified in writing. Multicultural NSW does not provide feedback regarding unsuccessful/successful applications. Please allow a minimum of two months for processing. If a grant is awarded, the Multicultural NSW Grants Program Terms and Conditions will apply to the grant.

You must review those terms and conditions and declare in your application where indicated that you have read and understood those terms and conditions, acknowledge that an agreement based on those terms and conditions will apply to the grant and if awarded a grant, agree to comply with those terms and conditions in acquitting the grant.

Online applications

COMPACT partnership grant applications must be submitted online through the Multicultural NSW website. Online applications must be accompanied by scanned signed declarations.

Eligibility criteria

- The host organisation (grant recipient) must be a non-profit sharing organisation
- Named partners (other from the host organisation) must have agreed in writing to be a partner in the project
- Named partners (other from the host organisation) may be non-profit sharing organisations. Profit sharing organisations may be partners if they are making cash or in-kind contributions to the project (as indicated in the project budget)
- A successful Grant must:
 - be located within NSW
 - demonstrate how the project will address one or more of the objectives nominated by Multicultural NSW above
 - demonstrate how the project will address one or more of the youth engagement categories also identified above
 - demonstrate how the project will measure outcomes
 - be cost effective and viable with an accurate budget
 - have clearly defined project outcomes including a tangible measurement for outcome evaluation.

Excluded activities

The following activities are excluded from receiving funding through a COMPACT Partnership Grant:

- party political activities
- celebration of national or independence days with the exception of key Australian days including ANZAC DAY, Australia Day, Clean Up Australia Day and NAIDOC day
- religious festivals, rituals, events or promotions, except multi-faith events which involve people from more than one religion
- projects funded under other State or Commonwealth grant programs
- building works (including maintenance) and equipment purchases
- events and festivals charging admission
- media productions that have not been endorsed by Multicultural NSW prior to publication or broadcast
- commercial or fundraising activities.

Completing the application

The purpose of your application is to provide Multicultural NSW with sufficient information to gain a clear understanding of your project, its purpose and the projected outcomes and benefits. Please ensure you fill in every section and supply all the requested information – see the checklist on the back cover of this document.

APPLICATION CHECKLIST

Read the application carefully. If you have any questions please phone our **COMPACT Grants Contact Officer** on **02 8255 6779** during business hours.

- 1.** Check that your project falls within the timeframe of the program.
- 2.** Ensure that your project falls within at least one priority area of the program.
- 3.** Ensure that you have undertaken the necessary research to formulate your project and can provide evidence that it will fulfil its objectives.
- 4.** Ensure all requested information is supplied.
- 5.** Provide simple clear answers to all questions.
- 6.** Only complete applications will be accepted – partially completed applications cannot be submitted through the online application system and will not be considered.



For more information,
visit multicultural.nsw.gov.au



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